



NAMIBIA TRAINING AUTHORITY

**KEYNOTE ADDRESS BY
THE CHAIRPERSON OF
THE STANDARDS, ASSESSMENT AND CERTIFICATION
COUNCIL,
MR COWLEY van der MERWE
AT CERTIFICATION CEREMONY OF TRAINING
INSTITUTIONS WHO HAVE COMPLIED WITH THE
REGULATIONS FOR REGISTRATION OF TRAINING
PROVIDERS.**

NICE Restaurant - Courtyard, Windhoek.

Monday, 24th June 2013, 18H00.

- **Executive Director of the National Council of Higher Education.
Mr. Mocks Shivute;**
- **CEO of the Millennium Challenge Account – Namibia.
Mrs. Penny Akwenye;**
- **Esteemed Representatives of Training Institutions;**
- **Members of the NTA Management Cadre;**
- **Media Representatives;**
- **Ladies and Gentlemen:**

Good Evening.

I am indeed honoured by the invitation to officiate at this handover ceremony.

The Namibia Training Authority officially launched the Regulations for the Registration of Vocational Education and Training Providers in March this year, following the official publication thereof in the Government Gazette in December, last year.

The formulation and gazetting of the Regulations for the Registration of Vocational Education and Training Providers was a decisive and bold step towards a regulated, systematic approach to secure the sustainability and currency of training in Namibia and to counter some of the symptoms of our current training market, which include the following:

- Institutions which charge money for training and later on close down for undetermined reasons, fleecing thousands of dollars from unsuspecting trainees;
 - Institutions which charge exorbitant fees, but offer cheap and non-effective training, leaving trainees with no skills to competitively enter the job market;
 - Institutions run by unqualified managers and equally under-qualified trainers;
 - Institutions which lack 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 remain redundant in the market; and
 - Institutions with little or no understanding of the concept of quality in training.
- **Director of Ceremonies;**
 - **Ladies and Gentlemen:**

You would agree that **QUALITY** training would not be possible under such training environments.

You may also ask why do I put the emphasis on **QUALITY** training? Allow me to dwell on this concept for a moment.

QUALITY is a perceptual, conditional and somewhat subjective attribute and may be understood differently by different people:

- In the business world, it has a pragmatic interpretation as the non-inferiority or superiority of something.
- Consumers may focus on the specification quality of a product/service, or how it compares to competitors in the marketplace.
- Producers might measure the conformance quality, or degree to which the product/service was produced correctly.
- Support personnel may measure quality in the degree that a product/service is reliable, maintainable, or sustainable.

Simply put, quality is fitness for purpose, because a quality product, or a product that has quality, has the ability to perform satisfactorily in service and is suitable for its intended purpose.

○ **Dear Training Providers:**

As training institutions, you would appreciate that managing quality becomes fundamental to all your activities and programmes.

As such, you would also appreciate that if quality is ensured in all your training activities, it should result in the trainees graduating from your institutions being valued and appreciated by the labour market as competent, skilled and fit-for-purpose.

- **Director of Ceremonies;**
- **Ladies and Gentlemen:**

Tonight, we honour and recognise 24 training providers operating within the borders of our country, because they have met the requirements and as such are in compliance with the Regulations for the Registration of Training Providers.

- They are in compliance because they have demonstrated their ability to meet the clear **quality** assurance expectations for Vocational Education and Training providers as articulated in our legislation, standards and requirements.
- They are in compliance because they have proven themselves as credible, **quality** and dependable training organizations that take responsibility for the **quality** of their qualifications and services.
- They are in compliance because they have provided sufficient evidence that their training organisations are aligned with the increased focus on improving our

Vocational Education and Training sector through ensuring higher **quality**, greater access and better value for money.

Let us give them a round of applause!

- **Director of Ceremonies;**
- **Ladies and Gentlemen:**

It is expected of the Namibia Training Authority as the official regulating body in the Vocational Education and Training sector, to ensure that all training providers operating within the borders of our country, indeed meet quality training standards.

The NTA does so in line with the provisions of the Vocational Education and Training Act of 2008. However, the same Act empowers the NTA, as the agent of quality standards in Vocational Education and Training to identify instances of non-compliance, and if these are not rectified within a stated period, to issue sanctions and/or penalties.

The VET Act provides a range of sanctions, escalating from enforceable undertakings and additional conditions on registration, through to cancelling the registration of a training provider. 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.

I therefore call upon all training providers here present to ensure that they remain in compliance with the Regulations for the Registration of Training Providers.

Again, I emphasise the importance of quality assurance in this process, because if you continue to consistently strive towards improved quality and best practice in all you do, the likelihood of such a scenario at your training institution diminishes significantly.

- **Director of Ceremonies;**
- **Ladies and Gentlemen:**

Today, here in Namibia, as in the rest of the world, there is a growing understanding that our economic growth and progress depend crucially on the availability of a skilled workforce.

There is a growing awareness that accelerated economic development depends on increasing the productive capacity of our industry and that this in turn depends on our developing a

Vocational Education and Training system, which provides people with the skills which are needed by our industry, and which will provide our citizens with access to employment.

In conclusion, allow me to therefore to congratulate the Namibia Training Authority for its continued quality improvement drive and for the significant progress being made in establishing a Vocational Education and Training regime that aligns itself with our country's current and future training needs.

Keep up the good work!

I thank you.