The Government of the Republic of Korea (South Korea) is impressed by the success of the Namibian Chapter of UNESCO’s Better Education for Africa’s Rise (BEAR) Project. That country’s Permanent Delegate to UNESCO, Ambassador Byong Hyun Lee said this during a courtesy meeting with the NTA’s Acting Chief Executive Officer, Jerry Beukes, at NTA Village, on the 18th of January 2016.

Ambassador Lee said the South Korean Government has taken a deliberate decision to support the development of Vocational Education and Training on the African continent and that UNESCO’s BEAR Project remained an excellent vehicle through which to channel support and expertise to countries that require assistance. “My government has indeed been impressed by the success of this partnership and in fact, we are now looking at ways how we can intensify our support through what soon can become a second phase of this very successful project”, he highlighted.

On his part, Acting CEO, Jerry Beukes expressed the NTA’s appreciation to South Korea for its support to the BEAR project. “Today, the results of our partnership with South Korea and UNESCO under this unique and innovative project, are clear for all to see. The NTA has once again demonstrated its commitment to improve our local VET sector with the ongoing support of our donors and international partners”, Beukes stressed.

Beukes also reassured the South Korean delegation of the NTA’s commitment to the BEAR project. “Our organisation remains committed to see this project through until September 2016, when it expires. And we look forward to a renewed partnership should the South Korean government indeed decide to continue with a second phase of this project”, he added.

The overarching objective of the Namibian Chapter of the BEAR Project is to contribute to Vocational Educational and Training programmes, which are relevant to the skills needs of businesses and individuals. More specifically, the project is aimed at training programme delivery in the Mining & Quarrying, Construction, Electricity, Gas and Water Supply, and Rural Sanitation sector through revised and updated curricula; increasing the number of trained instructors in critical occupational areas for the construction sector and enhancing their capacity to deliver training; and improving capacities in the overall VET system. CONTINUE page 3
The NTA has welcomed the support of its industry partners in the services and mining sectors for freeing up job attachment opportunities for altogether 16 trainees, who are funded under the 35% Key Priority Grant Allocation of the Vocational Education and Training (VET) Levy and have since September last year, been undergoing further training in Electrical General at a Cape Town-based training institution.

These organisations are QKR Navachab Gold (nine trainees), Langer Heinrich Uranium (four trainees), Dundee Precious Metals (three trainees) and Namibia Ports Authority (two trainees).

Training Advisory Services Manager, Mighty Katulo, told The Stakeholder that the trainees have now, after a four-month theoretical training programme returned to Namibia to gain work experience. “They will be attached for a period of eight months whereafter they are to return to South Africa for formative assessment and to proceed with Level 4 training”, Katulo said.

Katulo also underscored the importance of industry partners to support requests for job attachment from training institutions. “The provision of technical and vocational skills is a responsibility that is shared by training institutions and industry partners. Attachment opportunities support the development of skills that are more relevant to real work situations than does training that occurs entirely in the training room. It produces skills that are likely to be more up to date with current practices in the workplace”, he noted.

Meanwhile, Katulo calls upon other industry partners to support job attachment opportunities for a second batch of altogether 45 trainees who under the same programme are now enrolled in Boilermaking, Welding and Electrical General. This group of trainees is currently undergoing theoretical training at an institution in Kimberley in South Africa and are expected back in Namibia around May this year. “Their training courses also require that they be attached to a relevant employer and gain practical work experience. We will welcome other employers interested in coming on board and also avail job attachment opportunities for this group of trainees”, he added.

Katulo also called on the trainees to maintain the exemplary conduct displayed while based at their South African training institutions during their job attachment. “Their conduct and commitment will determine whether our industry partners will take on other trainees in future. It is therefore of utmost importance that they invest all their energy in gaining the practical work experience required under their respective programmes”, he stressed.

The NTA is a value-driven organisation. Indeed, when our Board of Directors crafted our organisational strategy, they formulated key values, which they anticipated to become the essence of our corporate culture and the moral compass we would hold on to and adhere to, when making decisions.

Our Board of Directors anticipated that as an organisation, we would be able to RAISE THE BAR in Vocational Education and Training, when we all aspire and adhere to these values.

The year that lies ahead indeed holds a lot of promise for our organisation and the broader VET sector.

Rest assured of our renewed commitment to Responsiveness, Accountability, Integrity, Service Delivery and Excellence, in ensuring that we remain a sustainable organisation that puts our stakeholders at the heart of everything we do.

Yours in Vocational Education and Training,
Jerry Beukes
Some of the Namibian Chapter of the BEAR Project’s key successes include the development of new unit standards, curricula, teaching and learning materials and training packages in the broader construction sector and the capacitation of VET practitioners in this sector to contribute to training programme design and implementation.

Further support was rendered to the NTA by the Korean Research Institute for Vocational Education and Training (KRIVET) in supporting capacity building towards the establishment of a Namibian National Skills Competition framework.

KRIVET also supported the preparation of experts and competitors for participation at the 2015 WorldSkills competition, which took place in Sao Paulo, Brazil in August last year, where Namibia made its maiden appearance.

**STAKEHOLDER DIARY:**

- **09th February 2016**
  Windhoek VTC Tools & Equipment Handover Ceremony, Windhoek
- **15th February 2016**
  Board Human Resources Committee Meeting, Windhoek
- **16th February 2016**
  National Training Fund Council Meeting, Windhoek
- **17th February 2016**
  Board Finance Committee Meeting, Windhoek
- **18th February 2016**
  Board Technical Committee Meeting, Windhoek
- **29th February 2016**
  Board Strategic Committee Meeting, Windhoek
- **09th – 10th March 2016**
  Annual Training Provider Forum, Windhoek
- **14 March 2016**
  Inauguration Rundu Vocational Training Centre Extension Wing, Rundu
- **15 March 2016**
  Inauguration Eenhana Vocational Training Centre Extension Wing, Eenhana
- **31 March 2016**
  Inauguration Gobabis Vocational Training Centre, Gobabis

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**Vacancy**

**General Manager: Information and Communication Technology (ICT)**

**Duty Station:** Head Office  
**Job Grade:** Paterson E1 – (Five Year Contract)  
**Reporting to:** Chief Executive Officer

**Job Purpose:** As a key member of the executive management, the General Manager: ICT provides strategic leadership in terms of the acquisition, design, development, implementation, support and maintenance of integrated ICT architecture, services, processes, applications, communications, control and security - thereby enabling optimal governance and management of the ICT infrastructure and services as per requirements of the Namibia Training Authority (NTA).

**Key Performance Areas**

- Provide strategic leadership in the development and management of the ICT Strategy, architecture, systems, policies, procedures and resources to enable the NTA to execute its mandate effectively;
- Ensure Technical ICT Operational Service and Quality Management;
- Manage the efficiency of systems to ensure their consistent availability;
- Establish and maintain stakeholders (internal and external) relationships;
- Manage the human resources in the department;
- Manage the ICT budget and service level agreements strategically to ensure cost-effectiveness.

**Qualifications and Experience**

- Bachelor Honours Degree majoring in Information Technology, Computer Science, Information Systems, ICT Management, or a related discipline;
- A Master’s Degree and/or MBA will be an added advantage;
- 10 years relevant work experience in the ICT environment;
- 5 years in a managerial role within an ICT systems analytical and advisory environment.

**Other Competencies**

- Strong leadership skills;
- Strategic planning and analytical skills;
- Knowledge of relevant legislation;
- Excellent organisational and project management skills;
- Knowledge of policy development;
- Customer service orientation;
- Interpersonal and communication skills;
- Must be ethical with high emotional intelligence (EI).

**Closing Date:** Friday, 19th February 2016.

Applications should be emailed to: hr@nta.com.na or sowosoas@nta.com.na, or couriered, mailed or hand delivered at:

**NTA Village, Rand Street, Khomasdal (former Rössing Foundation).**  
P. O. Box 70407 Khomasdal.  
Tel +264 61 279 550.

No faxed applications will be accepted. The NTA is an Equal Opportunity Employer and candidates from designated groups are encouraged to apply. Please note that reference checks and competency assessment tests will be conducted and qualifications will be verified. Only shortlisted candidates may be contacted. The NTA reserves the right not to make any appointment in this position.
The NTA joined the Promotion of Vocational Education and Training Project (ProVET), in handing over certificates and diplomas in Occupation Directed Education, Training and Development Practices (OD-ETD), to two groups of candidates, at a ceremony held in the capital on the 29th of January 2016. Altogether 27 trainers successfully completed the OD-ETD certificate course, whereas a second group of altogether 17 trainers successfully completed the OD-ETD diploma course.

Speaking at the ceremony on behalf of Acting CEO, Jerry Beukes, General Manager: National Training Fund, Joseph Mukendwa highlighted that this was the third cohort of trainers to graduate from the course, as in October 2014 and in February 2015, the NTA and ProVET certified other trainers who have successfully completed the certificate course.

The certificate and diploma courses are accredited in South Africa by the South Africa Qualifications Authority (SAQA) and recognised in Namibia by the Namibia Qualifications Authority (NQA). They provide recognition at certificate Level 5 in Occupation Directed Education Training and Development Practices and address all key areas of planning, delivery, assessment and moderation of vocational training, as reflected in the Namibian unit standards. The courses are competency-based, and the graduates are now able to deliver CBET training in their respective occupational areas. The courses were designed and delivered by VeryCoolIdeas of South Africa, a skills development and related training programme provider that creates learning experiences in the Competency-based Education and Training (CBET) field.

Mukendwa highlighted that the NTA attached considerable importance to the upskilling of local technical and vocational trainers in ensuring that Namibia in the future will have more trainers available who will be competent to offer high quality training to young Namibians wishing to enter the Vocational Education and Training stream. “Rest assured that the NTA would continue to create an enabling environment in this regard. We will also continue to grow opportunities for our trainers to continue to participate in professional education and training programmes, in the future”, he stressed.

In his message, on behalf of the Promotion of Vocational Education and Training (ProVET) Project and its implementing partner, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the Head of Cooperation of the Embassy of the Federal Republic of Germany, Christiaan Grün, heaped praise on the graduates for their hard work and effort. Grün also commended the NTA and the ProVET Project for their ongoing investment and dedication in upskilling trainers to improve quality in the local Vocational Education and Training sector.

Four candidates were also certified as Master Trainers at the ceremony. They are Fiona Anderson (NTA Assessment and Certification), Isobel Green (Namibia University of Science and Technology), Günther Roeber (Agra Cooperative) and Wallace Kanguatjivi (Tsumis Agricultural College).
PICTURE FOCUS

RENEWED PARTNERSHIP
Acting CEO, Jerry Beukes and GIZ’s Albert Engel signing the ProVET II Implementation Agreement at a ceremony held at NICE Restaurant in December 2015

OLD & NEW
ProVET Intern, Dezzy Tjozongoro and Integration Lead Consultant, Christof Heil smiling for the camera at the OD-ETD graduation ceremony

MASTER TRAINERS
Wallace Kangavigi (Tsumis Agricultural College), Günther Roeber (Agra Cooperative), Isobel Green (Namibia University of Science and Technology), Christiaan Grün and Fiona Anderson (NTA Assessment and Certification) at the OD-ETD graduation ceremony

VET COLLABORATION
Valombola VTC Manager, Titus Malangu and Ohangwena Governor, Uusko Nghamwa at the recent BVTC graduation ceremony

INFO SHARING
VET Levy Collection Manager, Genette Shitalangho at an employer information sharing meeting

LOYAL VET SERVICE
Acting CEO, Jerry Beukes hands over a certificate of appreciation to Assessment & Certification Manager, Mariane Hara-Gaes at the 2015 year-end function

SMILING CHAIR
National Training Fund Council Chair, Patrick Swartz smiling for the camera

SHARE YOUR VET PICTURES AND HAVE THEM PUBLISHED IN OUR MONTHLY E-NEWSLETTER
info@nta.com.na

VET MOTIVATION
Rundu VTC Manager, Erkki Tjandja gave a motivational message at the recent Eenhana VTC graduation ceremony

VTC WEBMASTERS
Colleagues from the various VTCs posing for a picture on the banks of the Kavango River, during a recent VTC website development workshop at Rundu in Kavango East
The Namibia Training Authority is to stage its annual training provider forum at the Safari Hotel and Conference Centre in the capital, from the 9th to the 10th of March 2016, under the theme “Collectively Raising the Bar in VET”.

Quality Assurance Manager, Ian Gicheru told The Stakeholder that the annual event continued to grow in popularity and had now become an institution on the NTA’s corporate calendar.

“The annual training provider forum is also a key activity under the NTA’s Bi-Annual Stakeholder Engagement Plan through which our organisation wants to strengthen the already excellent ties we have with our stakeholders, including our local training institutions”, he noted.

Gicheru also explained that while the forum represented an opportunity for local training institutions to exchange ideas, network and share best practice, it also provided an opportunity to industry partners and other VET stakeholders to engage with training institutions.

“Our theme for this year speaks to what we aspire to establish through improved cooperation with and amongst local training institutions. That the challenge to establish and maintain quality training is a collective responsibility and not that of the NTA alone. It's all about partnership, about collectively improving quality in our system and raising the bar”, he noted.

Twelve local VET trainers left for Berlin, Germany on the 16th of January 2016 to undergo a six week training course at that country’s renowned Lucas-Nuelle Academy.

Addressing the group at a send-off ceremony at NTA Village, Acting CEO, Jerry Beukes said their training formed part of a broad capacity building drive to respond to expectations under the NTA’s rolling five-year Strategic Plan to continuously upgrade the qualifications and build the competence of instructors and trainers in our VET system.

“It is also a response to a recent broad competence assessment exercise that was conducted to determine the nature and extent of our VTC trainers’ qualifications and competencies (both pedagogical and technical) in relation to prevailing standards and requirements. This exercise was also aimed at recommending appropriate capacity-building strategies and interventions to address skills gaps identified in this process, and ultimately improve the quality of our VET outcomes”, Beukes explained.

He stressed as a key recommendation of this exercise the NTA intent, not only to train, but also continuously re-train those instructors and trainers, currently in the VET system. “This initiative is in line with this recommendation and the NTA remains committed to implementing similar initiatives in partnership with other local and international training institutions, in future”, Beukes highlighted.

The Lucas-Nuelle Academy has studied the Namibian National Qualifications Framework levels and descriptors to determine and develop a tailor-made programme based on the individual qualifications and levels of competence. All group members will also be attached to different industry employers, whilst in Germany.

The group consists of trainers from the Okakarara Vocational Training Centre, Rundu Vocational Training Centre, Valombola Vocational Training Centre, Windhoek Vocational Training Centre, Namibian College of Open Learning (NAMCOL) and the National Youth Service (NYS).

A VET trainer from Okakarara VTC, Mervis Muhuure, leads the team.