

REPUBLIC OF KENYA



COUNTY GOVERNMENT OF KIAMBU

CABINET PAPER

ESTABLISHMENT OF THE KIAMBU TALENT DEVELOPMENT PROGRAM (KTDP)

Submitted By;

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1.1 BACKGROUND

The County Government of Kiambu, through the department of Youth Affairs, Sports and Communication has engaged youth in various projects and activities with the aim of improving the livelihood of the young residents of the County. Such projects and activities include sports and talent show activities, which are held at least once every year under the banner of Champions Cup and Iko Talent Competitions. The activities have assisted identify raw talents that saw the establishment of the Kiambu All Stars Team which is currently participating in the Football Kenya Federation League.

The competitions are organized from the ward level, sub-county and finals at the county, culminating in the award of County Champions. This has elicited a lot of interest from the youth who are beginning to view talents as a source of livelihood. This awakening is a great opportunity to inspire the youth on the need to exploit the great economic and social potential in the use of their talents.

1.2 JUSTIFICATION

Although the Champion's cup and the Iko Talent have recorded great success in reaching out to the youth and forming sporting groups and clubs, the Program has not made much impact in assisting the youth to turn their talents into a profession. This is especially because this Program is a one time annual event, leaving the talent discovered unattended for the better part of the year, save for informal coaching and matches.

In order to make this Program effective, there is need to establish a Program that is an integral part of the society. The government's role in ensuring that every resident is given an opportunity to develop their talent cannot be understated. The Talent Development Program, now proposed, will introduce a continuous vibrant talent identification, nurturing and sporting culture within the County. It will provide the government with the opportunity to mentor the young sporting residents, thus enhancing their economic and social wellbeing.

This program shall undergo an initial pilot phrase of two years, thereafter residents shall be required to contribute a small fee for training to ensure the sustainability of the program.

2.0 THE TALENT DEVELOPMENT PROGRAM

2.1 Establishment of the Program

The Talent Development Program shall be established through the adoption of this document by the County Executive Committee.

2.2 The Nature of the Program:

The Talent Development Program (hereinafter referred to as “the program”) is designed to identify, train, mentor and promote talent of young adults and youth in the county. The Program shall comprise of three categories, that is to say-

- (a) sports for all;
- (b) performing arts; and
- (c) creative arts.

2.3 Objective of the programme

The Program aims at;

- a. identifying and nurturing talents in the young people;
- b. reaching out to potential sports enthusiasts who reside within the County from the ward level;
- c. build capacity through continuous training, participation in County Competitions and exposure to national and international levels;
- d. involvement of all people in sports through the banner “Sports for all” initiatives as a social function; and
- e. preparing sports professionals for national and international competitions.

2.3 Modalities of implementation of the Program.

2.3.1 Infrastructure

In order to be effective, there shall be established talent development centers. These shall be housed in the rehabilitated playgrounds (at least one play ground in every ward) and the existing community halls within each sub-county.

2.3.2 Human resource

Youth Affairs and Sports officers in every sub county shall act as the overall coordinators at the sub county.

a. Recruitment of coaches and trainers

There will be need to recruit the following persons-

- a. Sixty coaches for each of the wards; and
- b. Twelve trainers who will coordinate creative and performing arts at the sub-county level.

The Department shall identify and recruit the coaches and trainers.

A person shall not be eligible for appointment as a coach or trainer unless the person:

- i. Is a resident of that ward;
- ii. Is qualified to engage in two popular sports in that ward or;

- iii. Is qualified to train in either performing or creative arts;
- iv. Satisfies the requirements of Chapter Six of the Constitution;

c. Terms of Office and Remuneration of Coaches and Trainers

Coaches and trainers shall be engaged on casual basis and shall be entitled to a stipend of five hundred shillings per day to cover for their travel and meals and shall be entitled up to a maximum of four thousand shillings each month.

d. Training of Coaches and Trainers

All coaches and trainers shall undergo basic training upon recruitment and refresher courses every six months.

e. Community participation

In addition to the staff of the County, the government shall organize and sensitize the community and other stakeholders in order that they may participate in reviewing the impact of the program, to select additional sports activities that are appropriate to the community, including any traditional games that the community is the view ought to be developed.

The government shall also ensure that every sub county identifies a particular sport for persons with disability.

f. Management of the Program

This Program shall be administered, managed and implemented by the Chief Officer. The Chief Officer may assign two officers from the Department to assist in the overall supervision of the Program.

2.3.3 Schedule of activities

a. Sports

Sports shall comprise activities such as, but not limited to football, boxing, martial arts, cricket, volleyball, netball and athletics. Training shall be conducted twice every week at the identified talents development centers.

b. Arts

This shall comprise both performing and creative arts.

Performing arts shall include but not limited to poetry, choir, instrumentals, djeey, rap, spoken word and dance. This category shall integrate the use of traditional arts and culture to facilitate knowledge exchange and provide a channel for communication in the society. The stage performance shall be utilized to sensitize residents on social, economic matters.

Creative arts shall include but not limited to drawings, paintings, mosaic and collage, and shall be the third category.

These activities shall be on going at the Community halls at the sub-county levels.

c. Sports for All

The *Sports for All* aims to improve community health, increase physical fitness, and realize the social benefits created when sports brings people together, forming social networks and sharing ideas within the community.

The county government shall organize local sports competitions to integrate local residents.

2.3.4 Structure of the Program:

- Stage One - Identification Phrase
- Stage Two - Training Phrase
- Stage Three - Development Phrase
- Stage Four - Promotion Phrase

a. Stage One – Identification Phrase

At this stage, all the residents are invited to participate. This phrase is designed to sensitize and encourage young adults, youth and elderly to participate in the program.

The coaches shall conduct training twice every week in each ward. After an initial training session of six months, a team shall be identified and trained professionally. The community shall enjoy the six months training session.

b. Stage Two – Training Phrase

This stage shall include invitations for local and international trainers occasionally to support the upcoming individuals. Youth affairs officers shall also engage the community at this level, by conducting capacity building and training on basic civic education and issues affecting the youth. Regional competitions shall be introduced at this phrase.

The successful individuals shall be provided with a platform from local and international trainers to showcase their talent at this stage. Their travel and meal expenses during inter sub county or regional competitions shall be met by the County.

c. Stage Three- Development Phrase

This phrase shall include the formation of county teams. The teams will be organized in training camps, financing, support and empowerment. Those trained shall be entitled to an upkeep provision during competitions outside the county. Creative and performing arts

category shall have an opportunity to showcase their products during public holidays, trade exhibitions and trade fairs.

The successful players and individuals who shall be nominated in this third phrase shall receive a certificate. Linkages to potential employers shall be done at this stage.

d. Stage Four – Promotion Phrase

The purpose of this phrase shall be economic empowerment through talent. It shall entail marketing, networking and placement opportunities.

All individuals who shall qualify in this phrase shall be supported by the talent marketing committee to economically empower them.

2.3.5 Insurance

All coaches, players and participants shall be insured against any incident resulting to injury resulting by engagement in sports. The County Government shall endeavor to provide an insurance cover for all players after signing the agreement with the insurers. The health department shall provide free medical services in any County Health facility resulting from any injury acquired as a result of participation in the Program.

2.3.6 The Talent Marketing Committee

To ensure effective promotion of talent, there shall be establishment of a Talent Marketing Committee in the county consisting of not more than six members from experienced and renowned experts in their area of business;

1. The functions of the Committee shall be to-
 - a. provide mentorship to persons proposed during the talent development phrase;
 - b. identify, nurture and promote Kiambu talent;
 - c. offer guidance and advice on the Program;
 - d. establish linkages with corporations, clubs and private organizations to sponsor events and recruit players as they deem fit;
 - e. source for partnerships, capacity building and exchange programs with coaches, trainers, theaters, art galleries and clubs both nationally and internationally;
 - f. explore placement opportunities nationally and internationally for the talents identified and identify businesses and individuals interested to fully sponsor and own clubs to ensure sustainability of the program;

2. The Committee shall comprise of-

a. a chairperson who shall be appointed by the Governor.

b. four members who shall be nominated by the County Executive Committee member and approved by the Governor.

c. the Chief Officer in charge of Youth Affairs and Sports who shall be an ex-officio member and the secretary.

3. The Committee shall serve for a non -renewable term of two years.

4. The number of meetings shall be limited to three in every year.

The members of the Committee shall be entitled to a sitting allowance similar to members of a County Board.

2.3.7 Stadium Management Casuals

To ensure maintenance of the playing fields, every sub county shall be entitled to engage two casuals for two days each week for this program.

3.0 FINANCIAL IMPLICATION

It is proposed that the program shall receive a budgetary allocation from the Youth Affairs department budget, to provide for direct and indirect costs associated with the program as spelt out herein.

Annual budget

	ITEM	BUDGETARY ALLOCATION	TOTAL (Kshs)
1	Transport and meal allowance for Coaches and Trainers	Ksh 4,000 per month x 72 trainers x 12 months	3,456,000
3	Talent Marketing Committee Members Sitting Allowance	Ksh 10,000 x 6 members x maximum 3 meetings	180,000
5	Training of Coaches and Trainers	Ksh 3,000 x 72 coaches x 3 trainings	648,000
6	Stadium casuals allowance	Ksh 4,000 per month x 24 casuals x 12 months	1,152,000
	TOTAL		5,436,000

4.0 REQUEST TO THE COUNTY EXECUTIVE COMMITTEE

The County Executive Committee is requested to-

- a) Adopt the County Executive Committee paper dated 14th January, 2016.
- b) Approve the establishment of the Talents Development Program;
- c) Approve the recruitment of sixty Coaches and twelve trainers;
- d) Approve the establishment and appointment of members of the Talent Marketing Committee

Prepared by:

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14th January 2016