Making the announcement in a media statement issued in Windhoek on the 2nd of June 2016, Board Chairperson, Otto Nakasole Shikongo congratulated Beukes on his appointment, emphasising that the Board was looking forward to the NTA and the broader Vocational Education and Training sector being the beneficiary of his proven leadership and management skills. Beukes had been acting in the capacity of CEO, since February 2015.

He holds a Master of Arts degree from the University of the Western Cape (UWC) and a Master of Business Administration degree from the Management College of Southern Africa (MANCOSA). Before joining the NTA in 2014 as its Chief Operations Officer, Beukes held the position of Director: Programme Development and Registration at the then Polytechnic of Namibia (now Namibia University of Science and Technology). *The Stakeholder* caught up with the new CEO and asked him a few questions:

**SH:** Few people know this about you, but you started out as a teacher. Tell us about your journey from teacher to CEO.

**JB:** It has been an exciting journey. I would not say that when I graduated as a teacher that the long-term goal was to be a CEO. However, somewhere in that first seven (7) months that I taught at Ella du Plessis High, I realised I liked being in leadership. With that in mind, I took a deliberate decision to leave teaching and to instead take on a wide variety of jobs in different functions and capacities to give me a breadth of understanding of the whole education sector. I have learned so much from different employers and really engaging in their cultures. I’ve picked up on different leadership styles and different strategies that work in different organisations and environments. I now have the opportunity to take the best of all of these experiences and create a culture I think is best suited for the NTA in living up to its mandate.

It will be an opportunity based on the appreciation that people are what make an organisation - That while you need talented people to be successful, people do not run themselves. That they are only as good as the people you have managing them.

**Continue on Page 5**
Members of the NTA’s various Industry Skills Committees (ISCs) attended an induction workshop in the capital on Friday, 10th June 2016.

Officially opening the workshop, NTA CEO, Jerry Beukes, commended the members for their proactive response to serve on the ISCs. “We felt it necessary to conduct this induction exercise to ensure that you add value to our mandate of establishing an efficient and effective training system by becoming competent and effective members of our ISCs, in the shortest possible time. We are confident that your expert contribution will better equip the NTA to address the training needs in your respective industries, and in our country, at large.” Beukes noted.

Beukes also highlighted the growing awareness that accelerated economic development depended on increasing the productive capacity of industries and that this in turn depended on developing a TVET system, which provided people with the skills needed by industry, and which provide citizens with access to employment.

“This closer alignment of training with the needs of the labour market is indeed a key objective of the Vocational Education and Training Act of 2008. As standing committees of the Board and comprised of senior people from industry, the ISCs helps us develop a training system driven by the needs of industry. This is done through a tripartite approach that involves a collaborative partnership between the NTA, training providers and industry”, Beukes explained.

The CEO also highlighted that as representatives of their respective industry sectors, the mandate of the ISCs was to ensure that the current and future training needs of their respective sectors are indeed recognised and incorporated into the NTA’s training plans and activities. “I cannot emphasise enough the importance of your ongoing input and involvement. The training priorities you will identify will inform the NTA’s programmes of action to develop the qualifications, unit standards and training programmes necessary to meet the skills needs in your industries. The industry intelligence you provide will be a driving force in developing the responsive and demand-driven VET system, so clearly envisioned in the VET Act of 2008”, Beukes highlighted.

The workshop included presentations by the NTA’s departmental and divisional heads, focusing on a wide range of topics about the organisation and its core functions, including the Application of the VET Levy; the VET Expansion Project; Registration of Training Institutions; Assessment and Assessment Services; VET Curriculum Implementation; the Development of VET Unit Standards and Qualifications; VET Advocacy and the 2016 National Skills Competition and Exposition.

Greetings!

I am humbled by my appointment as the NTA’s Chief Executive Officer. I remain at the service of this organisation and its wide array of stakeholders. I will not be able to do this work without their support.

As such, I ask the NTA’s development and implementation partners to be a voice for higher expectations for elevating the TVET stream. I ask our industry partners to be a voice for strengthened support to our technical and vocational training institutions.

I also ask our training institutions to prepare for the future and transform themselves into quality institutions where our trainees can succeed. I ask instructors to become life-long learners and invest in improving their skill sets.

I ask parents to give technical and vocational careers a fair chance and to encourage their children to take up such career paths.

I ask my team to continue to work with urgency, persistence and with courage to make these important changes a reality for every single child.

Yours in Vocational Education and Training,  
Jerry Beukes
THE FOLLOWING VACANCY EXISTS AT THE NTA:

CHIEF OPERATIONS OFFICER

Paterson Job Grade – E4 (Five-Year Contract)

Reports to: Chief Executive Officer

Job Purpose: To provide strategic leadership in ensuring that the NTA delivers on its mandate of effective regulation through industry responsive unit standards and national qualifications, funding, accreditation, quality training and assessment services, in accordance with identified stakeholder needs.

Key Accountabilities:
• Develop and oversee the implementation of Annual Business Plans, in line with the NTA’s rolling five-year Strategic Plan;
• Develop and implement VET policies to ensure compliance with statutory requirements;
• Oversee the development of relevant competence-based materials, comprising of unit standards, national qualifications, curricula and training manuals to respond effectively and efficiently to industry and national skills development needs;
• Foster and enhance relationships with internal and external stakeholders;
• Manage the Operations Department and resources (budget control, risk management, performance management, staff development and motivation); and
• Review, design and implement fit-for-purpose systems, standards and methodologies for effective delivery of VET.

Minimum Qualifications and Experience:
• Master's degree in Business Management/Operations Management/Education and Training;
• Minimum ten years management experience, of which at least five years must have been at senior/executive management level in a medium-size/large organisation in the public or private sector; and
• National, regional and international exposure to the VET sector will serve as a distinct advantage.

Knowledge and Skills:
• Strategic and Operational Planning, with emphasis on the VET sector;
• Governance and Risk Management;
• Performance Management;
• Strategic focus and ability to think and operate on a strategic level;
• Strong analytical, problem-solving and decision-making skills;
• Strong interpersonal and communication skills (verbal and written);
• Excellent report writing skills;
• Ability to manage multiple concurrent projects and complex assignments;
• Excellent leadership skills;
• Ability to establish and maintain positive relationships with key stakeholders;
• Computer literate; and
• Must be ethical with high emotional intelligence (EI).

The NTA offers an excellent working environment and competitive remuneration for prospective employees.

Candidates from Affirmative Action-designated groups are encouraged to apply.

Applications should be emailed to mwolf@nta.com.na or hand delivered at NTA Village, Rand Street, Khomasdal, Windhoek.

For enquiries contact Ms. Bernadette Sam at (061) 207 8577.

Only shortlisted candidates will be notified.

No documents or CVs will be returned.

CLOSING DATE: 11 JULY 2016
The NTA is inviting eligible Namibians with advanced vocational and and technical skills and hands-on experience in their respective fields to register for its upcoming Recognition of Prior Learning (RPL) Assessment Round.

RPL is the process of formally recognising skills and knowledge acquired over years, regardless of how, when and where such learning occurred. NTA RPL Coordinator, Moses Tjirare (photo) told The Stakeholder that many such candidates now had the opportunity to apply for RPL Assessment in selected occupational areas. “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 many candidates. If selected, they will undergo assessment within current industry standards and obtain qualifications that may add value to their personal portfolios”, Tjirare explained.

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.

Completed application forms should be hand-delivered or couriered to the NTA Head Office, Rand Street, Khomasdal, or one the following Vocational Training Centres (VTCs): Eenhana VTC; Rundu VTC; Okakarara VTC: Valombola VTC; Windhoek VTC; and Zambezi VTC. Upon selection, applicants will be invited for an induction workshop where they will receive training in gathering and sampling evidence pertaining to the products of their work. Such evidence may include photographs, articles, letters, reports, testimonials, and reference letters.

Tjirare encourages eligible candidates to grab the opportunity and to submit applications before the deadline of Thursday, 30th June 2016. “Participating in this RPL assessment round will certainly enhance the knowledge and skills of a participant who will be formally awarded a National Qualifications Framework-registered qualification, that in turn can boost career growth and exposure to lifelong learning”, he emphasised. (See Detailed Notice Advertisement below)

**Qualification**

| Hospitality & Tourism     | Accommodation Services & Food and Beverage Services | 2 |
| Core Commercial Cookery & Skills | 3 |
| Food & Beverage Operations | 3 |
| Front Office Operations   | 3 |
| Housekeeping Operations   | 3 |
| Tour Guiding              | Apprentice Guide | 3 |
| Transfer Driver           | 3 |
| Local Guide               | 3 |
| General Construction      | Joinery & Cabinetmaking | 2 & 3 |
|                           | Plumbing & Pipefitting | 2 & 3 |
|                           | Bricklaying & Plastering | 2 & 3 |
| Manufacturing, Engineering & Technology | Welding Fabrication | 3 |
|                           | Auto-Mechanics | 3 |
|                           | Hairdressing | 2 & 3 |

Prospective applicants should meet the following criteria:
Level 2: A minimum of 3 (three) years relevant working experience.
Level 3: A minimum of 5 (five) years relevant working experience.

Occupation-specific application forms can be accessed through the ’Downloads’ section on the NTA corporate website www.nta.com.na, or collected at the Assessment and Certification Division, Routh Street, Northern Industria. No faxed or e-mailed documents will be accepted.

**APPLICATION DEADLINE: THURSDAY, 30 JUNE 2016**

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<tr>
<th>Enquiries:</th>
<th>Role</th>
<th>Contact Number</th>
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<tbody>
<tr>
<td>Andrea Arends</td>
<td>RPL Officer</td>
<td>0813061599 <a href="mailto:aarends@nta.com.na">aarends@nta.com.na</a></td>
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<tr>
<td>Millicah Mabuta</td>
<td>RPL Administrator</td>
<td>0812866792 <a href="mailto:mmabuta@nta.com.na">mmabuta@nta.com.na</a></td>
</tr>
<tr>
<td>Moses Tjirare</td>
<td>Senior Assessment Officer</td>
<td>0812345112 <a href="mailto:mtjirare@nta.com.na">mtjirare@nta.com.na</a></td>
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SH: What leadership styles do you value? What is your leadership style?

JB: There are bits and pieces I have picked up from other leaders at all levels, during my career. Some were good at engaging and empowering the workforce, while others focused on prioritising the bigger issues. Some excelled at setting context to align people towards a common goal, whereas others taught me the importance of stewardship. Some taught me that you need excellent individual players who are also dedicated to playing as a team, whereas others taught me to strive for that all elusive balance between being task-oriented and people-oriented.

My own style is more of a motivator and change agent. I really thrive in motivating people to achieve an outcome and then turning them loose and watching them achieve, while still holding them accountable for their results. I devote the time necessary to make sure everyone understands where and how he or she adds value and I try to have a personal connection with everyone. As a basic principle, I always endeavour to lead by example and make a positive impact on the lives of people I interact with. It is not easy to do, but I think it is essential. That is my preferred style and that is what drives me.

SH: The NTA has gone through turbulent times over recent years, especially as far as the long-dragging disciplinary process against your predecessor and recent news reports that the NTA might be dissolved are concerned. How do you plan to foster a cohesive corporate culture in the midst of such challenges?

JB: By being visible and communicative and respecting all levels of the organisation, from the general worker all the way up to the senior leadership team, the Board and our line Minister. You cannot over-communicate. And I will expect my management team to make sure we communicate effectively both inside and outside the organisation. We need to ensure that all our employees understand our strategic expectations, where we are relative to those expectations, and what role each and everyone has to play to meet those expectations.

I strongly believe we’re on the right path. We’ve got the support of our line Ministry and our Board. We’ve got a strong and robust implementation framework through our annual business plans and performance tracking mechanisms. We’ve got the support of stakeholders. We’ve got a team that’s going to make this transformation happen. It’s already happening.

SH: Before joining the NTA in 2014 as its Chief Operations Officer, you held a very senior position of Director: Programme Development and Registration at the then Polytechnic of Namibia (now Namibia University of Science and Technology). What motivated you to join the NTA?

JB: I grew up in Rehoboth - a community renowned for the quality of its artisans, especially in the construction industry. As such, I grew up appreciating and admiring first-hand how proud and skilled craftsmen - most of whom without any formal education - were able to provide for their families, and do so well. My late dad was a builder, so I experienced his craftsmanship and dedication first hand. It shouldn’t, therefore, come as a surprise to you when I say that I have indeed been a keen follower of the NTA since its establishment in 2008 and I have always wanted to be part of this exciting national assignment to establish a new and relevant national TVET system for economic empowerment, sustainable livelihoods and responsible citizenship.

While, I was equally excited by the opportunities that came with the transformation of the Polytechnic into the Namibia University of Science and Technology, I could not say no to the opportunity to join the NTA as its Chief Operations Officer in 2014. Today, I am fortunate and humbled to now lead this very important organisation as its CEO.

SH: What, in your opinion, is the biggest challenge facing the local TVET sector?

JB: There are several. A lack of equitable access to training opportunities in all 14 regions, inconsistencies in the quality of training, the absence of a unified training system, a lack of industry responsive training programmes in key areas, the availability of qualifications on higher levels that can articulate into higher education qualifications and transforming our overall TVET system into one that is demand-driven.

Perception about TVET, and the unfair bias against it remains a huge challenge. Yes, we live in a society that still considers the TVET track as a dead-end option for fit only the academically less-endowed. This dysfunctional bias is destructive to our children who should have the opportunity to be trained in whatever skills their natural gifts and preferences lead them to. It is also destructive to us as a country. Many of the skills most needed to compete in the global market are skills that fall into the TVET domain. The absence of such skills has cost us, and is continuing to cost us as a nation.

SH: You have alluded to a lack of access to training opportunities. What are the NTA’s plans to address this challenge?

JB: The desire of so many Namibian children to enroll for TVET courses is clear for all to see, but we still lack sufficient opportunities, as our training market is small. We owe it to our children to give them that chance, but we are not going to through good intentions alone. Making that happen at scale for the many, and not for the few, that will take real action.

And that is why the NTA’s Master Plan for the Expansion of Vocational Education and Training is of such importance. With the recent opening of the Gobabis Vocational Training Centre, the number of public TVET institutions increased from seven to eight and the national TVET footprint has now been extended to also include the Omaheke region. Under the Master Plan, and in line with the Harambee Prosperity Plan, this footprint needs to be extended to other parts of the country where there is currently no such institutions. Although still under development, it is an ambitious plan. But, I say that while ambition may be the path to success, persistence is always the vehicle that gets you there. That is also why the NTA’s achievements should merely make our organisation determined to do more. The local training market is too small, period. We need to grow the market and we need to do so with rigour and determination. We owe it to our children to do it now, and to not wait.

SH: What is your vision for the NTA and the country’s TVET sector?

JB: The terms of the NTA’s assignment are clear. As an enterprise of the Government, it needs to spearhead the transformation of our TVET system into a mainstream activity for youth development and employment, entrepreneurship development, as well as human capacity building. That is the challenge. A credible TVET strategy must necessarily fit into our socio-economic context. In my opinion, the NTA’s rolling five-year strategy is proving itself credible in this regard. I therefore see my role in leading this transformation as one under which I need to now build on further mobilising our stakeholders in a concerted effort to create synergies and share responsibilities for the further harmonisation of our country’s TVET policies and programmes.

My vision is aligned to that of the NTA’s five-year rolling strategy set by our Board for the TVET sector, which is for the NTA to establish itself as the national port of call for technical and vocational skills, through the effective regulation and funding of training services and the sustainable delivery of quality technical and vocational skills, to the benefit of our stakeholders. And while I am aware that there exists no single model that guarantees success, I am sure I can improve the odds by making our transformation meaningful through modeling the desired mindsets, building a strong and committed team, and relentlessly pursuing impact. I am excited to do this work together.
PICTURE FOCUS
From Around and About the VET Scene

SOE SPORTS DAY
CEO, Jerry Beukes and other Head Office colleagues pictured at the recent SOE Sports Day, organised under the auspices of the Ministry of Public Enterprises

BOARD CHAIR
NTA Chairperson, Otto Shikongo pictured at a recent staff meeting

REGISTERED TRAINING
R.I.Katjire Training College Training Coordinator, Beres Katjire pictured during a visit to his workshop

PARTNERS IN VET
National Youth Council Executive Secretary, Mandela Kapere recently paid a visit to the NTA’s CEO, Jerry Beukes

BEAUTY IN VET
Trainees at the Shadonaii Training Centre pictured during a practical session

VET GIRL POWER
Welding and Metal Fabrication trainees at the Windhoek VTC smiling for the camera

VET @ WORK
A Bricklaying trainee at the Rundu VTC preparing for a practical session

SERIOUS BUSINESS
NTA CEO, Jerry Beukes and Namibia Qualifications Authority CEO, Franz Gertze

VET TESTING
An Auto-Mechanics trainee at the Rundu VTC testing the spark plugs on a demonstration engine

SHARE YOUR VET PICTURES AND HAVE THEM PUBLISHED IN OUR MONTHLY E-NEWSLETTER
info@nta.com.na
The town of Eenhana in the Ohangwena region is to play host to the 2016 edition of the Annual Vocational Training Centre (VTC) Sports Games, from the 22nd to the 24th of August 2016.

Speaking to The Stakeholder, Chief Organiser and Vocational Education and Training Sports Union (VETSUN) Chairperson, Protasius Simon said preparations were in full swing and that the Eenhana Vocational Training Centre (Eenhana VTC) was working in close collaboration with the Town Council and other local roleplayers, including the business community, to ensure that the event was a success.

“We are indeed humbled by the trust bestowed by the VETSUN on the Eenhana VTC to host this event. This sports tournament has been growing from strength to strength over recent years and is steadily gaining ground in establishing itself as a premier platform from which to introduce and market the various vocational training centres as institutions that offer quality training, whilst at the same time prioritising healthy lifestyles for our trainees, through sport”, he highlighted.

Teams are going to participate in the following codes: Netball; Football (Men); Football (Ladies); Volleyball (Men); and Volleyball (Ladies). Floating trophies are up for grabs in all disciplines, while the organisers also plan to hand over medals to the top three teams in each discipline and trophies for the best sportsman and sportswoman.

Eenhana VTC, Okakarara VTC, Rundu VTC, Valombola VTC, Zambezi VTC and Windhoek VTC have already confirmed their participation. “Invitations have also been extended to the National Youth Service and other private training institutions to participate in the event. We are waiting anxiously on their feedback as our plan is to grow this event into one that is not for the VTCs only, but for all VET institutions in the country”, Simon stressed.

The three-day event is to take place at the Ponhofi Sports Stadium at Eenhana.

Simon can be contacted at 0812336309 for more information.

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EENHANA TO HOST 2016 VTC ANNUAL SPORTS TOURNAMENT

14 – 17 SEPTEMBER 2016
Ramatex Complex, Otjomuise

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