

Skilled Workers for the Food Industry



Kenyan-German Vocational Training Cooperation Project

In Cooperation with



Bolstering Kenya's Food Industry

Skilled professionals needed to support growth

The food market in Kenya is developing at a rapid pace. African food markets in urban areas are forecast to grow annually by seven to ten percent, according to the Food and Agriculture Organisation of the United Nations. To meet demand local companies must grow and new companies need to be established. It is also necessary to use existing food resources more efficiently and in a more sustainable fashion. The Kenyan economy needs well-trained and skilled workers to successfully master these challenges. The workers should be able to operate, maintain and repair modern machines, and have a comprehensive knowledge of how to handle foods safely. Modern and practical vocational and further training is needed to ensure workers have the appropriate qualifications.

Impulse through training and exchange of ideas and experience

The Kenyan-German cooperation project "Skilled Workers for the Food Industry" plays an important role in building up the required skills, with a modern training centre that makes possible these qualification measures and promotes expert discussions in the sector. It will be executed by the GzF (Gesellschaft zur Förderung des Maschinenbaus mbH) and financially supported by the German Federal Ministry for Economic Development and Cooperation. This financing will be processed by the German Investment and Development Company, DEG.

The project is the result of a cooperation between the German Engineering Association, VDMA – VDMA acts as the conceptual patron –, and its service company GzF, with the Kenyan Centurion Systems Limited. Furthermore, the United Nations Industrial Development Organisation (UNIDO) is also involved in the project. The VDMA's Food Processing and Packaging Machinery Association has worked successfully for many years with UNIDO as well as with partners from Kenya's food processing sector.



The Partners

VDMA, with its 3,200 members, is the largest industry association in Germany. The VDMA's Food Processing and Packaging Machinery Association is the union of around 300 predominantly medium-sized companies. They represent the Bakery Machinery, Meat Processing Machinery, Beverages Machines and Dairy Technology, Confectionary Machinery, Machines and Equipment for the Pharmaceuticals and Cosmetics Industry and Packing Machinery. **GzF** is a 100% service company of VDMA, which supports the German Engineering Association in all of its activities.

Centurion Systems Limited is a Kenyan technology service provider with more than 20 years of experience in the field of technical services, professional development as well as research and innovation. Key thematic areas are drive technology, automation and lean manufacturing. Centurion offers its services to customers in the Eastern Africa region in almost all industry sectors – from mining through to energy and production.

One of the project's key fields of action is providing training and further education based on the dual model – the combination of theoretical and practical training. Experts developed a specific training concept that combines German technological expertise with the requirements of the Kenyan food industry, on the basis of a needs assessment carried out by Kenyan companies and their German machine suppliers. The first courses will start in January 2018.

Local companies can also use the new training centre for specific in-house training. In addition, the training centre is envisaged to act as a central meeting place and venue for Kenyan and Germany companies. Here they can learn about best practices in terms of increasing quality and efficiency in their sector and share ideas and experiences. Specialist events and other knowledge-sharing activities are planned for the future.



Further education and training courses from January 2018

In the first project phase – 2018 und 2019 – two technical courses and two train-the-trainer courses will be offered. The aspect of the dual training concept is reflected in the structure of the courses.

Technical courses: These are designed especially for those operating machines and maintenance staff of food makers or equipment suppliers. The course covers the following content:

Food Safety

- Legal requirements and standards
- Personal hygiene
- Food storage
- Water supply and treatment
- Pest control
- Waste handling and transportation
- HACCP (Hazard Analysis and Critical Control Points) concept

Operation and Maintenance

- Good manufacturing practices
- Technical documentation
- Maintenance planning
- Troubleshooting and calibration
- Design and positioning of machines and plants
- Rules and requirements for design of machines and plants

Trainer courses: In keeping with its motto „Train the Trainer“ this course is designed for the sustainable training and further education of trainers in Kenyan food manufacturing companies. The course covers the following content:

Didactics

- Communication
- Psychology of learning
- Motivation
- Training preparation
- Presentation techniques
- Test design

Learning On-Site in Facilities

- Communication
- Rules and regulations in manufacturing areas
- Motivation and conflict management
- Planning and administration
- Supervision and evaluation



Modalities

The training sessions take place in the Centurion Systems Limited facilities in Nairobi. Participants have at their disposal modern infrastructure with well-equipped training rooms and workshop space. In the first project phase, course fees will not be charged to the full amount. We would be happy to provide you with a quote for your training needs and we look forward to seeing your staff in our training centre.

VDMA has initiated similar vocational training projects in Botswana and Nigeria. All follow the same approach – close cooperation with local training institutions and deep involvement of local and German companies.



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