

**SPEECH BY THE KENYA MEDICAL TRAINING COLLEGE
CHIEF EXECUTIVE OFFICER, DR. KELLY OLUOCH,
ON THE 91ST KMTC GRADUATION CEREMONY HELD AT THE COLLEGE GRADUATION SQUARE NAIROBI,
ON 2ND DECEMBER, 2022 AT 10:00 AM**

- **Ministry of Health Cabinet Secretary Madam Susan Nakhumicha Wafula**
- **KMTC Board Chairperson Amb. Zachary Muburi-Muita**
- **KMTC Board Directors**
- **Other dignitaries present**
- **Representatives of Government and Private entities**
- **Development Partners**
- **Graduating Class of 2022 and their families**
- **Faculty, Staff, and Students**
- **Members of the Fourth Estate**
- **The online audience, Ladies and Gentlemen,**

It is my joy and privilege to welcome you to the 91st Graduation ceremony of the Kenya Medical Training College.

From the onset, the College is gratified to note that Principal Secretary in the State Department for Health Standards and Professional Management, Dr. Josephine Mburu, is a KMTC alumna and former member of staff. Similarly, the Principal Secretary in the State Department for Medical Services, Eng. Peter Tum, is a former staff and alumni of KMTC.

In the same breath, Madam CS, it gives me pleasure to note that this is the institution where you launched your higher education. Therefore, this is yet another big milestone for the College to host one of its own and take pleasure that indeed as a KMTC Alumna, you remain committed to improving healthcare services in the country.

Once again, receive our heartfelt congratulation! Your appointment to steer the Ministry of Health's agenda is a confirmation of the world-class professionals produced by the College. It shows that KMTC is right on the path to the realization of our Vision of "A model institution in the training and development of competent health professionals".

Madam CS

Since establishment in 1927, KMTC continues to churn out thousands of well-trained health workforce who immensely contribute to the Human Resources for Health in the country, a key milestone towards the realization of the Universal Health Coverage, Sustainable Development Goals, and Kenya's Vision 2030.

We are all aware of the threat posed by the Ebola outbreak and reports of a renewed upsurge in Covid-19 cases. KMTC being an institution mandated to train first-line health workforce and support Government efforts to contain the spread of such viruses, this year's graduation is to a large extent virtual, with minimal physical participation. This is for the safety and dignity of our students, graduates, their families, staff, and the general public.

Therefore, this is yet another unique ceremony, being the fourth time, the College is holding an online graduation.

The number of graduates released annually has been on an upward trajectory, with this year's being the highest ever in the history of the College.

We are glad to be graduating 15,915 fresh graduands ready to meet the health workforce gaps. Of this number, 692 will be awarded Higher Diplomas, 8,235 Diplomas, and 6,988 Certificates. In line with this year's theme of "Sustainable and Comprehensive Training towards a Responsive Health System", I confirm that these graduands are well trained, examined, equipped with diverse skills and competencies to serve in any part of the world.

To the class of 2022, I want to congratulate you as you are a group which has worked extra hard to qualify for your graduation.

You have shown commitment to personal growth and accomplished one of the major milestones in your life. Graduation is a great moment as it marks both an end and beginning of a journey, and now, the door of opportunities in the health sector is open for you.

I appreciate our guests, parents, families, friends, guardians, and sponsors for the support and sacrifices made, towards the success of the graduands. I thank our dedicated Lecturers and Staff who worked tirelessly to equip you with the tools necessary to translate your training into the welfare of humanity.

Madam CS, Ladies and Gentlemen,

Established in 1927 with four students, KMTC has grown by leaps and bounds to a premier training institution whose reputation for quality training and development of Health professionals cuts across East Africa and beyond.

We remain steadfast and committed in producing a global workforce, who are alive to the realities in the health sector and aspirations of the future.

As such, it gives me pleasure to report that the College has repositioned its strategy and made tremendous achievements in governance, administration and academics.

As the demand for our training programmes continues to grow, we are working closely with the Ministry of Health, industry and academia partners to enhance training opportunities for the Kenyan youth. The College has expanded its training programs, reviewed and developed curriculum to revolutionize patient centred healthcare. Even as we grow, the College remains committed to quality standards, excellence, as well as regulatory frameworks.

As we are aware, when a community is able to take care of their own health, there will be a reduction of communicable and lifestyle diseases.

Our focus is now on preventive and promotive courses that will empower people on self-care and wellness.

In order to take care of our increasing and aging population, strengthen Primary Health Care and how communities can access health services, the College has collaborated with partners to offer training for Specialized Cadres, Community Health Volunteers, Community Health Assistants, Community Health Extension Workers, Life Support as well as Emergency Medical Technicians.

In the spirit of leaving no one behind and aligning future production of a health workforce that will bridge the gap between supply and demand, the College collaborated with Beyond Zero to train Enrolled Community Health Nurses for marginalized areas.

Madam CS

To generate evidence for policy decisions and support the national rollout of UHC, the College has intensified efforts towards strengthening research and innovation, as well as participation in scientific conferences to disseminate study findings, share health related knowledge and solutions.

As part of embracing technology to keep abreast with the dynamic health sector and to further enhance training of specialized cadres, the College has harnessed innovativeness and creativity, built the capacity of staff, leveraged on E-learning, modern equipment, use of skills and simulation laboratories, E-library and digital repositories. This has led to minimizing the cost of operations, increased efficiency and quality, in addition to our stakeholders accessing many of our services online.

In addition to being ranked the best tertiary institution by Webometrics in 2021, just last week, KMTC won prestigious awards at the Digital Transformation Symposium for application of ICT solutions to improve customer experience.

As we train for better health, this era of digitization, climate change, emergence and re-emergence of new diseases requires innovative approaches in healthcare management. We will remain intentional in providing

advanced solutions and continue directing efforts to enable us effectively mobilize and efficiently utilize resources to attain par excellence service delivery.

Madam CS, Ladies and Gentlemen,

Being a strategic training institution, KMTC plays an important role in propelling the country towards the attainment of specific health-related targets.

Therefore, today's graduation of some 15,915 health workers will undoubtedly meet this goal.

We call upon the National as well as County Governments to provide employment opportunities to these graduands. At the same time, we encourage our graduates to think outside formal employment, seize entrepreneurship opportunities, become self-reliant and create employment for others.

To our Graduands

Congratulations! You are the reason for this occasion and we are proud of you! Your resilience, determination and focus has kept you going. Go out and make a positive impact as you offer selfless services to both God and man. As you do this, remember that at all times the interest of your patient is greater than any other interest.

It is the College's commitment to pursue a path that not only advances KMTC's strategic objectives but empowers our Alumni's unique aspirations, personal and professional growth. As you explore and conquer world, I implore you to familiarize yourselves with emerging technological advancement and non-clinical skills to retain a comparative edge.

As Aristotle said "Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives – choice, not chance, determines your destiny." Now that the College's Higher Diploma certificates have been equated with bachelor's degrees, seek to make career progression by advancing your studies.

I call upon you to join the College Alumni Association, remain proud ambassadors of the College and seek to make significant contribution to your alma mater.

To conclude, I thank the Ministry of Health, our Board of Directors, Management team, Staff, Students, parents, guardians, partners and friends of the College for supporting KMTC achieve its mandate.

I now take this opportunity to invite KMTC Board Chairperson, Amb. Zachary Muburi-Muita to give his remarks.

SPEECH BY THE
KMTC BOARD OF DIRECTORS CHAIRPERSON AMB. ZACHARY MUBURI-MUITA,
ON THE 91ST GRADUATION CEREMONY HELD AT THE KMTC GRADUATION SQUARE, NAIROBI
ON FRIDAY 2ND DECEMBER 2022, AT 10:00 AM

- Ministry of Health Cabinet Secretary, Ms. Susan Nakhumicha Wafula,
- Ministry of Health, Principal Secretary
- KMTC Board of Directors
- KMTC Chief Executive Officer, Dr. Kelly Oluoch
- Representatives of other GoK MDAs
- Development Partners
- The Graduating Class of 2022
- Members of the Fourth Estate
- Faculty, Staff, and Entire Student Fraternity
- The Online Audience
- Ladies and Gentlemen

Good morning!

Hamjambo!

It is a great honour and privilege for me to welcome you all to this the 91st Graduation Ceremony of the Kenya Medical Training College (KMTC). We are extremely honoured Madam Waziri by your presence here this morning. We take pleasure that indeed as a KMTC alumna, you remain committed to improving healthcare services in the country, in which the College plays a key role through training of competent Human Resources for Health to bridge the gaps. Your story perfectly fits the description by the American author, Zig Ziglar, that in life “it is not where you start but where you finish that counts. In that, you are then a great inspiration not just to our students but also all the young people of this nation.

Once again, please accept our heartfelt congratulations on your appointment as the Cabinet Secretary for Health, and as you steer the country’s health agenda we assure you of our best wishes and support.

Graduation from an academic institution is a perfect example of the adage “the end of one journey is the beginning of another.” On graduating from KMTC, the graduands have been prepared to face life’s toughest challenges as well as exploit the opportunities therein. While we are aware that today is very much the graduands day, we are also happy to join their families and friends in celebration. Our Faculty and staff are honoured to have worked and walked with them thus far.

Mheshimiwa Waziri, ladies and gentlemen,

The theme of this year's graduation ceremony is "Sustainable and Comprehensive Training towards a Responsive Health System". This theme is aligned to the Government's goal of strengthening health systems and the College's key role of training a professional health workforce. It is commendable that this is happening when the College is marking 95 years of its existence, since establishment way back in 1927.

As we reflect on how far KMTC has come and the impact it has had in this, I am reminded of the College's vast geographical spread which has enabled us create additional health training opportunities for the Kenyan citizens and transformed the social economic well-being of many local communities. In this regard, the College has some 72 campuses spread across 44 of the 47 counties.

To demonstrate that the College is indeed the preferred health training institution nationally, on a yearly basis, we receive over 30,000 applications for 22,000 available places and continue to train students admitted to universities but who choose to pursue KMTC programs instead.

During clinical placement and community engagement, the over 50,000 students in session in the College at any given time, work closely with the rural and urban populations, therefore, improving the health delivery in the country.

The College's role as a leader in the middle-level medical training has never been as crucial. In recent months, we have taken up our leadership role in producing Human Resources for Health, by churning out high-quality graduates to serve local and international markets. KMTC supplies over 85% of the middle level health professionals for the Kenyan health sector. Our quest to continually supply a quality global health workforce recently received a boost after certification by the Kenya National Qualification Authority (KNQA) equated the College's Higher National Diploma (HND) to a bachelor's degree.

This could not have come at a better time since our graduates are ever linked to training and career opportunities both in and outside the country. As a result, their qualifications are now better aligned and verifiable to potential employers as well as higher education institutions.

Mheshimiwa Waziri, Ladies and gentlemen

The KMTC Board has drawn a roadmap to review our Strategic Plan which presents an opportunity to realign our focus with the Government's agenda on health. This far, the College has reviewed and developed a number of policies to address emerging issues in the health sector as well as strengthen the performance of our mandate. At the same time, the Board has initiated proposals to review the College's Human Resource instruments so to enhance staff welfare, career advancement, succession planning and talent development. In order to address the identified gaps, we will soon be coming up with a proposal to review other legal frameworks, and presenting it to the Ministry of Health for a ministerial guidance.

As it is well known, Nursing has been our flagship programme which attracts immense attention at the local

and international levels. In addition to our regular course programmes, the College early this year rolled out a programme to enhance health workers occupational skills in readiness for foreign markets. Last June, we joined the Ministry of Health in flagging off the first batch of Nurses to work in the United Kingdom as part of a bilateral agreement between Kenya and the UK Governments. I take note that the Ministry is leading the negotiation efforts for the international recruitment of other health cadres and for other countries as well.

This being the graduation with the highest number of graduands ever, I am pleased to say that the College has doubled its support to communities across the country through Corporate Social Responsibility (CSR) initiatives in the fields of education, environmental conservation, health and medical services, disaster response, and social upliftment.

Mheshimiwa Waziri, Ladies and gentlemen

Guided by our Collaboration Policy, we are working closely with our partners to increase access to training opportunities. Our partners have supported us through such areas as student education funding, capacity building, equipping of campuses with teaching and learning resources, secondment of staff, exchange programmes and curriculum development. For instance, in October this year, we joined hands with the Higher Education and Loans Board (HELB) to launch an education fund for KMTTC students. So far, the National Treasury has approved a figure of Kshs 680 million towards this scheme of which about a third of that amount has already been disbursed. I want to take this opportunity to thank the Ministry of Health for leading the negotiations with the National Treasury to ensure the fund's sustainability.

It is the Board's resolve and determination to continue providing prudent strategic leadership towards extensively mobilizing and efficiently utilizing resources to meet the College's principle objectives. This is in addition to operationalizing a number of facilities in order to increase training and employment opportunities and possibilities for Kenyan citizens.

To our esteemed partners, we owe an immense debt of gratitude and look forward to more future collaborations geared towards attaining mutual beneficial outcomes.

To our graduands, ama wahitimu tunaowatuza Vyeti, Diploma na Diploma Ya Juu ya kitaifa siku ya leo. Mara nyingine tena nawapongeza kwa dhati. Lakini nawakumbusha pia kwamba mna bahati sana kwani ni zaidi ya vijana 30,000 wanaotafuta nafasi ya kujifunza katika chuo hiki kila mwaka, ila thuluthi moja yao hawafui dafu. Pia mkumbuke kwamba wazazi na walezi wenu wamejitolea mhangana; kwa hali na mali ili kuwalea na kuwaelimisha. Lakini kama Rais Barak Obama alivyo nena, hakuna atakae kuandikia hatima (destiny) yako ila wewe mwenyewe. Amua malengo yako na uyazingatie. Wakati wote kuwa mwanaichi mwadilifu na tenda wema kwa wagonjwa kama njia ya kulipa deni kwa wazazi na wanainchi waliotoa kodi ili uelimishwe.

As you exit KMTC, be the agents of sustainable development and change, as well as leaders of the generation that will move this country to the next level. As you leave school remember, as President Nelson Mandela counseled, it is in your hands to make a better world. Towards this end, try and be innovative and as we all now know from the story of our dancing nurse, the World will notice and appreciate.

The College recognizes that student engagement does not end with graduation, thus the need to keep our graduates connected to the institution. As we, therefore, encourage former students to join the KMTC Alumni Association, we are confident that the training you received here will be the driving force propelling you towards serving with compassion so as to make a positive impact on your lives, families and the county's citizens at large. I want also to caution you that the work environment will not always be friendly and welcoming. In fact, some of your colleagues and patients could create toxic working situations. Being human avoid temptation and be guided by the words of the US Civil Rights crusader, Martin Luther King, that "Hate cannot drive out hate; only love can"

As I conclude Madam Waziri, Ladies and Gentlemen

I, wish to mention that, in the last one year, the College got a new CEO, Dr. Kelly Oluoch, and I want to congratulate and thank him for leading Faculty, Staff and Students into achieving great milestones including recording high scores in our performance contract targets.

I recognize the critical role played by my fellow Board Directors and the uniqueness in composition, more especially the international experience the members bring in, which has been manifested in the exemplary leadership, embracing a culture of good corporate governance, performance contracting and quality management systems.

I in addition express our gratitude to the Ministry of Health led by you Madam Waziri for always supporting the College achieve its mandate.

I sincerely thank H.E Dr. William Samoei Ruto, President of the Republic of Kenya for steering the nation towards ensuring inclusivity and equality for all, for being at the forefront of driving the socio-economic development blueprint, and focusing on quality health service delivery.

It is now my honour and great privilege to invite you to address this congregation.

Asanteni sana!

REMARKS BY
MINISTRY OF HEALTH CABINET SECRETARY, Ms. NAKHUMICHA S. WAFULA
DURING THE 91ST GRADUATION CEREMONY OF THE KENYA MEDICAL TRAINING COLLEGE
HELD AT THE KMTC GRADUATION SQUARE NAIROBI
ON 2ND DECEMBER, 2022 AT 10:00 AM

- KMTC Board Chairperson Amb. Zachary Muburi-Muita,
- KMTC Board Directors,
- KMTC Chief Executive Officer Dr. Kelly Oluoch,
- Representatives of Government entities,
- Development and Implementing Partners in Health,
- Graduating Class of December 2022 and their families,
- Faculty, Staff, and Students,
- Members of the Fourth Estate,
- The online audience, Ladies and Gentlemen,

Good morning,

Allow me to begin by congratulating you all, the Class of 2022 on your graduation today. I feel greatly honored and privileged to be the Chief Guest at this 91st Graduation Ceremony. Today we celebrate 15,915 Health Professionals.

To our graduands, today is a culmination of your diligence, hard work and resilience. To all parents, guardians, sponsors, faculty, and the entire KMTC fraternity, I thank you for your individual and collective efforts towards the education of these young men and women.

Ladies and Gentlemen,

KMTC has been making great strides in the field of health care service delivery. Anyone making contact with a health provider in this country and beyond, will most probably be attended by a KMTC graduate. I am proud to be a KMTC Alumna.

I commend KMTC for producing quality health workers, who either as individuals or as part of diverse medical teams are acclaimed for championing evidence-based practice, quality improvement approaches, and informatics to deliver patient-centered care.

Training should not be seen as an end but a means to improve health outcomes and experience for patients. I am particularly excited about Ms. Elizabeth Lukresia Robai, the dancing student nurse, who is using her unique skills and personality to demonstrate patient centeredness and bring a smile to the sick.

Ladies and Gentlemen,

With KMTC supplying more than 80% of the health workforce in Kenya, it is undoubtedly a market leader in mid-level health care workers training. However, there exists challenges in meeting the optimal required health workforce.

In 2021, the Government of Kenya in conjunction with the Ministry of Labour undertook a Health Labour Market Analysis, which identified gaps in the health provider to patient ratios as per global benchmarks.

Evolving epidemiologic profiles have presented new challenges in health service provision. Equally, we have witnessed a progressive shift in the demand for patient-centred care, community-based health services, and personalized long-term care globally. Demand for the global health workforce is therefore expected to grow substantially. As a country, we thus need to align future production of health care workers to the population health needs.

Ladies and Gentlemen,

As the Board Chairperson has mentioned, our health workforce and especially nurses are now migrating to work in other countries and the Ministry is spearheading efforts to create more international job opportunities for other cadres as well. KMTC thus has to be intentional in creating training opportunities responsive to both local and global market needs.

Ladies and Gentlemen,

The Ministry of Health is harmonizing and implementing several policy reforms and programs in the health sector. These include the Universal Health Coverage and Health Insurance subsidy programs for the poor and vulnerable households. The revision of the UHC benefit package will allow Kenyans covered under NHIF to enjoy more services.

Indeed as articulated in the Kenya Kwanza manifesto under the leadership of H.E President Dr. William Ruto, this government is committed to realizing the constitutional right to health by all citizens. Health workforce as we know, is a key health system building block without which we cannot achieve Universal Health Coverage. A well-performing health workforce is one that is responsive, fair and efficient to achieve the best health outcomes.

To actualize this promise, I am aware that the College has faced some challenges, which we are working together to address, to enable effective delivery of its mandate to achieve par- excellence training capacity. Going forward we will work closely with stakeholders including regulatory bodies, county governments, partners and health facilities to strengthen the training and employment opportunities.

As I conclude, I want to applaud your families and/or support systems who sacrificed to see you through

your studies.

We all share in the joy of the graduands gathered here today for the tireless efforts and commitment you have shown.

Hongera sana!

I know that your training here at KMTC has equipped you, not just with knowledge, skills and abilities but it has also given you a great foundation to become positive agents of change who will provide innovative solutions to the problems facing our health sector.

Finally, as you go out, remember that the interest of your patient supersedes any other interest. May you remain proud ambassadors of KMTC and Kenya. I hope that you will take up your space as bravely and as boldly as you can. Our country and the world are counting on you.

Congratulations to each and every one in the graduating Class of 2022 and all the best as you begin a new chapter in your lives.

Asanteni Sana!