The Minister of Higher Education, Training and Innovation, Hon. Dr. Itah Kandjii-Murangi has described the inauguration of the newly-constructed Gobabis Vocational Training Centre (GVTC), as a historic achievement for the country’s Vocational Education and Training sector.

She made the remarks at an inauguration ceremony on the 31st of March 2016, describing the centre as a relevant and responsive step to address the training and skills needs of the country.

“This brand new public Vocational Training Centre therefore must strive from the onset to be the best by marketing its course offerings well, recruiting qualified and experienced instructors, making sure it offers accredited programmes by reaching out to local industries, and forge strategic partnerships for properly structured and accessible trainee internships”, she stressed. “The Gobabis VTC must at all times aim to give eligible and deserving Namibian youth options at post-secondary level to develop and harness their talents for self-sustenance and nation building” she noted.

Hon. Dr. Kandjii-Murangi also highlighted that the Namibian Government has prioritised and will continue to invest in the expansion of physical infrastructure and the transformation of the technical and vocational education and training system.

“The development of technical and vocational skills is one of the most critical areas of the national development agenda to fight unemployment and poverty. But, to accelerate skills development, it is necessary to align all education and training offered at tertiary level with set standards to ensure the employability of our graduates”, the Minister said.

Hon. Dr. Kandjii-Murangi also reiterated that skills development not only allowed young people to have access to training in a preferred skills area, but that it also provided ample prospects for young people to play an active role in shaping a better society, in which they can meaningfully and gainfully participate.

The GVTC’s course offerings include Office Administration; Airconditioning and Refrigeration; as well as Electrical General.

Construction started in March 2014 and the project was concluded in May 2015 at a cost of about 13.1-million Namibia dollars.
The Canadian Vocational Association (CVA), through the Namibia Training Authority’s Promotion of Vocational Education and Training (ProVET) project, is facilitating an intensive training course for employees of the NTA’s VET Standards Division.

The overall aim of the training intervention is to capacitate the employees in a very important aspect of their work, which is the development of a fit-for-purpose curriculum model.

According to ProVET Consultant, Alphs Shindi, the development of a curriculum model is regarded as a key step towards the further development of industry-relevant unit standards and qualifications. “There is currently no accredited training provider in Namibia that offers accredited training in this methodology. And, in our quest to ensure that our Standards Development Officers benefit from a comprehensive and high quality training course, we saw it fit to approach the CVA as a renowned international training provider to support us in this regard”, Shindi said.

He is also confident that the training programme will aid the participants in the execution of their daily work. “The development and revision of unit standards and qualifications is an important facet of the NTA’s overall mandate. This training programme can just add more value to the good work we are doing to ensure that the unit standards and qualifications we develop are of good quality”, he noted.

The CVA’s ‘Developing A Curriculum’ (DACUM) method was created in Canada in the 1960s. Originally designed and implemented as a total system for organising, delivering instruction and the management of the learning process, the DACUM has since evolved into a comprehensive competency development and management training programme.

The fundamental goal of the DACUM training and certification is to promote and disseminate best practices relative to the model as defined in the CVA Quality Assurance Standards. The programme’s competency analysis component (DACUM Analysis) has also become a standard in a large variety of organisations (education, government, business, industry, etc.) on all continents.

More than 1500 individuals have completed the DACUM training programmes. It has not only been extensively delivered in Canada, but in several other countries such as Argentina, Bénin, Brazil, Burkina Faso, Chili, Cuba, Finland, Israël, Mali, Mexico, Qatar, Rwanda, Sénégal and South Africa.

Greetings!

The past month has seen the NTA celebrating the good progress it has been making in freeing up more technical and vocational training opportunities for young Namibians.

Extension wings at the Rundu VTC and the Eenhana VTC were inaugurated, while a brand new vocational training centre opened its doors at Gobabis.

In celebrating our achievements, it is necessary that we give recognition to those stakeholders who have made our achievements possible. Someone once said and I quote: “Gratitude is the attitude that takes you to your altitude.”

I would therefore like to thank each and every partner and stakeholder, who have played a part in making these construction projects a success.

We look forward to further progress in extending the VET footprint to all corners of the country.

Yours in Vocational Education and Training,
Jerry Beukes

STAFF STAKE-OUT

SH: Tell us more about Wilbard Nangolo away from the office? The same Wilbard Nangolo, really. What you see is what you get. I try to be a gentleman wherever I find myself, whether at home or at the office. Quiet, reserved, calm and collected. I also strive to be the best father I can be to my daughter.

SH: What are your plans for 2016? I want to finish my university studies in Accounting. I really look forward to graduating this year. Studying part-time can be very challenging so yes, that is my main goal for the year. I have my eye on the prize.

SH: What do you enjoy about being a Debt Collection Officer? I enjoy dealing with stakeholders on a daily basis and help them with their queries. I also like that I get to work with such an enthusiastic team.

SH: Where do you see yourself in the next five years? I would like to grow in the area of Debt Collection. I am ambitious, so I am aiming for a senior position where I can grow to my full potential.

SH: How would you describe the NTA work environment? It’s generally a good environment. Colleagues are always friendly and we all share in a positive outlook in all we do. We have our ups and downs, but the NTA has a way of always bouncing back and that makes me want to work here.

SH: What is the first thing you do when you wake up? I pray to thank God for another day in my life and to protect and guide my family and I throughout the day.
DEADLINE LOOMS FOR SUBMISSION OF VET LEVY EMPLOYER TRAINING GRANT CLAIM APPLICATIONS

Eligible employers have until the 30th of April 2016 to submit claims under the Employer Training Grant Funding Window of the Vocational Education and Training (VET) Levy, for training conducted during the 2015/16 financial year.

To create awareness about this expectation, the NTA’s National Training Fund Department recently embarked on a nationwide sensitisation campaign to share information with employers about the criteria to be considered in the preparation of employer claim applications.

The Stakeholder spoke to the General Manager: National Training Fund, Joseph Mukendwa (photo) to shed more light on this process.

SH: What is the Employer Training Grant?
JM: All levies collected by the NTA in a financial year are to be disbursed at the end of that particular financial year, in line with the following allocation: 35% for Key Priority Training Grants; Up to 50% for Employer Training Grants; and Up to 15% for the NTA’s Administration Costs. In line with this formula, all eligible levy-paying employers may submit applications under the grant to the NTA within 31 days after the end of the financial year.

SH: What is to be considered under applications for the Employer Training Grant?
JM: The regulations relating to the application of the VET Levy define training as “training related to vocational training provided by a private vocational training provider accredited by the Namibia Qualifications Authority (NQA), or a State-owned Vocational Training Centre.

In line with this definition, the NTA is to consider the following training interventions under the Employment Training Grant: a) All NQA accredited VET courses; and b) Training courses not accredited by the NQA, but related to accredited VET courses. This may include short courses, in-house training and training outside of Namibia. Approval by the NTA Board is required in such cases.

SH: Tell us more about the eligibility criteria.
JM: Employers must meet the following eligibility criteria to submit a claim under the Employer Training Grant: a) Up to date with the payment of the VET Levy payable by the employer; b) Does not have any interest referred to in Section 38 of the VET Act or any penalty referred to in Section 39 of the VET Act, outstanding in respect of the VET Levy; and c) Has submitted to the NTA evidence of the implementation of training i.e. completed and submitted a claim form together with relevant documentation.

SH: What about costs? What qualifies for grants?
JM: Where training is conducted in-company, eligible costs include: a) Facilitator training costs for the duration of training; b) Cost of training materials used in the training process; c) Assessment and certification costs; and d) Subsistence and Travelling (S&T) allowance costs and expenses, for both facilitators and trainees.

Where training is procured from, or conducted by an external service provider, the following line items will be regarded as direct training costs: a) S&T allowance costs to and from the training venue; and b) Invoiced/receipted costs from the service provider.

SH: Tell us more about the types of evidence.
Evidence may include the following: a) Signed attendance register or certificates of attendance; b) Proof of payment/receipts from the training service provider; c) Tax invoices for training materials procured; d) S&T records in accordance with company policy; e) Accommodation receipts; f) Assessment and certification records; and g) Any other supplementary records and receipts applicable to the training.

For inspection purposes, employers are to maintain all of the aforementioned records and any other relevant supporting information, in line with the Directorate of Inland Revenue’s prescribed five-year retention period.

Employers who comply with the above criteria must submit claims to the NTA within 31 days after the end of the financial year.

SH: How do employers submit applications?
Employers should complete and submit claim applications online at the NTA’s corporate website, www.nta.com.na.

SH: Why is it important for eligible employers to keep to the set deadline of 30th April 2016?
JM: It is important that they do. It gives us the time we need to evaluate applications and ensure that funds are disbursed timely. Those who do not make the deadline risk losing their 50% allocation.

SH: Tell us about your recent nationwide sensitisation campaign.
JM: Three teams visited key locations across the country from the 29th of March until the 13th of April 2016 and had meetings with VET Levy-registered employers. These meetings were aimed at clarifying aspects relating to the eligibility criteria on which claims under the Employer Training Grant are based. The teams also zoomed in on the types of evidence to be submitted as part of claim applications, specific cost items that qualify as actual training costs and the online system to be used for submission of claims.

SH: How was the response from employers?
JM: Overall, very good! Indeed, the feedback from the three teams indicates that the VET Levy-registered employers remain in support of the VET Levy as a key programme through which industry can play its part in the upskilling of the Namibian labour force.

SH: Who can employers contact should they have questions?
JM: They are welcome to contact our Helpdesk at 061-2078 542 or 061-2078 566.
The month of March has seen the Minister of Higher Education, Training and Innovation, Hon. Dr. Itah Kandjii-Murangi inaugurating extension wings at the Rundu Vocational Training Centre and the Eenhana Vocational Training Centre.

Speaking at the inauguration ceremony at the Rundu VTC on the 14th of March 2016, Hon. Dr. Kandjii-Murangi said that her Ministry will continue to prioritise investment in the Vocational Education and Training sector. “There is no better investment that individuals, parents, and the nation at large can make, than an investment in Vocational Education and Training of the highest possible quality”, the Minister emphasised.

Hon. Dr. Kandjii-Murangi also stressed the Namibian Government’s intent to further broaden access to Vocational Education and Training services in the establishment of the Namibian House. “It is a vision under which Vocational Education and Training services are accessible, equitable and of good quality. The terms of the partnership between the Ministry and the NTA are therefore clear. Urgency, resolve, commitment and perseverance in establishing a national Vocational Education and Training regime, which delivers the skills so desperately needed for the Namibian House.

The Rundu VTC project scope covered alterations to existing buildings, the construction of a new kitchen and multi-purpose room, construction of a new Welding and Metal Fabrication workshop and external works, including road and paving works, and storm water and soil drainage reticulation systems.

Construction commenced on the 14th of March 2014 and practical completion was achieved on the 14th of July 2015. Total construction cost amounted to N$ 45 million.

Officiating at the inauguration ceremony at Eenhana VTC the next day, Hon. Dr. Kandjii-Murangi once again stressed the importance of investing in the Vocational Education and Training sector.

“For far too long, Vocational Education and Training has been the neglected stepchild of our education system. We have realised that this neglect has to stop and that we need to re-imagine Vocational Education and Training and tap into the enormous potential it offers us to prosper as a nation”, the Minister highlighted. “Our people are admittedly impatient and require us to be more rigorous in creating more training opportunities, countrywide. Children get only one chance at an education and we cannot afford to turn more deserving children away, simply because our local training market is not keeping pace with the growing demand for training opportunities”, she said.

The Eenhana VTC project scope covered alterations to existing buildings, construction of a new administration block, new classrooms, a new storeroom for bulk supplies, as well as external works, including paving and water and sewer reticulation systems.

Construction commenced on the 14th of March 2014 and practical completion was achieved on the 18th of September 2015. Total construction cost amounted to N$ 25,2 million.
PICTURE FOCUS
From Around and About the VET Scene

TOOLS FOR WVTC
WVTC Principal, Paulus Haukongo and WVTC Board Member, Urbanus Dax at the recent equipment handover ceremony

PARTNERS IN QUALITY VET
Namibia Construction Skills Academy’s Jannie Rall and KAYEC’s Nelson Prada pictured during a teabreak at the recent 2016 Training Provider Forum

INAUGURATION KEYNOTE
Higher Education, Training and Innovation Minister, Hon. Dr. Itah Kandjii-Murangi, at the EVTC extension wing inauguration

VET KNOWLEDGE
Former Prime Minister and COSDEF Chairperson, Hon. Nahas Angula, at the GVTC inauguration ceremony

VET PROGRAMMES TEAM
VET Programme Manager, Amon Haufiku posing with his team members Vennus Sibeya and Sackey Angala at a recent stakeholder meeting

VET CURRICULUM EXPERTS
Participants from the VET Standards Division and the ProVET Project attending the DACUM training workshop

GOBABIS VTC DOORS OPEN
Higher Education, Training and Innovation Minister, Dr. Itah Kandjii-Murangi and GVTC Manager, Sara Pieters

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

AUTOMOTIVE TRAINING
OVTC Automotive Trainer, Ebson Katjinamunene receiving Lucas Nulle Institute certificates from OVTC Manager, Penson Mootu and Acting COO, Richwell Lukonga
The Namibia Training Authority and its Promotion of Vocational Education and Training (ProVET) project, in partnership with local training institutions and experts, have developed a range of vocational training unit standards and qualifications for the agricultural sector.

Six qualifications have now been registered on the National Qualifications Framework (NQF) as follows: National Certificate in Livestock Husbandry Level 2; National Certificate in Livestock Production Level 3; National Certificate in Horticulture and Crop Husbandry Level 2; National Certificate in Crop and Horticulture Production Level 3; National Certificate in Farm Machinery and Infrastructure Level 2; and National Certificate in Farm Machinery and Infrastructure Level 3.

ProVET Consultant, Yvonne Doerfler, who played a leading role in the development of the unit standards and qualifications told The Stakeholder that the registration of the unit standards and qualifications ushered in a new era for skills training in the local agricultural sector. Doerfler also highlighted that local public and private training institutions have already indicated their interest to include agriculture training into their respective course offerings. These include amongst others the Tsumis Agricultural College, Rundu Vocational Training Centre, Zambezi Vocational Training Centre, Grootfontein Agricultural College, National Youth Service and the in-house training centre of the Ministry of Agriculture, Water and Forestry.

“We are really delighted by the interest shown by local training institutions, who seem very eager to not only offer certificate courses to upskill farmers, farmworkers and agriculture trainers, but short courses as well”, Doerfler said. “Indeed, some of these training institutions, most notably the Ministry of Agriculture, Water and Forestry, have indicated that they wish to commence with first intakes from as early as September this year.”, she stressed.

Doerfler also thanked all roleplayers for the invaluable contributions they have made to the development of the unit standards and qualifications.

“Developing new unit standards and qualifications that are industry-driven is not an easy assignment, and as team leaders, we had to consult far and wide to secure the input of members of the broader agricultural sector. Their active involvement have ensured our success and we hope that the broader sector will now embrace the provision of standardised skills training for farmers and farm workers”, she observed.

Condolence
noun
Sympathy with a person who has experienced pain grief or misfortune
Often condolences – An expression or declaration of sympathy

The Namibia Training Authority (NTA) family is deeply saddened by the news of the sudden and unexpected passing of our colleagues:

ERICK TJANDJA & SHANE ISAKS

Erick Tjandja was employed as the Centre Manager of the Rundu Vocational Training Centre at Rundu in the Kavango-East region, while Shane Isaks was employed as an Assistant Maintenance Officer in the Asset Management Division at the Head Office.

The NTA family mourns deeply their passing. We will remember their unique contributions to our organisation and its successes. Our heartache and sorrow at this time are insignificant compared to the grief and anguish their bereaved families must be feeling. Our hearts and prayers go out to them that they may find peace and healing.

“We blessed are those who mourn, for they will be comforted.”
Matthew 5:4

STAKEHOLDER DIARY

• 30 April 2016
Deadline for Submission of VET Levy Employer Training Grant Applications

• 16th May 2016
Board Finance Committee Meeting, NTA Village

• 17th May 2016
National Training Fund Council Meeting, NTA Village

• 18th May 2016
Board Human Resource Committee Meeting, NTA Village

• 19th May 2016
Board Technical Committee Meeting, NTA Village

• 20th to 21st May 2016
Annual Board Retreat

• 24th May 2016
Board Strategic Committee Meeting, NTA Village