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Transforming Training Provision

The Role of the Private Sector (Industry-led Centres of Excellence or Training Centres to Meet Sector Skills Needs)



▶ **Global
Skills
Forum**

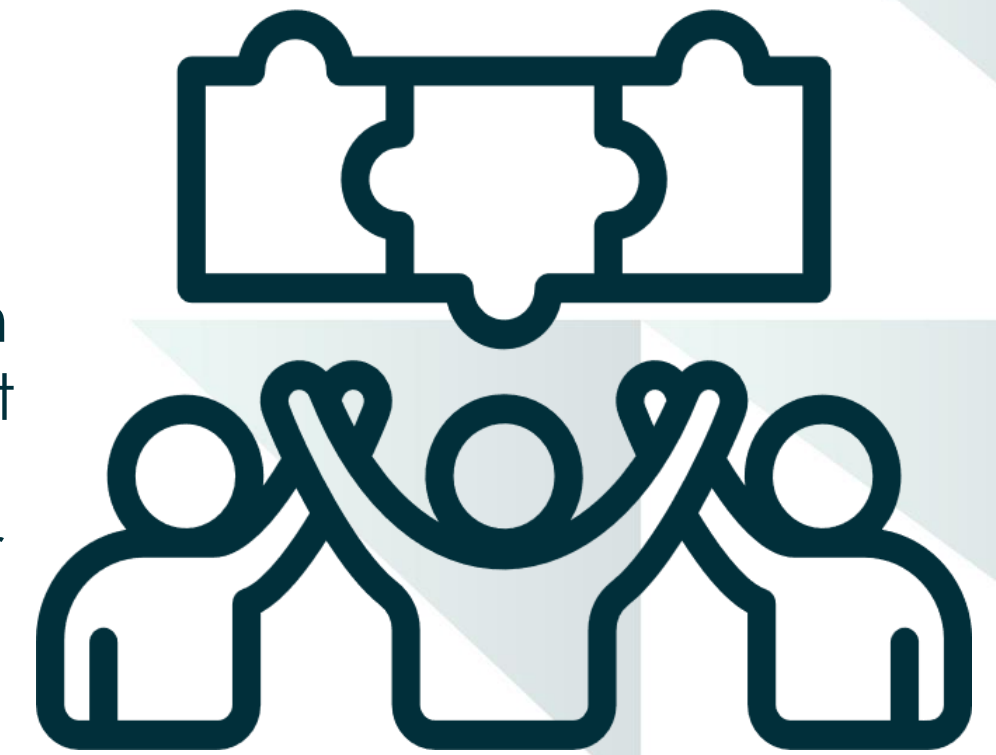
The Role of the Private Sector in Skills Development:
Driving Innovation and Impact

BIHC – Centre of Excellence

Leadership

- Best practices, innovation, research and training in Culinary Arts and Hospitality Management

- **10-year strategic plan: vision, mission and strategic objectives**
- Commitment to provide **adequate physical resources** aligned to the requirements of the provided programmes
- **Digitized internal and external processes** by adopting diverse technologies to enhance student experiences and internal efficiencies
- Programmes in training and/or research **responsive to industry needs** in the focus areas (Culinary Arts, Hospitality Operations and Management Programs, Dual Vocational Traineeship Programs)
- **Trainee support** including admission, guidance and counselling, career development, placement, exchange programs, trainee feedback mechanism
- **Research and Innovation:** Entrepreneurship, incubation and mentorship support, Mutually beneficial collaboration and partnership
- **Quality Assurance**



Success Stories: Addressing skill gaps and driving innovation

Effective Programs

- **Demand-Driven Initiatives**

- BHC's regular programs are crafted based on regular and robust industry needs assessments and joint forums.
- **Short Courses & Dual Vocational Traineeship Programs**
Focused on positions required by the Kenyan hospitality industry

- **Dual Vocational Traineeship Pilot: Skill gaps and innovation**

- Collaboration with Swahilipot Foundation to pilot three high-demand courses in Mombasa County, successfully training 80 participants with 70% employment retention rate.

Key Factors for Success

- Skill set of trainers, practical training methods, competency-based curriculum design, learner-centered approaches, and continuous trainee follow-up.

Innovative Apprenticeship Models

Flexible Apprenticeships

- Creation of flexible apprenticeship models that integrate on-the-job training with classroom learning, addressing skill mismatches and unemployment gaps.
- **Example:** BIHC's Dual Vocational Traineeship Training Model offers a competency-based approach to learning and practical experience.
- Ensure engagement
- At the core of the model are essential components including:
 - Key success factors
 - Quality hands on training
 - Induction at the industry placement venue
 - Participants interpersonal and leadership skills
 - Skill development workshops
 - Career guidance
 - Mentorship and coaching



Driving Innovation in Skill Development: Collaborate

- **Industry Training and End Point Assessments**

- BIHC collaborates with over 190 industry partners to deliver industry training and end point assessments under the Dual Vocational Traineeship Approach Program

- **Progressive Skills Needs Mapping**

Regular industry-academia workshops ensure mutual co-creation of curricula, thus closing skill gaps and avoiding outdated training content.

- **Mentorship and Coaching**

Co-mentoring and coaching trainees during industry training. Career development support, operational and technical support of trainees

- **Collaborative Curriculum Development**

- **Industry-Educator Partnerships**

Foster collaboration between private sector and BIHC to co-create curricula that reflect real-world skills demands and trends.



Skills Development Programs

- **Community-Based Initiatives**

- BIHC in partnership with various foundations, SRH & SGBV-based organizations invests in community-driven skills training programs as part of its humanitarian efforts, promoting workforce development.

- **Key Achievements**

- ★ **Trained over 700 NEET** (Not in Education, Employment, or Training) women-led youths under the Dual Vocational Traineeship Program, with a 44% cumulative job retention rate within three months.
- ★ Empowered **245 entrepreneurs** through the **ILO Start and Improve Your Business (SIYB)** modules, mentorship and coaching while focusing on hospitality technical training
- ★ 70% Women, 30% Men, PWDs, SRH & SGBV victims



THANK YOU



10 *Years*
OF EXCELLENCE