

## INFLUENCE OF HUMAN RESOURCE CAPACITY FOR MONITORING AND EVALUATION ON UTILIZATION OF INFRASTRUCTURAL FACILITIES BY DISABLED LEARNERS: THE CASE OF NATIONAL POLYTECHNICS, KENYA

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### ABSTRACT

The national polytechnics provide Technical, Industrial, Vocational and Entrepreneurship Training (TIVET) education to both able-bodied and disabled learners at certificate, diploma and higher national diploma levels. Even though the institutions have provided necessary infrastructural facilities to enable disabled learners access TVET education, utilization of such facilities remains a subject of interest to policy makers, and one which no empirical study has ever examined. This study was expected to determine the influence of human resource capacity for Monitoring and Evaluation (M&E) on utilization of infrastructural facilities by disabled learners. To achieve this, a cross-sectional survey and causal-comparative designs, with both quantitative and qualitative approaches were adopted. Data were sourced in May 2015 from 2 principals, 282 teaching staff, 32 learners, 4 officers from Ministry of Education, and 2 officers from National Council for Persons Living with Disability. The results show that a significant relationship between human resource capacity for M&E and utilization of infrastructural facilities by disabled learners ( $\chi^2 = 7.864$ ,  $df = 4$  &  $p$ -value = 0.075). Besides, participants perceiving their capacity in M&E to be 'high' had about 6.4 times the odds of positively influencing utilization of infrastructural facilities by disabled learners as their colleagues perceiving their capacity in M&E to be 'low' ( $p$ -value = 0.022,  $\beta = 1.854$ , OR = 6.385, C.I. = 2.097-19.439). The results suggest up to 95% chance that improving the capacity of teaching staff in M&E practice is likely to have a positive influence by increasing utilization of infrastructural facilities by disabled learners.

**Keywords:** Human resource capacity, utilization, infrastructural facilities, disabled learners, national polytechnics.