



REPUBLIC OF KENYA

MINISTRY OF EAC, LABOUR & SOCIAL PROTECTION

KENYA LABOUR MARKET INFORMATION SYSTEM

KLMIS A Paradigm Shift

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Paradigm Shift in the Management of Labour Market Information in Kenya

Introduction

For more than four and a half decades now, Kenya Government has continuously articulated the need to create sufficient employment opportunities to absorb the countries growing labour force. Indeed, unemployment and underemployment have been identified as Kenya's most difficult and persistent problems. Unemployment is caused by a myriad of factors key among them the shortage of available job opportunities against a fast growing pool of job seekers, lack of requisite skills sought by industry due to mis-match of acquired skills and industry expectation, and inadequate access to information on available job opportunities etc.

The situation is further aggravated by inadequate human resource planning and development policies that are based on labor market information that is not only accurate, authentic and timely, but also available and reliable. Vision 2030 MTP II , Kenya's long-term development blue print postulates the development of a strategic human resource base that is informed by an effective Labour market Information System.

Kenya Government has over time attempted to improve labour Market information and its flow. One such move was the establishment of the National Employment Bureau (NEB) in 1986. Inbuilt in its mandate was the collection, analysis, and dissemination of Labor market Information. However information flow and availability still remained a challenge creating a void that private employment agencies and bureaus have attempted to fill.

Essentially labour market information though available is to be found in silos housed in the very many different institutions dealing with the labour market. It therefore becomes inaccessible as and when needed by various stakeholders. The KLMIS is meant to address this challenge by providing a one stop shop for labour market information.

The Kenya Labour Market Information System (KLMIS)

To address the challenges in the provision of accurate, relevant, and timely labour market information, the Government has developed a Labour market information platform that will provide information necessary for policy development on labour matters, human resource planning and training and development and especially address the skills mismatch which is major cause of unemployment.

The system development will be undertaken in two phases. In its design, there is an labour market information observatory/storage component accessible and an interactive web-based system for employers and job seekers and privileged stakeholders who must be registered with the system. Job seekers register and upload their CVs so that they can be found by prospective employers.

Objectives of KLMIS

The main objective of KLMIS is to provide timely, relevant and reliable labor market information and an interactive platform for job seekers and employers.

In the long term, the KLMIS is expected to:

- To maintain an up-to-date and comprehensive labour market observatory for national planning, policy formulation as well as research and development in labour matters;
- Provide information on available jobs in the local labour market and progressively in overseas job markets for purposes of career planning.
- Create a platform where prospective and vetted employers can advertise jobs free of charge and where jobseekers can upload their CVs and apply for the jobs;
- Serve as a repository for national as well as international policy and legal reference documents on labour market matters;
- Provide information on locally available training institutions and programmes/courses offered;
- Provide professional advice on job search, interview, and CV writing techniques and career planning for the youth;
- Provide information on Government self-employment promotion initiatives for the youth and other vulnerable groups;
- Provide reports on skill demands, shortages or mismatch derived from various sectoral surveys and periodic National Manpower Surveys.
- Provide information on volunteer and internship opportunities.

Sources of information for KLMIS

Information for the KLMIS is obtained from organizations dealing with the labour market such as:

- Surveys and analytical reports by the Ministry of EAC, Labour and Social Protection and other Government Agencies such as, the Kenya National Bureau of Statistics (KNBS) Commission for University Education, Technical

and Vocational Education Training Authority, National Employment Authority, Service Commissions and state Corporations among others.

- Reports by stakeholders such as, employer organizations, Trade Unions, professional organizations, ILO etc.
- Policy documents labour matters.
- Reports by private employment agencies and bureaus

Beneficiaries

KLMIS will provide fundamental information to stakeholders in the labour market. This information it is hoped will inform appropriate planning on all labour market matters. The following are some of the stakeholders who are expected to benefit from the KLMIS:

- Policy makers in the labour sector
- Trainers and Training Institutions
- Employers (Public and private)
- Job seekers
- Career counsellors
- Investors
- Researchers
- Students & parents/guardians
- Development partners
- Employee and employer organizations

Challenges

The following are key challenges that we face in implementing the KLMIS.

- Inadequate funds – research and data collection to update KNOCs, Master file of Training Institutions and Sectoral surveys.
- Weak collaboration and net working among stakeholders.

- Lack of facilitative legislation to enforce production and regular remittance of LMI from institutions.
- Weak Information Management Systems in stakeholder institutions.

Sustainability

To ensure sustainability and growth the following is being institutionalised:

- Building strong networks amongst all stakeholders for ownership and information sharing.
- Continuous gathering of information to update the LMI content.
- Continuous benchmarking to improve standards and quality of information.
- Develop Facilitative legislation to enable effective data collection
- Use of feedback from users either from the social media or otherwise.

The future of KLMIS –where do we want to go

Phase 1 is now complete and the system is operational.

Phase 2 will involve the development of Application Programming Interphase (APIs) to facilitate seamless data and information flow among institutions that not only generate but also use labor market information.

As I finish I invite you to walk with me through the KLMIS web portal by watching a short video clip on the character and content of the KLMIS.

Thank you