

June 03-09, 2023

Students sensitized on secure and equitable working conditions



KEWI Students pose together for a group photo with their trainers, after a powerful sensitization session.

BY DORINE EVA

A workshop was held at the Kenya Water Institute (KEWI) Nairobi Campus, by the Kenya Union of Water and Sewerage Employees (KUWASE) and the Kenya Building, Construction, Timber, Furniture and Allied Industries Employees Union (K.B.C.T.F.I.E).

The major goal of the workshop was to educate and

train the participants, especially the students, on the rights and conditions of young people working in Kenya's water and construction industries as well as technical colleges.

One of the objectives of the program was to educate the students about their rights and the value of secure and equitable working conditions. The participants received important knowledge about

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Students sensitized on secure and equitable working conditions

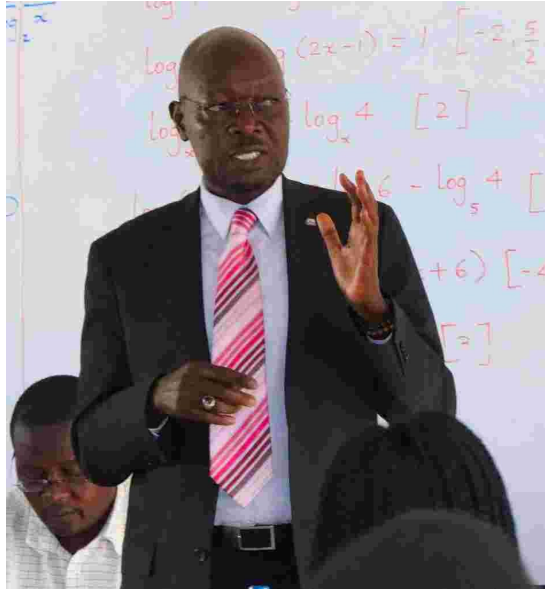
labor laws, workplace safety rules, and their rights as workers in the water and construction industries. The students will be able to make wise judgments when they enter the profession, thanks to this information, which is essential for their future jobs.

The workshop addressed the difficulties faced by young people working in these industries, such as poor pay, long hours, and insufficient safety precautions, through interactive sessions and presentations.

In order to protect the interests of young employees, the representatives from KUWASE and K.B.C.T.F.I.E. underlined the value of collective bargaining and union representation.

The program also pushed the students to advance their knowledge and abilities in the water and construction industries. They were made aware of the numerous training options, awards, and apprenticeship programs that were accessible to them. The program sought to increase the students' employability by giving them the essential knowledge and skills, which would also help with growth and development.

This project takes a tripartite approach by involving the



worker's union, the business, and the employee in order to provide young men and women the knowledge and abilities they need to find and keep good jobs. The goal is to prepare these people for the future by including gender equality and workers' rights, which are guaranteed in the Kenyan constitution, while also attending to the needs of the building industry's green transition and promoting green growth.

The focal point of this revolutionary endeavor is the Kenya Water Institute (KEWI). It provides a venue for education and training in allied subjects, including water and sanitation management.

Through the triangular cooperation, KEWI offers focused programs that equip

young people with the abilities they need to thrive in the changing job market.

The significance of inclusive growth and gender equality in Kenya's workforce is acknowledged by this program. The project makes sure that chances for employment and skill development are open to both men and women by mainstreaming gender equality and workers' rights.

This is consistent with Kenya's constitutional values, which advance the equality of rights and opportunity for all citizens.

The project's goal is to build



Above & Below: Elija Awach KUWASE General Secretary and Asa Achola Project Coordinator, during the sensitization in KEWI.

Students sensitized on secure and equitable working conditions



KEWI Nairobi Campus students follow keenly the proceedings as experts share insights.

an egalitarian and sustainable future for the nation where young people may obtain and maintain decent jobs while advancing the green transition and overall green growth agenda.

This will be accomplished by incorporating these ideas into the training programs at KEWI.

In conclusion, the partnership between KUWASE, K.B.C.T.F.I.E, and KEWI exemplifies a collaborative effort to address the challenges

and opportunities of the evolving job market in Kenya. By providing young women and men with the skills and competencies necessary for sustainable employment, this project seeks to future-proof individuals while promoting workers' rights and gender equality. Through its focus on the demands of the green transition in the building industry, the initiative contributes to green growth and aligns with Kenya's constitutional values.

The Kenya Water Institute plays a central role in this endeavor by offering targeted

training programs and fostering inclusive and sustainable practices for the benefit of the country's workforce and overall development.

Water Fact:

“A person can live about a month without food, but only about a week without water.”

KEWI and WASPA Forge Partnership to Empower Professionals with Short Courses



Dr. Leiro Letangule (2nd right), WASPA CEO Mr. Antony Ambugo (center) pose for a photo after their deliberations.

BY DORINE EVA

Kenya Water Institute (KEWI) Chief Executive Officer Dr. Leiro Letangule hosted Water Service Providers Association (WASPA) Chief Executive Officer Antony Ambugo to discuss on a partnership on short courses that KEWI offers.

The aim was to offer the short courses that would equip individuals with specialized skills and knowledge, and improve the participation of the sector on the same. The programs they chose to jointly work together are Basic Plumbing for 3 days and GIS

and Data analytics for 5 days.

This will bridge the skills gap and ensure a steady supply of competent professionals in the field of plumbing as well as enabling water professionals to harness the power of spatial data and advanced analytics to optimize water usage, identify leaks and enhance overall water system performance.

In a room buzzing with excitement, they engaged in a spirited discussion about the future of the short courses. Both leaders shared a common goal: to provide accessible and impactful learning

opportunities for professionals in the industry. The meeting marked the beginning of a promising partnership that would shape the education landscape.

Additionally, Mr. Ambugo reached out to Dr. Letangule with a request to use the Institute as a venue for conferences. This was after he recognized the exceptional facilities and expertise available at KEWI.

The conferences are aimed to bring together industry leaders, experts and stakeholders for fruitful discussions on pressing water-

KEWI AND WASPA Forge Partnership to Empower Professionals with Short Courses

-related issues.

Towards this, Dr. Letangule informed Mr. Ambugo that KEWI is renovating the Water Resource Center (WRC), so as to turn it into a premier conference venue where WASPA can bring her clients in order to achieve this. This will create an environment that fosters innovation, collaboration and knowledge exchange.

The conference center aims to attract national and international conferences, elevating the Institute's status as a hub of intellectual dialogue.

The other request was to use regulatory frameworks to encourage people working in the industry to conform with National Construction Authority (NCA), Water Service Regulatory Board (WASREB) and other guidelines so that the courses conducted are recognized. By aligning incentives with compliance, this can foster a



WASPA CEO, Mr. Ambugo during a past symposium in KEWI.

culture of responsible practices and ensure the well-being of both businesses and society.

In his part, Dr. Letangule requested Mr. Ambugo to market KEWI's Non-Revenue Water trainings which are going to be conducted together with other training programs in their bi-monthly meetings. This effort will enable KEWI to engage with

industry professionals directly, showcasing the cutting edge programs and fostering a culture of lifelong learning within the water service community.

"By leveraging the WASPA's platform and network, we aim to reach a wider audience of industry professionals and offer them valuable educational opportunities that align with their professional development needs." Dr. Letangule said.



Staff trained on Professional Development; Builds a High Performing Team



KSG Embu Campus Deputy Director Dr. Fredrick Mukabi joins staff for a group photo.

BY PIUS KIMANI & A. SONGOK

The Kenyan government introduced performance management in 2003 as part of its public-sector reform program. The Economic Recovery Strategy for Wealth and Employment Creation (ERSWEC) 2003–2007 was established as a blueprint precursor to Vision 2030. It recommended a number of public sector reforms, among them the placement of public institution managers on the Performance Management System (PMS).

It involves performance planning, a performance contract, a performance appraisal, a performance evaluation, and a performance

review. Sixteen state corporations were put through pilot testing for nine months, and the outcome was encouraging. PMS was then rolled out to all other public institutions in the financial year 2005–2006. Before then, the public sector was characterized by wastefulness and inefficiency (ERSWEC policy paper, 2003–2007).

Being the ERSWEC 20th cycle, the management, in a bid to affirm performance management mainstreaming, Kenya Water Institute (KEWI), has again partnered with the Kenya School of Government (KSG) in Embu and Baringo for the second cohort of staff to train them on Performance Management

Systems (PMS).

Dr. Leiro Letangule, KEWI Chief Executive Officer, while addressing the staff during various meetings in the Campuses, acknowledged that training gives employees a framework of how their job duties and tasks should be completed and, most importantly, what their managers are looking for.

"Results-based management integrates strategy, people resources, processes, and measurements to improve decision-making, transparency, and accountability. People resources make up the workforce of an organization and therefore need to be equipped with competencies to contribute to the

Staff trained on Professional Development; Builds a High Performing Team

achievement of desired results."

One of the participants in the five-day performance management systems program that began on June 5, 2023, stated, "I have realized how important individual effort is to the general performance success of an organization." Working for the corporate services division at the Nairobi campus, Mr. Kimutai acknowledged underestimating the value of creating goals and, more specifically, the impact that individual work planning makes on performance management.

He emphasized that one of the lessons that struck home, was that many of us are frequently reluctant to create individual goals after creating

a departmental work plan, which is necessary to assist in breaking down large-scale objectives into more attainable results and chores.

By establishing individual and team goals that are in line with the strategic goals in his work area, he makes a commitment to ensuring that there is a constant process of performance enhancement.

The training has imparted knowledge to the participants on a process for establishing a shared understanding of what and how it is to be achieved.

This, in totality, included the principles, main concerns, characteristics, benefits, and challenges of a performance management system in an organization.

In his welcoming remarks, KSG Embu Campus Deputy Director Dr. Fredrick Mukabi quoted the futuristic philosopher Alvin Toffler: "The illiterate of the 21st century will not be those who cannot read and write but those who cannot learn, unlearn, and relearn."

The learn, unlearn, and relearn cycle captivates more critical thinking skills, inspiring one to analyze, evaluate, and challenge knowledge to ensure it is relevant and up-to-date.

Therefore, it is important to note that continuous learning is essential to expanding your knowledge, being able to tackle new challenges, innovating, and taking control of your life.



A group photo of staff attending the one week training in KSG Baringo Campus.

Why is Coliform Bacteria in Water Sample a Concern?



BY DAMARIS MUTHONI

Coliform bacteria are a diverse category of bacteria that exist in all parts of the environment. They can appear on your skin and are widespread in soil and surface water. Also prevalent in human and animal feces are

certain types of coliform bacteria in high numbers. The majority of coliform bacteria are safe for humans to consume, but a few can cause catastrophic waterborne infections including cholera and typhoid.

Coliform bacteria are frequently referred to as "indicator organisms" because they can be used to detect the presence of bacteria that can cause disease in water. Even if there are coliform bacteria in the water, becoming sick from drinking it is not a given. Instead, their presence shows that there is a contamination channel between a bacterial source and the water supply.

Particular coliform bacteria

subtypes may be found, especially if a test for total coliform bacteria is positive. Fecal coliform, also known as *Escherichia coli* or *E. coli*, is one of these subgroups of coliform bacteria.

Because fecal coliform bacteria are unique to the intestinal tracts of warm-blooded species, such as humans, a more precise test is

Drinking Water Standards: Although most members of the coliform group do not cause disease, the presence of disease-causing bacteria increases with coliform population.

The absence of coliform bacteria suggests that the water supply is microbiologically safe to consume because they

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Kenya Water Institute offers drilling services to various clientele.

The services offered include Ground Water Assessment, Borehole Drilling, Pump Troubleshooting and Repair in the various water related fields including pumps, boreholes and distribution systems.

Why is Coliform Bacteria in Water Sample a Concern?

typically survive in water longer than the majority of disease-causing organisms.

As a result, the drinking water standard stipulates that water must be free of coliform bacteria. Additionally, drinking water should be completely free of fecal coliform and *E. coli* germs.

Therefore, it is advised to

Perform water quality tests to determine the amount of coliform before usage.

By understanding the presence and concentration of coliform bacteria, appropriate actions can be taken to mitigate potential health risks and ensure the water is safe for consumption, cooking and other domestic purposes.



Samples of grown coliform bacteria

Quote of the Week

“Characters do not change. Opinions alter, but characters are only developed.”

-Benjamin Disraeli

EDITORIAL TEAM

Editor

Dorine Eva

Writers:

Pius Kimani

Dorine Eva

John Waweru

Korir Kipkirui

Abigael Songok

Photographer

Pius Kimani

Designer

Pius Kimani

Round Up of the Week's Events



Members of the Governing Council and the Management team during a KEWATRI Bill retreat at Kenya School of Government, Mombasa.

Round Up of the Week's Events



A sensitization program conducted in KEWI to help the students understand and promote their rights.

Round Up of the Week's Events



Members of staff actively participate in the performance improvement sessions at KSG Baringo and Embu Campuses.

Long - Term Programmes

Diploma in Water Engineering Technology (DWET) Diploma in Wastewater
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 Certificate in Water Engineering Technology (CWET)
 Drilling Operations and Management (DOM)
 Plumbing and Pipe Fitting (PPF)
 Water Operators Course (WOC) in:

- Water Supply
- Meter Reading
- Sewerage Operations

Short - Term Programmes

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 Operation and Maintenance of Water Supply Networks
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GET IN TOUCH WITH US

The Director,
Kenya Water Institute,
P.O. Box 60013-00200 Nairobi
TEL: +254 722-207757
Email: info@kewi.or.ke
Website: www.kewi.or.ke

For enquiries about our TVET programmes

Contact the Registrar, Admissions Office.

Phone: 0735339206

Email: admissions@kewi.or.ke

KEWI Nairobi Campus

P.O. BOX 60013 – 00200

Tel: 0722207757

Email: info@kewi.or.ke

KEWI Chiakariga Campus

P.O. BOX 12 – 60215

Tel: 0729009104

Email: chiakariga@kewi.or.ke

KEWI Kitui Campus

P.O. BOX 1514 – 90200

Tel: 0707566395

Email: kitui@kewi.or.ke

KEWI Kisumu Campus

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