



**TALKING POINTS FOR THE EXECUTIVE DIRECTOR & CEO, MRS.  
JACQUELINE MUGO AT THE LAUNCH OF RECOGNITION OF PRIOR  
LEARNING (RPL) POLICY FRAMEWORK AND GRADUATION OF THE 1<sup>ST</sup>  
RPL COHORT**

**22<sup>ND</sup> MARCH 2024 AT KICC**

**(Observe protocol)**

- Our Chief Guest, H.E Rigathi Gachagua, The Deputy President of the Republic of Kenya,
- The Cabinet Secretaries present:
  - Hon Florence Bore, CS Ministry of Labour & Social Protection,
  - Hon Ezekiel Machogu , CS Ministry of Education,
- Council of Governors Representative, H.E Dr. Erick Mutai
- Principal Secretaries present:
  - Dr. Esther Muoria, PS State department of TVET
  - Hon. Geoffrey E. Kaituko, PS State- Department for Shipping & Maritime Affairs
  - Mr. Charles Hinga, PS State Department for Housing & Urban Development
  - Mr. Shadrack Mwadime, PS State department of labour & Skills Development
  - Eng. Dr. Peter Tum, PS State Department for Sports
- Hon. Stanley Kiptis, The Chairperson, Kenya National Qualifications Authority,
- Ms. Caroline Njuki, ILO Chief Technical Advisor,
- Board Members KNQA
- Distinguished Guests
- Members of the 4<sup>th</sup> Estate
- Ladies and Gentlemen

Good morning!

On behalf of the Federation of Kenya Employers (FKE), I wish to thank KNQA for inviting us to be part of this auspicious and landmark occasion as we launch the RPL Policy framework and graduate the 1<sup>st</sup> RPL cohort. As employers, we have been longing for this day and we hope that our joy is shared by the different stakeholders from the education, training and employment sectors.

We consider this an important and critical milestone in our country which requires collaborative efforts from us all in addressing labour demand and supply needs.

## **ABOUT FKE**

### **Ladies and gentlemen**

With a membership spread across all sectors of the economy, the Federation of Kenya Employers (FKE) is the voice of Employers in Kenya and represents their interest in social and employment policy at the national, regional, and international level, for over 60 years. FKE's purpose is to ensure that our policies, laws and regulations foster an enabling environment for business and play a positive role in wealth and job creation. FKE carries out Policy advocacy on behalf of employers at the tripartite level involving the Government, Employers and Workers.

FKE's goal is to promote an enabling socio-economic environment to enhance industry competitiveness.

The Federation of Kenya Employers celebrates this RPL launch as it is a key milestone in line with promotion of the skills development agenda, lifelong learning initiatives and promotion of global best practices. FKE recognizes that there are people who have acquired skills informally and non-formally in the course of their life and these skills are relevant for development of the economy. RPL offers an opportunity to such individuals to be assessed and certified for their skills and as a result they can, among other benefits, gain entry into formal employment, advance in their careers, get entry into formal learning if they so

wish, gain a competitive advantage in entrepreneurship and a boost of their self-esteem.

**Ladies and gentlemen,**

As you are aware, there have been numerous changes in the world of work inspired by global megatrends such as technology, demographic changes and the Covid-19 pandemic, among others. Further, a paradox describes the state of affairs in employment and skills in our county and region. On one hand there are thousands of unemployed and underemployed Kenyans while on the other hand, employers are unable to fill certain positions or identify certain skillsets considered critical for their business operations. Where is the mismatch?

A survey conducted by FKE in 2018 revealed that Skills mismatch remains one of the key challenges that Employers continue to face in matching the skills they demand and the supply available in the labour market. A recent survey launched by FKE in November 2023 shows that employers still record some hard to fill vacancies with 20% of employers reporting difficulties in filling certain positions especially in professional services, scientific, technical, mining, quarrying, accommodation and food service sectors.

RPL provides an alternative pathway that will ease employers access to an already skilled potential workforce towards attainment of their business goals. Employers in the formal sector are keen to tap into competencies presented by their workforce to enhance productivity and competitiveness of enterprises.

**Distinguished guests,**

While we acknowledge that our economy is highly informal with over 80% of waged employees being in the informal sector, the formal sector plays a significant role in shaping policies and practices, contributing to GDP and general economic development in this country.

As employers, we believe that there is a business case for RPL because we significantly contribute to skills development of the workforce in our enterprises through on the job training, apprenticeships, coaching and mentorship. Some of these programs may not award qualifications for the new knowledge and

skills attained yet such skills contribute to business operations. They may also be economically beneficial to the beneficiaries in the longrun and subsequently contribute to the Country's Economic development. It is for this reason that we fully support RPL as both producers and consumers of the skills and champions in encouraging lifelong learning.

## **Conclusion.**

**Ladies and gentlemen,**

As I conclude I wish to state that together we can improve the productivity levels in our enterprises and country by embracing initiatives like RPL, a factor that some of the developed countries realized early and have taken advantage of.

FKE has been a part of the inaugural taskforce for implementation of RPL and will continue to play a key role in the following areas:

- Sensitizing employers on RPL and its benefits through partnership and close collaboration with KNQA and other key stakeholders,
- Encouraging employers to uptake skilled workers who have been certified through RPL as a source of the much needed skills in their workplaces.
- Encouraging employers with uncertified skilled workers in their enterprises to go for assessment and attain certification of their skills.
- Working with various stakeholders to ensure quality standards are set and maintained as a quality assurance measure for employers.
- Promoting entrepreneurship by encouraging individuals certified through RPL to consider self-employment where formal jobs are not available.

FKE commends the Government for supporting the RPL initiative. We welcome the launch of the RPL Policy Framework. We also congratulate those who will be graduating today and look forward to full scale successful implementation of RPL in Kenya.

Thank you!

**Jacqueline Mugo**  
**Executive Director & CEO**  
**Federation of Kenya Employers**