

Kenya's Mathare Valley Vocational School Scholarship Program 2011-12 Project Proposal



EXECUTIVE SUMMARY

MCO in conjunction with Bright Hope established in summer 2011 a vocational scholarship program trying to pave the last stretch of the road to education. 52 applications were received but only 13 recipients were granted a scholarship. The fields they will be pursuing are education (5), social work (3), accounting (3), business and (1) air cargo technician. Most of the programs are two to three years in duration. Only two recipients were fully funded with the remaining ones having to finance the balance. As a requirement scholarship recipients will do community service work with MCO in their field of work.

Only \$7,500 was committed to this program in 2011. Bright Hope seeks \$20,000 to expand this program based on the qualified applications received.

BACKGROUND

The odds of enrolling into college in Kenya are pretty slim. In fact, the World Bank says the enrollment ratio is about 2.7% in Kenya compared to 83% in the U.S. Furthermore, if you consider someone living in the urban slum of Mathare Valley with poor schools and little personal financial support the odds become really slim.

Bright Hope partners with Mathare Community Outreach (MCO) to provide education via three main schools within an urban slum of 600,000 people living in less than 3 square miles. MCO is one of the few schools that offers secondary education (high school) in the community. Approximately 1,400 students attend these schools each year. Tremendous progress has been made over the years in developing an infrastructure to support this school. Recent academic performance suggests the teaching quality has been good and improving. KCPE test scores at the schools average for boys at 313 out of 500 (62.6%) and for girls at 284 out of 500 (56.8%). The Kenya national mean score in 2009 stood at 53.84%.

However, graduating students and young people in Mathare have struggled to translate their education into income generating careers. This is not an uncommon situation, particularly in an urban setting, as indicated in a recent Yes Youth Can! Program study in Kenya¹.

"Kenyan youth face a complex reality: On one hand, they have a relatively high level of basic education, with a literacy rate at over 90 percent, and more than

¹ YES YOUTH CAN! PROGRAM, Annual Program Statement, APS No. APS-623-10-000001, May 27, 2010 (attached as Exhibit 1)

half of those who are out of school have completed some or all of secondary schooling. However, 75 percent of the out-of-school youth do not have regular, full-time employment. As many as 40,000 of these youth are entering this labor force each year with tertiary education, and facing an employment market that has only created 150,000 new formal sector jobs in the past six years. This is reflected in increasing levels of youth who are on the street and highly vulnerable to recruitment to petty crime, gangs and prostitution.”

-Yes Youth Can! Program Study

Sadly, those who graduate from secondary school often find themselves at a dead end. They are often literate but they are not skilled in a particular trade to get a job or they require further education for a high-skilled occupation. Getting trained to be a nurse, teacher, social worker, auto mechanic or accountant costs money and time. Thus, a scholarship program is critical to complete the cycle of education so people can return and give back to the community.

Significant progress has been made in providing basic education but the time has come to take education to a more practical level. In the past efforts have been made to provide a standard scholarship for select students to nearby universities or colleges. This is fine but results are mixed from the standpoint that the cost is high, the length of graduation is considerably long, and in some cases the field chosen by the student is not practical.

After careful consideration a focused vocational scholarship program appears to be more practical and cost effective in making a more substantial impact of getting people out of poverty in an urban setting. We have identified four occupational areas with a strong employment outlook in Nairobi. They are medical, teaching, accounting/bookkeeping and automotive.



VOCATIONAL SCHOLARSHIP DESCRIPTION

There are several vocational schools in the Nairobi area that are accessible from Mathare Valley. Medical-related programs such as nursing, physiotherapy or pharmacy are generally three years of school. Teaching programs are typically two years while getting an accounting degree is one year. Becoming an accredited CPA is typically another year of preparing for the exam. Automotive technology is a three year program.

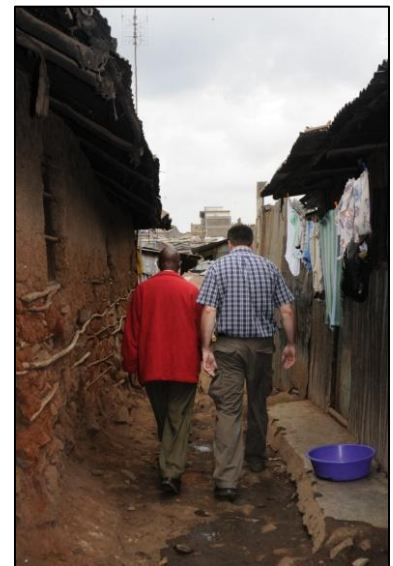
In the Vocation Program Investment Analysis table below is a list of vocations, length of program and costs in both US \$ and KSH \$. The Salary Per Month column is an estimate of what a graduate can expect to make on a monthly basis. The Months of Recovery indicate the number of months of work necessary to cover the total investment into a vocational program. In the case of Nursing it would take 19 months or nearly 1½ years of salary until the investment cost in a vocational program is recovered. The Salary To Cost Ratio illustrates the economic attractiveness of the vocational field relative to the investment cost. Interestingly, the vocation of a Motor Vehicle Technologist (9.39) and Early Childhood Development (6.94) are significantly higher than the other fields.

Vocational Program Investment Analysis

VOCATION PROGRAM	Length of Program (yrs)	Total Cost US \$	Total Cost KSH \$	Cost Per Year KSH \$	Salary Per Month KSH \$	Months of Recovery	Salary To Cost Ratio
Nursing	3	7,146	574,000	191,333	30,000	19.13	1.88
Physiotherapy	3	3,536	284,000	94,667	36,000	7.89	4.56
Medical Lab, Community Health, Nutrition, Pharmacy	3	2,913	234,000	78,000	25,000	9.36	3.85
Teaching (P1)	2	1,550	124,500	62,250	15,000	8.30	2.89
Early Childhood Development	2	862	69,200	34,600	20,000	3.46	6.94
Diplomacy in Accountancy	1	1,388	111,500	111,500	25,000	4.46	2.69
Certified Public Accountant*	1	329	26,400	26,400	25,000	1.06	
Motor Vehicle Technologist	3	1,193	95,850	31,950	25,000	3.83	9.39
Hairdressing	0.5	984	79,000		10,000	7.90	0.76
Hair Styling / Design	0.8	1,198	96,200		10,000	9.62	1.00

*getting a CPA is a natural progression once a diplomancy of accountancy is received

MCO has established a Scholarship Committee of seven members that oversees, selects and implements this program. There are detailed procedures, applications and forms available upon request. Recipients are required to provide community service at OCC in their field of work. Recipients must reapply yearly. Scholarship amounts will be up to 100% of the total annual costs of a vocational school program depending on the need. To create a higher degree of ownership and motivation recipient we favor those who demonstrate some ability to self pay a portion of their education. A scholarship committee will be established by OCC to administer the program. Related families of the OCC staff are ineligible to apply. Semi-annual reporting from a MCO-led scholarship committee will be written that shall include grades along with general progress comments for each recipient. The scholarship committee will be expected to meet recipients semi-annually (or more) to provide personal encouragement and guidance. Scholarship monies shall be paid directly to the vocational school. Bright Hope will assist in establishing the initial policies, general oversight and providing updates to donors.



CONCLUSION

Bright Hope believes in what is known as the Circle of Hope. This is the concept that the community (or the local church) is the best engine to lift people out of extreme poverty. Often, in urban slum settings there is no unified group or organization except for the local church. The local government tends to focus its limited resources into middle and upper income areas.

OCC's programs are designed to be family oriented so the focus is not on the individual. The family unit not only has biblical foundation but well documented social benefits. Lifting oneself out of extreme poverty is not done alone. It is crucial that the community insure that quality education is provided and that they develop an avenue whereby people can earn a sustainable living and build a career. Once they've established their career these people are in a position to give back to the community, and thus, complete the circle of hope.

In 2011, 52 applications were received but only 13 received scholarships. The vocational school scholarship program was established with a target goal of US\$15,000 per year but only \$7,500 was raised. Based on the high number of applications the target goal has been raised to \$20,000 per year. Based on \$20,000 this increased amount can support 25-30 students yearly depending on the vocational program selected.

2011 Vocational Scholarship Recipients



Back row clockwise: Allan Charo, Allan Okal, Phelix Omollo, Irene Ochieng, Gilbert Osumba – chairman scholarship committee, Millicent Odhiambo, Lillian Achieng, Linet Anyang, Joel Oyieko.

Front row clockwise: Michael Muthondu, Lizz Obambo, Joseph Ochieng, Mercy Omondi, Emily Auma (not pictured).

**THE NAIROBI HOSPITAL
CICELY McDONELL SCHOOL OF NURSING**

Course	Kenya Registered Nurse (KRN) Diploma Program														
Length of time to complete	three (3) years														
Quality of training	<ul style="list-style-type: none"> • The program is approved by the Nursing Council of Kenya (governing body responsible for Nursing Education). • The curriculum is structured to include nursing, biological, and behavioral science courses. • The school prides itself in training responsible and accountable nurses capable of delivering quality patient care 														
Track record of the program	It started with only one student in 1956. To date it has trained and successfully graduated a total of 1,711 KRN nurses. Graduates are internationally recognized and have been registered in countries like Britain, USA, and Australia.														
Cost of the program	<table> <tr> <td>Tuition fees @ K180,000/year</td> <td>540,000</td> </tr> <tr> <td>Registration</td> <td>2,000</td> </tr> <tr> <td>Books</td> <td>15,000</td> </tr> <tr> <td>Exam fee</td> <td>5,000</td> </tr> <tr> <td>Nursing Council Fee</td> <td>4,000</td> </tr> <tr> <td>Miscellaneous</td> <td>8,000</td> </tr> <tr> <td>Total</td> <td></td> </tr> </table>	Tuition fees @ K180,000/year	540,000	Registration	2,000	Books	15,000	Exam fee	5,000	Nursing Council Fee	4,000	Miscellaneous	8,000	Total	
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Employment/placement of graduates

Due to the increasing demand for registered nurses, graduates have a fair chance of employment.

Approximately one-third of the graduates are absorbed by The Nairobi Hospital while the rest join the other public and private institutions locally and internationally.

Salary: K30,000/per month

Additional skills programs (if any)

This program provides a sound foundation upon which nurses can further develop in their areas

of choice to include

Midwifery,

Psychiatry, Pediatrics, Intensive Care Nursing, Theater Nursing,

Public Health, or even to

embark on degree programs.

KENYA MEDICAL TRAINING COLLEGE (KMTC)**Course**

Diploma in Physiotherapy

Length of time to complete

three (3) years

Quality of training

- KMTC is the leading trainer of physiotherapy in East Africa and collaborates with the Lund University in

Sweden. Along with Kenyans, scholars from Liberia, Sierra Leone, Botswana, Malawi, and Southern Sudan

comprise the student population.

- The curriculum is accepted in many universities so that graduates automatically qualify for the

master's program.

Track record of the program

The program has graduated approximately 5,000 students since its inception in 1966. Slots are highly competitive so that only deserving students get into the program.

Cost of the program

Tuition fees @ K80,000/year	240,000
Registration	2,000
Books, Stationery, Uniform	30,000
Exam fee	5,000
Activity fee	3,000
Development fee	4,000
Total	284,000

Employment/placement of graduates

Successful graduates of physiotherapy are high in demand in Kenya. Once registered with the Kenya Society of Physiotherapists, they are kept informed of job opportunities. They are employed by both government and private hospitals, clinics, and non-government agencies requiring their expertise.
Salary: K36,000/month

Additional skills programs (if any)

Graduates of the program are offered continuous professional development trainings, seminars, and workshops to keep them abreast of the advances in their

field and to merit them additional qualifications.

THE KENYA POLYTECHNIC UNIVERSITY

Course	Diploma courses on Medical Laboratory Science, Community and Public Health, Nutrition and Dietics, and Pharmaceutical Science
Length of time to complete	three (3) years
Quality of training	Syllabus: approved by the Ministry of Education and Health
Track record of the program	Very good
Cost of the program	Tuition fees @ K75,600/year 226,800 Application fee 1,000 Examination fee 5,000 Registration-related charges 1,200 Total 234,000
Employment/placement of graduates	Graduates find jobs both in private and public health institutions. Salary: K25,000/month.
Additional skills programs (if any)	Computer literacy, option to continue on to a different diploma or undergraduate course on a chosen line of career

INTERNATIONAL TEACHER TRAINING CENTER

Course	Certificate in Teaching (P1 Teacher)	
Length of time to complete	two (2) years	
Quality of training	Syllabus: Kenya Teacher Teaching Skills Vols. 1 & 2 by the Ministry of Education Accreditation: Kenya National Examination Council (KNEC)	
Track record of the program	Good	
Cost of the program	Tuition fees @ 58,500/year	117,000
	Additional books to supplement library references and stationery	7,500
	Total	124,500
Employment/placement of graduates	Graduates find teaching jobs in both the private and public sectors in Kenya and neighboring countries. Salary: K15,000/month.	
Additional skills programs (if any)	Computer literacy, graduate to diploma and undergraduate levels	

IMARA TRAINING COLLEGE

Course	Diploma in Early Childhood Development (ECD)
Length of time to complete	two (2) years
Quality of training	Syllabus: ECD Teaching Manuals by Ministry of Education Accreditation: Kenya National Examination Council (KNEC)

Track record of the program	Good	
Cost of the program	Tuition fees @ K32,100/year	64,200
	Stationery, course resource materials, field research project, teaching practice, graduation	5,000
	Total	69,200
Employment/placement of graduates	<p>Graduates find teaching jobs in both the private and public sectors in Kenya and neighboring countries. Greatest opportunities are found in private kindergartens. Salary: K20,000/month</p>	
Additional skills programs (if any)	Computer literacy, option to continue on to diploma and undergraduate levels	

THE KENYA POLYTECHNIC UNIVERSITY COLLEGE

Course	Certified Public Accountant (CPA) Part 1	
Length of time to complete	one (1) year	
Quality of training	<p>Syllabus: CPA Parts 1-4 Accreditation: Kenya Accountants and Secretaries National Examinations Board (KASNEB)</p>	
Track record of the program	Very good	
Cost of the program	Tuition fees/year	19,700
	Examination fee payable to KASNEB	6,700
	Total	

26,400

Employment/placement of graduates

Graduates find jobs in both private and public firms as accountants and clerks.
Salary: K25,000/month

Additional skills programs (if any)

Computer literacy, option to continue on to higher levels of CPA or undergraduate level

KENYA INSTITUTE OF PROFESSIONAL COUNSELORS

Course

Diploma in Accountancy

Length of time to complete

one (1) year

Quality of training

Syllabus: Financial Accounting, Auditing, Taxation, Management, Project, Business Finance, Company Law
Accreditation: Kenya National Examination Council (KNEC)

Track record of the program

Good

Cost of the program

Tuition fees/year

105,000

Examination fee

3,500

Project fee

3,000

Total

111,500

Employment/placement of graduates

Graduates find jobs in both private and public firms as accountants and clerks.
Salary: K25,000/month.

Additional skills programs (if any)

Computer literacy, option to continue on to higher levels like diploma and

undergraduate on a chosen line
of
career

THE KENYA POLYTECHNIC UNIVERSITY COLLEGE

Course	Diploma in Motor Vehicle Technology
Length of time to complete	three (3) years
Quality of training	Syllabus: approved by the Ministry of Education
Track record of the program	Very good
Cost of the program	Tuition fees @29,950/year 88,650 Application fee 1,000 Examination fee 5,000 Registration-related charges 1,200 Total 95,850
Employment/placement of graduates	Graduates find jobs in both private and public firms as mechanics in the automotive industry and in the <i>jua kali</i> Industry. Salary: K25,000/month
Additional skills programs (if any)	Computer literacy, option to continue on to higher levels like Diploma and Undergraduate in Mechanical Engineering

ASHLEY'S HAIR & BEAUTY ACADEMY

Course	Diploma In Hairdressing										
Length of time to complete	six months										
Quality of training	A six-month, comprehensive course covering all elements of hairdressing and general salon conduct/ methodologies. Topics of study include hair cutting, thermal styling, relaxing, first aid and hair bonding among many others.										
Track record of the program	It has trained over 7,000 students in the last ten years. Ashley's is the license holder of the Miss World franchise within Kenya, as well as the Miss Tourism, Miss Commonwealth, and Miss & Mr. Teen Kenya franchises. Their salons have been rated the top salons in Kenya for the last 17 years. They have won international awards in hair design including one from Revlon International. They have been patronized by many of the 'who is who' in Kenya, including media personnel and government officials.										
Cost of the program	<table><tr><td>Registration Fee</td><td>2,000</td></tr><tr><td>Uniform (non-refundable)</td><td>2,000</td></tr><tr><td>Tuition</td><td>58,000</td></tr><tr><td>Examination (internal)</td><td>5,000</td></tr><tr><td>Graduation fee</td><td>2,000</td></tr></table>	Registration Fee	2,000	Uniform (non-refundable)	2,000	Tuition	58,000	Examination (internal)	5,000	Graduation fee	2,000
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Graduation fee	2,000										

Use Of machines & equipment	10,000
Total (can be paid in five, three, or two equal installments)	79,000
Note: City & Guilds exam fee of €100 not included	

Employment/placement of graduates

In every other top salon, there is an ex-employee of Ashley’s or the professional training acquired at Ashley’s Academy. Additionally, 90% of Ashley’s students are working in reputable salons both within Kenya’s borders and abroad.
Salary: K\$6,000 to 12,000 per month (depending on salon) excluding tips

Additional skills programs (if any)

Beauty Therapy Diploma (4 months)
Modeling (2 months)
Part Time Courses in both Hairdressing and Beauty (1 month each respectively)

BODYWISE TRAINING CENTER

Course	Hair Styling or Hair Design Certificate (accredited through ‘City & Guilds’)
Length of time to complete	six to eight months
Quality of training	A six to eight month program (depending on the student)
Track record of the program	• 100% graduation rate

- Strict teachers, professionalism taught and enforced at all times
- They have been patronized by many of the ‘who is who’ in Kenya, including media personnel and government officials.

Cost of the program

Tuition, books, supplies (hair drying, tongs, brushes, etc.)*	90,000
Final Exam - Ksh 6,200	6,200
Total (can be paid in negotiable installments)	96,200

*Supplies can be taken by students upon graduation to start-up their practice.

Employment/placement of graduates

Course includes a three-month, unpaid placement. Although not guaranteed, this placement often leads to employment. One graduate testified that her entire class found employment after graduating.
 Salary: K\$6,000 to 12,000 per month (depending on salon) excluding tips

Additional skills programs (if any)

- Hair Styling and Hair Dressing (certificate)
- Cosmetology (certificate)
- Beauty Therapy (certificate)
- Hair Dressing (certificate)
- Nail Technician and Manicurist (certificate)