In line with the requirements of the Vocational Education and Training Act of 2008, and the Regulations Related to the use of the Vocational Education and Training (VET) Levy, the Namibia Training Authority may allocate an amount not exceeding 35 percent of the levies received for a financial year to cater for the funding of training interventions under the VET Levy’s Key Priority Training Funding Window.

According to the General Manager: National Training Fund, Joseph Mukendwa, it was against this background that the Board of Directors approved a list of focus areas to be supported from the Key Priority Grant allocation. “Following a thorough and detailed selection process, we have now identified a number of credible training institutions to offer training under this allocation and we are hard at work to finalise service level agreements with all these institutions”, he told The Stakeholder.

The approved interventions include demand-led programmes identified in the NTA’s Skills Development Plan for the VET Sector (SDP1). “Under this area, accredited training institutions were invited in October 2015 through a public notice, to submit proposals for training in occupations identified in high demand as listed in the SDP1. Fifteen proposals were received, of which eight institutions met the criterion of accreditation with the Namibia Qualifications Authority (NQA)”, Mukendwa stated. The interventions also include support to the NTA’s VET expansion programme, in particular the support of innovative approaches to training delivery and the establishment of production units at training centers. “The engagement of training institutions under this intervention is being implemented in two phases. While, we already engaged the public Vocational Training Centres (VTCs) under the first phase, the second phase involved the engagement of private institutions. I am glad to announce that in this regard, the Board approved the proposals of two local private institutions”, Mukendwa said.

Continues on Page 4
The public has responded overwhelmingly to a recent invitation by the NTA for eligible Namibians with advanced vocational and technical skills and hands-on experience in their respective fields to register for its current Recognition of Prior Learning (RPL) Assessment Round.

NTA RPL Coordinator, Moses Tjirare (photo) told The Stakeholder that the NTA has identified RPL as part of its funding interventions under the Key Priority Training Grant Funding Window of the VET Levy. Such RPL assessments can result in recognised qualifications for the selected candidates, who will now undergo assessment within current industry standards and obtain qualifications that may add value to their personal portfolios. “We are very happy with the response. More than 500 applications were received. It clearly demonstrates the need for RPL, and going forward, we will have to work very hard to ensure that we extend this service to all industry sectors”, Tjirare explained. “Indeed, the Harambee Prosperity Plan expects about 2,000 individuals to be certified through RPL, by the end of the Harambee period”, he noted.

As far as those who missed out on the application deadline for the current RPL assessment round is concerned, Tjirare highlights that a second round is being planned for September this year. “Those eligible candidates who missed out on the current round should not despair. In fact, my advice to them is to start preparing their applications and portfolios for submission. We are going to focus on the same areas. However, the scope might also increase and discussions in this regard are ongoing. We will inform the public through the media”, he highlighted.

RPL is the process of formally recognising skills and knowledge acquired over years, regardless of how, when and where such learning occurred. Prospective applicants for RPL on Level 2 should have a minimum of three years relevant working experience, while a minimum of five years relevant working experience is required from applicants for Level 3. Such experience may include community work, volunteer work, previous training or any other relevant life experiences. Occupation-specific application forms can be accessed through the ‘Downloads’ section on the NTA corporate website www.nta.com.na, or collected at the NTA’s Assessment and Certification Division, Routh Street, Northern Industria, Windhoek.

Greetings!

The positive response to the NTA’s recent invitation for eligible Namibians to register for Recognition of Prior Learning (RPL) assessments in selected occupational areas, is indeed encouraging.

Recognition means the candidate gains credit towards a vocational qualification - sometimes a full qualification - without necessarily undertaking a complete training programme. RPL is also faster, cheaper and more efficient than putting people through training in areas they already know well. It means less time off the job and is more satisfying for the trainee.

The NTA will continue to prioritise RPL assessments in its strategic endeavour to grow the number of skilled and certified vocational and technical practitioners. However, we need the active participation and support of employers and other industry stakeholders to ensure that RPL assists people seeking recognition for experience, skills and knowledge for which they do not hold a vocational qualification.

We rely on the support of our stakeholders.

Yours in Vocational Education and Training,

Jerry Beukes

Staff Stake-out

This month, The Stakeholder caught up with Senior Curriculum Implementation Officer, Francois Strauss and asked him a few questions.

Tell us more about Francois Strauss away from the office? I’m a family man and a friend to many. Humble and down-to-earth. Always willing to help and assist whenever and wherever I can.

You have recently left the NTA’s VET Standards Division for a new role as a Senior Curriculum Implementation Officer in the VET Curriculum Implementation Division? Yes, I joined the NTA in 2007 developing training curricula for the VET sector in a number of areas. Whilst I thoroughly enjoyed my time in the VET Standards Division, I am equally excited about my new role in the very dynamic VET Curriculum Implementation Division. I see it as an opportunity to work with our training institutions on the ground and support them in responding to the need to render quality training services.

Where do you see yourself in the next five years? Namibia is a developing country with endless opportunities. I see myself breaking further ground for the VET sector, climbing the corporate ladder one step at a time and do my part to contribute to the growth of our country.

How would you describe the NTA work environment? The NTA offers a conducive work environment to all. I believe that with good leadership and through teamwork, the NTA will live up to expectations to develop our country’s VET sector to standards of excellence.

Do you have any hidden talents? Mind you, a recent psychological analysis confirmed my hidden talent as that of a private investigator. I am passionate about design and technology. I construct my own buildings and infrastructure. I’m also passionate about agriculture, as I grew up on a farm. I am a multi-talented guy and I believe that only the best is good enough.
Altogether eleven local Electrical General trainers left the country on Tuesday, 19 July 2016, to participate in an intensive two-month training course at the internationally renowned Lucas Nuelle Institute, in Kerpen, Federal Republic of Germany.

The training intervention serves as a comprehensive response on the part of the NTA to national development objectives, as outlined in the Fourth National Development Plan (NDP4), the Education and Training Sector Improvement Programme (ETSIP) and the Harambee Prosperity Plan, which amongst others emphasise the need for local trainers to undergo technical and pedagogical upskilling and capacitation, through the upgrading of their qualifications and enhanced industry exposure.

VET Curriculum Implementation Manager, Ernst Eixab told The Stakeholder that the NTA engaged Lucas Nuelle Institute to ensure a tailor-made training programme, which suits the Namibian context by considering crucial issues such as the Namibian Unit Standards and the qualification level on the National Qualification Framework. “The training course is indeed very advanced and include a range of specialized courses. We are confident that our participants will meet expectations”, Eixab explained.

The training course is to cover the following key areas: Fundamentals of Electrical Engineering; Measuring Electrical Quantities; Effects and Dangers of Electric Current; Protective Measures and Accident Prevention Regulations; Repair Work and Modification, Creating and Interpreting Schematics, First Aid and Firefighting in Electrical Accidents; and Electrical Equipment Operations.

It is also to include a strong focus on measurement, systematic troubleshooting, electromechanical and electrical components, installations and pedagogy and didactics. The participants will also have the opportunity to visit leading industry plants, whilst in Germany. According to Eixab, the skills, knowledge and experience gained from the training course can go a long way in contributing to improved quality in local Electrical General training. “We expect the participants to upon their return, share their newfound skills and knowledge with our Technical Working Groups (TWGs), especially as far as revising the set curricula and the setting of assessment papers are concerned. Indeed, they need to share their knowledge and skills to the benefit of the training-learning process”, he added.

Eixab also highlighted an expectation for the group of trainers to act as mentors to other Electrical General trainers at both public and private VTCs. “They will have to take up a leading role on learning platforms to share their skills and knowledge with their peers”,

AN EXCITING OPPORTUNITY
Front, from Left: Jonas Hamunyela, Eben Kamatoto, Iikuiyu Lucas and Johannes Shanghama. Back from Left: VCI Manager, Ernst Eixab; Elias Sitekera; Richard Eibeb; Philepus Hauvinga; Philemon Kalume; CEO, Jerry Beukes; Pepua Karamata; Baseuako Tjaveondja; Benjamin Shilongo and GM: National Training Fund, Joseph Mukendwa.
The establishment of a training hub in northern Namibia can soon be a reality, following the signing of an implementation agreement between the European Union (EU) and the German Federal Enterprise for International Cooperation (GIZ), on the 22nd of June 2016, in the capital. Speaking at the event, Chief Executive Officer, Jerry Beukes said the NTA regarded the signing of the agreement as yet another milestone in its ongoing strategic endeavour to establish a relevant and appropriate Vocational Education and Training system under which quality, equitable and accessible technical and vocational training opportunities are available for all Namibians. “Of particular significance for the NTA, is the fact that the agreement paves the way for the establishment of a training hub in northern Namibia and that three of the public Vocational Training Centres (VTCs), currently under the NTA’s custodianship, are to make up this training hub. The three centres are Nakayale VTC at Outapi in Omusati, Eenhana VTC at Eenhana in Ohangwena and Valombola VTC at Ongwediva in Oshana”, Beukes explained.

He added that the establishment of the training hub has for long been a key goal of the NTA. “If one compares the current total enrolment of about one-thousand-100 trainees at these three centres (about 90 at Nakayale VTC, about 400 at Eenhana VTC and about 600 at Valombola VTC) against the total population of the three regions in which these centres are located, which stood roughly at 665-thousand people, or 31.4% of the national population, in 2013, the following becomes clear: The provision of training in northern Namibia is highly inadequate, not only in terms of the number of training opportunities currently available, but also in terms of the number of credible training institutions operating in this most densely populated part of our country”, the CEO highlighted.

He added that the situation is further exarcebated by a limited diversity in the training courses currently on offer at these centres and that the establishment of a training hub can go a long way in freeing up more training opportunities for the citizens of northern Namibia and ensure they acquire labour market-oriented skills and competencies. “Allow me therefore to, on behalf of the NTA and its wide array of stakeholders, thank the EU for the support. Yours is an investment in the people of our country”, he stressed.

Beukes also highlighted the intent of the NTA to support the three VTCs in becoming champions for the Competency-Based Education and Training (CBET) model and to serve as a training ground for other training institutions to benchmark and test their own CBET training practices and experiences. “We encourage training institutions to embrace the CBET model, because we firmly believe it gives individuals opportunities to achieve qualifications that relate to required performance in the workplace, and consequently satisfies employers’ needs for a skilled workforce”, he said.

The Deputy Permanent Secretary of the Ministry of Higher Education, Training and Innovation, Dr. Raimo Naanda and the Ambassador of the EU in Namibia, Her Excellency, Madame Jana Hybäisková officiated at the signing ceremony.

**EU FUNDING TO SUPPORT ESTABLISHMENT OF NORTHERN TRAINING HUB**

**STAKEHOLDER DIARY**

- **26 July 2016**
  Standards, Assessment & Certification Council (SACC) Meeting, NTA Village, Windhoek

- **15 August 2016**
  Board Human Resource Committee Meeting, NTA Village, Windhoek

- **16 August 2016**
  National Training Fund Council Meeting, NTA Village, Windhoek

- **17 August 2016**
  Board Finance Committee Meeting, NTA Village, Windhoek

- **18 August 2016**
  Board Technical Committee Meeting, NTA Village, Windhoek

- **19 August 2016**
  Board Strategic Committee Meeting, NTA Village, Windhoek

- **22 – 24 August 2016**
  2016 VTC Sports Tournament, Ponhofi Sports Stadium, Eenhana

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**LEVY KEY PRIORITY TRAINING INTERVENTIONS GAIN FURTHER MOMENTUM…….. Continues**

Mukendwa also highlighted that the Key Priority Training interventions included a strong focus on the inclusion of People with Disabilities into the VET sector. “As an organisation, we are indeed very happy about this development as it ties in well with the support we have envisioned to render towards supporting inclusiveness in VET. We want to ensure that specialised equipment and training materials are made available and that training infrastructure are friendly to the needs of people with disabilities. I am therefore delighted that the Namibian Federation of the Visually Impaired (NFVI) has submitted a request for financial support to ensure training continuity at its service centre, where thirty-six individuals now stand to benefit from our funding”, Mukendwa highlighted.

Mukendwa noted that the NTA planned to stage a signing ceremony in the capital in July 2016 where it is going to enter into contracts with all the identified training institutions.

“We plan to invite the media to this event to support us in getting the message out there that funds collected through the VET Levy are applied in a transparent and responsible manner towards ensuring that we invest in high-quality demand-led training for the benefit of our trainees and our industry stakeholders, at large. Growing more training opportunities under this funding window of the VET Levy will continue to remain a key priority for the National Training Fund, for the foreseeable future”, he noted.
PICTURE FOCUS
From Around and About the VET Scene

QUALITY IN VET
Minister of Higher Education, Training & Innovation, Dr. Itah Kandji-Mutangani pictured at the 2016 Training Provider Forum

VET DEMONSTRATION
Plumbing & Pipefitting Trainees at Eenhana VTC listening attentively to their instructor during a practical training session

QUESTIONS & ANSWERS
Industry Skills Committee members pictured at the very successful recent ISC Induction Workshop held in the capital

PROVET SKILL
CEO, Jerry Beukes congratulated ProVET's Yvonne Doerfler after she received a DACUM certificate

TRAINING HUB LEADER
Newly-appointed Northern Training Hub Project Manager, Luke Steve Oluoch with ProVET’s Leif Puschmann

NIMT @ WORLD SKILLS
NIMT Trainee, Joseph Nakatumbe was a participant at the 2015 WorldSkills Sao Paulo Competition in Brazil

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

IT'S A WRAP
Company Secretary, Tomas Nekongo summarising proceedings at the recent ISC Induction Workshop

TOOLS & EQUIPMENT FOR WVT
CEO, Jerry Beukes and Windhoek Vocational Training Centre Principal, Paulus Haukongo pictured at the handover of a consignment of VET tools and equipment to the centre
The NTA and the Promotion of Vocational Education and Training (ProVET) Project handed over certificates to two cohorts of candidates at a ceremony held in the capital, on the 1st of July 2016.

The first group of 12 candidates received ‘Occupationally Directed Education Training Development Certificate’ (OD-ETD) certificates, 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. The second group of 19 candidates received ‘Developing a Curriculum’ (DACUM) certificates, designed and delivered by the Canadian Vocational Association. The DACUM method is a total system for organising, delivering, instruction and the management of the learning process. The programme's competency analysis component has also become a standard in a large variety of organisations in the education, government, business and industry sectors, on all continents.

CEO, Jerry Beukes, highlighted the shortage of qualified trainers in his message to the graduates. "Institutions report enormous difficulties in recruiting qualified trainers. The current trainer shortages are likely to become significantly more serious over the next few years as trainee numbers rise", Beukes said. "I therefore encourage you to offer your skills and knowledge to others. Rest assured that the NTA will continue to invest substantially in growing the number of newly qualified and skilled trainers and further upskill those already in the system”, he noted.

The CEO also stressed the importance of investing in the development of local curriculum design expertise. “The continuous involvement of our industry stakeholders in the design and redesign processes to ensure that our locally registered VET unit standards and training curricula remain relevant, requires skilled and qualified facilitators and designers. Namibia does not have sufficient numbers and there exists a clear need to train more Namibians in curriculum design methodologies, to ensure that we keep pace with the demands of our industry sectors. Indeed, we have been hampered by a lack of curriculum design expertise and capacities in maintaining and advancing the quality and relevance of training programmes to the needs of the labour market”, Beukes said.

Beukes also thanked the Ministry of Higher Education, Training and Innovation and the ProVET Project for their sustained support. “Our detractors might deem the certification of these two groups of candidates today as insignificant, given the relatively small numbers. However, for the NTA and our partners, this ceremony signifies sustained progress in ensuring that Namibia in the future will have more trainers and curriculum designers available who will be able to offer high quality training to young Namibians wishing to enter the VET stream, and who will be able to design industry-relevant curricula”, he noted.