



NAMIBIA TRAINING AUTHORITY

**KEYNOTE ADDRESS BY
MEMBER OF NTA BOARD OF DIRECTORS,
DR. GILBERT LIKANDO
AT OFFICIAL LAUNCH OF REGULATIONS FOR
REGISTRATION OF TRAINING PROVIDERS.**

Safari Hotel & Conference Centre, Windhoek.

Thursday, 14th March 2013

- **NTA ACTING CHIEF EXECUTIVE OFFICER,
MADAME ESTER ANNA NGIPONDOKA;**
- **ESTEEMED REPRESENTATIVES OF TRAINING
INSTITUTIONS;**
- **MEMBERS OF THE NTA MANAGEMENT CADRE;**
- **MEMBERS OF THE MEDIA;**
- **LADIES AND GENTLEMEN.**

Good Morning.

First of all, on behalf of the Chairperson of the Board of Directors, Mr Otto Shikongo, allow me to tender his apologies for not being able to officiate at this launch ceremony today.

However, as a member of the Board of Directors, I have been delegated to perform this task of officially launching the Regulations for the Registration of Training Providers, in the Chairperson's stead.

- **ESTEEMED GUESTS;**
- **LADIES AND GENTLEMEN.**

A heightened commitment to improved training and related services delivery, organisational effectiveness, funding, regulation and the collection of the training levy underpin the 2012-14 Business Plan of the Namibia Training Authority and forms part of the drive by the Board of Directors to implement a comprehensive strategy for the organisation and our country's Vocational Education and Training sector.

Our new five-year strategy is not about merely securing incremental improvements on what has already been achieved, but a focused attempt aimed at securing fundamental change in our current training and service delivery arrangements.

It involves decisive and bold actions to re-engineer an organisational framework that speaks to the needs of our stakeholders, that clearly and unequivocally defines what, why and how matters must be dealt with and that sets the direction and tone for performance and accountability.

- **ESTEEMED GUESTS;**
- **LADIES AND GENTLEMEN.**

The Board of Directors of the Namibia Training Authority deems the launch of the Regulations for the Registration of Training Providers as a

decisive and bold step, as it is aimed at countering some of the symptoms of the current training market, which include the following:

- The setting up of small institutions which would charge money for training purposes and later on close down for undetermined reasons, fleecing thousands of dollars from unsuspecting trainees;
- Institutions which would charge thousands of dollars, but offer cheap, non-effective training and assessment, leaving unsuspecting trainees with no skills to competitively enter the job market;
- Institutions which were run by unqualified managers and had equally under-qualified trainers who offered training and assessment;
- Institutions which did not have the required human and infrastructure resources to run training,
- Institutions which trained in areas for which there was no market demand, meaning that people with skills in those areas would remain redundant in the market;
- Institutions with little or no understanding of the concept of quality in training; and
- No legal requirements or mechanisms by which quality in training was governed or regulated.

It goes without saying then that the need for a regulated, systematic approach to addressing the above issues was therefore necessary, if the sustainability and currency of training in Namibia was going to be secured.

- **ESTEEMED GUESTS;**
- **LADIES AND GENTLEMEN.**

Our national Vocational Education and Training system sets clear expectations—through legislation, standards and requirements—for registered training organisations to take responsibility for the quality of their qualifications and services.

As the official regulating body, the Namibia Training Authority expects that all training providers will meet these standards. As such, I encourage you to recognize the value of regulation and to comply with the requirements. It goes without saying that your own quality processes should make sure that they do not inadvertently fail to comply with these regulations.

However, from time to time, the NTA may identify instances of non-compliance, and if these are not rectified within a stated period, the training provider may attract a sanction or penalty. The VET Act provides a range of sanctions of increasing severity, escalating from enforceable undertakings

and additional conditions on registration, through to cancelling the registration of a training provider.

In line with the key focus areas of our new five-year strategy, the NTA has now established a Division whose sole responsibility will be to ensure the full implementation of these regulations as an agent of quality standards in vocational education and training. As such, the NTA may:

- Amend, shorten, and/or revoke registration;
- Impose conditions on a registration;
- Issue directions under the legislation for an organisation to take specific steps or refrain from doing certain things;
- Issue infringement notices as an alternative to prosecution; and/or
- Prosecute organisations that breach the legislation.

Rest assured that the Namibia Training Authority will apply these powers and sanctions with proportion, rigour, fairness and consistency.

- **ESTEEMED GUESTS;**
- **LADIES AND GENTLEMEN.**

Allow me to elaborate on some of the benefits registered training providers can enjoy. The Namibia Training Authority is to continue its support and guidance to such training providers in terms of:

- Training assessors and moderators;
- Specialized support in setting up internal systems;
- Access to instruments designed to improve institutional workflow;
- Document management and control; and
- Training Provider Toolkits.

Furthermore, it should be noted that significant progress has been made with the implementation of the Vocational Education and Training (VET) Levy and that only registered training providers stand to benefit from training grants to be awarded by the National Training Fund Council for training in priority training areas. Another benefit is assistance towards possible certification by the International Standards Organisation (ISO).

At the same time, we encourage all training providers to continue to develop, monitor, evaluate and improve your own quality systems and quality management practices in conformance with these regulations. Let us continue to share experiences, identify and make use of good practices and learn from each other on a voluntary basis.

- **ESTEEMED GUESTS;**
- **LADIES AND GENTLEMEN.**

In conclusion, allow me to get back to our new five-year strategy for the Namibia Training Authority, which outlines the way forward for the continued sustainability and improvement of our services in line with current and future industry needs.

The processes to be embarked upon and changes to be effected are part of our continuous quality improvement drive. We have no doubt in our minds that the strategy we have put in place will assist the Namibia Training Authority in rendering the necessary support towards the development of a capable and skilled national workforce, as well as developing entrepreneurs who will not only become self employed, but create employment for others.

As such, the Board of Directors and staff of the Namibia Training Authority share a vision in which trainees, employers and our government will value our organization as our country's true port of call for vocational skills, because they will have full confidence in the quality of Vocational Education and Training outcomes delivered by registered Namibian training organisations.

Rest assured of **independence** in our regulatory role and in providing advice; **transparency** in our regulatory decisions and activities and continued **collaboration** with industry bodies, employers and registered training organisations.

In my capacity as a representative of the Board of Directors of the Namibia Training Authority, I now officially launch the Regulations for the Registration of Training Providers.

I thank you.
