PERFORMANCE CONTRACT

BETWEEN

THE GOVERNMENT OF THE REPUBLIC OF KENYA THROUGH THE CABINET SECRETARY - MINISTRY OF EDUCATION

AND

BOARD OF MANAGEMENT - NYANDO TECHNICAL AND VOCATIONAL COLLEGE

FOR THE PERIOD

1ST JULY 2026 - 30TH JUNE 2027

Preamble

This Performance Contract (hereinafter referred to as "Contract") is entered into between the Government of the Republic of Kenya (hereinafter referred to as "GoK") represented by Cabinet Secretary - Ministry of Education of 0 (together with its assignees and successors) of the one part, and Board-Nyando Technical and Vocational College (hereinafter referred to as the Board of Management), (together with its assignees and successors) of P.O. Box 347 - 40101, Ahero of the other part.

WHEREAS;

> The Government is committed to ensuring that public offices are well managed and they are effective in delivering quality service to the public in line with the provisions of the Constitution of Kenya;
>
> The Government recognizes that MDAs hold a key role in the implementation of the national priorities in order to improve the quality of life of the citizens and make Kenya globally competitive;
>
> The purpose of this Performance Contract is to establish the basis for ensuring that efficient and effective services are delivered to Kenyans in line with the provisions of the Constitution. MDAs are required to adopt systems that enable the innovativeness and adaptability of public service to the needs of users.

This Performance Contract **therefore**, represents the basis for continuous performance improvement that meets the needs and expectations of the Kenyan people.

Therefore, the parties hereto agree as follows:

Part I: Statement of Responsibility by the Board of Management

The Mandate of Nyando Technical and Vocational College is to:

1. Deliver high quality technical and vocational training to equip trainees with practical skills for the job market;
2. Put into action competency-based curricula designed by TVETA-CDACC;
3. Adhere to quality standards set by TVETA for training programs, facilities, trainers and assessment processes, and undergo regular audits;
4. Prepare trainees for national assessments/examinations and ensure their competence is certified;
5. Implement national policies and strategies for TVET as directed by the Cabinet Secretary and the TVET Authority; and
6. Ensure training offered is relevant to industry needs, fostering strong connections with employers.

It is our responsibility to provide the required leadership in designing suitable plans and strategies that will contribute to high and sustainable socio- economic development. It is our undertaking to ensure that the Nyando Technical and Vocational College has a Strategic Plan and Performance Contract that will deliver the desired goals.

It is also our undertaking that we will perform our responsibilities diligently and to the best of our abilities to support the achievement of the agreed performance targets.

Part II: Vision Statement, Mission Statement and Strategic Objectives

(a) Vision Statement

To be a world class Technical Training College promoting Research, Science, Technology and Innovation

(b) Mission Statement

To train and produce highly qualified personnel, with knowledge, skills and competencies to meet the growing needs of the society.

(c) Strategic Objectives

1. To enhance collaboration and linkages;

2. To introduce new courses to enhance trainee enrollment and promote their welfare;

3. To promote research, innovation and enhance ICT integration;

4. To upgrade, maintain and increase training and service delivery tools, equipment, machines and materials and infrastructure; and

5. To improve financial and human resource management and development.

Part III: Commitments and Obligations of the Government

- Acknowledgement of receipt of correspondences and approval of requests are made within the timelines stipulated in the Citizens' Service Delivery Charter.

Part IV: Reporting Requirements

Nyando Technical and Vocational College will submit its Quarterly and Annual performance reports online in the prescribed format to the designated agencies as specified in the Performance Contracting Guidelines for the purpose of monitoring progress and annual performance evaluation.

Part V: Duration of the Performance Contract

The Performance Contract will run for one financial year from 1st July 2026 - 30th June 2027.

Part VI: Signatories to the Performance Contract

For and on behalf of Nyando Technical and Vocational College

Signature: .... Date: 31st August, 2026

MR. BENARD OTIENO ADERA

CHAIRPERSON - BOARD OF MANAGEMENT

Signature... Date 31.08.2026

CPA. CAROLYN JUMA

INDEPENDENT BOARD MEMBER

For and on behalf of the Government of the Republic of Kenya

Signature... Date...

JULIUS MIGOS OGAMBA, EBS

CABINET SECRETARY

MINISTRY OF EDUCATION

PERFORMANCE CONTRACT MATRIX FOR NYANDO TECHNICAL AND VOCATIONAL COLLEGE

S/no.	Performance Criteria and Indicators	Unit of Measure	Weight (%)	Baseline (Status Previous Year -FY 2025/2026)	Annual Target (FY 2026/2027
A	**Financial Stewardship**				
A1	Absorption of Allocated Funds (GoK)	%	5.00	56.76	100.0000
A2	Appropriation -In-Aid	Kshs.	1.00	2722904.00	2771404.0000
A4	Pending Bills Ratio	%	2.00	10.00	1.0000
	Weight Sub-total		**8.00**		
B	**Service Delivery**				
B1	Implementation of Citizens' Service Delivery Charter	%	4.00	100.00	100.0000
B2	Digitalization of Government Services	%	7.00	100.00	100.0000
B3	Resolution of Public Complaints	%	4.00	100.00	100.0000
	Weight Sub-total		**15.00**		
C	**Core Mandate**				
C575_1	Gross Enrolment Increased	No.	2.00	117.00	220.0000
C575_2	Gross Female Enrolment in SET Increased	No.	2.00	48.00	98.0000
C575_3	Digital Skills Enhanced	No.	6.00	20.00	50.0000
C575_4	Course Completion Rate Improved	%	6.00	30.00	60.0000
C575_5	Performance Pass Rate in National Examination Improved	%	6.00	70.00	80.0000
C575_6	Co-Curricular Activities Enhanced	No.	4.00	2.00	3.0000
C575_7	New Course Mounted	No.	4.00	N/A	1.0000
C575_9	Office of Career Services Established	%	4.00	N/A	100.0000
C575_10	Greening TVET Initiatives Implemented	%	3.00	N/A	100.0000
C575_11	Industrial Linkages Enhanced	No.	5.00	N/A	2.0000

C575_12	Internal Quality Assurance and Regulatory Compliance Enhanced	%	3.00	N/A	100.0000
C575_13	Recognition of Prior Learning Implemented	%	6.00	N/A	100.0000
C575_14	Income Generating Activities Enhanced	No.	2.00	N/A	2.0000
C575_16	Project Completion Rate	%	2.00	N/A	100.0000
C575_17	Science, Technology and Innovation (STI) Mainstreaming	%	2.00	N/A	100.0000
C575_18	Productivity Improvement	%	10.00	N/A	100.0000
	Weight Sub-total		**67.00**		
D	**Implementation of Presidential Directives**				
D1	Implementation of Presidential Directives	%	2.00	100.00	100.0000
	Weight Sub-total		**2.00**		
E	**Affirmative Action in Procurement**				
E1	Access to Government Procurement Opportunities	Kshs.	2.00	4343577.00	9655393.5000
E2	Promotion of Local Content in Procurement	Kshs.	2.00	4486837.00	12873858.0000
	Weight Sub-total		**4.00**		
F	**Cross - Cutting**				
F1	Asset Management	%	1.00	100.00	100.0000
F2	Youth Internships/ Industrial Attachments/ Apprenticeships	No.	1.00	0.00	3.0000
F3	Competence Development	%	1.00	100.00	100.0000
F4	National Values and Principles of Governance	%	1.00	18.79	100.0000
	Weight Sub-total		**4.00**		
	Total Weight		**100.00**		

PERFORMANCE CONTRACT EXPLANATORY NOTES

A. Financial Stewardship

A1 - Absorption of Allocated Funds(GoK)

In the FY 2026/2027, the Board commits to utilize 100% of allocated funds on programs, projects and activities for which they were appropriated and planned for. The approved budget amounts to Kshs. 43,630,400.00 comprising of the following:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Recurrent budget	Kshs.	24554405.00	6/30/2027
2.	Development budget	Kshs.	19075995.00	6/30/2027

A2 - Appropriation -In-Aid

In the FY 2026/2027, the Board commits to raise A-in -A amounting to Kshs. 2,771,404.00. The following is the target for A-in-A by source:

	Source of Funds	Unit of Measure	Target	Completion Date
1.	Fees from trainees	Kshs.	2722904.00	6/30/2027
2.	Production Units - Sale of Goods	Kshs.	48500.00	6/30/2027

A4 - Pending Bills Ratio

As at 30th June, 2026, the Board had pending bills amounting to Kshs. 3,020,862.00. In FY 2026/2027 the Board commits to clear the previous pending bills, meet all financial obligations and ensure that pending bills if any, will not exceed 1% (Kshs. 436,304.00) of the approved budget of Kshs. 43,630,400.00

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Ceiling for Pending Bills as a percentage of the total approved budget	%	1.00	6/30/2027

B. Service Delivery

B1 - Implementation of Citizens' Service Delivery Charter

In the FY 2026/2027, the Board commits to display, sensitize and cascade the Citizen Service Delivery Charter while ensuring compliance with the commitments and standards by undertaking the following:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	The Citizens' Service Delivery Charter displayed prominently at the entrance of the Administration Block in both English and Kiswahili using the prescribed format	%	10.00	12/31/2026
2.	Citizen's Service Delivery Charter customized to unique needs and convenient access of the customers by providing audio recording and uploading it on the College website	%	30.00	3/31/2027
3.	Conformity with commitments and standards in the Citizens' Service Delivery Charter ensured by establishing compliance to the commitments stipulated in the charter through undertaking quaterly monitoring,analysing and compliling compliance quaterly reports	%	60.00	6/30/2027

B2 - Digitalization of Government Services

In the FY 2026/2027, the Board commits to accelerate the adoption of ICT solutions to provide easy access, convenience and efficiency in service delivery by undertaking the following:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Institution Enterprise Architecture Developed	%	40.00	9/30/2026
2.	ICT systems and application programming Interface (API) Inventory/Register Established	%	40.00	3/31/2027
3.	Core Services Identified and Prioritized for Business Process Re-engineering	%	5.00	6/30/2027

4.	At least Two Core Services Re-Engineered End-to-end	%	10.00	6/30/2027
5.	Digitalization of at least Two Re-engineered services and Onboarding onto e-Citizen where Applicable	%	5.00	6/30/2027

B3 - Resolution of Public Complaints

In the FY 2026/2027, the Board commits to addressing and resolving all public complaints received directly or channelled through the Commission for Administrative Justice (CAJ). The Board will submit quarterly reports to the CAJ.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Resolution of all complaints received	%	70.00	6/30/2027
2.	Requests on access to information received processed	%	30.00	6/30/2027

C. Core Mandate

C575_1 - Gross Enrolment Increased

In the FY 2026/2027, the Board commits to increase gross enrolment by 50 from 117 to 220 trainees by undertaking outreaches in community gathering, radio advertisement and involving stakeholders to ensure the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Gross trainee enrolment increased	No.	220.00	6/30/2027

C575_10 - Greening TVET Initiatives Implemented

In the FY 2026/2027, the Board is committed to advancing Greening TVET initiatives to support sustainable development and align with national and global environmental goals. Specifically, the Board will undertake the expansion of the rain water harvesting gutter system to the whole roof

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Rain water harvesting system installed	%	60.00	6/30/2027

2.	Students in buiding and constraction engaged in installation of water harvesting system	%	40.00	6/30/2027

C575_11 - Industrial Linkages Enhanced

In the FY 2026/2027, the Board is committed signing MoUs with relevant industries to upscale skills and competencies of trainees. This initiative aims to enhance practical training, industrial exposure and align training with industry standards. The Board commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	MoUs signed and implemented	No.	2.00	6/30/2027

C575_12 - Internal Quality Assurance and Regulatory Compliance Enhanced

In the FY 2026/2027, the Board commits to maintain full compliance with TVETA and CDACC quality standards and quality assurance requirements, and to address all identified non-conformities within agreed timelines, by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Internal Quality Assurance Audit carried out and report disseminated	%	100.00	6/30/2027

C575_13 - Recognition of Prior Learning Implemented

In the FY 2026/2027, in line with national TVET reforms and the objective of fostering inclusive, lifelong learning, the Board is dedicated to promoting the Recognition of Prior Learning (RPL). RPL offers individuals the chance to have their informal, non-formal, and experiential learning assessed and certified. To fulfill this commitment, the Board commits to undertake the following actions:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	All staff trained as RPL practitioners	%	70.00	12/31/2026
2.	Awareness creation on RPL undertaken	%	30.00	6/30/2027

C575_14 - Income Generating Activities Enhanced

In the FY 2026/2027, the Board commits to establish income generating activities by sale of products from Agriculture and Hospitality departments

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	IGAs In Food and Beverage and Agriculture Departments established	No.	2.00	6/30/2027

C575_16 - Project Completion Rate

In the FY 2026/2027, the Board commits to complete the projects provided in the Project Implementation Matrix

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Project Completion Rate	%	100.00	6/30/2027

C575_17 - Science, Technology and Innovation (STI) Mainstreaming

In the FY 2026/2027, the Board commits to entrench Science Technology and Innovation into its programmes to facilitate the attainment of the national development agenda and global competitiveness by ensuring the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Institutional STI Mainstreaming Strategy developed	%	20.00	12/31/2026
2.	Four STI strategic issues implemented	%	80.00	6/30/2027

C575_18 - Productivity Improvement

To embed a culture of productivity across its operations, the board commits in the FY 2026/2027 to align the productivity metrics as per the measurement template and measure the efficiency and effectiveness of its resource utilization in converting input into quality outputs by ensuring the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Productivity index established	%	100.00	6/30/2027

C575_2 - Gross Female Enrolment in SET Increased

In the FY 2026/2027 the Board commits to increase the enrolment of female trainees in Science, Engineering and technology courses by 50 from the current 48 to 98 through marketing the SET courses and having talks with the female trainees in the departments

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Female trainees enrolment in SET related courses increased by 50	No.	98.00	6/30/2027

C575_3 - Digital Skills Enhanced

In the FY 2026/2027, the Board commits to equip 50 youths with digital skills under the Jitume program with a plan to unlock jobs in the digital and creative economy both locally and globally by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Youths trained in digital skills	No.	50.00	6/30/2027

C575_4 - Course Completion Rate Improved

In the FY 2026/2027, the Board commits to improve the institution's course completion rate from 30% to 60% by monitoring of class attendance by both trainers and trainees

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Course completion rate	%	60.00	6/30/2027

C575_5 - Performance Pass Rate in National Examination Improved

In the FY 2026/2027, the Board commits to increase the national examination pass rate from 70% to 80% by enhancing the monitoring of class attendance for both trainers and trainees. Regular attendance is crucial for effective CBET implementation, as it enables learners to fully engage in both the practical and theoretical components necessary for developing competencies. The Board commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	National Assessment Pass Rate Improved	%	80.00	6/30/2027

C575_6 - Co-Curricular Activities Enhanced

In the FY 2026/2027, the Board commits to enhance holistic education and the development of well-rounded trainees by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Co-curriculum activities undertaken (soccer men,soccer ladies and men handball)	%	100.00	6/30/2027

C575_7 - New Course Mounted

In the FY 2026/2027, the Board commits to introduce and operationalize Fashion and Design Course and ensure the course is delivered using approved CBET standards by undertaking the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Fashion and design course mounted	No.	1.00	6/30/2027

C575_9 - Office of Career Services Established

In response to the increasing demand for structured career development, improved employability, and stronger connections with industry, the Board Commits to establish the Office of Career Services (OCS) in the FY 2026/2027. This office serves as a vital link between education and the workforce by providing career guidance, facilitating internships, supporting job placements, and promoting entrepreneurship development. Key initiatives will include increasing trainee access to career services, enhancing collaboration with industry stakeholders, and institutionalizing career readiness programs that foster the comprehensive development of trainees. These initiatives align with national TVET priorities and Kenya’s youth employment agenda. The Board commits to undertake the following:

	Sub-Indicator	Unit of Measure	Target	Completion Date
1.	Careers officer appointed and office established	%	10.00	12/31/2026
2.	OCS policy developed	%	40.00	6/30/2027
3.	OCS action plan developed and implemented	%	50.00	6/30/2027

D. Implementation of Presidential Directives

D1 - Implementation of Presidential Directives

In the FY 2026/2027, the Board commits to implement Presidential Directives as provided in the Presidential Directive Matrix. In addition, Board will implement any other Presidential Directives issued during the contract period

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Presidential Directives Implemented	%	100.00	6/30/2027

E. Affirmative Action in Procurement

E1 - Access to Government Procurement Opportunities

During the FY 2026/2027, the Board will allocate and actually award at least 30% of the total value of the procurement budget of Kshs. 32,184,645.00 for goods and services as provided in the annual procurement plan to youth women and PWDs as individuals or in organized groups. In addition, at least 2% of the 30% of the budget for procurement of goods and services will be reserved for PWDs.

Moreover, the following shall be undertaken:
i. Build the capacity of the three target groups through training on government procurement procedures, requirements for accessing government procurement opportunities, and the specific opportunities available in the Ministry.
ii. Pre-qualify the registered groups as (an affirmative action);
iii. Submit to PPRA a summary of the procurement opportunities allocated to the target groups in the format provided;
iv. Facilitate quick processing of payments upon receipt of necessary documents from the targeted groups; and
v. Submit a quarterly summary of procurement opportunities allocated to PWDs to NCPWD via email: dmd@cdpwd.go.ke

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Minimum 30% of the Annual Procurement Budget reserved and awarded to youth, women and Persons With Disabilities	Kshs.	9655393.50	6/30/2027
2.	Minimum 2% of the 30% Procurement Budget reserved and awarded to PWDs	Kshs.	193107.87	6/30/2027

E2 - Promotion of Local Content in Procurement

During the FY 2026/2027, the Board will allocate and actually award at least 40% of the total value (Kshs. 12,873,858.00) of the procurement budget for goods and services produced locally as provided in the annual procurement plan.
In addition, quarterly reports will be submitted to the State Department for Industry on the total amount of the procurement budget spent on locally produced goods and services.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Minimum 40% of the Procurement Budget reserved and awarded for locally produced goods and services	Kshs.	12873858.00	6/30/2027

F. Cross - Cutting

F1 - Asset Management

In the FY 2026/2027 Contract Period, the Board commits to carry out the following towards asset management and submit quarterly and annual reports to the National Treasury using the prescribed format by email nalm@treasury.go.ke:

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Verified and updated Assets Register maintained	%	30.00	6/30/2027
2.	Assets ownership documents acquired	%	30.00	6/30/2027
3.	Idle assets disposed	%	40.00	6/30/2027

F2 - Youth Internships/ Industrial Attachments/ Apprenticeships

In the FY 2026/2027, the Board commits to engage a total of 5 youths in internships and industrial attachments. This will represent 21.7% of the total in-post staff of 23.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Internship	No.	1.00	6/30/2027

2.	Industrial Attachment	No.	4.00	6/30/2027

F3 - Competence Development

In the FY 2026/2027, the Board commits to enhance skills and proficiencies in order to address the career progression of individual employees and improve institutional performance by undertaking the following;

	Sub-Indicators	**Unit of Measure**	**Target**	**Completion Date**
1.	Institutional Skills Gap Analysis Undertaken	%	20.00	12/31/2026
2.	Staff Training Needs Assessment undertaken and annual staff training projections prepared	%	10.00	12/31/2026
3.	The identified skills gaps and training needs addressed through interventions contained in the Skills Gap Analysis and Training Needs Assessment Reports	%	30.00	6/30/2027
4.	Employee Performance Management undertaken through: (a) Individual employees annual performance targets set for FY 2026/2027 using the prescribed format by 31 July, 2026 (10%), (b) Staff Performance Appraisal undertaken for all employees and the appraisal report for the FY 2025/2026 compiled by 31st August, 2026 (15%), (c) An action plan developed and the recommendations emanating from the staff appraisal reports implemented (15%).	%	40.00	6/30/2027

F4 - National Values and Principles of Governance

In the FY 2026/2027, the Board commits to comply with the Article 10(1) of the Constitution and sessional Paper No. 8 of 2013 when making or implementing public policy decisions, executing of national programs, projects and activities.

	Sub-Indicators	Unit of Measure	Target	Completion Date
1.	Four (4) commitments implemented and in the prescribed format an Annual Progress Report on the implementation of the commitments and way forward captured in the 2024/25 Annual President's Report on National Values and Principles of Governance submitted; i) The capacity of institutions and stakeholders in the promotion of national values and principles of governance enhanced (10%); ii) Measures to enhance nationhood and national identity implemented (10%); iii) Measures to improve accountability and openness in the management of public institutions implemented (10%); and iv) Gender and disability mainstreaming in service delivery upscaled (10%).	%	40.00	6/30/2027
2.	Measures taken and progress achieved in the realization of National Values and Principles of Governance reported	%	60.00	6/30/2027

ANNEX I: PROJECT IMPLEMENTATION MATRIX

S/No	Project Name	Project Description	Location	Total Estimate Cost (Kshs.)	Current Status (Status of physical completion in % and description)	Allocation for FY 2026/2027 (Kshs.)	Expected Deliverables (Outputs) for FY 2026/2027
1.	Construction of Shed for the Automotive and Masonry Workshops	Site clearing, setting out, excavation, substructure works, superstructure (skeleton frame) and roofing of shed for automotive and masonry	Nyando TVC	4970000.00	New	4970000.00	Shed for automotive and masonry workshops completed to roofing stage
2.	Installation of CCTV Cameras	Installing ten additional CCTV cameras (Laying cables, mounting cameras, connecting to DVR and configuration)	Nyando TVC	70000.00	New	70000.00	CCTV cameras installed and operational

ANNEX II: PRESIDENTIAL DIRECTIVES MATRIX

S/No	Directive Name	Directive Description	Date Issued	Directive Timelines	Total Estimated cost (Kshs.)	Allocation for Current FY 2026/2027 (Kshs.)	Expected Deliverables FY 2026/2027
1.	National Tree Growing Restoration Campaign	The President launched the National Tree Growing and Restoration Campaign to grow 15 billion trees for the restoration of 10.6 million hectares by 2032.This initiative is expected to increase forest and tree cover from 12% to 30% by 2032	12/12/2022	Continuous	576870.00	576870.00	i) Minimum allocated trees grown (70%); and ii) Key stakeholders mobilized to grow trees in liaison with the State Department for Forestry (30%)
2.	Corruption Prevention within Government	Ministries, state departments and other public institutions to put in place procedures for the prevention of bribery and corruption as required under section 9(1) of the anti-bribery Act Cap 79 B and to report to the ethics and Anti-Corruption Commission	5/23/2023	Continuous	30000.00	30000.00	i. Bribery and corruption risk assessment conducted (10%) ii. Anti-bribery and Corruption Mitigation Plan and Procedures Developed (10%) iii.Anti-bribery and Corruption Mitigation Plan and Procedures Implemented (80%)

3.	Fast tracking Implementation of TVET Management Information System	His Excellency the President directed fast tracking implementation of TVET Management Information System	1/1/2019	06-30-2027	15000.00	15000.00	Data in TVET MIS updated