The NTA is seeking the services of an implementation partner towards ensuring the successful and full-scale implementation of its Strategic Plan.

According to the Chief Operations Officer, Jerry Beukes, it is anticipated for the implementation partner to support the management team in identifying specific areas in the Strategic and Business Plans for rendering of the envisaged strategic support.

More specifically, the implementation partner will be expected to coordinate, i.e. ensure effective execution, and provide support in implementing recommendations emanating from strategic initiatives such as the VET Expansion Pre-feasibility and Feasibility Studies; Study on Competency-Based Education and Training (CBET); Stakeholder Perception and Satisfaction Survey; National Assessment and Certification Framework; Entrepreneurship Concept; VET Levy Key Priority Grants and the Strategy for Up-skilling of VTC Trainers.

The implementation partner is also to assist in revising and implementing the Monitoring and Evaluation Framework for implementation of the NTA's Strategic and Business Plans and to provide any other guidance, advice and support as required by the NTA Board and management, to facilitate the successful implementation of the Strategic and Business Plans.

Beukes states that the Terms of Reference makes provision for a detailed Work Plan to be developed in consultation with management as a basis for this engagement.

In addition, it is expected that detailed quarterly reports based on activities in the pre-agreed Work Plan be submitted to the NTA Executive Committee for consideration and onward submission to the NTA Board.

It is anticipated that the implementation partner will initially be engaged for a period of one year with the option to extend, depending on the quality of services rendered. The partner, through its lead consultant, will report directly to the Acting Chief Executive Officer on a day-to-day basis.

Beukes looks forward to the appointment of the implementation partner. “To have a Strategic Plan is one thing – to give full effect to what is envisioned thereunder, is another. Only through concerted and determined implementation can the NTA fulfill its strategic mandate to achieve an effective and sustainable national system of skills formation”, he stressed.

Interested parties experienced in the areas of Strategy Development and Implementation, Monitoring and Evaluation, Project Management and Education and Training have until the 20th of October 2014 to buy the tender documents and submit their proposals.
Members of the management teams of all VTCs attended a retreat at the Safari Hotel and Conference Centre from the 2nd to the 4th of September, where they started with the drafting of centre business plans, which in turn are to be aligned with the NTA’s five-year Strategic Plan and annual business plans.

This step is in line with provisions under Section 49 of the Vocational Education and Training Act, of 2008, which tasks the Board of the NTA to oversee the transformation of the state-owned Vocational Training Centres into self-reliant vocational training providers. It is against this background, that the NTA Board and management saw it fit to develop three-year rolling business plans for each of the VTCs.

General Manager: Operations, Richwell Lukonga (photo), who supervises the process, told The Stakeholder that the adoption of business plans at the various VTCs should indeed be considered a huge milestone in efforts to remodel the VTCs as centres of excellence and to counter negative industry perceptions under which they are viewed to be oversubsidised and substandard.

“Since inheriting the VTCs from the Ministry of Education, the NTA has implemented a wide range of initiatives aimed at improving training delivery and enhancing the quality of management practices at the VTCs. For all of them to soon have and implement their own business plans sends out the right signals to industry that we mean business”, Lukonga stressed. “The business plans for the VTCs will serve as single reference documents to outline training goals, marketing and growth plans and financial and management objectives”, he added.

Consultancy firm, Hoosen Rasool & Associates facilitates the process. The firm has extensive experience in strategic and business planning in education institutions.

The firm has served as a strategic business advisor to the Regenesys Business School and has also developed a business plan for the Management College of Southern Africa, MANCOSA.

Greetings!

The VET sector keeps on expanding to keep up with economic growth and technological advancements. The development of new and the review of current VET unit standards and qualifications therefore stand central in the NTA’s ongoing endeavour to re-engineer a relevant national training system that addresses the needs of industry, now and in future.

This continuous activity relies heavily on the input and participation of industry and other stakeholders to ensure the relevance of the developed materials.

Not only does industry participation ensures that developed materials are of ‘registrable’ quality for registration on the National Qualifications Framework, more importantly, it contextualizes the developed materials to suit local needs. The relevance of our qualifications makes it essential that all industry stakeholders participate in the latest round of consultations to take place over the next two months.

While the NTA remains committed to the ongoing development of qualifications, it can only do so in partnership with our industry stakeholders.

Yours in Vocational Education and Training,
Ester Anna Nghipondoka

SH: What do you value most in life?

Love, honesty, discipline and fairness. And just the opportunity to live another day. Life is beautiful!

SH: Who is Veripi Kangumine?

She is a fearless but collected woman. Although she grew up in the village, she can fit into any environment. A hard worker who likes challenges and who encourages other women not to fear the male-dominated corporate world. I believe that one can be a good parent and a professional woman at the same time.

SH: What do you do after a long day of hard work at the NTA?

I go for walks and mountain climbing to keep fit (this I do three times a week). On the other days I go home to relax or study if I’m not very tired.

SH: Share with us that innermost desire/dream?

To qualify as a CGMA (Charted Global Management Accountant), hence the registration with CIMA (Charted Institute of Management Accountants). Also to see the NTA adding on its recent successes.

SH: Where do you want to see NTA after five years?

That the NTA succeeds with the VET Levy and that it is seen as the best parastatal in the country. I want to hear employers say the VET Levy was worth introducing, because it enabled them to train employees who deliver better services. I want the general public to deem the NTA as a caring corporate citizen who supports the empowerment of individuals and communities through skills development.
Consultations With Levy Paying Employers on Training Interventions

The National Training Fund Department has embarked on a round of intensive stakeholder consultations aimed at gathering intelligence from VET Levy-paying employers on capacity building programmes being conducted in industry, and the costs associated with such programmes.

The Stakeholder approached Mighty Katulo, Manager: Training Advisory Services (photo) to shed more light on this initiative.

SH: Tell us more about the stakeholders meetings with levy-paying employers and your planned survey on the types of training planned for the month of October

MK: The VET Levy is being implemented as per the Vocational Education and Training Act of 2008 to support and fund training interventions. A key component of the VET Levy implementation framework is the In-Company Training Grant Funding Window which allocates 50% of levy paid by eligible employers as a refund against actual cost of training. The NTA is from the 3rd of October 2014 to have consultative meetings with levy-paying employers to collect information on the types of capacity building programmes being conducted in industry, and the costs associated to it.

SH: Why the decision to focus on the types of training and associated costs?

MK: We expect to gather intelligence with regards to the types of capacity building programmes being conducted in industry. Data so generated will also assist us in reviewing current structures and frameworks to support the process of evaluation and approval of in-company training evidence and/or reports prior to disbursement. Conversely, the NTA will use the information to develop a database for training providers especially those providing training for employers.

SH: What about those levy-paying employers that you will not be able to meet?

MK: It is indeed a challenge to reach all 2,150 employers registered to pay the levy in a single month. To ensure that we have the information from a representative sample of employers, we are supplementing the visit with a three-page survey that is to be e-mailed to all levy-paying employers. In addition, we have arranged meetings with bigger industry employer groups (See Stakeholder Diary on page 6 for full meeting schedule). Further consultative meetings with stakeholders that we will not be able to see will be held in November.

SH: Why is it important that levy-paying employers respond to the survey?

MK: Generating accurate, reliable and first-hand intelligence on the types of training being conducted by industry will significantly shorten the timeframe under which the NTA is to evaluate claims to be submitted by employers. The NTA is to consider the survey responses to determine the relatedness of such programmes, to programmes accredited on the National Qualifications Framework.

SH: How do you intend ensuring the confidentiality of respondents?

MK: Employers should not be concerned. Information collected from this exercise will only be used for the intended purpose. In our reports, data will be aggregated per sector, not per company. This means that we will not reveal the names of companies in the report. In addition, raw data collected from employers is only accessible to NTA employees.

SH: When can stakeholders expect to know the outcomes of your consultative meetings?

MK: We plan to make available the full report on the types of training conducted by industry to our stakeholders in December, this year.

All VET Levy Employers! This is a friendly reminder that your monthly investment in the VET Levy for September 2014 is due on or before the 20th of October 2014. Avoid penalties and interest. Pay before the deadline!

For further information, contact us at Toll-free Number: 0800 2078 550, levy@nta.com.na

OCTOBER 2014
The recent introduction of the VET Levy has once again brought to the fore the issue of the recognition of “short courses”, with many a training institution now seeking recognition for such courses they offer.

The NTA and its quality assurance partners, the Namibia Qualifications Authority and the National Council for Higher Education are also being inundated with requests from institutions to consider granting some form of recognition for such courses.

_The Stakeholder_ caught up with the NTA’s Manager: Quality Assurance, Ian Gicheru (photo) to share his thoughts on the matter.

### 3. What is the definition of a short course?

There is no clearly defined universal definition of a short course and it varies from country to country, depending on the context in that particular country.

There are several ways in which a short course could be contextually defined in Namibia.

- A short course could be defined as any learning generally involving less than 400 hours of learning.
- It could also be defined as learning which takes less than a day where the assessment component takes place after learning is completed; and
- It could also be defined as any course of learning which results in something less than a whole qualification.

### 4. Why is the recognition of short courses problematic?

The answer to this question is rather complex because of the requirements of the National Qualifications Framework (NQF).

The NQF is a qualification system and qualifications are only awarded after learning and assessments, which are quality assured, has taken place.

### The Challenge with Most Short Courses

The challenge with most short courses is that they do not follow a robust quality assured learning and assessment process however necessary they may be.

This means that such courses are therefore not formally recognised and hence cannot afford many Namibians opportunities for life-long learning or career pathways.

### 1. So what is the way forward now?

The three Quality Assurance bodies have been engaged in discussions to try and see how “short courses” can receive “recognition” status in the country.

The discussions have led to the development of a discussion paper which is now available for download on the NTA’s corporate website.

The idea is to engage various stakeholders to obtain their views which will further set the framework for the recognition of “short courses” in Namibia. Stakeholders are urged to peruse and give thought to the document and attend a planned consultative stakeholder workshop to be held at Heja Lodge outside the capital on the 3rd of October 2014.

### 2. Should short courses be recognised?

At the end of the day, it is important to recognise that all learning has value, however mundane the learning might be. This is also enshrined within the principles of the National Qualifications Framework, which give all Namibians the right to lifelong learning, no matter where, when and how, that learning was undertaken.

The draft CBET Model is also available for public comments from the following website:

[www.TEN-namibia.org](http://www.TEN-namibia.org)

For further information, contact:

Rudi Wolf
TEN (Pty) Ltd
P.O. Box 90102
Windhoek
Email: info@ten-namibia.org
Tel: 061-252478
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**INVITATION**

The NTA has initiated a review of the current approach to Competency-Based Education and Training (CBET). Under CBET, industry-developed unit standards provide the basis for the design of training programmes, assessment and national qualifications.

The NTA has commissioned TEN Pty. Ltd has been commissioned to conduct the review of the CBET system.

The outcome of this study and a draft CBET model will be presented in open stakeholder consultation workshops at the following venues:

- **Okakarara VTC, Okakarara,**
  - Wednesday, 15 October 2014,
  - 10:00 - 12:00

- **Oshakati Guest Hotel, Oshakati**
  - Wednesday, 15 October 2014,
  - 09:00 - 11:00

- **NTA Village Hall, Windhoek,**
  - Thursday, 16 October 2014,
  - 09:00 – 12:00

- **Namibian Maritime Fisheries Institute, Walvis Bay,**
  - Thursday, 16 October 2014,
  - 09:00 – 11:00

- **Rundu VTC, Rundu,**
  - Thursday, 16 October 2014,
  - 08:00 – 10:00

The draft CBET Model is also available for public comments from the following website:

[www.TEN-namibia.org](http://www.TEN-namibia.org)

For further information, contact:

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**RECOGNISING ‘SHORT COURSES’**

The Way Forward
SEND US YOUR PICTURES AND HAVE THEM PUBLISHED IN OUR E-NEWSLETTER!
info@nta.com.na

PROUD TEAM: Members of the Promotion of Vocational Education and Training (ProVET) Project posing for the camera.

WOMEN POWER: Members of Okakarara VTC Ladies Football Team at the recent 2014 VTC Games held in the capital.

A REGISTERED PROVIDER: The ILSA Independent College receives its registration certificate from Quality Assurance Manager, Ian Gicheru.

IT’S SHOWTIME: Enesia Kahikopo catching up with work at the NTA’s stand at the recent Windhoek Agricultural and Industrial Show.

THE LEVY LISTENS: The NTF’s Joseph Mukendwa and Mighty Katulo at a consultation meeting with stakeholders from the manufacturing sector.

VET PARTNERS: Members of the NTA and NIPAM Executive Teams joining Acting CEO, Ester Anna Nghipondoka and NIPAM’s Dr Joseph Diescho at the signing of an MoU between the two institutions.

BOILERMAKERS: Level II Trainees at Windhoek VTC preparing for assessment.

LOVE AND SUPPORT: Acting CEO, Ester Anna Nghipondoka and Martie Hough from the NTF sharing a moment.

PLAYING TO WIN: These netball players found the going tough at the recent VTC Games.

LEVY @ SHOW: Levy Call Centre Operator, Renchia Kooper attending to a levy-paying employer at the recent Windhoek Agricultural and Industrial Show.

VET IN WATER: A Trainee testing a water sample in a laboratory at the NamWater HRDC outside Okahandja.
National Consultations for New VET Qualifications & Unit Standards

The Namibia Training Authority, in partnership with the Promotion of Vocational Education and Training (ProVET) Project, is soon to embark on a round of intensive national consultations to solicit the input of industry stakeholders into a range of newly developed qualifications and their constituent unit standards.

Some of the occupational areas in which draft unit standards have been developed, include:

- **Diesel and Earthmoving Equipment Mechanic**, (Level I, II & III),
- **Safety Officer** (Level I, II, III & IV),
- **Water & Sanitation Technician** (Level I, II, III & IV) and
- **Fire & Rescue Operator** (Level I, II, III & IV)

The unit standards have been developed with the respective industries, applying the Competency-Based Education & Training (CBET) approach.

ProVET Advisor, Alpheas Shindi (photo), encourages individuals and organisations from the respective industries, or prospective training providers to study and comment on the new qualifications and unit standards. “We will make available the draft unit standards on the NTA’s corporate website for our stakeholders to peruse and to validate by making use of a feedback form which will also be available on the website”, he said.

Shindi also stressed the importance of full industry participation in the national consultation round in ensuring that the qualifications meet requirements for registration on the National Qualifications Framework (NQF).

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Annual VTC Games Huge Success

The Okakarara VTC was crowned champions at the 2014 Annual VTC Games, which took place from the 25th to the 27th of September 2014 at the Eros Primary School Stadium in the capital.

NTA Chief Operations Officer, Jerry Beukes stressed the importance of healthy and balanced lifestyles amongst trainees when he officially opened the event. “This tournament has been growing from strength to strength over recent years. It serves as a platform to leverage our vocational training institutions as centres of excellence where we assign equal importance to both the rendering of quality training services and the creation of training environments where balanced and healthy lifestyles are encouraged through participation in sport”, he highlighted.

On her part, the NTA’s PR, Marketing and Stakeholder Engagement Officer, Roberta da Costa, who oversaw the organization and staging of the event commended the teams for the good spirit, discipline and sportsmanship that could be observed over the three days. “Windhoek VTC as the hosts certainly played their part in making the event the huge success it was, but we could not have done it without the disciplined participation of all our trainee teams in all codes”, she noted.

Okakarara VTC was the big winner on the day, bagging the Football Men and Football Ladies trophies. Eenhana VTC took top honours in the Men’s Volleyball category, whereas Zambezi VTC walked away with the Ladies Volleyball trophy. The female trainees from Valombola VTC showed their mettle with victory in the Netball category. By virtue of their second place finishes in both the Ladies Volleyball and Netball categories, Okakarara VTC was crowned the overall champions of the 2014 Annual VTC Games.

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STAKEHOLDER DIARY

- **13 October 2014**
  In-Company Training Grant Industry Group Meetings - Finance and Business Sector; Mining, Quarrying and Construction Sector; Manufacturing and Automotive Repairs Sector

- **14 October 2014**
  In-Company Training Grant Industry Group Meetings - Post and Telecommunications Sector; Transport and Logistics Sector; Hospitality and Tourism Sector

- **23 October 2014**
  Zambezi VTC Cultural Day

- **24 October 2014**
  Zambezi VTC Trainee Beauty Pageant

- **29 October 2014**
  Okakarara VTC Staff Retreat