Vocational and technical training is key in Kenya economy where only a small fraction of those leaving form four are able to get chances in the universities. The vocational training institutions play a very important role for training skilled manpower for both the public and private sectors. The institutions are very crucial in training students in appropriate vocational attitudes, initiative thinking and skills that offer linkages with the labor market. However, the quality of their graduates has been attracted a lot of criticisms from professional bodies and government departments as cited later in the research study. Some of the causes of the poor quality of graduates being attributed to the performance ability of the training personnel.

The purpose of this study is to investigate factors affecting the performance of the training personnel in the tertiary public and private vocational technical training institutions not just for comparative purposes but with a view of recommending solutions. The study is a case of vocational and technical training institutions in Nairobi, where most of them are concentrated. This is very key to the institutions for it is useful in revamping their functioning to enable them reflect quality and relevance.

The literature review centers on the purpose of vocational training institutions, the performance literature; indicators of good performance, theories on performance, and the factors that hinder personnel performance among other issues. This enabled the researcher to identify some performance gaps that need to be addressed.

Chapter three outlines the methodology used in data collection which includes analysis techniques used.

The population under study was the training personnel in the vocational and technical training institutions (trade institutions).

Data Collection was by both primary and secondary methods. Collection of data was by use of questionnaires, supplemented by interviews where necessary with the researcher being involved in the distribution of questionnaires to clarify where necessary. Both qualitative and quantitative methods of data analysis were used for data analysis.

Chapter four contains the data analysis where factors affecting personnel performance were established and their magnitude in each type of institution ascertained.

Finally, the recommendations that were made to improve the performance of the training personnel in vocational institutions are better pay, establishment of resource centers, total compensation schemes, human resource development, partnership, improvement of infrastructure as necessary actions.