



SEVERIN CRAFTSMAN TRAINING CENTER

www.severintrainingcenter.com



Severin Craftsman Training Center is offering **apprenticeships for Electricians, Plumber, Carpenters, Masons and Welders**. The focus is on a practical training, hands on. We emulate the German concept of “**Duales System**”, an apprenticeship where theory and praxis goes hand in hand.

Severin Craftsman Training Center was born as a Social Responsibility Project from the hotel **Severin Sea Lodge** and **Mombasa Go-Kart**. The owners, Severin Schulte and Reto Casanova had difficulties to find qualified craftsmen for their maintenance departments and came up with the idea to **train young people** as per the German model.

Our apprenticeships go over **3 years**. The first year concentrates on basics, in the second and third year we gain experience and advance our knowledge. The trainees do **productive work** in the maintenance departments of the two companies and work alongside qualified trainers in construction and repairs. We have a team of **12 teachers** and about 25 trainees per year.

There are **no course fees** like in other institutions. The first year comes and no cost for the trainees, they get free lunch in our canteen, while in year 2 and 3 the trainees **earn an apprentice salary** of about half the salary of a certified craftsman.

Severin Craftsman Training Center is licensed by **TVET** (Technical and Vocational Training, Kenya) and beside having our own curriculum and issuing our own certificates; all our trainees go through the three **NITA** (National Industrial Training Authority) exams from Grade III to Grade I and get the respective Kenyan certificates. After 3 years there is a further examination to achieve the German **Class-C certificate** issued by the German foreign trade chamber (**AHK**).

All Trainees are recruited from the **neighboring agglomerations**. They are between **19 and 26 years old**, finished their secondary school, but with below average results. We include the local village chiefs in our recruitment and target youth from humble background. Each year we have over 300 applications for our 30 slots.

Being incorporated into the operations of the Severin hotel and Mombasa Go-Kart we never lack of practical projects in renovations and extension and we offer access to professional tools and machinery. Our training center is in a dedicated 3 storey building with enough space for 100 trainees.

How are we financed? The core idea is that the apprentice finances themselves through their productive work they deliver for the company. In this we understand ourselves as a pilot project as it is unique here in Kenya. We hope to bring the concept of apprenticeships into other companies of the private sector. Although we have a huge number of apprentices compared to the size of our companies we rely at the moment still on donations. So far we are funded partially by a German institution called “**Skills for Kenya**” and “**TUI care foundation**”.

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