

WAPES conference 2022 presentation.

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PES Challenges /Digitalization in Kenya

**Focus on the youths (ages 18 to 34 years) both in formal and informal sectors
Kenya 's PES mandate among others is -;**

- Provision of advisory services on policies on issues touching employment
- Registration and linkages of job seekers to employment
- Provision of occupational and vocational guidance and counselling.

PES Challenges

- Lack of and /segregated data on job seekers numbers
- Lack of data on job seekers' skills
- Lack of and /segregated data on skills available(supply) and in demand
- Unemployment, underemployment and skills mismatch
- Employers/companies closing down due to economic hardships
- Redundancies and layoffs
- inflexible working hours

Interventions to address the challenges

- Policy change to address critical areas (affirmative action for women , PWDS and flexible working hours)
- Digitalization of PES
- Digitalization of job seekers and recruitment agencies registration.
- Promotions of programs to cushion unemployed e.g., KAZI KWA VIJANA (work for youths) where youths are given work to do for pay and exposure for self employment.
- Digital talents programs where youths are trained on ICT skills to be ready workforce for industry needs
- KYEOP (Kenya Youth Employment & Opportunities Project) Youths are trained in skills for either formal, informal or self-employment
- Partnerships to Invest more on networks and networking linkages

Interventions to address the challenges

- Government paid internship programs policy implementation .This is to promote employability of job seekers and help build networks for job referrals
- More focus on research for marketable skills for both formal and informal sectors and encourage training on such areas.
- Promote and sponsor TVET(Technical Vocational Education Training
- Youth employment program has encourage innovations and promotion of self-employment programs
- Focus on digitalization (online jobs, start of AJIRA KENYA program which trains youth for digital and online work) which also promotes digital talents

Covid Impact on PES Services

- Increase in-;
- Unemployment, underemployment
- Employers/companies closing down
- Redundancies, job cuts
- Salary cuts and layoffs
- Reduced and flexible working hours
- Redundancy of works e.g. loss of business opportunities and market for goods/services

conclusion

- Policy change on Government paid internship programs has promoted employability of youths and help build networks among them.
- More training in marketable skills e.g. in welding, Artisan, hospitality among the youths has increased.
- sponsored TVET(Technical Vocational Education Training) enrolment has gone up.
- Youth employment program has encouraged innovations and promotion of self-employment programs and attitude change
- Focus on digitalization (online jobs, start of AJIRA KENYA program which trains youth for digital and online work and also promotes digital talents has been embraced by youths (1200 youth trained so far)
- PES services and recruitment agencies registration is all digital now.
- Discounted internet payments for youth promoted by service providers.