

Although Mr. Makhoka is now employed full-time at Kenyatta University College, he has also a private business of making furniture in his Dandora home. He employs two "fundis" and has invested some K.Shs. 3,000/- in hand tools. He has no shed. He needs assistance of about 40,000/ for machinery, before he could quit his present employment to run his business full-time. He has no problem about marketing his products. His sales of the furniture is approximately 2,000/- per month.

About KITI, Mr. Makhoka feels that a course in upholstery could be very useful to people in his trade. He also feels that more management training particularly in marketing, should be offered.

5. Messrs Francis Kago, David Kiplangat and Francis Kamau

Interviewed by Prof. A.D. Bohra, Dr. A.D. Monteiro, Mr. S.E. Joseph and Mr. D.L.A. Ochieng.

These three gentlemen are working for the Government workshop of the Ministry of Works as Automotive Mechanics. Mr. Kamau and Mr. Kago are acting Inspectors in-Charge of the different workshops at the Ministry's Automotive Repair Department.

The gentlemen had attended technical secondary schools and then joined KITI in different years. They received different grades from KITI and then joined the Ministry immediately after their training at KITI.

They said that because of the difficulties they had in raising finances for their own workshops, they had to take up employment. They still hope to start their own businesses some day.

Regarding KITI, they felt that the training duration should be extended to two years so as to include more training on Industrial Management and Plant Maintenance. Moreover there should also be annual seminars and workshops for the old graduates to exchange views and experiences. They also felt that KITI Certificates should be given national recognition since many customers are attracted by these certificates.

6. Mr. Oduor - Nairobi

Interviewed by Prof. A.D. Bohra, Dr. A.D. Monteiro, Mr. S.E. Joseph, Mr. H. Bekker and Mr. D.L.A. Ochieng.

Mr. Oduor, hails from Ukwala Division in Siaya District.

Before he joined KITI in 1975, Mr. Oduor had completed Form II education and obtained some "Local" training in Welding in Uganda.

He joined the Foundry/Millwright Section and obtained Welder Grade III and Moulder Grade III Certificates at KITI. He also got the KITI certificates Grade "C".

After KITI, Mr. Oduor worked for the Pyrethrum Marketing Board as a Welder for four years. He now has G.T.T. II in Welding.

Although he had just left a job in Nakuru, Mr. Oduor had no difficulty in securing another employment in Nairobi. He is grateful for his training at KITI because he can now choose jobs.

He was not ready to start his own business immediately after leaving KITI because he lacked the confidence for running his own business. But now after working for sometime, he feels quite confident that he can run a workshop successfully.

He felt that more on-the-job training is needed at KITI to give the trainees greater confidence. He also felt that one year is too short and the training period should be longer. There should also be more assistance for KITI students particularly for preparation of feasibility and project reports.

7. Mr. Daniel Awero Ogaja - Nakuru

Interviewed by Prof. A.D. Bohra, Mr. H. Bekker and Mr. D.L.A. Ochieng.

Mr. Awero hails from rural Siaya District. He studied upto K.A.P.E. level (Std. 8) before going to Kitale where he worked as a cashier in a petrol station. He then developed an interest in metal work and did several jobs in the field before moving to Nakuru in 1966. He joined the metal work section of the Municipality of Nakuru where he worked for 3 years as a blacksmith before joining KITI in 1969.

After KITI, he joined the Municipality again. In 1972, he was sent to Japan to study blacksmithy. On his return from Japan, he worked for the Municipality of Nakuru upto 1975, when he left to start his own business.

Mr. Awero had 8 years' working experience and G.T.T. II in Blacksmith before he started his business. He had only 4,000/- and spent 2,500/- on purchasing a residential plot (for security purposes) and started his business with 1,500/-.

He is well known in town and has been very successful in Automotive Body Building and Repairs. His business - Baraka Engineering Works - is now worth over 100,000/- and he employs some 28 workers.

Regarding the training in KITI, Mr. Awero said that the Institute had very good courses, although there were some problems because the classes were heterogeneous. The training period should be extended to 18 months. After KITI, he couldn't raise money for starting a business. He felt that KITI should help in getting some hand tools for the graduates. There should also be some follow-up programmes to assist the KITI graduate entrepreneurs with management problems, materials and spares and servicing of equipments and machines.

Mr. Awero lamented that lack of working space was a big problem in Nakuru. Therefore he would not mind moving into a rural area if he could still maintain his market. He would like to go into making of office furniture.

8. Mr. Evans Kariuki - Nakuru

Interviewed by Prof. A.D. Bohra, Mr. H. Bekker and Mr. J.N. Nyatu.

Mr. Kariuki hails from Murang'a District. He attended Kabete Technical School and was trained in electro-techniques. He worked for the Railways for 3 years before starting his own business in photography and picture framing in 1960. He studied the trade through correspondence.

In 1966, he decided to join KITI after he read an advertisement for the training in a local newspaper. He left his photography business to his wife. While at KITI, he obtained KITI Certificate Grade "B" in Electrical and Electronics. He also obtained Electricians Licence B and latter A.

After KITI, Mr. Kariuki started his own business in electrical installations. In 1969, he took in an Asian partner who contributed 5,000/-. Now the firm of Evans Electrical Contractor is handling jobs of upto 200,000/-. In 1978, they had a turn over of 500,000/-.

Mr. Kariuki and his partner have acquired good experience in tendering and most of their jobs are through tender awards. They can now buy their materials in bulk and on credit and can do jobs out of Nakuru. They would like to go into production of simple electrical parts like junction boxes and distribution pannels. He is of the view that KITI graduates need assistance for preparation of feasibility studies and some technical assistance as well in order to start on their own businesses. Also more management training is needed, particularly in costing.

Discussions with Kiambu Institute of Science and Technology on
15th November, 1979 by Dr. A.D. Monteiro and Mr. S.E. Joseph
with the Principal

1. The Institute, a harambee project with a coffee plantation and factories, was started in September 1973. This is one of the 9 such Institutes - the other 8 Institutes are at different stages of completion.
2. The Kiambu Institute is open for O Level school leavers. The main objective of the Institute is to train young Kenyans in different skills and abilities and also to assist them in employment or self-employment, preferably in the rural areas. Besides a 2-year Secretarial Course, the Institute provides 3-year courses in the following fields of building construction:
 - i) Masonary/concreting,
 - ii) Plumbing/water supply,
 - iii) Carpentry/joinery, and
 - iv) Electrical installations and applied energy technology.

All the courses include training in management, book-keeping, accountancy, etc. So far, about 260 students have passed out from the Institute. At present, its intake capacity is about 80 trainees per year.

3. Each trainee is provided with a tool kit for the trade he is selected for training. The cost of a tool kit varies between K.Shs 1,600 to 2,000, depending upon the trade. This is supplied as a part of a "Tool Kit Fund Scheme", which has to some extent been financially assisted by a Co-operative Action Programme of the UNESCO. However, the total 3-year cost of training is estimated at about K.Shs 11,500/- per trainee, including the cost of the tool kit.

This is financed as follows:

	<u>Per Head</u>
	<u>K. Shs</u>
Government Aid ..	2,600
Fees paid by a Trainee ..	1,500
Profits from Coffee plantation, Contracts obtained by the KIST Construction/Consulting firms and a Carpentry Workshop	7,400
	<hr/> <u>11,500</u> <hr/>

4. The main aims of the KISTC Construction/Consulting firm are to advise and or accept building construction contracts and get these executed by groups of the graduates of the Institute by supplying them the necessary building and other materials. It was, however, pointed out by the Principal of the Institute that considerable amount of difficulties have been experienced in organising groups of the old trained graduates of the Institute. At the same time, it has been difficult for the graduates to start their own enterprises as carpenters, plumbers, etc., owing mainly to their inability to obtain credit facilities.

According to him, about K.Shs 10,000/- per head are required for starting a small business, but the banks are unwilling to advance loans since most of the graduates are not in a position to furnish any security for loans. Despite these problems, about 10% of the graduates have been able to set up their own enterprises. The Institute's Principal was of the view that some suitable mechanism should be found to provide credit facilities to the graduates through the District Development Committee, with which he is associated.

5. A fairly modern workshop has also been started by the Institute which is producing a variety of furniture against private orders. This is working on a commercial basis.
6. At present, a DANIDA Mission is reviewing the working of the Institute in order to ascertain the aid required by it.

CONTACT NOTE

Organisation: Management Trainee and Advisory Centre
Date of Contact: 15th November, 1979
Contacted by: Prof. Bohra, Mr. Joseph and Mr. Ochieng

This Centre was started in 1966 mainly to provide facilities for training of Supervisors and Managers for the medium and large industries. However, in the context of acquisition of small businesses by Kenyans, it was decided in 1971 to re-organise the Centre for providing training facilities for the Kenyans to run small and medium scale businesses. The 'businesses' cover manufacturing as well as a large spectrum of other commercial enterprises including retail business. Although, the Centre is intended to provide management training mainly to those in business, prospective entrepreneurs are also accepted for training.

The various trades for training have been selected on the basis of surveys and the courses are also updated and revised from time to time. The courses are mostly for short-term periods (about 2 weeks) and cover trades like accounting for small business, small industry management, export marketing, whole-sale and distribution, salesmanship marketing and sales, etc. The courses consist of lectures, discussions and also case studies. Residential facilities are utilised for the purpose of courses outside Nairobi. Roughly, while about 75% of the training facilities are being utilised by medium and small-scale enterprises; the large organised business avail of the 25% facilities. The fees charged from small business people is K.Shs 300/- per head per course; K.Shs 1,200/- are charged from large enterprises. Wherever considered necessary, refresher courses are also arranged.

Appendix F

The demand for training has been growing over the years which is confirmed from the fact that the faculty staff has trebled over the last 3/4 years. The future programme includes appointment of Kenya staff at regional level including Nakuru, Kisumu and Mombasa.

KENYA INDUSTRIAL ESTATES

Discussions on 20.12.1979

Present:

Mr. Mbimdyo - Executive Director)	K.I.E.
Mr. Murego Schikule, Deputy Project Manager)	
Prof. A.D. Bohra)	KITI Committee
Mr. A.G. Mwai)	
Mr. H. Bekker)	
Mr. D.L.A. Ochieng)	
Mr. S.E. Joseph)	

The credit, consultancy and other facilities provided under the KIE programme were available to all Kenyan citizens having certain basic skills and experience and also financial resources equivalent to at least 15% of the total cost of a project (including the fixed and working capital requirements). The K.I.E.'s functions had been decentralised. Accordingly, while all project reports were scrutinised at the head-quarters, loan applications upto Shs 100,000 were considered by the Boards at the district level, those between Shs. 100,000 to Shs. 500,000 by the Boards at the Provincial level (the KITI was associated with the Board for the Rift Valley Province) and the applications for more than 500,000 were considered by the KIE Board. The KIE's charges for preparation of a project report were 1% of the total cost of the project; the charges for appraisal of a report were ½% of the total cost. The interest rate charges for loans upto Shs. 500,000 were 10% and 11% for larger loans. The period of repayment ranged from 5 - 10 years.

2. According to the Executive Director, the KITI graduates had an advantage over the other entrepreneurs as most of the latter lacked training in skills as well as entrepreneurship. However, the majority of entrepreneurs with commercial

background had met with a success in establishing their own industries and business. The main reason for the failure of the others was lack of inadequacy of management abilities and technical know-how including poor marketing arrangements, etc.

3. The Executive Director stressed that it was the Government's policy and also obligatory for the utilisation of the loan from the World Bank that an entrepreneur should contribute at least 15% of the cost of his project. This was also essential to ensure the entrepreneur's stake in his own project. It was, however, pointed out on behalf of the KITI Committee that this condition of 15% contribution precluded most KITI graduates who did not have the requisite financial resources to avail of the facilities provided by the KIE. The Government was spending a large sum on training through KITI so that the trained persons could set up their own industrial and service units, but this objective was not being achieved fully mainly because most of the graduates were not able to raise resources of the required order to avail of the credit and other facilities from the financial and banking institutions. It was in this context that the Committee was proposing to recommend to the Government to consider creation of a fund to provide "seed capital" to the KITI's graduates so that they could set up their own industries.

4. After some further discussions, the general consensus of opinion which emerged was that there should be greater coordination between the KIE and KITI. And in order to achieve this:

- (i) the KIE will nominate one of its senior officers to process all matters which may be referred to by KITI, such as, in-plant training of the students in the units assisted by the KIE, applications of the KITI graduates for credit and other facilities, etc.; and
- (ii) the KITI and KIE will make formal arrangements for joint consultations and action on matters of mutual interest.

Discussion with Kenya Commercial Bank

on 20.12.79

Present:

Kenya Commercial Bank - Mr. M.E. Munyako
Mr. Pandit

KITI Committee:

Mr. A.D. Bohra
Mr. N.G. Mwai
Mr. H. Bekker
Mr. S.E. Joseph
Mr. D.L.A. Ochieng

In collaboration with the International Finance Corporation (IFC), the Kenya Commercial Bank (KCB) has been operating a special scheme since 1976 on a pilot basis for providing consultancy and credit facilities to small and medium-scale manufacturing and service industries. The IFC and the KCB have contributed 2 million US dollars each for the scheme.

2. The scheme is applicable to only private limited companies having fixed capital investment of less than K.Shs 5 million. The minimum rate of interest is 10.5% per annum and the period of repayment of loans is 8 years, excluding the moratorium period of 2 years. It is obligatory for an entrepreneur to contribute 25% of the cost of the project. Loans are advanced against immoveable property, internal assets and 30-35% of the assets to be created out of the loans, but not on 'lock and key', or hypothetical basis. The performance of projects is judged on the basis of projections worked out by the Bank's consultancy unit.

3. So far, loans have been sanctioned to about 25 units, including about 20 existing and 5 new units. On an average, the amount sanctioned ranges between K.Shs 1.3 to 1.5 million per unit. The industries covered include wood, engineering, chemicals, transport, hotels, etc.

4. The KCB officials were informed about the terms of reference of the KITI Committee and also the average credit requirements of the KITI graduates. During the discussions, a reference was made to the programme for small and rural industries envisaged under the Development Plan for 1979-83 including a guarantee scheme for loans to these industries by commercial banks, etc. It was pointed out that the Committee was also considering the need for starting a fund for providing "seed" capital and credit facilities at concessional terms and conditions for the KITI graduates.

5. After some further discussions, the KCB's officials agreed to consider the Committee's suggestions and intimate the views and comments of the senior officers of the Bank to the Committee after a short period.

DEVELOPMENT FINANCE COMPANY OF KENYA LTD.

DISCUSSIONS ON 3.1.1980

Present:

Mr. Klaas Kuiper, Manager (Small Industries) - D.F.C.K.

Prof. A.D. Bohra)
Dr. A.D. Monteiro)
Mr. J.K. Nyutu) KITI Committee
Mr. H. Bekker)
Mr. S.E. Joseph)

Mr. Kuiper said that the scheme for providing credit facilities to small industries has been started since April 1978 with initial loan assistance from the Netherlands Government amounting to about Shs. 22 million (at 2.5% annual rate of interest). The objective of the scheme is to assist small entrepreneurs to set up small manufacturing and some selected service industries throughout the country, except in the cities of Nairobi and Mombasa. Under the scheme, loans are advanced upto 90% of the cost of a project (inclusive of the working capital requirements), subject to the maximum loan limit of K.Shs 1.5 million per entrepreneur and at 8-11% rate of interest per year. So far, however, loans have been advanced upto 60 - 70% of the project costs and mostly at 11% interest rate. The scheme envisages minimum equity of 1:1 for a small unit and 1:5 for a large project.

2. According to Mr. Kuiper, the persons who have applied for loans so far can be classified under the following groups:

- (a) traders;
- (b) persons having large financial resources but with no background
- (c) employees with large industrial enterprises, and
- (d) young persons passing out of technical training institutions like the polytechnics.

Applications of those having no management skills, experience and security have to be rejected. Further, the trained persons falling under the last group referred to above are considered as involving "high risks" as most of them are not only unable to offer any security, but being un-married are also very "mobile". However, apart from those problems, the other hurdles experienced in advancing loans have been due to:

- (i) legal and other difficulties in securing plots for setting up small industries;
- (ii) lack of "industrial areas" having essential infrastructure facilities like electricity, water, communications, etc.; and
- (iii) lack of information about the potential for starting specific industries in different areas.

3. In order to overcome some of these problems, the DFCK has recently finalised a detailed scheme for leasing out machines and equipment to small entrepreneurs. Instead of supplying machines on instalment or hire-purchase terms, the advantages of leasing out machines are stated to be that these can be supplied without much security risk to entrepreneurs in rented buildings. The lease can be converted into a loan agreement as and when considered appropriate and some suppliers of machines are keen to participate in the

scheme and also to arrange training in the use of machines to be leased to entrepreneurs. The difficulty regarding plots of land for starting small industries has been resolved by the Presidential Decree issued in July, 1979, which provides for allotment of plots to those sanctioned industrial loans by certain financial institutions like the DFCK and KIE. As regards the potential for starting specific industries in different areas, the DFCK has already undertaken a detailed survey of the bakery industry.

4. It was pointed out that the Committee is proposing to recommend that the representatives of the financial institutions like DFCK and KIE may be associated with the KITI's training on management. Further, in addition to implementing the credit guarantee scheme for loans to the informal sector envisaged under the Development Plan, the Committee is also considering the need for starting a 'seed capital' fund to assist the KITI graduates. Mr. Kuiper generally endorsed these suggestions and also mentioned that he was already associated with the Management Training and Advisory Centre and also the Kiambu Institute of Science and Technology, and would be glad to assist KITI in its entrepreneurial development programmes.

Discussions with Industrial Development Bank

11th January, 1980

Mr. Njoroge of I.D.B. was interviewed by Prof. Bohra and Dr. Monteiro regarding I.D.B.'s role in small industry financing.

The Bank normally does not undertake industrial finance of less than K.Shs 1 million. They charge 12% interest on loans. Most of I.D.B.'s funds are in foreign currencies.

The Bank, however, has a special scheme for Kenyan entrepreneurs. But the rate of interest in this scheme is 13% though 75% of the total cost of the project can be financed under this scheme. The Bank has recently started advisory services to Kenyan entrepreneurs.

Mr. Njoroge was of the opinion that small and informal sector financing could best be done through the Kenya Commercial Bank's network. The I.D.B.'s organisational set-up is not ideally suited for small industry.



KENYA INDUSTRIAL TRAINING INSTITUTE

NAKURU

FIELD SURVEY

OF

ACTIVITIES OF K.I.T.I.

GRADUATES

DECEMBER, 1980

FIELD SURVEY

FOR

EXTENSION SERVICES

KENYA INDUSTRIAL TRAINING INSTITUTE

P.O. BOX 280

NAIROBI

TEL. 2476

REPORT ON THE FIELD SURVEY

IN SEPTEMBER AND OCTOBER 1980

FOR

THE IMPLEMENTATION OF

KITI'S REORGANIZATION PLAN 1980-83

DECEMBER, 1980

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A.

SOURCE OF REFERENCE FOR THE
FIELD SURVEY

The main objective of the reorganization report on KITI published in March 1980 was to re-examine the role the Institute would play in the government's efforts to take industries to the people in the rural areas where the majority of Kenyans live.

The re-organization report recommended among others that KITI graduates be supplied "package" assistance in their efforts to start their own small scale industries in rural areas. Such assistance would include financing of projects to be undertaken by KITI graduates in rural areas.

Already the Government has set up financial infrastructure for promoting small-scale rural industries through the Kenya Industrial Estates system. The re-organization report further recommended that KITI and KIE should work closely in order to assist KITI graduates.

Upto-date information on the performance of KITI graduates and their problems is needed in order to propose convincing assistance programmes for KITI graduates. The Institute decided to undertake the field survey and produce a report which will outline the plan of action based on the actual field situation.

B.

OBJECTIVES

The objectives of the field survey are

- (1) To meet as many KITI graduates in the field as possible and determine
 - (i) Their technical activities since graduation.
 - (ii) Experiences in achieving present activities.
 - (iii) Plans and assistance needed, if any, to fulfill such plans.

- (2) Evaluate financial difficulties facing KITI graduates who wish to establish small scale rural industries and propose possible assistance programmes through the existing lending Institutions.
- (3) Examine production problems encountered by KITI graduates in terms of materials, machinery, quality and personnel.
- (4) Examine marketing problems encountered by KITI graduates who have started small scale industries.
- (5) Discuss with KIE, Bureau of Standards and Kenya National Trading Corporation, possible solutions for problems encountered by KITI graduates who are small industries entrepreneurs in rural areas.

C.

METHODOLOGY

The field survey was carried out by the Principal of the Institute, Mr. Dismas L.A. Ochieng and the Dutch Industrial Engineer attached to KITI, Mr. H. Bekker. At some stages Mr. Thomas Otando, Senior Instructor at KITI represented the Principal when the latter was engaged elsewhere.

The following approach was used for the survey.

1. A questionnaire was mailed to all KITI graduates. Information on personal data and occupation was obtained through the questionnaire. Those on wage employment were asked to supply information on their plans to start their small scale industries and any problems anticipated. Those already having their own industries were asked to supply information on problems facing them and assistance sought.
2. The questionnaires were received in advance. The graduates were asked to come to KIE or RIDC in their area for personal interviews with the team.
3. Appointments were made with the KIE/RIDC centre managers across the nation to discuss problems of rural industrialization and possible assistance.

their centres could give to KITI graduates. Later the managers spoke to KITI graduates and in some cases they participated in the interviews the team had with the graduates.

4. The personal interviews discussed in details the questionnaire data with the graduates who were given all the opportunity to put forward their plans and listen to the managers advices.
5. The team, and in some cases accompanied by center managers, visited workshops of self-employed KITI graduates whenever time allowed.
6. Discussions were held with KIE Operations Manager, Mr. A. Shikhule as well as with the Director of the Bureau of Standards, Mr. F. Maiko and the General Manager of Kenya National Trading Corporation, Mr. E. Kotut. The discussions were centred on how their organizations could assist KITI graduates.
7. A report was made of each area visited (see appendices 3 to 18)

D.

ACKNOWLEDGEMENT

The survey team wishes to thank all KIE/RIDC managers for their cordial reception and forthright discussions on the problems facing KITI graduates. Without the co-operation of all the centre managers our survey would have failed. In all cases they gave us their Board rooms for our meetings with KITI graduates and every person we met was most helpful to us and to the KITI graduates some of whom had not been to a KIE office.

Further the team wishes to thank Mr. H. Bekker who agreed to provide transport for the entire survey. The use of Mr. Bekker's car eased the financial constrains normally associated with field surveys.

E.

SUMMARY

1. OBSERVATIONS:

1.1. General:

There is a tremendous potential for rural industrialization in Kenya. Many of the graduates the team met indicated their satisfaction and pleasure in working and operating their own business in rural areas. This gave them

opportunities to develop and assist their relatives on their shambas. Indirectly and in many cases very directly, rural industrialization will support the development of Agriculture, and reduce unemployment with the result that the overall standard of living in these areas will rise.

Of the 917 questionnaires sent out, 185 were returned. The survey team went to all 16 KIE/RIDC centres in the country and met 104 graduates. 36 of those interviewed derive their income from self-employment or partial self-employment. 62 derive their income from wage employment and 6 are unemployed. All the graduates interviewed expressed the desire to start small scale industries, but some are curtailed due to some problems.

1.2. Major Constraints

Most graduates need continued assistance right from the start. The assistance needed is in terms of project preparation, financial aid, sheds, testing marketing and market information, etc.

There are existing institutions in the country that supply most of these assistance and services. However, there is very little evidence of co-ordination of these activities among the institutions concerned. Such institutions like KITI, KIE, Joint Loan Boards, DFCK, IDB, Local Banks (KCB), Local Authorities, Bureau of Standards, KNTC etc. should establish a systematic methods of co-ordinating activities in support of rural small scale industrialists.

The absence of viable extension service programmes for rural small scale industrialists is another obstacle to developing self employment among KITI graduates.

KITI is supplying fairly well qualified artisans for the rural self-employment programme. This can be strengthened by follow-up courses and seminars which do not exist now.

1.3. Organization and Co-ordination

There are enough institutions in the country that could supply the required assistance to small scale entrepreneurs provided proper coordination is effected. Even finance is not difficult to get for the small scale industries if only proper coordination and consultation is established in tackling the problem. KIE alone has good money for rural industries not to mention the other financial institutions. The question of security guarantee could even be eliminated through the extension service programme of KITI and the effective co-ordination between KITI and the lending Institution. Similarly problems relating to quality of production and marketing could be eliminated by extending the activities of the Bureau of Standards and KNTC to rural areas. Through KITI's prototype development programme, most of the entrepreneurs problems with machines and tools would be eased. The programme would make available to KITI graduates a list of possible projects for rural industries. This would encourage them to start their businesses and would virtually eliminate the hesitation they now have on choosing a project.

1.4. Entrepreneurial Training

The capacity of the training to entrepreneurs is far out of balance with the financial facilities KIE can provide. KIE has now approx. 20 offices throughout the country (including those under construction), but there is only one organization which can provide entrepreneurial training namely KITI-Nakuru. KITI's Reorganization Plan 80-83 provides the increase of its capacity from 120 to 360 students. However this is far below the demand (each year there are 3000 to 4000 applicants). There are preliminary

plans to extend the number of KITI's within the next five year plan. However, this means that it will take another five to ten years before the rural areas benefit from this extension. When this is done, KIE will get enough clients with the proper entrepreneurial training needed for an industrial success.

1.5. Extension Services

The need for assistance through extension services is tremendous. Small scale entrepreneurs travelled up to 200 kms to meet the team to discuss their problems at the KIE/RIDC Centres. The problems covers the whole manufacturing process, starting with training, financing, material supply etc. etc upto marketing at the end. KITI's extension programme provides for these extension services, in cooperation with KIE, and others but these services are inadequate when they will have mainly to be given from Nakuru, before other KITI's are established.

1.6. Prototype Development

One of the most striking characteristics of the small scale rural industry is its inability to compete with the large scale, often multinational, industries. Hence the need for the government to supply certain assistance and incentives for the young entrepreneurs.

One of the incentives would be a reservation of certain projects for small scale rural industries. This is a policy issue. However, the availability of a list of such possible projects would most certainly eliminate hesitation by some aspiring entrepreneurs as to what project to undertake.

Further, the availability of cheap spare parts, tools and machines will encourage the young entrepreneurs. KITI's prototype development programme is designed just for this purpose.

2. Recommendations

2.1. General

Discussions with KIE field officers revealed that there is general agreement that the recommendations below should be implemented without delay. These recommendations cover the following areas.

2.2. Organization & Co-ordination

New posts should be established at KITI in accordance with the recommendation of the re-organization plan report. In the meantime existing vacancies should be filled. This would enable the Institute to have some field officers who could co-ordinate extension services with KIE, the Bureau of Standards and KNTC.

The co-ordination with KIE will be initiated right at the start of recruiting of trainees. KIE will refer would-be clients to KITI for training and KITI in turn will supply KIE with the list of all trainees. During training KITI will prepare project profiles in consultation with KIE for the trainees. KIE will finance the approved projects under KITI's extension assistance. Joint KIE-KITI project review committees will be formed under the chairmanship of KIE/RIDC managers.

Co-ordination with the Bureau of Standards will involve the testing of materials by the Bureau and the stamping of products which conform to the standards.

KNTC, on the other hand will undertake to market all the products having the Bureau's stamp on consignment basis. Only those firms under the KITI/KIE programme will be supplied this unique KNTC assistance.

The above arrangements were agreed to by the Directors and Managers of the respective organizations when they discussed the issue with the survey team.

The possibility of getting the "seed money through the Joint Loan Board is real. The money could come from the Kshs. 50 million earmarked for the rural and informal sector by the Development Plan 1979-83.

2.3. Entrepreneurial Training

The short term specially designed entrepreneurial training programmes is to be placed on the expansion programme of the Institute and will be implemented as soon as the new premises are ready.

2.4. Extension Services

Pending the establishment of more KITIS, which will take at least 5 to 10 years "Mini-KITI's" should be established throughout the country to give on the spot extension assistance to graduates. The assistance and follow-up programme would include consultancy on setting up workshops, short term management courses, technical advice and process consultancy. The Mini-KITI's would consist of a small number of field officers supported by mobile demonstration vans. These officers would work closely with KIE field staff.

2.5 Prototype development

Work on prototype development to be intensified to include fabrication of small type machine tools, farming equipments, spare parts and consumer as well as certain types of industrial goods. A list of the items developed will be available to graduates for commercial production in rural areas. The list will

include a complete process description and a project profile.

3. Programme for Implementation

In order to implement the KITI programme during the next (3) three years (1981, 1982, & 1983) it is necessary to establish new additional posts and supply transport and other equipments as follows:

- (a) 29 Professional Staff
- (b) 14 Supporting Staff
- (c) 6 landrovers and 2 mobile demonstration vans
- Ksh.2.4 Mill.
- (d) Other operating equipments - Kshs.0.064 mill.
- (e) Miscellaneous costs - Kshs.0.064 mill.

All these will be reflected in the 1981/82 estimates of expenditures.

F.

KITI'S REORGANIZATION PLAN 1980-83

The Reorganization Plan 1980-83 published in March 1980 has extended KITI's activities in the following manner.

The present training has been expanded to include intensive entrepreneurial training alongside the present technical training. This also calls for short term courses.

An Extension Services Division has been established with the objective of reaching all KITI graduates in the Republic. This division will also house a technical documentation & information centre.

Finally, a prototype development division has been established to assist graduates with product development technical trouble-shooting, and machinery and tools.

All these will be done as the Institute prepares, to

move to its new 35 acre site in Nakuru. The total enrollment at the end of the expansion will be 320 students taking the one-year core course. There will also be short-term courses for which the enrollment is expected to be in the region of 600 to 700 per year. Such courses would be organized in the field with the aid of mobile demonstration vans as well as in house at the Institute campus.

The expansion plan will require a total of 85 technical and professional staff, 15 support (para-technical) staff and new equipments for transport and operation. The entire expansion programme will cost some K£4.2.

G.

OBSERVATIONS

The field survey was undertaken in order that accurate data and information in the field be obtained for the implementation of the expansion plan described in (F) above.

The following observations are made based on the field survey

1. General:

1.1. There is a tremendous potential for industrialization within the Kenya rural areas. Most of the graduates interviewed show strong desire to remain in the rural areas where cost of living is still manageable, and because of the responsibilities they have towards their relatives. This desire to remain in rural areas is in direct answer to the government's call to the people to go to the country side. This has created a viable market potential for manufactured goods in the rural areas.

1.2. The assistance required to exploit this potential varies throughout the whole manufacturing chain starting with proper entrepreneurial training, financial materials supply, machinery, technical support and marketing at the far end. There is no specific weak link in this chain. It varies depending on local conditions, trade and the individual entrepreneurs.

- 1.3. Kenya has all the institutions and organizations required to supply the above assistance. Co-ordination, however, is lacking and more effort is needed to intensify the assistance throughout the country.
- 1.4. KIE field staff showed strong positive interest in co-ordinating activities with KITI along the lines recommended in this report. Other organizations also showed equally strong interest in co-ordinating activities a formal position now needs to be taken by higher authorities to effect this co-operation and co-ordination of activities along the recommended lines as a matter of policy.
- 1.5. The possibility of getting assistance from KITI either directly or indirectly through other organizations was greatly appreciated by the graduates interviewed. Many of them travelled hundreds of kilometers to attend the meetings.

1. Organization

- 2.1. With the means already available, or being made available within the next period of time, the improvement of Kenya's small scale rural industries is basically an organizational problem rather than, for example, a financial one.
- 2.2. There exists a lack of proper information in the rural areas about the assistance organizations like KIE, Joint Loan Board and the other lending Institutions.
- 2.3. There exists a lack of information in rural areas about source of raw material, machinery and material supplies, marketing outlets etc.
- 2.4. There exists a lack of information over rural industries.
- 2.5. KITI can provide this missing link.

3. TRAINING

Many entrepreneurs or potential entrepreneurs need additional training in all fields or in specific fields. Short term entrepreneurial motivation courses are needed by all.

4. FINANCING

- 4.1. Within the rules and regulations of KIE the field managers of KIE find all ways and means to assist entrepreneurs or potential entrepreneurs. However, there are occasions where justified cases fail to get assistance. This is generally because of KIE's policy which requires some contribution from entrepreneurs.
- 4.2. Within their programmes KIE provides sheds at their estates to their clients. Further they give assistance to entrepreneurs who have their own sheds. However applications often have been rejected due to security reasons.
- 4.3. Apart from financing entrepreneurs (see 4.1) there are hardly any extensions services like those in KITI's Reorganization Programme '80-'83. given.
- 4.4. In general potential entrepreneurs, to obtain financial assistance, have to contribute a certain amount based on the percentage of the requested loan. This favour the establishment of tailoring and shoemakers shops, which need small investment, over the establishment of mechanical and electrical workshops. However the later are crucial for industrial development.
(See also Appendix 2)

5. MATERIAL SUPPLY

Many entrepreneurs encountered serious problems in the procurement of their materials. The major suppliers are

often far away and even if they are in the area they are often reluctant to sell the small-quantities required by small-scale entrepreneurs. Consequently they have to buy them often at exorbitant prices from small retailers in their area. The team recommends a bulk purchasing programme to be administered by KIE offices.

6. PRODUCTION - TECHNICAL

Small Scale entrepreneurs need from time to time assistance either because of lack of sufficient technical know-how or not having the appropriate tools or machinery to do the job. KITI's extension services together with the prototype division will help solve these problems. The mobile demonstration vans would feature prominently in these cases.

7. PRODUCTION - MANAGEMENT

Many entrepreneurs neglected their bookkeeping, etc. This is a reason for many losses as records become difficult to get. Further overhead and labour costs become uncontrollable and general waste of resources and finance become rampant. Constant checking on these client entrepreneurs & refresher courses will be necessary.

8. QUALITY

Many entrepreneurs even in the remotest areas make high quality products with hand tools only. However further upgrading is possible, if testing facilities or identification of materials is available. Kenya Bureau of Standards proposed testing & stamping programme will alleviate this problem. Stamping of finished goods will help with marketing.

9. MARKETING

Small-Scale entrepreneurs in rural areas have in general no problems to market their products in and around their environs. However they miss the mechanisms to "export" to other areas. The Kenya National Trading Corporation

will help solve this problem by accepting certified products to be distributed by them on consignment at a small fee.

10. TRANSPORT FOR EXTENSION SERVICES

The KITI team was seriously hindered by absence of adequate transport. Due to frequent car break-down not all the wished visits to rural workshops could be made. The visit to Kericho area had even to be cancelled, resulting in KITI's graduates from all over the area coming to Kericho only to find nobody from KITI there. In order to reach all parts of the country and establish "Mini KITIS" through co-ordination with KIE, 6 landrovers and 2 mobile demonstration vans are needed.

11. TRANSPORT FOR ENTREPRENEURS

Shortness of transport as well for the procurement of materials as for marketing has been found to be a serious obstacle for rural entrepreneurs. Bulk purchasing arrangement will ease this problem as materials would be stored and procured from the nearest KIE office. Arrangements with KNTC will solve the marketing problem.

12. SERVICE WORKSHOPS

Service workshops are essential undertakings to promote development in rural areas, in particular those supporting agriculture development (machine shops and motor vehicle repair shops). However from financial assistance point of view, they have been neglected, as has been the case with contracting businesses for the electricians. The latter has been made worse by the slowness of licensing programmes. The last licensing test done for KITI graduates was in 1977 although applications are sent every year through the Institute.

13. REMOTE-RURAL AREAS

The above observations applies for all rural areas and the problems mentioned refer mainly to the lack of adequate

infrastructure. As will be seen from the chapter on Recommendations the major part of the remedies is the provision of infrastructure. In the remote rural areas like those around Lake Turkana, the situation is even more acute resulting in the retardation of industrial development in these areas.

RECOMMENDATIONS

NOTE : Many of the recommendations were brought up by KIE field managers. Further several recommendations have already been provided for in KITI's Reorganization Plan.

1. GENERAL

THE PROMOTION OF RURAL INDUSTRIES THROUGH THE IMPROVEMENT OF THE TRAINING OF SMALL-SCALE ENTREPRENEURS AND THE IMPROVEMENT IN THE PROVISION OF EXTENSION SERVICES SHOULD BE HANDLED WITH THE UTMOST PRIORITY.

Needless to say, this would help the economy by creating new employment opportunities in rural areas, thus thwarting the influx of people from rural areas to urban centres in search of employment.

Industrialization of the rural areas will improve agricultural production and save the country's foreign exchange by promoting local products made from local materials where possible.

Finally, rural industrialization will speed up Africanization in industry and spread the economic benefits equitably throughout the country.

2. Organization

2.1. General:

Promotion and development of rural industries require proper co-ordination and proper policy position in as far as the protection and assistance are concerned.

While the Ministry will provide a broad guideline on policy matters, KITI's extension services programme are to be part and parcel of these guidelines. Although KITI's extension services will be rendered to KITI graduates only, it is expected that through its short-term entrepreneurial development programmes to be launched soon, most small-scale rural entrepreneurs will benefit from the KITI programme and thus qualify for the extension services supplied by the Institute.

There are a handful organizations interested in lending funds to rural small-scale industries. These organizations include the DFCK, IDB, Joint Loan Boards, and the K.I.E. Agreements have been reached with the latter two organizations on methods of assisting KITI graduates. Discussions will continue with the others on how they could assist.

At the other end, arrangements are being made with the Kenya Bureau of Standards and KNTC on how to ensure product quality and proper marketing respectively.

2.2. Role of KITI

KITI is expected to be the fulcrum point in the concerted effort to help the small-scale rural industrialist by supplying proper technical and managerial training, supplying continuous extension services in acting as the link between the entrepreneur and his financiers and his market outlets. This link will be done purely on referral and advice basis only. Finally KITI's prototype development will help the rural industrialist with appropriate machinery and product ideas.

To facilitate the roles above, KITI should organize, apart from the current training programmes, field courses with the aid of mobile demonstration vans when these are available. This view was expressed by most of the KIR field staff and the graduates interviewed. The point here is that small scale industrialists, though wishing to improve their skills, cannot afford residential courses due to pressures of running their industries. Further the field courses will give KITI the opportunity to cover all areas and reach more people at the lowest cost per trainee.

KITI will also organize an Information and Documentation Centre in order to provide rural entrepreneurs with the information they need on industrial technologies and technical data, sources of materials and equipments, financing facilities and market outlets etc. This Centre will be unique and specially designed for KITI's needs and should not be confused with any other Centre the Ministry or Government may establish. There is no likelihood of any duplication.

Finally KITI will help establish the Association of KITI graduates. Such an association will help KITI graduates receive information on markets, material sources as well as technical information more easily. It would help impose ethics and honesty in rural industries and thus promote high standards of performance. The need for such an association was expressed by the graduates themselves and KITI's role in such association will be limited advisory capacity.

3. Financing:

3.1. Seed Money

Most financial Institutions require substantial security for any money given as loan. Even those financing Institutions which specialize on assisting small-scale rural industries

insist on some kind of "seed money" before the full loan can be given. KIE has agreed in principle that they will consider the training KITI graduate as an asset favouring their getting KIE loans. However the graduates must raise atleast 15% of the total loan required for the machinery before any consideration could be given.

Most KITI graduates could not be expected to raise the required 15%. Hence agreements have been reached in principle that the Ministry of Commerce will give the 15% required through the Joint Loan Boards. This money could be considered by KIE as the contribution required before they could give their loans.

These agreements were reached between the interviewing team and the Ministry of Commerce and KIE during this survey. Now the Ministry of Industry should join hands with the Ministry of Commerce and participate fully on the Joint Loan Boards. Treasury should be approached to supply the Boards with the funds needed from the Kshs. 50 million earmarked in the Development Plan 1978-83 for the promotion of the informal and rural small scale industries.

3.2. Sheds

KIE will continue to support rural small-scale industrialists either in the KIE estates or in private workshops. However, Municipal and Urban Councils should be approached to construct industrial sheds in the same way that they construct commercial stalls in markets for lease or rent. This is necessary since KIE will not be able to construct worksheds in every Municipal and urban centre and even if they could the demand is far more than they could meet

4. Materials & Tools Supply

4.1. Co-ordination

Discussions with KNTC centred around the supply of simple machinery and tools to KITI graduates as well as the supply of materials to the rural entrepreneurs were very encouraging. It has been agreed that KNTC will supply the graduates any tools and materials once the graduates have been given loans by K.I.E. Co-ordination between KIE, KITI, KNTC and the Joint Loan Board Programme will be intensified.

Through KITI's prototype development programme, some tools and simple machinery will be developed for purchasing by the entrepreneurs.

4.2. Co-operatives

The formation of procurement co-operatives, association or the like for rural entrepreneurs in each District under the auspices of KIE and KITI ought to be considered.

It is clear that through the use of such organizations, bigger quantities of materials and tools can be bought with the resulting savings on transport. To avoid the kind of problems encountered by other co-operatives or similar associations, a financial expert (for example the manager of the local KIE or RIDC) should be chairman of the organization.

5. Production - Technical

Technical assistance is now available through KIE Technical Service Centres. KITI will be extending its services to graduates in the technical areas where satisfaction has not been obtained from KIE and where the problems may require research. Further, short term courses as well as mobile

field demonstration vans will be used to upgrade technical skills of the entrepreneurs. The Bureau of Standards should in future open testing centres around the country for the purposes of ensuring proper quality of products and materials.

Co-ordination between KITI, KIE and the Bureau of Standards will be necessary.

6. Production - Management

Often the cause of failure in industry is poor management and lack of proper records and information.

Systematic checking by KIE and KITI staff on the clients will help reveal problems early and remedial steps could be taken on time.

7. Quality Control

KNTC has agreed to take on consignment products made by KITI graduates, provided such products meet basic quality conditions dictated by the market and by regulatory bodies. It is therefore important that Testing Centres be established accross the country so that small scale outfits that cannot afford to set up a testing unit can still be sure of the quality of their products.

8. Marketing

8.1. Cooperatives & KNTC

Most small scale manufacturers cannot afford the services of marketing personnel and are therefore denied the lucrative markets which exist away from their environs.

Discussions with KNTC as has been said were quite positive. Other parastatal and government bodies engaged in marketing and or procurement should channel their activities to the rural

small scale manufacturer in order to alleviate the latter's marketing problems. To guarantee the quality of products, extensive use should be made of the testing stations throughout the country which have been planned by the KBS.

Further marketing cooperatives formed by the entrepreneurs in the same way as those described above for materials supplied should be considered as viable.

8.2. Co-ordination

Co-ordination of marketing efforts for the small scale rural entrepreneur should be envisaged in terms of common showrooms (Emporia).

Some discussions with KIE have been going on in this direction but no actions have been taken. It is the team's view that the idea of emporia will greatly improve the entrepreneurs ability to reach markets.

ITINERARY FOR THE SURVEY TEAM

<u>CENTRE</u>	<u>DATES VISITED</u>
1. NAKURU	18th September, 1980
2. KERICHO	24th " "
3. KISII	{ 28th " "
	{ 30th " "
4.	1st October, "
5. KISUMU	{ 2nd " "
	{ 4th " "
6. KAKAMEGA	{ 5th " "
	{ 6th " "
7. ELDORET	{ 7th " "
	{ 8th " "
8. NYERI	13th " "
9. HURANGA	14th " "
10. MERU	{ 15th " "
	{ 16th " "
11. EMBU	17th " "
12. VOI	{ 20th " "
	{ 21st " "
13. MOMBASA	{ 22nd " "
	{ 23rd " "
14. MALINDI	{ 23rd " "
	{ 24th " "
15. MACHAKOS	27th " "
16. NAIROBI	28th " "

APPENDIX 2

LIST OF K.I.T.I. GRADUATES INVITED FOR INTERVIEWS

<u>NAME</u>	<u>CENTRE</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Peter Nyoro Muguna	Nakuru	No	P.O. Box 1 Kandara THIKA.
2. James Hbugua	"	Yes	Hiram Mbugua, P.O. Box 23033 LOMER KABETE
3. Benard Ndaka Tuabo	"	Yes	Hbiuni Location, P.O. Hbiuni MASAKU.
4. Joseph Kariuki Maina	"	No	P.O. Box 80, KerUGOYA.
5. Edward Amolo Ondiak	"	No	Kueyo School, P.O. Box 49, OYUGIS.
6. Francis Maina	"	Yes	D.O. Box 207 MOLO.
7. Boniface Etyang Okiring	"	No	Mogotio V. Polytech Via NAKURU.
8. Samson Omega Nyangai	"	No	P.O. Box 303, KISII.
9. Peter Ebayns O. Okang'a	"	"	P.O. Box 49 Kilingili- MARAGOLI.
10. John Mark Onondi	"	Yes	P.O. Box 19, YALA.
11. James Mwangi Hwaniki	"	No	P.O. Box 81, NYAHURURU
12. William K.A.Koskei	"	Yes	P.O. Box 64, SOTIK.
13. Martin O. Kambaya	"	Yes	Ombaka School P.O. Box 25 ARERO.
14. Ernest Ouma	"	Yes	C/o Walter Aduol, P.O. Box 86, NAKURU.
15. Justus Wainaina	"	Yes	P.O. Box 27, SUBUKIA
16. David Dan Aroko Kuanya	"	No	Bodi P/S P.O. Oboch Via KISUMU.

<u>NAME</u>	<u>CENTRE</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
17. Daniel V. Ogira Nywanga	Nakuru	No	Nyandema Pri. Sch. North Nyokal P.O. NJERU.
18. Peter Paul Kisodhi	"	No	P.O. Box 155, UKWALA.
19. Bonifacio Njogu	"	No	P.O. Box 7127 NAKURU
20. Justus Musyoki Kimuyu	"	Yes	P.O. Nziu MACHAKOS
21. Daniel Okoth Olang	"	No	P.O. Box 87, NDHIWA.
22. John Wandra Ojiaabo	"	No	P.O. Box 89, BUSIA.
23. Christopher Nyaanga	"	Yes	Nyanguu F.C.S. P.O. Nyanguu KISII.
24. Peter Gatimu Kingori	"	No	P.O. Box 105, NYAHURURU
25. Godfrey K. Mwai	"	No	P.O. Box 1036, NAKURU
26. Zacharia Nyakayo Nyanchongi	"	"	Glosaria D.O.K. Sch. P.O. Nyamache KISII.
27. Daniel Mburu Cahrlas	"	"	P.O. Box 91, NJORO.
28. John Kizani Muiruri	"	"	P.O. 219, NYAHURURU.
29. Hudson Salano Musungu	"	"	P.O. Box 86, KARAGOLI
30. Paul Kiplangat A. Cheruiyot	"	"	o/o Kimaal Korir P.O. Box 199, SOTIK
31. Winston Samuel Shitora	"	Yes	Sara Pri. Sch. North Kadem Loc. P.O. KARUGU DORI.
32. Arnold Paul Ongola	"	No	P.O. Box 264, HOMA BAY
33. Ministone Samuel Opiyo	"	Yes	P.O. Box 16, HIRANI.

LIST OF K.I.T.I. GRADUATES INVITED FOR INTERVIEW KERICHO CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Joel K.A. Ruto	Yes	Chomanor Market P.O. Longisa Via SOTIK
2. Andrew K.A. Kolongoi	Yes	-
3. Joel Kiplangat Mabwai	No	Emityot Village P.O. LONGISA
4. Simon Kiplangat A. Diagon	Yes	Kiptere Metal Workshop P.O. Kiptere Via KERICHO
5. Joel M. Ronoh	No	-
6. Joel Kibet A. Kalya	No	Kiptere Market P.O. Kiptere Via KERICHO
7. James Macharia Maina	No	P.O. Box 1640, NAKURU
8. Bernard Kipmutai Bett	No	Kapkatet School, P.O. Box 56 LITBIN.

LIST OF K.I.T.I. GRADUATES INVITED FOR INTERVIEW KISII CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Jeroniah Hageto Atura	Yes	c/o Stephen Maina P.O. Box 352, KISII
2. James Oirongo Okongo	Yes	P.O. Box 903 KISII.
3. Zebulon Arichi Oindi	Yes	P.O. Habirigo Via KISII.
4. Nelson Hochoni Obiero	Yes	Esani Pri. School, P.O. Box 465, KISII.
5. Nhason Gatuno Suanya	"	Sensi Inter School
6. Kephaz Mosetti Marando	"	Hajogo B. Loc. P.O. Box 24, Hokibo KISII.
7. Patrobas K. Ayako	"	Nyaturubo F/C Society, Box 35 KISII.
8. Tatemo Thoms Sharp	"	P.O. Box 68, Keroka.
9. Peter Moses Tai	No	P.O. Box 82, Kisii
10. Patrick O. Nyasani	Yes	P.O. B ^u x 473, KISII
11. Thomas Nyangau Nyabando	"	
12. Alloys Nyamsonge Kiriana	"	P.O. Box 34, Konyenya KISII
13. Juvabalis Machogu	"	Birongo F.C. Ltd., P.O. Box 65, KEROKA
14. Charles M' Abuga	"	
15. Reuben L.H.E. Ezoriki	No	P.O. Box 704, KISII
16. Zakaria Osboga	Yes	Etago Market P.O. Etago Via KISII

LIST OF K.I.T.J. GRADUATES INVITED FOR INTERVIEW. MOHA BAY CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Jack Wasonga Uruchoh	No	Onyalo Pri. School P.O. Box 97, MIGORI.

KISUMU CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT SECRETARY</u>
1. Vincent Agiso Omiyo	Yes	P.O. Box 18; KABONDO
2. William Boas Mboga	Yes	Nyabera Pri. School P.O. HISORI Via KISUMU
3. Winston Samuel Opiyo	"	
4. Peter Kuni	No	Uyoma West, Gagra School P.O. ARAM.
5. Wilson E. Oyieno Lang'o	"	P.O. Box 1. KORU.
6. Mark Oscar Awino	"	Uyawi Pri. Sch. P.O. Box 37, BONDO.
7. Timothy Okiring	Yes	
8. Julius K. Momanyi	"	
9. Maurice Oketch Oromo	"	
10. John Maseno Ochieng'	"	
11. Joseph Benard Ogolloh	"	P.O. Box 1709, KISUMU.
12. Francois Onyaanga Obiya	"	
13. Joseph Mangila Okinda	"	o/o Okinda Nyang' P.O. Box 34, YALA.
14. Patrick O. Owich	"	Kwoyo Kodalo Pri. School P.O. Box 75, RONGO KAMACAMBO.

KAKAMEGA CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Rodgers Jacob Wafula	Yes	P.O. Box 269, Bungoma
2. Henry Hoyi	"	Butoro Market, P.O. Box 201 BUTERE.
3. Julius Mumanyi	"	P.O. Box 125, Mumias
4. Maurice Onapa	No	P.O. Box 5, MALAKISI
5. Jairus Barasa	Yes	P.O. Box 19, SIRISIA Via BUNGOMA.
6. Noah M.H. Nanzoi	No	Tusani General Store P.O. Box 31, Kambili KAKAMEGA.
7. Hudson Katui Shikuvo	Yes	Koli Market P.O. Box 32 Kambili Via KAKAMEGA.
8. Henry W. Nabutola	Yes	Kamusindo Farmer Assoc. P.O. Box 68, KINILILI.
9. Geoffrey S. Mukholi	Yes	P.O. Box 281 BUTERE.

ELDORET CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Isaac O. Lagolo	Yes	P.O. 120, AHERO
2. Joel Kiplangat Madwa	Yes	
3. John Ndiwa Ndiema	No	H.F. Kamidi's Farm, P.O. Box KITALE.
4. Raphael Chongo	No	P.O. Box 56 KIHILILI
5. Matayo K.A. Kirwa	Yes	P.O. Box 109 NANDI HILL
6. John Mangu Qushny	"	P.O. Box 85, Nakuru.
7. Japheth S. Ngeywa	"	Koy Koy Farm P.O. Box 1161, KITALE
8. Joseph K. Tibai	"	P.O. Box 2616, ELDORET.
9. Samuel Cheruiyot Simatei	No	Cheribo Village P.O. Box 179, LITEIN.
10. Leonard Mbugua Njenga	"	c/o Mary Wachuk. Kagaa Pri. School P.O. Box 812, NYAHURURU.
11. Maurice Odhiambo Ndonji	"	Kontra Pr. School P.O. Box 6. NGUNJA
12. Charles Matara Abuga	"	Iboke Market P.O. Box 818 KISII.

NYERI CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. John Nwangi Kamugi	Yes	P.O. Box 56, NYERI.
2. Peter Gatimu Kingori	"	Kaiguri Pr. School P.O. Box 1399, KAIGUR.
3. David G. Kiboi	"	P.O. Box 786, NYERI
4. Peter Kiragu	"	Gathiogo Pr. School P.O. 27, KIANYA
5. Stanley K. Njua	"	Kamuru Pr. School P.O. Box 15, KERUGOYA.
6. Hutchison Thuita Ndungua	"	Gakanga Pr. Sch. P.O. Box 61, MWEIGA.
7. John Stephen Karuku Kimani	No	Kariani Girls High Sch. P.O. Box 150, MURANGA.

MURANGA CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Joshua Kihonya Kamau	Yes	P.O. Box 153, Kangema
2. J.E. Maweru G. Karongo	"	P.O. Box 623, MURANGA
3. Eredrick Maina Gathuri	"	P.O. Box 289, MURANGA.
4. Eges Nderitu Njigua	No	P.O. Box 131, NYERI
5. Charles R.Z. Gachau	No	P.O. Box 7, MWIGA
6. Stephsn P. Karanja	"	P.O. Box 80, NORTH KANANGOP.

MERU CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT SECRETARY</u>
1. Nicholas Kimsita Mugura	Yes	P.C. Box 806, MERU.
2. Adoris Wallace Mugambi	No	P.O. Box 213, Chogoria.

V O I C E N T R E

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Benjamin K. Kigona	Yes	
2. Robert M.W. Muatume	"	Mwatate Pr. School P.O. Box 23, MWATATE.
3. Douglas M. Lukindo	Yes	Chavia Kitivo, P.O. Box 73, MWATATE.

EM B U C E N T R E

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT SECRETARY</u>
1. John Petter Muchira	Yes	P.O. Box 253, EMBU.
2. Naftal Nyangau Nyarosa	"	P.O. Box 887, GETURI- KISII.
3. Dickson O. Owiti	"	Nyakuere P.O. NYAKWERE Via KISUMU
4. Kariuki Samuel	"	P.O. Box 418,, EMBU.
5. Peter Kiragu Munyi	No	P.O. Box 15, KIANYANGA
6. Walter N. Karondo	Yes	

M O M B A S A C E N T R E

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT SECRETARY</u>
1. Bonard Kalisha	Yes	Wray full Pri. School Sagalla Teri, P.O. VOI.
2. Zablou Katumbo	"	P.O. Nyamache Via KISII.
3. Augustus Kisyimi	"	Matiere Market P.O. Nyamache Via KISII
4. Clement O. Adera	"	P.O. Box 5154 KENDU BAY
5. Maurice Mighala Onyonyi	No	Gembe Loc. Kirindo Sch. P.O. MBITA - SOUTH NYANZA.
6. Meshak Jaramba Nyawara	"	P.O. Box 103 NDORI
7. Sammy Mwenga	Yes	Mui Loc. Kalitini Sub Location P.O. NDODA-KITUI
8. Judah Nkandau M'ntnerandu	No	Kinjo Country School P.O. Box 207, NERU
9. Johnson Owira Okombo	"	P.O. Box 90550, MOMBASA.

M A L I N D I C E N T R E

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Joseph Kazungu David Kaingu	Yes	o/o David Kaingu P.O. Box 59, MALINDI
2. Lawrence Randa R. Kashuru	"	o/o CPK Kongoni Parish, P.O. Box 491, MALINDI.
3. Lucas Gamahero	No	P.O. Box 498, HOI'o BRIDGE.

MACHAKOS CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
1. Augustus M. Kisiyimi	Yes	Mutonguni V. Polytechnic Via KITUI
2. Daniel John Makau	"	P.O. Box 32, Mitaboni, MACHAKOS.
3. Paul N. Munyasia	No	P.O. Box 582, KITUI.

NAIROBI CENTRE

1. Patrick Barasa Chesoni	No	Lwandoti School, P.O. Box 252, WEBUYE.
2. Samuel N. Njoroge	Yes	P.O. Box 42237, NAIROBI
3. Joseph H. Mutahi	No	P.O. Box 72564, NAIROBI
4. Dominic A. Opiyo	Yes	P.O. Box 38, Pap Onditi Via KISUMU
5. Francis W.J. Awandu	No	P.O. Box 76, Sawangongo, Via KISUMU.
6. Boniface Ndome Mulli	No	P.O. Katumani, MACHAKOS.
7. Fredrick Were Oguna	No	P.O. Oboch MARKET
8. Gibson B.B.W. Khalakuba	No	P.O. Box 81, BUTERE.
9. John K. Gatiba	Yes	P.O. 78, Ngong Hills.
10. Boniface H. Wafula	No	P.O. Box 48709, NAIROBI
11. Dominic I. Michura	No.	P.O. Box 68, SARE
12. Richard Ogola Arua	Yes	P.O. 687, KISUMU
13. Peter N. Gatu	Yes	
14. John H. Xuria	"	P.O. Box 151, RUIRU.

Cont..../ NAIROBI CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
15. Robert R. Kuria	Yes	P.O. Box 118, KIKUYU
16. Alex Milimu Boti	No	P.O. Box 2010 SIGALAGALA
17. Jackton M. Kamau	Yes	P.O. Box 33, KARATINA
18. James M. Kuguongo	Yes	P.O. Box 38, RUIRU
19. Joseph N. Mirasi	Yes	Akoko Pri. School P.O. BONDO.
20. Nemeel A. Aruacho	No	P.O. Box 438, KAKAMEGA
21. Stephen M. Ngotho	No	P.O. Box 200 RUIRU
22. Namasaka V. Wafula	No	P.O. Box 814. BUNGOMA
23. James K. Kiunjuri	No	P.O. Box 22, MARAGUA
24. Stephen M. Kariuki	Yes	P.O. Box 54743, NAIROBI
25. Philemon Ndayala Kalafa	Yes	P.O. 56, MARAGOLI
26. Dominic Opiyo	"	Ragen AIC School P.O. Box 38, PAP ONDITI KISUMU.
27. Polycap Odhiambp Oguta	Yes	Hira Pr. School, P.O. Box 37, OYUCIS.
28. Walter Odera	Yes	Nyarimba Pwani Markt, P.O. OBOCH.
29. John Manasoh Oliach	No	P.O. Box 30166, NAIROBI
30. Malachi A. Omolo	"	P.O. Box 9, NGIYA
31. Julius K. Towet	"	P.O. Box 65, SIGOR, Via SOTIT
32. Samuel Ngari Enos	"	P.O. Box 64, KIANYANGE

Cont...../ NAIROBI CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
33. Jackson K. Ngabía	No	P.O. Box 460, NYERI.
34. Walter H. Kagonda	No	P.O. Box 6083, RURUYENJES EMBU.
35. Joseph E. Mico	"	P.O. Box 73552, NAIROBI.
36. Francis Kiahara	Yes	
37. Peter Mbuvi ... Mutiso	No	P.O. KATHIINI KAKUINDO
38. Salim C. Soi	"	P.O. Box 46206, NAIROBI.
39. Joseph E. Mwangombe	"	P.O. Box 640, NAKURU.
40. John Oyugi Ojuanga	"	P.O. Box 34, Rodi Kopany, Via HOMA BAY
41. Joash O. Oriti	"	P.O. Box 12, OYUGIS S. NYANZA.
42. Pius O. Omuor	"	P.O. Box 327, HOMA BAY
43. Benson Kanui	Yes	P.O. Box 75, RUIRU.
44. Charles Rubia	"	
45. Augustus M. Mutiwo	"	P.O. Box 43844, NAIROBI.
46. Ali Abdallah	"	P.O. Box 52006, NAIROBI.
47. Michael N. Manyem	"	P.O. Box 44170 NAIROBI
48. Marcelus Omino Ouma	"	c/o Michael Manyema P.O. Box 44170, NAIROBI.
49. Julius M. Mwangi	"	P.O. Box 31, MURANGA
50. Francis K. Gathuru	No	P.O. Box 42267, NAIROBI
51. Samuel N. Nganga	"	P.O. Box 279, LIMURU
52. Brooker O. Otieno	"	P.O. Box 21280, NAIROBI.

Cont.... / NAIROBI CENTRE

<u>NAME</u>	<u>APPEARING</u>	<u>PERMANENT ADDRESS</u>
53. Mildred Jima Akunzu	Yes	P.O. Box 122, BONDO.
54. Peter Wilfred M. Kavilu	"	P.O. DOOA-KITUI
55. David M. Maisiba	"	P.O. Box 404, THIKA
56. Shem O. Acolo	"	P.O. Obach Market, SONDU,
57. Essoh Muriithi Hbuguah	"	Nguvu Parish P.O. Box 194, EMBU.
58. Marshack O. Mogoncho	"	P.O. Box 5, Gosusu, Via KISII.
59. Christopher Oindi Odundo	"	Mitiro Full Pr. Sch. P.O. Box 235, BONDO.
60. Charles O. Nyamguru	"	P.O. Nyamacho, KISII.
61. Joseph N.P. Kariuki	"	P.O. Box 40, KIKUYU
62. Benard Murigi	"	P.O. Box 83, THIKA
63. Robinson M. Ontita	"	P.O. Box 536, KISII.
64. James Kwangi Kabugo	No	P.O. Kahuhia, MURANGA.
65. William Swao Ogera	Yes	P.O. RAKOGI
66. John M. Kitothya	"	P.O. Tulia, KITUI
67. Wangoma George	No	P.O. Box 37, BONDO
68. Esibion Chava	No	P.O. Box 137, MOI'S BRIDGE.

REPORT ON THE VISIT TO KENYA INDUSTRIAL ESTATES - NAKURU ON THURSDAY
18th SEPTEMBER, 1980. BY MR. T.O. KHABEGA - INDUSTRIAL INSTRUCTOR - KITI
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

NOTE: Due to the car breakdown, the planned visits to the Workshops of self employed graduates had to be postponed and the time for individual interview was reduced.

1. MEETING WITH K.I.E. REGIONAL MANAGER

Honors T.O. Khabega & H. Bekker from K.I.T.I.
1. Langat - Regional Manager, K.I.E., Nakuru.

The aim of K.I.T.I.'s Extension Service Division was explained. Mr. Langat gave a review of the operation and assistance given by K.I.E. as follows:-

- K.I.E. can give up to Kshs. 100,000/- for the implemented project on partnership but if it is more than the above mentioned amount then the business should be a limited company.
- The purchase of raw materials for the entrepreneurs was to be carried out by K.I.E., but the problem was that K.I.E. was being charged the interest on the loans given to purchase such materials. It was also noted that the entrepreneurs did not take these materials immediately.
- Kshs. 50,000,000/- has been allocated by Government for any viable project in the new development plan for rural industrialization.

Sheds in Moló are still at preliminary stage but Marok Sheds may be given the first priority.

- If K.I.E. entrepreneur receives a big order to manufacture some items (say for Government etc.) and he has no enough working capital, K.I.E. may provide the working capital and make agreement that the money be paid through K.I.E.
- K.I.E. is interested to set up workshops to accommodate 3 to 4 K.I.T.I. graduates.
- Apparently there are some information about Machinery and Equipment suppliers at K.I.E. headquarter-Nairobi. K.I.T.I. should have access to this information.
- In general, follow-up assistance is only given to entrepreneurs who receive loans through K.I.E.

2. DISCUSSION WITH K.I.T.I. GRADUATES:

A brief explanation of K.I.E.'s operation and K.I.T.I.'s re-organization Plan was given. After a short general discussion, the graduates were interviewed individually.

a) ERNEST OUMA:

- Year of graduation - 1975: Woodwork Section
- Employment - Parttime self employed.

Mr. Ouma started his own business but he could not stick to it because of lack of finance. He is now employed but he is still running the business during his free time.

b) JAMES MBUGUA:

- Year of graduation - 1976: Machinery Section
- Employment - Employed, Instructor.

Mr. Mbugua opened business some time ago but he could not continue with the business because he had not enough funds to purchase materials and machinery.

Mr. Mbugua is at present employed with Mogotio C.T.C. in Metal Work Section as an Instructor.

c) FRANCIS MAINA:

- Year of graduation - 1975: Tailoring/Dressmaking Section
- o Employment - SELF Employed

Mr. Maina has a tailoring and dressmaking business at about 20 Km from town. He has two machines but is lacking materials. He sometimes gets Government contracts but he takes them to the tailors.

d) WILLIAM KOSKEI:

- Year of graduation - 1977 : Electrical/Electronics Section
- Employment -

Mr. Koskei's problem is licence and transport for materials. He intends to open in Kericho Town / up a business. He is interested in motor rewinding and has some money to start the business.

e) JUSTUS MAINAINA:

- Year of graduation - 1979 : Electrical/Electronics Section
- Employment - Employed.

Mr. Mainaina is interested in opening his own business but he has no licence. No security which is needed by K.I.E. Mr. Mainaina is at present employed and working for Pyrethrum Board, Nakuru.

f) JOHN MARIKO OMENDI:

- Year of graduation - 1974 : Woodwork Section
- Employment - Employed.

Mr. Omenidi is employed by Village Polytechnic Kitale and he is at the same time running his small wood working business at the Centre market-Nakuru. The shop once belonged to his brother who is already deceased. He would like to expand the existing business.

c) MARTIN KAMBAYA:

- Year of graduation - 1975: Electrical/Electronics Section
- Employment - Employed

Mr. Kambaya would like to start as soon as possible but has no capital. He sat for Licence "C" but he is still waiting for results.

h) JUSTUS KIMUYU:

- Year of graduation - 1975: Machinery Section
- Employment - Employed.

Mr. Kimuyu worked as transport equipment repair. He used to hire RIDC Machines in Machakos. He would like to do the same work but he has no money for buying materials and transportation. Mr. Kimuyuu is at present employed by Union Carbide Nakuru.

i) Bernard Ndaka Tumbo:

- Year of graduation - 1979 : General Engineering Section
- Employment - Employed.

Mr. Tumbo has a shop at Mbioni market near Tala Market Machakos District which is empty at the moment. He is employed by the Ministry of Agriculture Soil Conservation Nakuru.

j) CHRISTOPHER NYAGA:

- Year of graduation - 1975: Leather work Section
- Employment - Self employed.

Mr. Nyaga opened his business in 1979. The name of business is Midland Leather Craft dealing with all leather goods. He has employed 4 workers which he pays Kshs. 450/= per month. The problem is that he has not enough room since he has very many customers who keep on waiting outside the present small room. Some wait for a very long time and go. He also supplies finished goods to Bata. He needs bigger Shed and working Capital and/or transport, and extra machines. In general, he would like to expand the existing business.

3. VISIT TO WORKSHOPS:

It was not possible to visit the workshops on the same day because of some problems with transport. This had to be postponed later..

REPORT ON VISIT TO RIDC: KERICHO ON 24th AND 25th SEPTEMBER 1980
BY MR. T.O. KHABEGA - INDUSTRIAL INSTRUCTOR - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

NOTE: Due to the car breakdown after few kilometers from K.I.T.I. and time taken for repair we could not be able to meet 4 graduates who attended and left before we arrived. The names of the graduates were taken by the Secretary of R.I.D.C's Manager who handed them to us immediately we arrived. Mr. Otando had a meeting with the Manager on the following day. A new visit will be re-arranged.

1. The few graduates who attended are as follows:

- a) Simon Kiplanga A. Biegon
P.O. Kiptera,
KERICHO.
- b) Joel N. Rohh
Kipkoivan Craft Training Centre
P.O. Box 481
KERICHO
- c) Joel Arap Rattoh
Chemarer Market
P.O. Longisa
Via SOPIK.
- d) Andrew K.A. Kolengoi
E.A. Power and Lighting
P.O. Box 151
KISUMU

REPORT ON THE VISIT TO KUKAL INDUSTRIAL DEVELOPMENT CENTRE - KISII
ON 29th & 30th SEPTEMBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL KITI
MR. H. BOKKER - INDUSTRIAL ENGINEER K.I.T.I.

1. MEETING WITH RIDC MANAGER:

Messrs D.L.A. Ochieng' & H. Bokker from K.I.T.I.
Mr. Ndolo RIDC Manager and L. Bjorn RIDC Technical
Advisor.

Mr. Ochieng' gave a review on the present and future activities of Kenya Industrial Training Institute (KITI). Mr. Ndolo and Mr. Bjorn explained the activities of RIDC and the problems they are confronted with as follows:-

- Management on business of RIDC's clients is a major problem. If follow-up courses will be organized by K.I.T.I. in near future for the clients then this will be a big help to RIDC and K.I.E. as a whole.
- Broad marketing is one of the problems confronting the RIDC clients.
- The information on the centre subject and the establishment of showrooms should be implemented as soon as possible.
- In general the limited infrastructure is hindering the rural industrialization.
- Raw material supply is also one of the problems facing the RIDC entrepreneurs. For instance the local timber is nearly two times more expensive than in Nakuru.
- The present rules and regulations regarding security limits limits the establishment of Small Scale Industries. Government should at least provide part of the "risk" money.
- RIDC (KISII) will refer their present and future clients to KITI for up-grading and up-dating if required.
- RIDC (KISII) is very much interested to be in contact with KITI graduates.
- There is still a room for new entrepreneurs who would like to venture into Motor re-winding and farmer's implements.

2. DISCUSSION WITH GRADUATES:

Sixteen (16) people participated. Six were self employed one parttime self employed, Six employed, one unemployed and two who had applied to be admitted at K.I.T.I. for 1981 intake.

The RIDC Manager and KITI Principal explained to participants the role of their organizations followed by general discussion. The graduates suggested to form an association so as to help each other and contact organizations like K.I.E. and K.I.T.I for assistance. The participants were later interviewed one by one.

a) JAMES ZEO O. OKON'GO:

- Year of graduation - 1976: Tailoring/Dressmaking Section
- Employment - Employed.

Mr. Okon'go opened his own business which lasted for about two year, but due to illness he had to close down the business. At present he is employed as an Instructor with St. Stephen's Craft Training Centre in Kohomoni (Kisizi District).

He would like to re-open the same business in garment making now in Borongò. There are no other qualified tailors in the area. He has no problem in getting a shop to rent. In addition, his father has agreed to help him by using his land as a security.

He felt he needed about Kshs. 10,000/= to start again. He was advised to plan accordingly and then approach K.I.E. or K.I.T.I. for preliminary discussion.

b) ZAKARIA OMBOGA:

- Year of graduation - 1976: Leatherwork Section
- Employment - Self employed.

Mr. Omboga started his own business in the year 1977 in skin tanning, shoe making and other related products. He opened his business at Etago Centre. He has hand tools worth Kshs. 300/= and he is renting the shop for only 40/= per month. No electricity in the area. His savings is Kshs. 1,000/=. He would like to have a loan worth Kshs. 2,000/= for machines and 10,000/= for materials. He also expects to increase the capacity of his products by employing 5 semi skilled craftsmen. There is only one competitor in the area. Population is 2,000/=

He was advised to work out detailed plan especially on marketing aspects and then present it to either K.I.E. or K.I.T.I. for more discussion.

c) ZABLON ARICHA OINDI:

- Year of graduation - 1978: Tailoring/Dressmaking Section
- Employment - Parttime Self employed.

Mr. Oindi works as aparttime on contract basis. He would like to start his own business in Macharo Market centre close to Nyamira Town. There is electricity supply with population of 3,000. He intends to make garments. At the moment there are four con-qualified tailors in the area.

He would like to be given aloan of Kshs. 5,000/= for machines and shs. 2,000/= for material procurement. He has only saved 1,000/=. He was advised to work out the project proposal paper especially on marketing and then present it to either K.I.E. or K.I.T.I. for further discussions.

d) PATRICK O. NYASAMI:

- Year of graduation - 1978: Woodwork Section
- Employment - Self Employed

Mr. Nyasami started his own business in January, 1980 at Kianungu Market. He communicates daily from his home to the place of work. He feels that he should move to Tinga on the main road to Kibiri, Nyamika. His products are furniture and construction work.

The timber supply is a problem. He would like to get a loan of 50,000/= for machines and 10,000/= for materials. He was advised to work out his ideas more precisely and then contact K.I.T.I. for more advice

e) CHARLES OBUGA:

- Year of graduation - 1979: Machinery Section
- Employment - Unemployed.

Mr. Abuga would like to set up a business with some friends but he has no specific ideas on which type of business to open. He was advised to either look for employment or come with specific plan.

f) PATROBERS KANBONA AYAKO:

- Year of graduation - 1977 : Tailoring/Dressmaking Section
- Employment - Employed as an Instructor.

Mr. Ayako is employed as an Instructor at Nyamagua Technical Youth Centre. He would like to open his own business at Nyanturago Market. In fact his wife has a grocery shop which she rents at Kshs. 35/= per month. He would like to get a loan so that he may be able to buy machines and material. Both materials and Machine's loan should amount to Shs. 14,000/=. He was advised to do some Marketing Research and other planning before asking control K.I.E. or K.I.T.I. for more advice.

g) JACOB ONDARA MOGAKA:

- Year of graduation - 1979: Leatherwork Section
- Employment - Employed as an Instructor at Village Polytechnic

Mr. Mogaka is at present working as an Instructor at Kenyanga Village Polytechnic. He would like to open his business at Kenyanga Market. He has saved Shs. 5,000/= but he needs financial assistance of Kshs. 12,000/= for machines and Shs. 38,000/= working capital. He intends to employ 5 workers and arrive at a turnover of Kshs. 20,000/=. He has a land which he may use as security. He was advised to plan accordingly and to approach K.I.E. or K.I.T.I. for more discussions.

h) ALLOYS NYAMASESE KIRIAMAO:

- Year of graduation - 1977: Millwright Section
- Employment - Instructor at Village Polytechnic

Mr. Kiriamao is an Instructor at Kirunda Village Polytechnic for about 1½ year. He intends to start his own General Engineering Shop in Ogembo for producing metal furniture, burners and plumbing. He would like to be in partnership with his uncle who is also a K.I.T.I. Exstudent graduated in the year 1970. He will make a project proposal and bring it to K.I.T.I.

i) ZABLON OBABIAH OBNYA:

Mr. Obnya did not turn up for interview

j) RATEMO THOMAS SHARP:

- Year of graduation - 1976 : Tailoring/Dressmaking Section
- Employment - Village Polytechnic Instructor

At present Mr. Ratemo is working as an Instructor with Kaplong Village Polytechnic. He would like to set up a Workshop with his friends in Kisii but has no definite Plan at the moment, He was to contact his friends and then later prepare a plan and bring it to K.I.T.I.

3. WORKSHOP VISITS:

The following K.I.T.I. graduates workshops were Visited:-

a) NELSON MOCHONI

- Year of graduation - 1976: Tailoring/Dressmaking Section
- Employment - Self employed.

Mr. Mochoni is well established in terms of machines. He is operating tailoring and dress making business at Esani (Kisii District). He has 4 sewing machines and one knitting machine, and three employees and turn over of Shs. 80,000 per year. Profit margin is about 30% and he has upto date book keeping.

His marketing area covers a population of 30,000 people. He is at the moment concentrating on gents wear and School Uniforms. He would easily extend the existing business if he could get financial assistance to buy one Zig-Zag machine worth 6,000/- and materials of about 30,000/-.

He has land with title deed for security purpose if needed. He already received loan twice through Joint Loan Board, but he has never approached K.I.E. for assistance. He was advised to put his proposals for extension on paper and then contact RIDC in Kisii.

b) NAIASON GETUNO SWANYA:

- Year of graduation - 1977: Tailoring Section
- Employment - Self employed.

Mr. Swanya started his business in 1979 at Nyalonge - Kisii District. He was engaged on making gents garments. He has rented one sewing machine at Kshs. 30/= per month. The shop rent is 30/= per month. He has no employees and only one competitor in the area.

His starting capital was 350/= and his savings are 500/= . He also has 4 acre land with title deed which he can use as security. He would like a loan of Shs. 7,500/= for materials. In the opinion of the team his market was too small but he was advised to look for an alternative market before he applies for the loan.

c) KEPHAR MOSEPTI MARANDO:

- Year of graduation - 1975: Tailoring Section
- Employment - Self employed

Mr. Marando started his own business in 1976 in Kenyanga gents and children garment and school uniforms. He has one singer sewing machine. He has a shop which he rents at 70/= per month.

He has no employees at the moment but he has two competitors in the area but not qualified. The area has population of about 20,000 people. He would like to extend his business. He asks for the assistance to buy 5 machines worth Shs. 40,000/= and material worth 30,000/=.

The team felt that his plans are too ambitious. He was then advised to plan smaller and to start bookkeeping as soon as possible.

d) JEREMIAH MASETO ATURA

- Year of graduation - 1979: Tailoring Section
- Employment - Self employed

Mr. Atura started his own business three months ago at Eronge Market. He makes ladies, gents and children's wear. He is renting a shop for 50/= per month.

He owns one sewing machine and the population of the area is about 5,000 people. No competitors at the moment. He needs 7,000/= to buy another machine and 5,000/= for material procurement. He was advised to contact Joint Loan Board for assistance.

APPENDIX 6

REPORT ON THE VISIT TO HOMABAY RIDG ON 1st OCTOBER, 1980 BY
MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER KITI.

1. DISCUSSION WITH RIDG CENTRE MANAGER:

Messrs. D.L.A. Ochieng' & H. Bekker from K.I.T.I.
F.K. Ngaruiya - Centre Manager

Mr. Ochieng' explained the operation of K.I.T.I.'s Extension Service Division and Mr. Ngaruiya briefed the participants the activities of RIDG as follows:-

- The E.E.C. has given Kshs. 20,000,000/- for the development of IPA's
- It is not possible for K.I.E to give loans without security. The Government should provide "risk" funds on an experimental basis (4-5 years)
- South Nyanza is a difficult area to develop. This is due to lack of infrastructure. Only Homabay has electricity and purchasing power.
- Rural Bakeries, black smith products and carpentry are the only projects looking viable.
- K.I.T.I. team suggested that under these conditions, the trade between urban and rural areas should be encouraged. What is done for the export market (KETA) could be done for the local market. Some showrooms could be established and the possibility of cooperation with KNTC and KFA be envisaged.
- Project identification to suit a particular entrepreneur should be encouraged through close cooperation between K.I.E. and K.I.T.I.
- The sheds in small marketing places which are not secure don't justify K.I.E. assistance.

REPORT ON THE VISIT TO KENYA INDUSTRIAL ESTATE - KISUMU ON 2nd & 3rd
OCTOBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH K.I.E. REGIONAL ACCOUNTANT

Messrs : D.L.A. OCHIENG & H. Bekker from K.I.T.I.
R.C. Kagathi from K.I.E.

The role K.I.T.I.'s rural industrialization and K.I.E.'s operations were fully discussed -- as follows:-

- It has been found that penetration of urban market by rural industries is different. The main reason is market resistance by the people which are due to prejudice.
- In Kisumu, material supply and marketing are the major problems for K.I.E. clients.

Show rooms can be an important tools to promote marketing

- Competition is the key of good business but the Government should be careful in the selection of the way and means of assistance.
- The import policies should be flexible and continuously adapted to the actual requirements.

Protected products should be quality controlled by Bureau of standards.

- A new office will be opened in Siaya for only Mondays and Fridays and first shed will be ready by the end of 1981.

2. DISCUSSION WITH GRADUATES:

K.I.T.I. Principal explained the 1980-83 Re-organization Plan for KITI followed by short review of KIE operations. After brief discussion the 9 graduates were interviewed one by one.

a) HINSTON SAMUEL OPIYO:

- Year of graduation - 1976: Motor Vehicle Section
- Employment - Employed

Mr. Opiyo works as a Motor Mechanic at the Provincial Irrigation Unit in Soilo Station - Nakuru. He would like to start his own garage in Koru, 45 Km from Kisumu, and also manufacture furniture in partnership with a carpenter. In the area, there is only one unqualified competitor. He has no saving but he only possesses tools worth Ksh. 500/-. He has 14 acre land but he will try and get a title deed for the land, what he needed was a welding transformer and tools worth Ksh. 4,000/-. He was advised to plan accordingly and then contact K.I.R or K.I.T.I. for more advices.

b) TIMOTHY OKING:

- Year of graduation - Woodwork Section
- Employment - Self Employed.

The team made an appointment with him so that his workshop could be visited but it was unfortunate his workshop could not be found.

c) MADRICE OKETCH OREMO:

- Year of graduation - 1976: Woodwork Section
- Employment - Village Polytechnic Instructor

At present Mr. Oremo is an Instructor at Ngiya Village Polytechnic. He intends to open business in Siaya. He has saving of Kshs. 3,500/- and his brother has promised to add him 5,000/-. Mr. Oremo intends to manufacture furniture and construction materials. There are two competitors in the area. Material is locally available. He also have a complete set of hand tools and 10 acre land which may be used as security. The only assistance required is for purchase of machines.

He was advised to plan on paper and then contact K.I.E. for more advice.

d) JOSEPH BERNARD OGOLLOH:

- Year of graduation - 1977 : Millwright Section
- Employment - Employed

Mr. Ogolloh did not show up for the individual interview.

e) JULIUS K. MUHANYI:

Was referred to the meeting in Kakamega.

f) JOHN M. OCHIENG':

- Year of graduation - 1976: Woodwork Section
- Employment - Employed

Mr. Ochieng' is an Instructor at Prison Industry - Kisumu. He had saved Shs. 2,000/- and hand tools valued at 2,000/- and would like to start a wood workshop at Siaya.

The team advised him to make more detailed plans and contact K.I.E. or K.I.T.I.

3. VISIT TO WORKSHOPS:

The following three K.I.T.I. graduate Workshops were visited:-

a) FRANCIS ONYANGA OBIYA

- Year of graduation - 1976: Leather Work Section
- Employment - Self employed.

Mr. Obiya started his own business at Ugunja in April, 1980. He started with 1,800/- as starting capital and 1,200/- for hand tools. He is renting a machine which he pays for 25/- per month. The rent for shop is 100/- per month.

He has employed only one artisan and only one competitor in the area. He has never asked for assistance and has no books. He was advised to start bookkeeping and plan accordingly before he seeks more advice from either K.I.E or K.I.T.I.

b) WILLIAM MBOGA:

- Year of graduation - 1978: Motor Vehicle Section
- Employment - Self employed.

Mr. Mboga started his own business at Siaya in March 1980. He had just moved to a new workshop which he is now renting for Kshs. 500/= per month. He is manufacturing steel windows, water pails, steel gates and doors which he sales for about Kshs. 50,000/= per month. He has employed 2 skilled craftsmen and 2 helpers.

He obtained a loan of Kshs. 75,000/= from K.I.E. but he still needs another loan for material procurement. His working capital was Shs. 8,000/=

c) VINCENT AGISO ONIYO:

- Year of graduation 1977: Motor Vehicle Section
- Employment - Self employed.

Mr. Awiyu has a little temporary shed in Kisumu but all his work is done in open air garage. He has one mechanic and four helpers. His turn over is Kshs. 6,000/= of which 4,000/= is from pannel beating and 1,500/= from Motor Vehicle Mechanic repairs and Kshs. 500/= in other related works. He had saved Kshs. 10,000/=. He was advised to open a Bank Account and arrange for security on his shed in order to get a loan.

REPORT ON THE VISIT TO RIDC, KAKAMEGA ON 6th OCTOBER, 1980 BY
 MR. D.L.A. OCHIENG' - PRINCIPAL K.I.T.I.
 MR. H. BEKKER - INDUSTRIAL ENGINEER - KITI

1. MEETING WITH RIDC REPRESENTATIVE

Messrs: D.L.A. Ochieng' & H. Bekker from K.I.T.I.
 Kimani-Accountant, R.I.D.C.

There was a short discussion about K.I.T.I.'s Extension Services and the operation of R.I.D.C. There is a total number of eight sheds. Six are already occupied and two are not yet occupied.

2. DISCUSSION WITH THE GRADUATES:

Seven K.I.T.I. graduates and one non-K.I.T.I. graduates attended. After a short discussion about the assistance given by K.I.E. and K.I.T.I., the graduates were interviewed one by one.

a) HENRY W. NABUTOLA (ADM. No. 767)

- Year of graduation: 1977: Machinery Section
- Employment: A Mechanic

Mr. Nabutola has been working since 1978 as a mechanic in Webuye. He would like to set-up a small mechanic workshop in the same place for metal work and repair. A shed with electricity is available. His saving is Kshs. 1,500/= and in addition he has 7 acre land with title deed which may be used as security. A turnover of about Kshs. 10,000/= per month is expected. He needs the loan for this type of shop. The preparation of detailed project paper was to be discussed with either K.I.T.I. or K.I.E.

b) FJDBSON KATUI SHIKUVE (ADM. No. 761)

- Year of graduation: 1977 - Machinery Section
- Employment: A Mechanic/Fitter

Mr. Shikuve has been employed since 1979 as a Mechanic/Fitter with Nzôia Sugar Factory. He has saved Kshs. 7,000/= and has 7 acre land with title deed. He would like to open his own business in Kakamega but he has no any further detailed plan. Before he could speak about assistance, Mr. Shikuve could come up with at least a basic plan on what he would like to do.

c) HENRY MOYI

- Year of Graduation: 1978 - Woodwork Section
- Employment: V.O.K.

Mr. Moyi started his own workshop after graduation but lost his tools. Since september 1979 to date he has been working with the Voice of Kenya. He told us that his brother has a small Workshop which he rents for Kshs. 65/= per month and tools valued at Kshs 2,000/= His brother has saving of about Kshs. 10,000/= and 2 acre land. He would like to join his brother in furniture making and roofing business. He was advised by the team to make a project proposal and discuss it with either K.I.T.I. or K.I.E.

d) ALFRED BARASA:

- Year of graduation: 1977 - Leather work Section
- Employment - Un employed

Mr. Barasa worked for one and a half years at Village Polytechnic but now he is unemployed. He would like to start his own business in Bungoma or Sirisia (30 Km from Bungoma). He has no any specific proposal at the moment. He suggested that he could look for employment so that he may be able to save and later open his own business.

e) JULIUS KANGU MUMANYI

- Year of graduation - 1978 - Wood Work Section
- Employment - Instructor/Manager

Mr. Mumanyi works as an Instructor/Manager at the Village Polytechnic in Marakoti as from July 1978 to date. He would like to start a carpentry shop in Mumias. He has saved Kshs. 5,000/=. He also has tools valued at Kshs. 5,000/= and materials valued at Kshs. 10,000/=. The area has approximately 10,000 people but there is no electricity. The place has other 4 carpenters but they have low qualifications. He also said that his father has a permanent house in the area. He needs a loan worth Kshs. 20,000/= for machinery and material procurement. He was asked to prepare project proposal and hand it to either K.I.T.I. or K.I.E.

f) GEOFFREY S. MUKHOLI:

- Year of graduation: 1976 - Tailoring/Dressmaking
- Employment - Instructor

Mr. Mukholi is an Instructor at Butrer Craft Centre. He had little knowledge about the establishment of his own business. He said that he would like to continue with his present work for the time being.

3. VISIT TO WORKSHOPS:

We visited only one wood workshop in Busia town which belongs to Mr. Rodgers Wafula.

Mr. Wafula together with his partner Mr. Jonathan Wabana started their business in 1979. In total they are 5 share holders and 12 employees. All share holders are fully employed by the company. The company is known as Busia Joinery Store and the address of the company is P.O. Box 403 Busia (Kenya). Mr. Wafula is the only technically trained person in the company. The company was started with the capital of Kshs. 25,000/= but now the subscribed capital is Kshs. 150,000/= of which Kshs. 50,000/= is paid in the company manufactures wooden and metal per month.

The Joint Loan Board provided the company with a loan of Kshs. 8,000/=. Out of 12 employees 4 are skilled carpenters and 3 are skilled in metal fabrication while the remaining 5 are trainees. At the moment the company has no competitors in the town. The population of the District is about 300,000, but in and around Busia town alone has about 50,000 people. The district administrative records are excellent. The company's manufactured goods are sometimes

transported to Nairobi for sale by the Trailers passing from Uganda. The company is now negotiating for a bigger shed. It needs capital of K.shs. 275,000/- for future extension (K.shs. 200,000/- for Machinery and Shs. 75,000/- for material procurement).

In their opinion they feel that there is market for Automotive and Metal workshop, Tailoring, Leather products, Electrical/Electronics and Laundry.

REPORT OF THE VISIT TO KENYA INDUSTRIAL ESTATE, ELDORET ON 7th & 8th
OCTOBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH K.I.E. REGIONAL MANAGER

Messrs; D.L.A. Ochieng' & H. Bekker from K.I.T.I.
Aluchior & Parttime Technical Advisor from K.I.E.

The present functions of K.I.E. Eldoret and K.I.T.I. Nakuru were reviewed as follows:-

- At present K.I.E. is a financial Institution with limitation to finance as laid down by rules and regulations
- Lack of entrepreneurial Training for K.I.E. and potential clients is a serious draw-back to KIE's operations
- K.I.E. and K.I.T.I. should cooperate to a certain extent in the provision of extension services particularly in the field of short term courses.
- Material supply to K.I.E. clients is a major problem. Even companies like Raymond and Rivortex in Eldoret are reluctant to supply small quantities needed by small scale entrepreneurs. The same difficulties are experienced to obtain say, cement for the tile Industry.
- Another key problem is marketing, although K.I.E. has established a marketing section

2. DISCUSSION WITH GRADUATES:

During a brief discussion, the operation of K.I.E. and KITI's Extension Service were highlighted. After discussion the six K.I.T.I. graduates were interviewed individually.

a) JOSEPH S. NGEYWA

- Year of graduation 1978 - Motor Vehicle Section
- Employment - AFC Key Koy Farm Motor Mechanic

Mr. Ngeywa is currently working with Koy Koy Farm Kitale. He would like to set up his own service station in Saboti close Kitale in near future. He has a saving of Kshs. 5,000/-. He promised to contact us in two years time.

b) JOHN M. CUSHBY:

- Year of graduation - 1979 Motor Vehicle Section
- Employment - Marshalls as Asst. Foreman

Mr. Cushby works with Marshalls as assistant foreman and is due for promotion to foreman soon. He is thinking of opening his own business and will contact K.I.T.I. after making his decision.

c) JOSEPH K. TIBAY:

- Year of graduation - 1979 Motor Vehicle section
- Employment - Motor Mechanic.

Mr. Tibay is currently working with Settlement Fund Trust--

He would like to open his own business of making trailers, grills and cultivators. He has a five acre land of which he expects to get title deed soon. He has tools worth Kshs. 1,500/- and Kshs. 7,000/- saving. In addition he would like to sell his Mercedes to obtain more cash. He felt that Iton is the best place for him to start business. The area population is 60,000 and no competitors at the moment.

The team advised him to work out his plans and present them to K.I.E. or S.I.T.I.

d) MAYATO K.A. KIRWA:

- Year of graduation - 1974 Motor Vehicle Section
- Employment - Motor Vehicle supervisor

Mr. Kirwa works as a motor vehicle supervisor with Kapchorua Tea Coop. Ltd., He has planned to start a motor garage in Kapsabet together with his brother. His brother has already applied to be considered in KITI Motor Vehicle Section for the year 1981 intake. At present his brother is already running a small Motor Vehicle Workshop in Kapsabet.

The team visited his workshop and found that it lacked security to obtain loan from any financing body. However, there was a possibility of getting a better space for rent in the same area. The machinery in the shop valued shs. 2,000/- and they had a saving of shs. 2,000/- They have 10 acre land but not title deed. Probably the father who owns 28 acres with title deed may be able to help them. The team advised them to contact Joint Loan Board.

e) JOEL KIPLANGAT MABWAY

- Year of graduation - 1976 Tailoring & Dressmaking Section
- Employment - Self employed

Mr. Mabway has a small tailoring business in Longisa, South of Kericho. He has occupied a small space in his uncle's shop. The shop produces Uniforms, Suits etc. He is not charged any rent at the moment. He has his own Singer Sewing Machine and Kshs. 4,000/- saving. He plans to move to a bigger space. He needs financial assistance to buy materials. He was advised by the team to contact the Joint Loan Board.

3. VISIT TO WORKSHOPS

The only workshop which was visited by the team was for Mr. Ligolo

ISAAC O. LIGOLO:

Mr. Ligolo graduated in Tailoring and Dressmaking in the year 1979. He is self employed as from January, 1980 to date in Soy near Kitale. He is renting a part of Grocery shop for Kshs. 50/- per month. He produces Uniforms mens and ladies garments. He has alot of customers but he has no savings at the moment.

He has one sewing machine only. No competitors. He would like assistance to buy another sewing machine and working capital of Kshs. 10,000/- He was advised by the team to see the Joint Loan Board.

REPORT ON THE VISIT TO NIXYA INDUSTRIAL ESTATES, NYERI ON 13th OCTOBER, 1980, BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH K.I.E. ENGINEER

Messrs D.L.A. Ochieng' & H. Bekker from K.I.T.I.
D.K.O. Opiyo - Engineer K.I.E. - Nyeri

Mr. Ochieng' explained K.I.T.I.'s Reorganization Plan. Mr. Opiyo reviewed the present K.I.E.'s operation and some difficulties experienced as follows:

- Some conditions of KIE particularly working capital should be waived.
- A good basic training and supervision for new entrepreneurs should be considered as security.
- An I.P.A. will be established in Karatina.
- Supervision on proper Management and accounting should be increased
- Sheds provided by K.I.E. are too big and costly for the small scale entrepreneurs.
- K.I.E.. can provide material for those under their auspices.
- Clients may hire K.I.E. pick-ups
- Industrial cooperatives are very feasible

K.I.T.I. should provide data of its trainees to KIE

2. DISCUSSION WITH GRADUATES:

An explanation of KIE's cooperation and KITI's Extension Services Programme was explained to the six graduates who attended. After a brief discussion they were interviewed individually.

(a) JOHN HWANGI KAMUGI:

- Year of graduation - 1977 - Electrical/Electronics Section
- Employment- Electrical Workshop Supervisor

Mr. Kamungi works with H.Z. & Co. Nyahururu as electrical Workshop supervisor since 1978. He would like to set up small business in Partnership with Mr. John Oka from Voi, who is also a KITI graduate. They intend to rewind motors and manufacture distribution pannels and also contracting. The shop is intended to be in Nyeri or Nakuru.

For security purpose, Mr. Kamau has 62 acres ^{land} with title deed. No savings so far. His plans were a little vague and he was advised to come together with his partner with more detailed proposal and inform K.I.T.I. about it.

(b) PETER GATIMU KINGORI

- Year of graduation - 1976 -- Leatherwork Section
- Employment - Unemployed

Mr. Kin'gori was once employed for 6 months in Nyori. At present he stays at Ngarua near Nyahururu and he is currently helping his father on the farm of about 14 acres. He would like to start shoe manufacturing in Ngarua.

During the interview Mr. Kin'gori seemed undecided and he was advised by the team to make up his mind soon before he sees K.I.E. or K.I.T.I. for further advice.

(c) STANLEY K. NJUE

- Year of graduation - 1978 -- Foundry Section
- Employment - Fitter

Mr. Njue worked for 4 months as a fitter with Mt. Kenya Bottlers and now he is working with H. Young and Company. He is looking for a better job. He was referred to Raymond, Eldoret. He is interested to set up business with his brother in future.

(d) DAVID G. KIBOI

- Year of graduation - 1978 -- Leather work Section
- Employment - Self employed

Mr. Kiboi is doing shoe repair work at home but he has not yet established himself as a business person. He needs more tools, a sewing machine and lasts. He has a 12 acre land with title deed. He has no definite plan on where to start his business. He was advised by the team to decide and then come to K.I.T.I. in the middle of 1981.

(e) PETER KIRAGU

- Year of graduation - 1979: Leatherwork Section
- Employment - Unemployed

Mr. Kiragu opened his own business in Muthigi near Embu in May 1980 but he had to close it by August 1980. He was doing shoe repairs and produced hand bags, which he sold at 35% of the market price. He was advised to use the knowledge he gained at K.I.T.I. during management classes to practice and also look for a place where he is not obliged to give his family and friends extra-discounts and later to present a good plan to either K.I.E. or K.I.T.I.

(f) HUTCHISON T. NDEGWA

- Year of graduation - 1976; Tailoring/Dressmaking Section
- Employment - Self employed

Mr. Ndegwa worked for 4 months in Nairobi before he joined Village Polytechnic as an instructor as from 1970 in Matua. From December 1979 to June 1980 he was employed in Moi shopping Centre. In August 1980, he started his own Tailoring business. He is using a shop's verandah.

He is renting the place for Kshs. 100/= per month and sewing machine for shs. 60/= per month. He is making ladies and gents garment. They are 5 competitors in the place.

He has 2.8 acre land with title deed. He needs capital of about Kshs. 10,000/= for materials procurement.

He was advised to re-organizing himself properly and seek help from the Joint Loan Board for bigger shed in one of the K.I.E's complex.

REPORT ON THE VISIT TO RURAL INDUSTRIAL DEVELOPMENT CENTRE - MURANGA
ON 14th SEPTEMBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BAKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH RIDC MANAGER

Messrs D.L.A. Ochieng' & H. Bakker from K.I.T.I.
H.N.M. Yura - Centre Manager R.I.D.C.

Mr. Ochieng' explained the re-organization plan of the Institute towards extension services. Mr. Yura briefed participant about the R.I.D.C's operation and its problems as follows:-

- Entrepreneurial development is the key to rural industrialization
- Potential clients are split into two categories:-
 - (i) Those who already have money, such type of clients are easy to assist assuming they have entrepreneurial training
 - (ii) Those who have no money such as K.I.T.I. graduates. This type of clients are not easy to help since they do not have any capital to start with.
- CEBRA - Brazil, which is an organization similar to KIE do not ask for security but concentrates on the feasibility of the project. The project is run jointly until the entrepreneur buys it or of CEBRA, just in the same way KDC is doing.
- Financing and marketing management is still a problem because of shortage of accountants and technical staff.
- The control of small-scale industry is much more important than the security as may be in case of entrepreneurs who would like to take businesses in K.I.E.
- The manpower problem could be solved by KIE by financing while KITI gives subsidized Extension Services.
- Regional loan committee should be formed in which KIE, KITI etc, could participate.
- The same committee should be formed for clients to participate
- KIE and KITI should start to intensify their cooperation immediately.
- Marketing should be improved through Government Assistance (tenders and subcontracting)
- Cooperatives for marketing may be viable if properly co-ordinated by KIE & KITI
- The manager of such cooperative should report to the Managing Director of KIS
- KIE Costs may be compensated by the percentage gained by the cooperative sales.
- Show rooms may work in main town such as that done with Imporia in India

- KIE has manufacturers Association under the chairmanship of Mr. Muna.

2. DISCUSSION WITH GRADUATES:

Only three graduates attended the meeting after a short general discussion about the importance of KIE and KITI, the graduates were interviewed individually.

(a) JOSEPH KIHURYU KAMAU:

- Year of graduation - 1975 - Millwright Section
- Employment - Instructor Village Polytechnic

Mr. Kamau works as an Instructor in Village Polytechnic since 1978. He is at the moment attending a course at K.I.T.I. sponsored by UNESCO. He will complete the course by June 1981. He is planning to open a metal fabrication workshop for production of window frames and other related products together with his cousin. At the moment Mr. Kamau has a saving of Kshs. 20,000/= and a land of 5 acres. He has not yet determined the shop's location.

(b) JOHN STEPHEN KIMANI:

- Year of graduation - 1978: Woodwork Section
- Employment - Instructor at Village Polytechnic

Mr. Kimani is employed as an Instructor at Mathakweni Village Polytechnic since 1979; upto now. He is planning to start his own business in Kericho and he already has Kshs. 2,000/= and shs. 3,000/= for materials. He also makes furniture during his free time. He was advised to enlarge his present, analyse marketing, KIE or KITI for more discussions.

(c) MR. J.C. WAMERU G. KARONDO

- Year of graduation - 1978: Tailoring Section
- Employment - Self employed

Mr. Karondo started business in his own home in June 1979 and later moved to his present shop in Kaitua Trading centre, about 17 Km from Muranga in August, 1979. He has managed his business very well and he had previously extended it. He rents the shop for shs. 120/= per month. The rent for machines and equipment is Kshs. 360/=.

The value of his own equipment is Shs. 17,000/= and the stock is worth Kshs. 6,000/= His average turnover is kshs. 7,000/= He would like to extend the business. Within the radius of 18 Km there are no competitors at the moment. Mr. Yura of RIDO who was present on material time promised to discuss with him later.

REPORT ON THE VISIT TO INDUSTRIAL DEVELOPMENT CENTRE - MERU ON
15th OCTOBER, 1980, BY MR. D.L.A. OCHIENG' - PRINCIPAL K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - KITI

1. Messrs D.L.A. Ochieng' & H. Bekker from K.I.T.I.
George - Manager R.I.D.C.

Mr. Nasibi the manager of K.I.E. Embu also joined the meeting because he could not be able to attend the meeting which was scheduled to take place on 17th November, 1980 due to unavoidable circumstance.

The Principal explained the role of K.I.T.I. and its Extension Services. The R.I.D.C. Manager explained the role of R.I.D.C and the problems they are confronted with. He explained the following:-

- Entrepreneurial training and short term courses should be conducted by K.I.T.I.
- K.I.E. will insure conduct K.I.T.I. graduates wherever they are if K.I.T.I. gives K.I.E their conduct addresses.
- Mr. Nasibi will visit K.I.T.I. on 18th November, 1980 with an intention of meeting students from Embu and Meru if time avails.
- K.I.T.I.'s efforts in coordination and assistance will be highly appreciated.

2. DISCUSSION WITH GRADUATES & VISIT WORKSHOPS:

Only one graduate turned up.

(a) NICHOLAS KIMAITA MUGUNA

- Year of graduation - 1979 - Hillwright section
- Employment self employed.

The team visited Mr. Muguna's Workshop. He is running metal Fabrication workshop producing steel doors, window frames, matatu bodies etc. His father started the business in 1978 and he is gradually taking over the business. He has seven competitors but he beats them since he produces quality products. He has 2 skilled workers and 3 trainees.

He rents the workshop for Kshs. 800/- per month. K.I.E. had already given assistance and he is just waiting for delivery of Machines and equipment. He has also planned for the establishment of another workshop in Isiolo, town. He was advised not to establish another workshop in Isiolo but instead he should establish a market in that area. He could use the money to buy a pick-up so that he may be able to cover a bigger marketing area and at the same time use the pick-up for transportation of raw materials. and finished goods.

REPORT ON THE VISIT TO RURAL INDUSTRIAL DEVELOPMENT CENTRE - EMBU
 MR. D.L.A. OCHIENG* - PRINCIPAL - K.I.T.I.
 MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. Messrs: D.L.A. Ochieng* & H. Bekker from K.I.T.I.
 Antony Mudach - Accountant R.I.D.C.

During our visit to RIDC Embu its regional Manager was not there. He had already met him in Meru RIDC.

Mr. Mudachi explained the role of RIDC. This was the same explanation as that explained in Meru by both Meru and Embu Managers.

2. DISCUSSIONS WITH GRADUATES:

About three graduates who had attended the meeting were sent away because of some errors in communication between RIDC in Embu and Meru. Only two graduates participated.

The Principal explained K.I.T.I.'s new Extension Services role and the RIDC representative explained the role of RIDC. After the meeting two graduates were interviewed one by one.

a) JOHN PETER MUHIRA:

Year of graduation -- 1978 Tailoring Section
 -- Employment: Instructor Village Polytechnic

Mr. Muhira was unemployed for a period of about 6 months and later employed by us as an Instructor in Ndonge Gluge Village Polytechnic. He would like to start his own business in Kerugoya (Kirinyaga District) Although there are some competitors in the area he told us that they have no enough qualifications to compete with him.

He already have two singer sewing machines and he is able to rent a shop at a maximum of Kshs. 400/- per month. His products will be Gents and Ladies garmets. The area has a population of over 40,000 people. He sent an application through K.I.E., Nairobi but he hasn't got any replies up to now. Based on the information gathered he is a potential client for K.I.E. He was advised to apply through R.I.D.C. Embu.

b) WALTER N. KARONDO

-- Year of Graduation -- 1976 Machinery section
 -- Employment -- Employed

From 1977 to 1979 he worked as a workshop technician with Thika Technical School. He is now working with Metal Box. He is from Embu area but he thinks that there is no Market for Technical Workshop in that area. His savings are Kshs. 5,000/-. He was advised to plan accordingly and then visit K.I.T.I. for more advice.

REPORT ON THE VISIT TO KURAL INDUSTRIAL DEVELOPMENT CENTRE - VOI ON
21st OCTOBER, 1986 BY D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. Messrs : D.L.A. Ochieng' & H. Bekker from K.I.T.I.
David S. Mulinge - Centro Manager

Mr. Ochieng' explained to participants KITI's re-organization plan while Mr. Mulinge explained the role of RIDC. He gave the following comments:

- The major problem is to identify all entrepreneurs.
- Follow-up is lacking
- Courses should be organized on Regional basis
- Raw material is a major constraint
- The possibility of bulk purchasing is under consideration
- The RIDC Advisors give technical advices free
- The provision of sheds is a big problem in Taita.

The establishment of review committee should be envisaged

2. DISCUSSION WITH GRADUATES

Only three graduates participated. After brief explanation on KITI's Extension Services Programme and RIDC's role, the graduates were interviewed one by one.

a) ROBERT MWANDORO WILSON MWATUME

- Year of graduation - 1977: Wood work Section
- Employment - Instructor at Village Polytechnic

Mr. Mwatume with his friend Arnard Tuga would like to set up a wood-workshop in Voi.

They will be able to raise Shs. 5,000/- At the moment they have tools worth 3,500/- but no security. They were advised by the team to propose a viable project and contact K.I.E.

b) BENJAMIN KIVAYA KIGOMA

- Year of graduation - 1978: Woodwork Section
- Employment - Maintenance Carpenter

Mr. Kigoma is at present working with DG's office Mombasa as maintenance carpenter. He would like to start a carpenter Shop in Voi Town but he had no concrete plans. He has saved Kshs. 2,000/- and he also have hand tools worth Kshs. 1,000/- He was advised to make feasibility study particularly in marketing and product line. Already there are 18 woodworkshops in Voi area. The team advised him to contact RIDC or KITI in near future for more advices, and discussions.

c) DOUGLAS KWACHARO MBE, INTC

- Year of graduation - 1976; Electrical/Electronics Section
- Employment - Self Employed

After his graduation in 1976 he was employed by Sanyo EMCO, and Siabi Electronics. In December 1978, he opened his own workshop in Kioani Kombasa-- a few Kilometers from Nyali Bridge

During our visit to his shop, we were very much impressed with the arrangement of the shop and also bookkeeping arrangements. The receipts issued showed that he had many customers in the area.

He started the business with Kshs. 2,000/=. He rents the shop for Shs. 200/= per month. He has a turnover of about Shs. 2,000/= per month. He has tools and Instruments worth Kshs. 1,000/=

Since he is taking care of the family he had no any saving in the Bank. At the moment he is working more on the Radios and TV's, but the work is limited. He suggested that it would be better if he moved to Voi town where there are no many competitors. He was also considering to embark on electrical installation work.

He was advised not to move to Voi before he makes a feasibility study of the area. RILC Voi would be of much help and of possible give assistance in this area. He expected a loan of 75,000/= 15,000/= would be used to buy Oscillograph and signal generator.

REPORT ON THE VISIT TO KENYA INDUSTRIAL ESTATES MOMBASA ON 22nd AND 23rd OCTOBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH KIE REGIONAL ACCOUNTANT

Messrs D.L.A. Ochieng' & H. Bekker from K.I.T.I.
H.R. Korir - Accountant I- K.I.E.

Mr. Ochieng' explained the role of K.I.T.I. while Mr. Korir highlighted the participants the field problems of K.I.E. Mombasa as follows:-

- He felt that for solving marketing problems something like a Co-operative could do.
- The assistance for working capital, up to Kshs. 50,000 could be ideal figure for a confined order
- The protection of small scale industries should be considered
- K.I.E.'s Extension Services are insufficient due to lack of personnel.

2. DISCUSSION WITH GRADUATES:

Five graduates attended the meeting after a brief explanation of KITI's Extension Services and K.I.E.'s role followed by general discussion, the graduates were interviewed one by one .

a) AUGUSTUS KISYIMU

Since Mr. Kisyimu was initially interested in starting his own business in Machakos town he was referred to meet the team in RIDO Machakos.

b) CLEMENT OCHIENG' ODERA:

- Year of graduation - 1977: Electrical/Electronics Section
- Employment - Employed

At present Mr. Odera works as a senior shift electrician with A.A. Oil Refinery and before he worked with E.A. Metal Co. doing the same work. He has saved Kshs. 3,500/- since he started working. He had also been doing some private work during his free time in which he has a turnover of about Kshs. 2,000/- per month. He would like to set up a shop of electrical and electronics maintenance and some related products in Changamwe. At the time of interview he had no specific plan.

He was advised by the team to plan in details and the approach K.I.E. for further advice.

c) BERNARD KALUSA

- Year of graduation - 1979 : Leather work Section
- Employment - Employed

Mr. Kalusa works with Italiano Industries Mombasa as a Machine Operator, salary Kshs. 450/- per month. He would like to open his own business workshop in Majengo Mombasa (approx. 15 Km East

of Mombasa). He can be able to get Kshs. 5,000/- from his father who also have 10 acre land with title deed in Tivana. He could be able to get a shed for a rent of 120/- per month in that area.

Bernard needs a skiving and sawing machine worth 15,000/- in total. He was asked to get definite information about the shed, and work out the plan in details and contact K.I.E. together with security documents.

d) ZABLON KATUMBO MARAGIAH

- Year of graduation - 1977: Leather Work Section
- Employment - Dragon Company

Mr. Maragiah has worked with Dragon Co. Nairobi Handbags and now he is working with Cellana Ltd. in Mombasa as a supervisor.

He would like to set up his own business in Matigro market, Nyamache Division Kisii District (APPROX. 20 km from Kisii town) He has no saving but he has a three acre land with title deed. In Matigro there are no competitors at the moment. He was advised to plane accordingly and then contact K.I.T.I. for more discussions.

3. VISIT TO WORKSHOPS:

Only one workshop belonging to Mr. Mwenza was visited.

SAMBY MWENGA:

- Year of graduation - 1976: Wood Workshop
- Employment - Manager Village Polytechnic

Mr. Mwenza works as a Manager at Mariakani Village Polytechnic (Approx. 30 km from Mombasa town) During his free time he fabricates windows and some related fabrication work with a turnover of about Kshs. 1,000/- per month.

He would like to start a full time in Mariakani. He said that he can be able to raise Kshs. 5,000/- and he has hand tools worth Kshs. 3,000/- He also have a plot in Mariakani township. He has three competitors in the town. Mr. Mwenza took the team to the shop he proposed to rent. The place was not recommended by E.I.E. because of security reasons. He was advised to look for a better place and then contact K.I.E. Mombasa.

REPORT ON THE VISIT TO RURAL INDUSTRIAL DEVELOPMENT CENTRE - MALINDI
ON 23rd AND 24th OCTOBER, 1980 BY MR. E. BEKKER - INDUSTRIAL ENGINEER -
K.I.T.I.

1. MEETING WITH CENTRE MANAGER

Honors Erhard Franzisko & Tatuli Mbasu from R.I.D.C.
H. Bekker from K.I.T.I.

Mr. Bekker explained to the participants the role of K.I.T.I.'s Extension Services and re-organization plan for 1980-83.

Mr. Mbasu and Mr. Franzisko explained the role of RIDC. The major problem was lack of good entrepreneurs. RIDC has a few clients in the area which they assisted through RIDC's Extension Services. They are very much interested if K.I.T.I. could offer short-term course to their clients either in Nakuru or in Malindi.

Financing of new entrepreneurs is not a major problem to RIDC. The representatives suggested that KITI graduates who came from Malindi and will leave KITI by December, 1980 should be advised to report to RIDC Malindi for interviews with the Manager.

2. DISCUSSION WITH GRADUATES:

After brief explanation of KITI's role on Extension Services and the role of RIDC the candidates were then interviewed one by one.

a) LAWRENCE RANDU REUBEN KASHURU

-- Year of graduation - 1977: Leather Workshop
-- Employment - Employed

Mr. Kashuru is working as a craftsman with Italiano Fashion Industries in Mombasa. Before joining the present company he worked in Thika.

He feels that he could be able to produce the same products which are now being produced by his present employer at a cheaper price. He would like to open his own business and make products such as handbags, purses and related leather goods. He intend to start his business in Malindi.

He was advised to make a preliminary project paper indicating the products he would like to make, the costing marketing material supply, equipment required etc. After the project paper, RIDC promised to assist as much as it could.

b) JOSEPH KAZUNGU DAVID KAINGU

-- Year of graduation - 1976: Leather Work Section
-- Employment - Employed

Mr. Kaingu is a project Manager at Larina Village Polytechnic. Before joining the present work, he had worked for three months in a small scale Tannery. He said that he could use some of the Polytechnic's equipment for his private work. He had been doing that even before he makes quiet alot of money during his free time. However, his saving was only Kshs. 220/-

Mr. Kaingu would like to start his business in Gongoni Trading centre approximate population of 6,000 people North of Malindi. He was also considering to start a small-scale Tannery in the area.

It was suggested that he should start one type of business first. He then suggested leather products business. Since he had already made some products, he was advised to increase his present production first before he could get his own shed. Finally, he was advised to make a preliminary project proposal and take it to RIDC.

3. VISIT TO WORKSHOPS:

There was no KITI graduate running his own business in Malindi. He then decided to visit some of the KIE clients' Workshops in Malindi town. We visited a shoe maker, a watch repair and a manufacturer of T Shirts. The latter client is doing very well. He told us that he is even not able to keep up with the demand. KIE assisted him to establish the business in the town centre with all machinery, and equipment.

REPORT ON THE VISIT TO RURAL INDUSTRIAL DEVELOPMENT CENTRE: MACHAKOS
ON 27th OCTOBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
Mr. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH THE CENTRE MANAGER:

Messrs: D.L.A. Ochieng' & H. Bekker from K.I.T.I.
P.M. Njagi - Centre Manager

Mr. Ochieng' explained the role of K.I.R.I.'s Extension Services which Mr. Njagi explained the role RIDC. The RIDC Manager's comments were as follows:

- Lack of security and finance are the major problem of new entrepreneurs.
- If working capital can be raised then RIDC may give full loan for machinery.
- The fifty million shillings (Kshs. 50,000,000/-) in five year plan should be given to organizations like K.I.E. and joint Loan Board to fill the loopholes in the present financial assistance programmes used in Machakos is only applicable for the existing units.
- KITI graduates can use RIDC central workshop.
- 1 - RIDC clients receive orders through the development programmes such as Kerio Valley Lake Basin and Machakos Intergrated Development Programmes (SEC)
- The follow-up programme for small scale entrepreneurs should be strengthened. KITI should coordinate the assistance.

2. DISCUSSION WITH THE GRADUATES:

After brief explanation of KIRI's Extension Services and the role played by RIDC the two graduates were interviewed one by one

a) AUGUSTUS KISYIU

- Year of graduation - 1973 : Leather Work Section
- Employment - Employed

Mr. Kisuyu is at present working for Gellam's in Mombasa as a designer and manufacturer. He would like to start his own business in Kitui. He hasn't saved anything but he has 12 acre land with title deed. He told the team that he will be able to rent a shop for Kshs. 100/- per month. Kitui town has only some few people doing shoe repair.

He needs Kshs. 15,000/- sewing and thriving machines. Since he has 12 acre land with title deed, he may be able to obtain some money for working capital. He promised to plan accordingly and then approach RIDC for assistance.

b) BARNEL J. MAKAU

- Year of graduation - 1977: Automotive Section
- Employment - Self employed.

Mr. Makau worked as a teacher at Machakos Vehicle Training School for a period of 6 months. He later opened his own motor Vehicle open air garage in Mitaboni. 25 km from Machakos town which he would like to expand. He also feels that he could start Motor Vehicle repair Training School in Mitaboni. He was advised to contact the ministry concerned if he feels like opening his own School.

The team also felt that the extension of his business in Mitaboni was not necessary since the area has only a population of about 7,000 people and there is no electricity. However, K.I.E. does not finance repair shops.

He was advised to think of any viable project i.e. for metal products and a better area to start it and then approach K.I.E. or K.I.T.I. for more advice.

REPORT ON THE VISIT TO KENYA INDUSTRIAL ESTATES NAIROBI ON 28th
OCTOBER, 1980 BY MR. D.L.A. OCHIENG' - PRINCIPAL - K.I.T.I.
MR. H. BEKKER - INDUSTRIAL ENGINEER - K.I.T.I.

1. MEETING WITH K.I.E.

Messrs D.L.A Ochieng' & H. Bekker from K.I.T.I.
A.M. Shikhule for K.I.E.

Mr. Ochieng' explained the 1980 - '83 re-organizational Plan and activities assigned to K.I.T.I. during this plan. He also reviewed the result of the previous meetings with K.I.E. and R.I.E.C staff. Mr. Shikhule commented as follows:-

- Many people in this Republic would be very much interested on entrepreneurial selection and development.
- Those who call themselves entrepreneurs are not in the real sense ; because their money is not enough to be selected as an entrepreneur.
- K.I.T.I.'s re-organization plan should be discussed during a workshop which had been planned for April, 1981.
- K.I.T.I. being an intergrated part of the Ministry of Industry should be a mandatory Institution for K.I.E.
- K.I.T.I.'s Syllabuses should be issued to K.I.E.I.
- K.I.T.I. & M.T.A.C. should intensify their cooperation.
- Care should be taken in the development of the Prototype Development Division

Note: It was explained that the main aim of the Division should be to simplify equipment tools, machines and products to adapt them to local requirements and the maximum of research is already done by International Organizations and other developed countries.

- K.I.E. would certainly be prepared to administer funds for assisting depressed areas.
- In general the rural development is an organization and coordination problem.

2. DISCUSSION WITH KITI GRADUATES:

There were thirty four (34) graduates who attended. Mr. Ochieng' and Mr. Bekker explained to participants the role and function of K.I.T.I.'s Extension Service Division and K.I.E. Programmes were also explained. Ample time was given for discussion.

From 34 participants, 23 were employees 1 parttime self employed, 6 self employed and 4 unemployed.

Mr. Dominic Opiyo's proposal to start an association of K.I.T.I. graduates in Nairobi was highly accepted by the others.

He gave his address as shown below:-
P.O. Box 28377, NAIROBI.

K.I.T.I. representatives promised to send Mr. Opiyo the addresses of all graduates in Nairobi area.

It was not possible to interview all graduates individually due little time available. However, K.I.T.I. representatives promised to contact self employed graduates in near future so that their workshops can be visited and have more discussions and if possible have K.I.E. staff members for more advice.

Those who hadn't opened businesses but they were intending to do so, were advised to cristalize their ideas put them on papers and then discuss them with K.I.E. or K.I.T.I. staff.

3. MEETING WITH KENYA BUREAU OF STANDARDS:

Messrs D.L.A. Ochieng' & H. Bekker from K.I.T.I.
Maiko - Director.

Mr. Ochieng' briefed Mr. Maiko on the observations made during the trip, particularly on the desirability of quality control for rural products which should be exported to othe countries which should fullfil the desire.

The Director said that K.B.S. is prepared to give lectures to K.I.T.I. students on quality control standards.

4. MEETING WITH KENYA NATIONAL TRADING COOPERATION:

Messrs D.L.A. Ochieng' and H. Bekker from K.I.T.I.
Kotut - Director - K.N.T.C.

Mr. Ochieng' explained the problems facing small scale entrepreneurs to buy raw materials, accessories, tools and machines at a reasonable prices and and how to sell their products out side their market areas.

For supply of materials etc. Mr. Kotut did not, there was basic problem to do that through KNTC. He explained that KNTC could supply many of those items and materials against very reasonable prices. He went further by saying that sales can also be handled through KNTC. However, KNTC. may not risk on the products which are not reliable.

It was the n suggested that the entrepreneurs should start by supplying KNTC with smaller quantities which should be paid after sales in order to taste the market. They should also be checked by K.I.R or K.B.S before marketing them.

EMPLOYMENT INFORMATION OF THE GRADUATES INTERVIEWEDFor Discussion with the K.I.T.I. Survey Team:-

To all K.I.T.I. graduates who left K.I.T.I. since its establishment in 1964, a Questionnaire Form was sent together with an invitation to meet the team in the K.I.E. or R.I.D.C officers in their area. Unfortunately many graduates had changed their contact addresses. As a result many graduates returned the filled questionnaires with the remark that due to change of address they received the invitation too late. Many others came to the meeting without having received the invitations at all, but were informed by others.

So it may be assumed that many graduates have not been aware of the meetings at all. The questionnaire forms were mailed to 920 graduates. 185 were returned and 104 graduates attended the meetings. Taking the above obstacles into account the attendance can be considered as successful.

The figure is too small to make statistical analysis, however nevertheless some interesting conclusions, extremely important for the Government towards rural industrialization can be made. From the figures it becomes evident that the promotion of rural industrialization should concentrate in particular on the technical trades, these being key items (service workshops) for supporting other industries and agriculture. Apparently the high investment costs of mechanical shops and the fact that repair and contracting shops are receiving less government support than the manufacturing sector, the mechanical trades graduates do not go in self-employment as they ought to. Appendix 19 shows the full list of the attendants with the status of employment, trade and year of graduation.

Below is a list of the graduates per trade grouped into Employed and self-employed.

	% Unemployed Employed	% Self-Employed Parttime Self Employed
1 TAILORING	39	61
4 LEATHER	68	32
2 WOODWORK	55	45
3 ELECTRICAL/ELECTRONICS	63	37
5 AUTOMOTIVE ENGINEERING	70	30
6 MECHANICAL ENGINEERING (Incl. MILLRIGHT, FOUNDRY Sections)	88	12

NOTE: For practical purposes the few unemployed has been grouped with the employed. The field investigations showed that the few unemployed were due to family reasons and the like and were in general of short term nature. The Parttime Selfemployed has been grouped with the self employed, as most of them expected to be fully self employed within a year.

APPENDIX 12

KEYS:

E = EMPLOYED	H = MECHANICAL	L = LEATHERWORK
S = SELF EMPLOYED	W = WOODWORKING	E = ELECTRICAL/ ELECTRONICS
P = PART TIME SELF EMPLOYED	A = AUTOMOBILE	
U = UNEMPLOYED	T = TAILORING	

CENTRE	WORK	TRADE	YEAR OF GRADUATION	WORKSHOP IN
1. NAKURU:				
i) ERNEST OUMA	P	S	'75	-
ii) JAMES NBUQUA	E	H	"	-
iii) FRANCIS MAINA	S	T	"	MOLO
iv) WILLIAM KOSKEI	E	E	'77	-
v) JUSTUS MAINAINA	E	E	'79	-
vi) JOHN MARK ONONDI	P	S	'75	NAKURU
vii) MARTIN KAMBAYA	E	E	'79	-
viii) JUSTUS KIMUYU	E	H	'75	-
ix) BERNARD NDAKA RUMBO	E	H	'79	-
x) CHRISTOPHER NYINGA	S	L	'75	-
2. KERICHU:				
<u>NOTE:</u> Following graduates came to the RIDC but missed the team due to breakdown of the team's car.				
i) SIMON KIPLANGAT A. BIEGON	S	H	'79	KIPTERA
ii) JOEL M. RONOH				
iii) JOEL ARAP BURROH	S	T	'76	BONET
iv) ANDREW K.A. KELENGOI	-	-	-	-
3. KISII:				
i) JAMES LEO O. OKONGO	E	T	'76	-
ii) SAKARIA OMBOG	S	L	"	ETAGO
iii) JUVERALIS RCHOGU		H	-	APPLICANT
iv) THOMAS NYANGU NYABANDO		W	-	"
v) ZABLON ARICHA OINDI	PS	T	'76	MACKARO
vi) PATRICK O. NYAGANI	S	H	"	KIANUNGU

KISII Cont..../

vii)	NELSON KOCHONI	S	T	'76	ESANI
viii)	KEPHAT KOSETTI KARANDO	S	T	'75	KISII
ix)	NAHASON GETUMO SANYA	S	T	'77	"
x)	JEREMIAH HAGETO ATHRA	S	T	'79	ERONGE
xi)	CHARLES N. ABUCA	U	X	"	-
xii)	PATROBRAS KANBONA ANYAKOE	E	T	'77	-
xiii)	ALLOYS NYAMASEGE KIRIAMAE	H		"	-
xiv)	ZABLON OBABIAN OBUYA	E		+	-
xv)	RATEMO THOMAS SHARP	E	T	'76	-

4. HOMABAY:

NOTE: No Graduates
attended the
meeting.

5. KISUMU:

i)	WINSTON SAMUEL OPIYO	E	A	'76	
ii)	TIMOTHY OKING	S	W		KISUMU
iii)	MAURICE OKETCH OREMO	E	W	"	
iv)	JCSEPH BERNARD OGOLLOH	E	H	'77	
v)	JULIUS K. HUMANYI	E	W	"	
vi)	FRANCIS ONYAGA OBIYA	S	L	'76	UGUNJA
vii)	WILLIAM BOAS MBOGA	S	A	'78	SIAYA
viii)	VINCENT AGISO	S	A	'77	KISUMU
ix)	JOHN NASENO OCHIENG'	E	W	'76	

6. KAKAMEGA:

i)	HENRY NABUTOLA	E	H	'77	
ii)	JOSEPHAN APPHUS WABANA				
iii)	RODGERS WAFULA	S	W	'77	
iv)	HUDSON K. SHIKIVE	E	H	"	
v)	NEBRY MOYI	E	H	'78	
vi)	PAIRUS BARASA	U	L	'77	
vii)	JULIUS KANGU HUMANYI	E	W	"	
viii)	GEOFFREY S. KUKHOLI	E	T	'76	

7. ELDORET:

i)	JAPHETH S. NGEYMA	E	A	'78	
ii)	JOHN M. CUSHNY	E	A	'79	
iii)	JOSEPH K. TIBAI	E	A	"	
iv)	MATAYO K.A. KIRWA	E	A	'79	
v)	JOEL KIPLANGAT MADJAE	S	T	'76	LONGISA
vi)	ISAAC O. LIGOLO	S	T	'79	SOI

8. NYERI:

i)	JOHN MWAEGI KAMUPI	E	E	'77	
ii)	PETER GATIRU KINGORI	U	L	'76	
iii)	STANLEY K. NJUE	E	N	'78	
iv)	DAVID G. KIBOI	S	L	'78	NYERI
v)	HUTCHISON T. NDEGMA	S	T	'76	MWEIGA
vi)	PETER KIBAGU	U	L	'79	

9. MURANGA:

i)	JOSHUA KIHUNYU KAMAU	E	M	'74	
ii)	JOHN STEPHEN KIMANI	E	W	'78	
iii)	J.C. WANERU G. KARONDO	S	T	'78	GEITWA
iv)					

10. MERU:

i)	NICHALAS KINATA MUNGANA	S	-	-	MERU
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11. EMBU:

i)	JOHN PETER MUCHIRA	E	T	'78	
ii)	WALTER N. KARONDO	E	R	'76	

12. VOI:

i)	ROBERT MWATUME	E	W	'77	
ii)	DOUGLAS M. LUKINDO	S	E	'76	VOI/MOMBASA
iii)	BENJAMIN K. KIGOWA	E	W	'78	
iv)					

13. MOMBASA:

i)	AUGUSTUS KISYIHU	E	L	'79	
ii)	CLEMENT OCHIENG' ADERA	P	E	'77	MOMBASA
iii)	SANDY MWENGA	P	W	'76	MARIKANI
iv)	DANARD KALUSHA	E	L	'79	
v)	ZABLON KATUMBO MARAQIAH	E	L	'77	

14. HALIIDI:

i)	LAWRENCE BALDU REUBEN KASHURU	E	L	'77	
ii)	JOSEPH KAZUNGU D. KAINGU	PS	L	'76	MARIMA

15. MACHAKOS:

i)	AUGUSTUS MAKAU KISYIMU	E	L	'79	
ii)	DANIEL D. MAKAU	S	A	'77	MITABONI

16. NAIROBI:

i)	WILFRED JUMA AKUNGU	E	L	'77	
ii)	ESOH MURITHI	E	L	"	
iii)	RICHARD ARUA	E	H	'76	
iv)	BENSON KANUI	E	H	'78	
v)	CHARLES RUBIA	S	W	"	
vi)	CHRISTOPHER OINDI ODUNDO	S	L	'79	KISUMU
vii)	WILLIAM SWAO OGERA	S	Z	"	
viii)	PETER WILFRED M. KAVILU	P	L	'73	NAIROBI
ix)	AUGUSTUS MAKOKHA KUTINO	S	W	'77	MUMIAS
x)	ALI ABDALLAH	S	W	'77	NAIROBI
xi)	SAMUEL N. NJOROGE	E	A	"	
xii)	MARCUS OJINO OUMA	E	W	'78	
xiii)	JOSEPH N. OHIRASI	U	H	'76	
xiv)	PHILEMON NDAYALA K.	U	H	"	
xv)	ALEX MILINU BETI	U	H	'79	
xvi)	DAVID M. MAISIBA	E	L	'77	
xvii)	DONINIC A. OPIYO	E	H	'78	
xviii)	POLYCAP OCHIAMB OGUTU	E	H	"	
xix)	SHEM ONYANGO AKOLO	U	L	'78	
xx)	JULIUS MACHARIA MWANGI	E	W	"	
xxi)	PETER N. GATUS	E	H	'76	
xxii)	MESHACK OMBERI HOGONCHO	E	L	'75	
xxiii)	JOHN M. KURIA	E	H	'76	
xxiv)	FRANCIS N. KIHARA	E	E	'75	
xxv)	JACKTON M. KAMAU	F	H	'75	
xxvi)	JAMES M. KICUCKO	E	H	'76	
xxvii)	STEPHEN KARIUKI	E	H	"	

NAIROBI Cont.../

xxviii)	WALTER ODSRO	P	H	'79
xxix)	CHARLES O. NYANGURU	E	L	"
xxx)	John B. Kitotaya	e	t	'76
xxxi)	JOSEPH M.P. KARIUKI	E	L	'77
xxxii)	ROBERT R. KURIA	E	M	'79
xxxiii)	JOHN KAMAU GATIBA	E	M	'76

JICA