

SHORT COURSES EXECUTIVE SUMMARY

Provision of short courses is one of the most dynamic features of the emerging up-skilling, education and training system in Kenya. This kind of provisioning is particularly associated with 'just in time', and 'just enough' learning to meet a specific need in workplace environments. Therefore, it is considered a viable and common method for optimal workplace functioning in all contexts and greatly facilitates access to learning in a manageable manner in terms of cost, time, energy and resources for both the employer and employee. In addition, short course provisioning has a wider focus than workplace contexts: where research findings are disseminated and new knowledge is shared, it is also associated with continuing professional development. A third area where short course provisioning is important is where learners require a targeted short learning program, to upgrade skills and knowledge to ensure success in their chosen field of learning. With the new approach to education and training, short course provisioning has an important role to play in the development, up- skilling and multi-skilling of human resources. It is pivotal in achieving the objectives of enhancing the skills, capacities and competencies of the human resources in the country. Short courses program provides staff professional development through in-service training, offers 'hands-on' learning, allows new knowledge generated in a particular situation and provides refresher courses for professionals.

The need for this policy stems from lack of clarity about short course provisioning and the formalization of a mode of delivery which was previously lacking. The policy outlines the process of approving short courses programs, duties of the courses coordinator, assessment, certification, financial requirements and quality management. It further stipulates how the course facilitators are recognized and the general distribution of revenues generated from the program.

