ASSOCIATION OF COMPUTING PRACTITIONERS-KENYA(ACPK)

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# ACPK PROFESSIONAL ADVOCACY AGENDA

**Advancing Professionalism, Recognition, Welfare and Influence of Computing Practitioners in Kenya**

The **Association of Computing Practitioners Kenya (ACPK)** recognises that Kenya's increasing dependence on digital technologies requires a correspondingly mature, competent, ethical and appropriately recognised computing profession. As technology becomes integral to public administration, critical infrastructure, financial systems, healthcare, education, national security, business and citizen services, the professionals who design, operate, secure and govern these environments must be appropriately developed, positioned and represented.

ACPK shall therefore pursue a structured **Professional Advocacy Agenda** bringing together government, employers, academia, industry, standards bodies, regulators and computing practitioners to progressively address the following priority areas.

## 1. Professional Recognition and Institutionalisation of Computing Practice

ACPK shall advocate for formal recognition of computing as a distinct professional discipline supported by appropriate standards of competence, ethics, continuing professional development and accountability.

The Association shall promote mechanisms that distinguish appropriately qualified and competent practitioners while creating structured pathways from student and graduate membership through professional, specialist and senior levels of practice.

The objective is not to restrict entry into technology, but to establish **professional confidence, accountability and public trust** comparable to the responsibilities increasingly entrusted to computing practitioners.

## 2. Strategic Positioning of ICT Leadership

ACPK shall advocate for ICT leadership within public institutions to be appropriately positioned as a **strategic enterprise function**, with the Head of ICT/CIO having direct access and reporting responsibility to the Accounting Officer or Chief Executive Officer.

Such positioning is necessary because ICT leadership carries enterprise-wide responsibility affecting cybersecurity, digital transformation, data governance, enterprise architecture, business continuity, technology investment, artificial intelligence and institutional resilience.

The organisational positioning of ICT should therefore reflect its **enterprise risk, governance and strategic responsibilities**, rather than treating technology exclusively as an administrative support service.

## 3. Harmonised Public-Sector ICT Career and Organisational Structures

ACPK shall advocate for greater harmonisation of ICT professional structures, job families, grading and career progression across the public sector.

The framework should recognise distinct professional pathways including:

**ICT Governance | Enterprise Architecture | Cybersecurity | Infrastructure & Cloud | Software Engineering | Data & AI | Enterprise Systems | Digital Transformation | ICT Service Management | Project & Programme Management | Emerging Technologies**

This should facilitate transparent progression from graduate/entry-level practitioner through specialist, management and executive technology leadership positions.

## 4. Recognition of Specialist ICT Competencies

The technology profession has evolved beyond generic ICT job descriptions.

ACPK shall promote formal recognition of specialist competencies and appropriate professional standards for areas such as cybersecurity, artificial intelligence, data science, enterprise architecture, cloud computing, software engineering, digital forensics, privacy engineering, ICT audit, enterprise systems and technology governance.

Specialist recognition should consider **education, professional certification, experience, demonstrated competence and continuing professional development**, rather than job titles alone.

## 5. Occupational Health, Welfare and Working Conditions

ACPK shall advocate for greater recognition of the occupational conditions experienced by technology practitioners, particularly those supporting data centres, cybersecurity operations, critical infrastructure, network operations and 24/7 digital services.

Public-sector institutions should undertake role-based occupational risk assessments addressing prolonged sedentary and screen-based work, ergonomics, extended working hours, night maintenance, emergency callouts, incident-response pressure, psychosocial risks and fatigue.

Appropriate interventions should include ergonomic standards, safe working environments, structured on-call arrangements, compensatory rest, workload management, occupational-health assessment and employee wellness support.

**Professional welfare should be recognised as part of technology resilience: fatigued and overstretched practitioners responsible for privileged and critical systems can themselves become an operational and cybersecurity risk.**

## 6. Continuing Professional Development and Lifelong Competence

Rapid technological change requires continuous renewal of professional competence.

ACPK shall strengthen a structured **Continuing Professional Development (CPD)** framework covering formal training, professional certifications, conferences, research, mentorship, technical publications, standards development, industry contribution and participation in Specialist Interest Groups.

CPD should progressively become evidence of continued professional competence rather than merely attendance at professional events.

## 7. Professional Standards, Ethics and Responsible Technology

ACPK shall champion professional and ethical standards governing computing practice.

Particular attention should be given to emerging areas including:

**Responsible AI | Cybersecurity | Data Protection | Digital Identity | Algorithmic Accountability | Software Quality | Cloud Governance | Emerging Technologies**

The Association shall promote the principle that technological capability must always be accompanied by professional responsibility.

## 8. Participation in Legislation, Policy and National Standards

Technology professionals should have a structured voice in matters that determine how technology is governed.

ACPK shall establish mechanisms enabling members, Specialist Interest Groups and invited experts to participate in:

**Bills → Regulations → Policies → Standards → Frameworks → Public Consultations → Research → National Technology Strategies**

Member contributions should undergo technical consolidation and appropriate governance approval before being presented as official ACPK positions.

This will establish ACPK as an evidence-based professional contributor to Kenya's technology policy and regulatory environment.

## 9. Education, Graduate Transition and Professional Development

ACPK shall strengthen collaboration between universities, TVET institutions, industry and professional practitioners to reduce the gap between academic preparation and industry requirements.

The Association should promote a professional development pathway:

**Student → Graduate → Associate → Professional → Specialist → Senior Professional → Fellow/Mentor**

Graduate mentorship, internships, industry exposure, professional orientation, certification and CPD should form part of a broader framework for developing future-ready technology professionals.

## 10. Research, Innovation and Indigenous Technology

ACPK shall encourage computing practitioners to move beyond technology consumption toward **research, innovation, product development and commercialisation**.

Through universities, industry partnerships, innovation programmes and Specialist Interest Groups, ACPK should promote locally developed solutions addressing Kenya's economic and societal challenges.

The long-term ambition should be a computing profession capable not only of implementing global technologies but also of **creating Kenyan intellectual property, platforms and technology enterprises capable of competing internationally**.

## 11. Professional Remuneration and Recognition of Responsibility

ACPK shall promote objective evaluation of ICT positions based on the complexity, scarcity of skills, professional accountability, cyber-risk exposure and criticality of systems managed.

Public-sector job evaluation should appropriately recognise positions carrying responsibility for critical digital infrastructure, privileged system access, cybersecurity, sensitive information, enterprise architecture and mission-critical applications.

The objective should be **equitable professional recognition based on responsibility, competence and institutional risk**, rather than preferential treatment of ICT practitioners.

## 12. Industry, Government and Academia Partnership

The advancement of Kenya's computing profession cannot be achieved by practitioners alone.

ACPK shall establish structured collaboration with:

**Government | Regulators | Academia | Professional Bodies | Technology Companies | Standards Organisations | Development Partners | Research Institutions | Start-ups**

These partnerships should support professional standards, research, skills development, mentorship, innovation, public policy and national digital-transformation initiatives.

## ACPK Advocacy Implementation Framework

The Advocacy Agenda should operate through a controlled institutional process:

**IDENTIFY ISSUE → RESEARCH & EVIDENCE → MEMBER/SIG CONSULTATION → DEVELOP POSITION → NATIONAL COUNCIL APPROVAL → STAKEHOLDER ENGAGEMENT → ADVOCACY/SUBMISSION → TRACK OUTCOME → REPORT TO MEMBERS**

Each advocacy matter should have an accountable lead, evidence base, stakeholder map, desired outcome, engagement strategy and measurable indicators.

An annual **ACPK State of the Computing Profession Report** should consolidate evidence on skills, employment, remuneration, professional development, emerging competencies, occupational welfare, policy developments and industry trends. This would progressively provide an empirical foundation for ACPK's advocacy rather than relying solely on institutional representations.

## Strategic Advocacy Outcomes

Through this agenda, ACPK should progressively seek to achieve:

a) **A recognised computing profession** with credible standards and ethics;
b) **A professionally positioned ICT leadership function** within public institutions;
c) **Harmonised ICT career structures** providing credible progression and specialist pathways;
d) **Recognition of occupational conditions and professional welfare** associated with critical technology work;
e) **A strong CPD and competence framework** supporting lifelong professional development;
f) **Meaningful practitioner participation** in legislation, standards and national technology policy;
g) **Recognition of specialist technology competencies** required by the modern digital economy; and
h) **A respected national professional voice** capable of influencing Kenya's technological development in the public interest.

## ACPK Advocacy Statement

*ACPK advocates for a computing profession that is recognised not simply for the technology it supports, but for the strategic responsibility it carries in Kenya's economy and society. We seek an environment in which computing practitioners are professionally developed, ethically accountable, appropriately positioned, fairly recognised and empowered to contribute their expertise to national policy, standards, innovation and digital transformation.*

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*As Kenya becomes increasingly digital, strengthening the computing profession is no longer solely an industry matter—it is an imperative for national resilience, competitiveness and sustainable development.*

Yours faithfully,



**NDUKUYU A.C**