



NAMIBIA  
TRAINING  
AUTHORITY

# Standard Bank Biomass Fair 2023

Namibia Training Authority  
Research and Planning  
8 September 2023



# OVERVIEW OF PRESENTATION

NTA Mandate

ISC Establishment

ISCs Roles

Established Committee

ISCs Members

Qualification Development

Role of Industry in development and process flow

Current development

Anticipated Development

Plea for support



# NTA Mandate



- ❖ Regulatory authority for TVET (as mandated by VET Act 1 of 2008)
- ❖ Entrusted with responsibility of execution of initiatives (V2030; NDPs; HRD Plan; HPP):
  - ❖ Main objective: - Re-engineer national TVET system (Relevance, Quality, Access, Equity & Sustainability)
- ❖ Provision of funding to TVET providers
- ❖ Governance of Public Vocational Training Centers
- ❖ Section 24 of VET Act – NTA to establish the National Training Fund (NTF) - Levy collection from employers
- ❖ Assessment & Certification Body, including RPL
- ❖ Registration of TVET Providers
- ❖ Development of TVET Standards (Unit Standards and Qualifications) for registration on NQF
- ❖ Research Body for TVET
- ❖ Career Advocacy



# THE TVET SECTOR IN NAMIBIA



## Pre-Independence

Predominantly industry-based / apprenticeship

Strong industry linkages

Traditional trades based

Limited access – few training providers

Little gender parity

Robust – clear articulation to University

## Post-Independence

Weak industry linkages

Apprenticeship abandoned, technical schools closed

Limited access – few training providers

Little gender parity, nor articulation

– Netherlands, Australia, New Zealand, RSA, Ireland, Zimbabwe

## Current

Predominantly institutional based

Enhanced industry engagements (ISCs & SSPs)

Apprenticeship & technical schools being revived, formalization of industry attachments

Diversification of programmes

Employer participation in funding of system – VET Levy

Enhanced gender parity, lack of vertical & horizontal articulation



# VET Levy



- Section 24 of the VET Act, Government implement this section during 2013/14 FY
- Employers - annual payroll of N\$ 1 million or more; 1% of payroll on monthly basis, as a VET Levy.

## Allocation

- 15% maximum – Administration Grant (AG)
- 35% - Key Priority Grant Areas (KPG)
- 50% maximum - Employer Training Grant (ETG)



# ISC Establishment



- ❑ The ISCs are appointed in accordance with the Vocational Education and Training Act No. 1 of 2008.
- ❑ Established by the Board in terms of Section 15 (1) (c) as considered appropriate to assist in meeting the requirements of key industry sectors.
- ❑ The NTA has 10 Industry Skills Committees (ISCs) in different sectors of our economy
- ❑ ISCs' activities are coordinated under Research and Planning division



# Industry Skills Committees: Roles

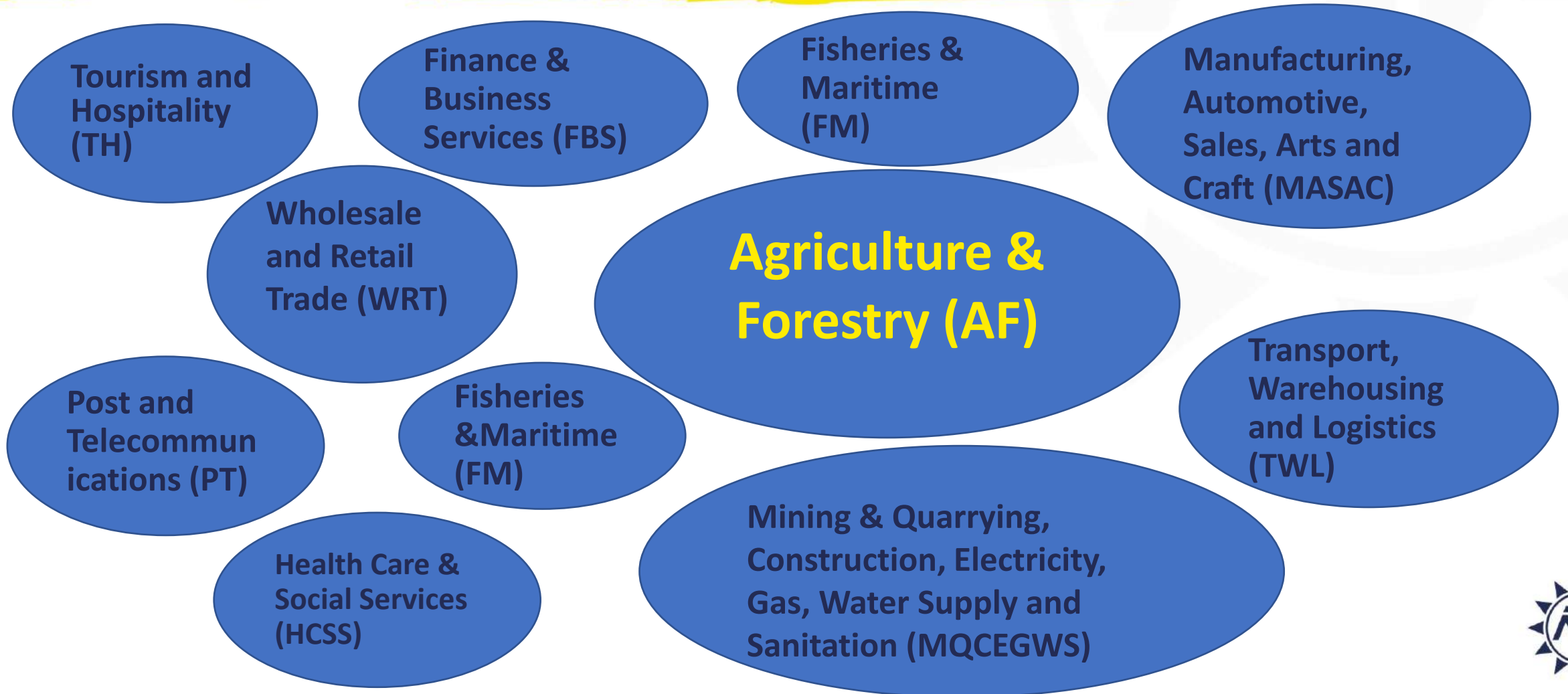


- Research and provide technical advice & guidance on current skills gaps & needs in various sectors.
- Overseeing the development of Sector Skills Plans (SSPs), SDPs and recommend priority areas in their respective Sectors;
- Plan strategies to improve the quality and effectiveness of training delivery in their respective sectors;
- Raise awareness amongst employers of the value of accredited training.
- Oversee the development of Unit Standards and Qualifications
- Advise on quality and quantity of training





# Established Industry Skills Committee (10)







# Agriculture and Forestry Committee Members

Members	Titles
<input type="checkbox"/> Mr. Jacob Hamutenya (Chair)	Regional Manager: AMTA (Ongwediva)
<input type="checkbox"/> Mr. Progress Kashandula	CEO, Namibia Biomass Industry Group
<input type="checkbox"/> Mr. Hendricks Botha	Commercial Farmer
<input type="checkbox"/> Ms. Agness Tjiramba	Commercial Farmer and Charcoal Producer
<input type="checkbox"/> Mr. Sakeus Kafula	Niche Lending and Advisory Specialist, FNB Commercial
<input type="checkbox"/> Mr. Shetuuka Shetuuka	Cultural Producer
<input type="checkbox"/> Mr. Eckhart Fortsch	Organic Farmer





# ISC Industry Engagements

- Cheetah Conservation Fund
- Omakara Charcoal Processing Plant
- Charcoal Association of Namibia, Charcoal Village
- Omashare Blue Berry Farm
- Roots Project, Stampriet
- Namibia Grape Valley: Namibia Grape Company, Frontier, Orange river Irrigation project
- Imkerhof Training Center – Otjozondjupa Region
- Tsumis Arid Zone Agricultural Centre – Hardap Region
- Walenga Eggs – Oshana Region
- Oyeno Poultry Farm - Ohangwena Region



## POLICY OBJECTIVE 2: ENHANCE QUALITY & RELEVANCE OF TVET PROGRAMMES

### Strategic Focus Areas

2.3. **Develop relevant curricula that responds to Industry needs**

### Activities

- Regularly develop & review TVET Curriculum **in consultation with industry & stakeholders**
- Integrate ICT in TVET curriculum

# Role of Industry in the Development/Review Process

## Process Flow



**INDUSTRY SKILLS  
COMMITTEES  
(ISCs)**

- Promotes skills development:
- i.t.o: identification of training needs (current and future needs)
- Priorities developmental areas

**INDUSTRY CONSULTATION  
VISITS**

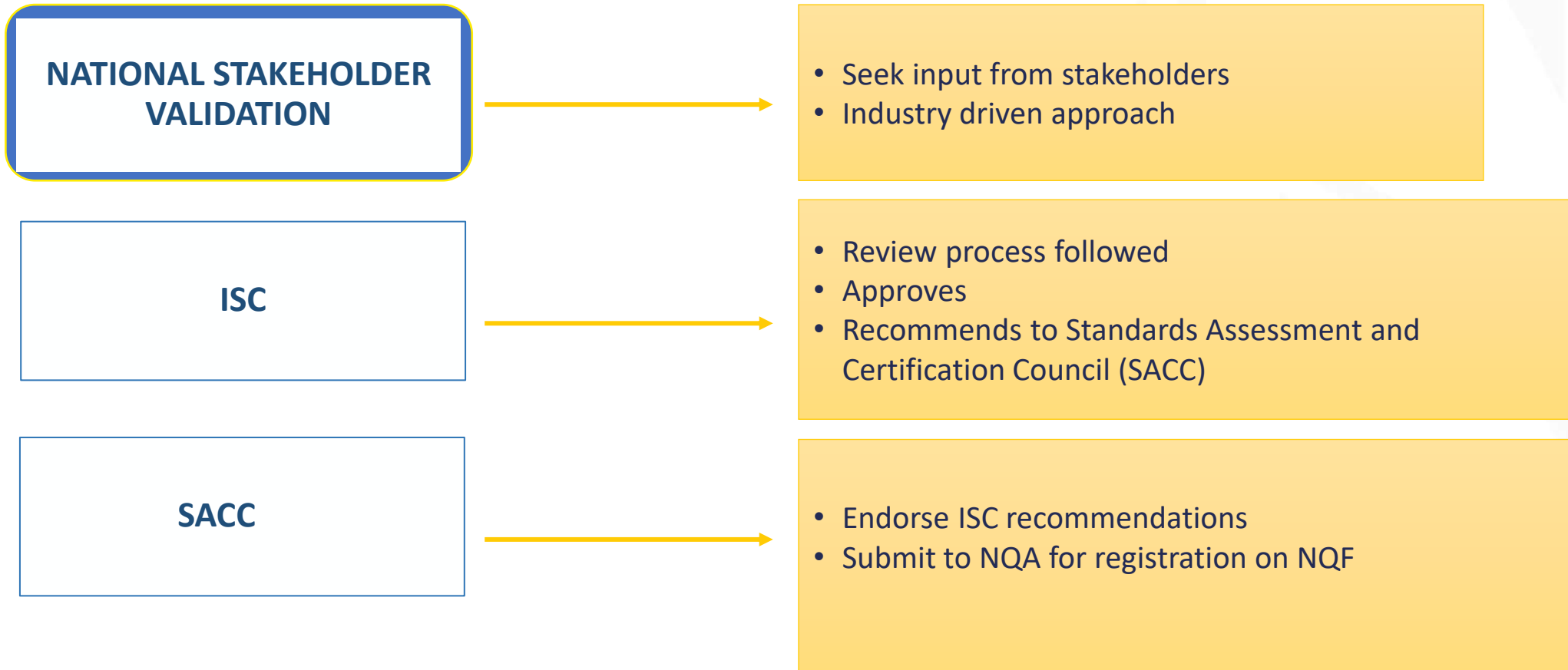
- Source experts/TWGs
- Conduct Job Analysis/Situational Review of Occupation
- Sourcing/Compiling Job Profiles

**TECHNICAL WORKING  
GROUPS  
(TWGs)**

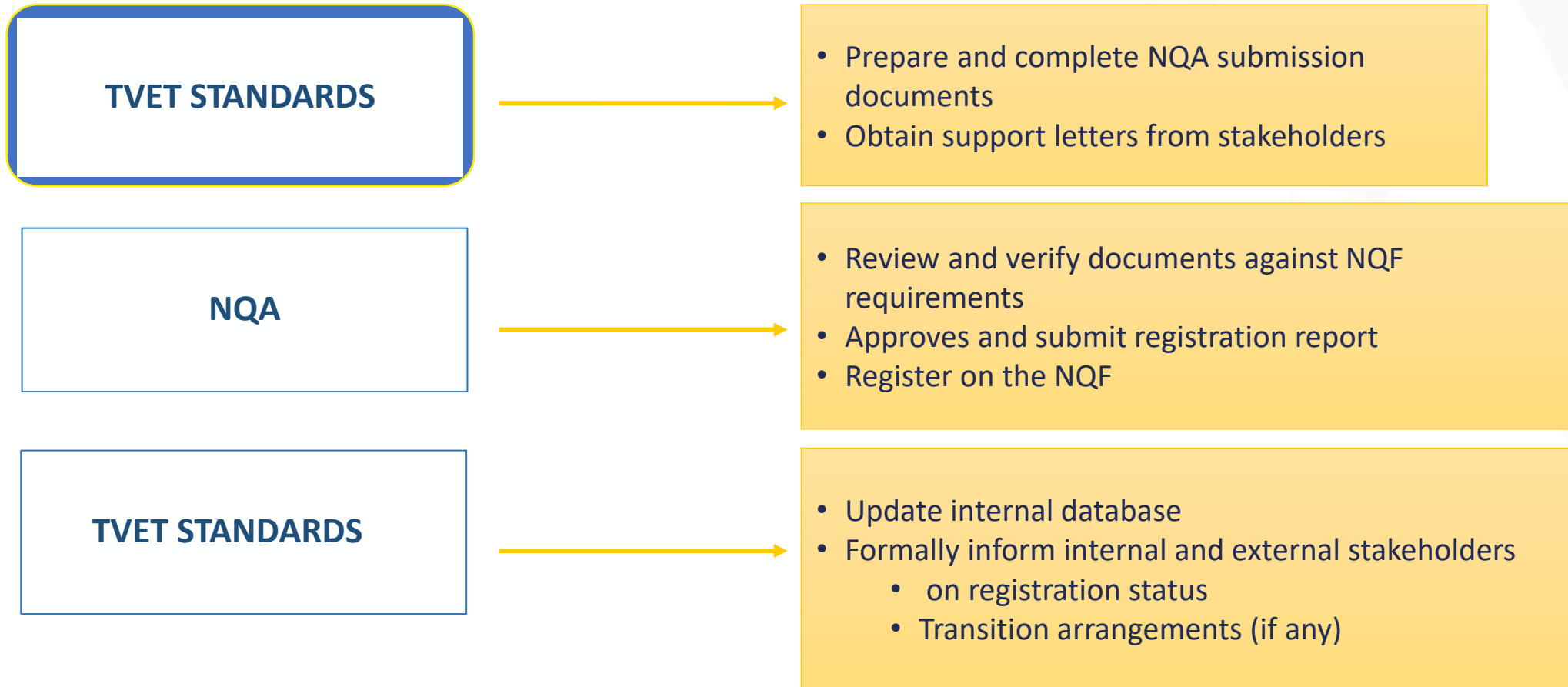
- Industry-led panels
- Identify duties and tasks – DACUM Approach
- Approve Job Profile
- Compile standards/qualifications
- Review comments/input from national validation workshops/stakeholder



# Process Flow



# Process Flow





# Current Developments

@NQA

Occupation	1 <sup>st</sup> Submission	NQA Response	NTA Re-submission
<ul style="list-style-type: none"><li><input type="checkbox"/> Agriculture L2-3</li><li><input type="checkbox"/> Certificates in Horticulture L2-3</li><li><input type="checkbox"/> Certificates in Farm Machinery L2-3</li><li><input type="checkbox"/> Certificates in Livestock L2-3</li><li><input type="checkbox"/> <b>Certificates in Organic Agriculture L2-3</b></li><li><input type="checkbox"/> <b>Certificate in Poultry Production L3</b></li><li><input type="checkbox"/> <b>Certificate in Horticulture Hydroponics L3</b></li><li><input type="checkbox"/> <b>Certificate in Aquaponics L3</b></li></ul>	October 2022	July 2023	July 2023



# Qualifications dev by Agriconsult for De-bushing Advisory Services funded by GIZ



National Vocational Certificate: SME Management

- Level 4
- Credits 127

National Vocational Certificate: Bush Control

- Level 2
- Credits 56

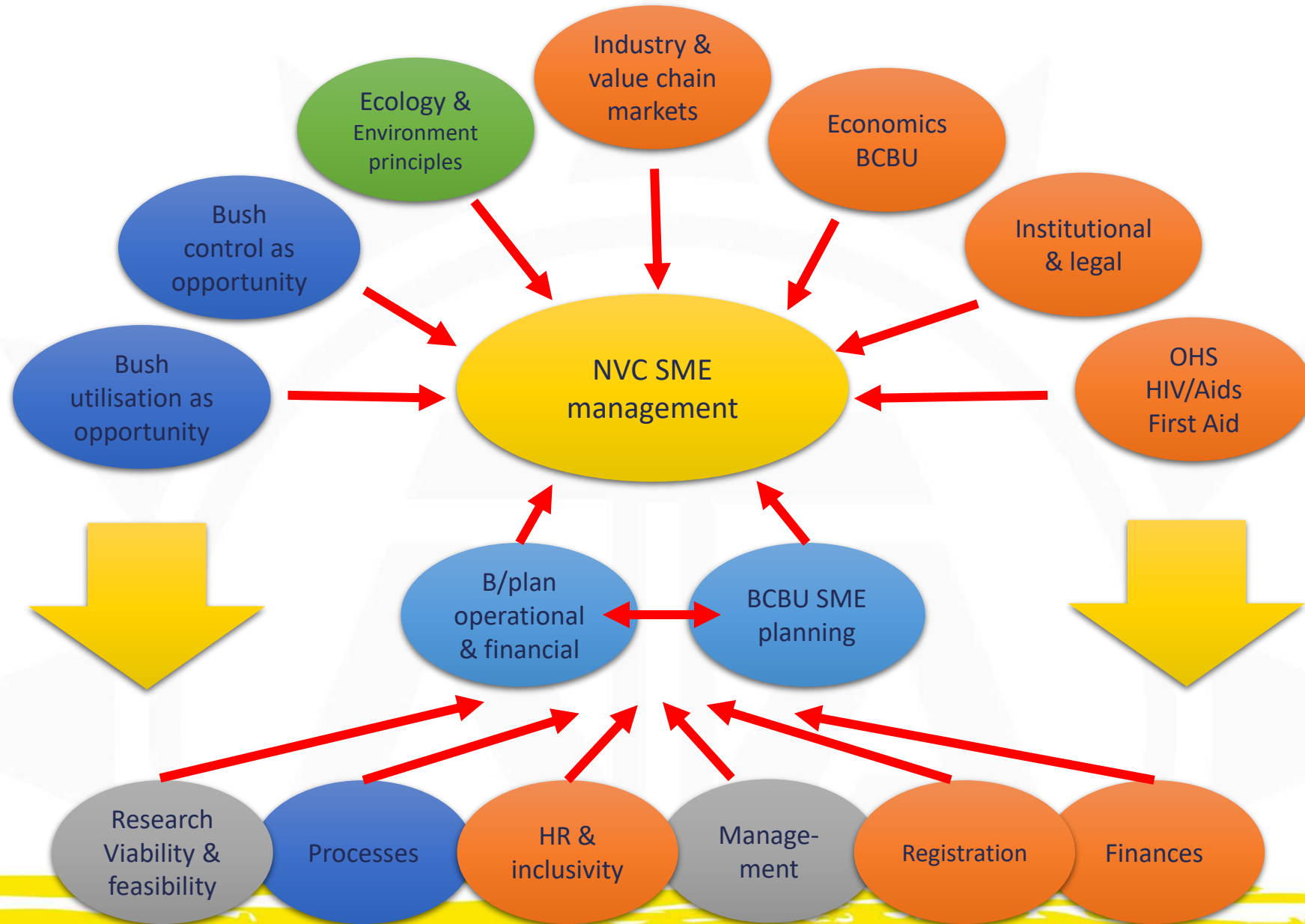
National Vocational Certificate: Bush Utilisation

- Level 2
- Credits 64

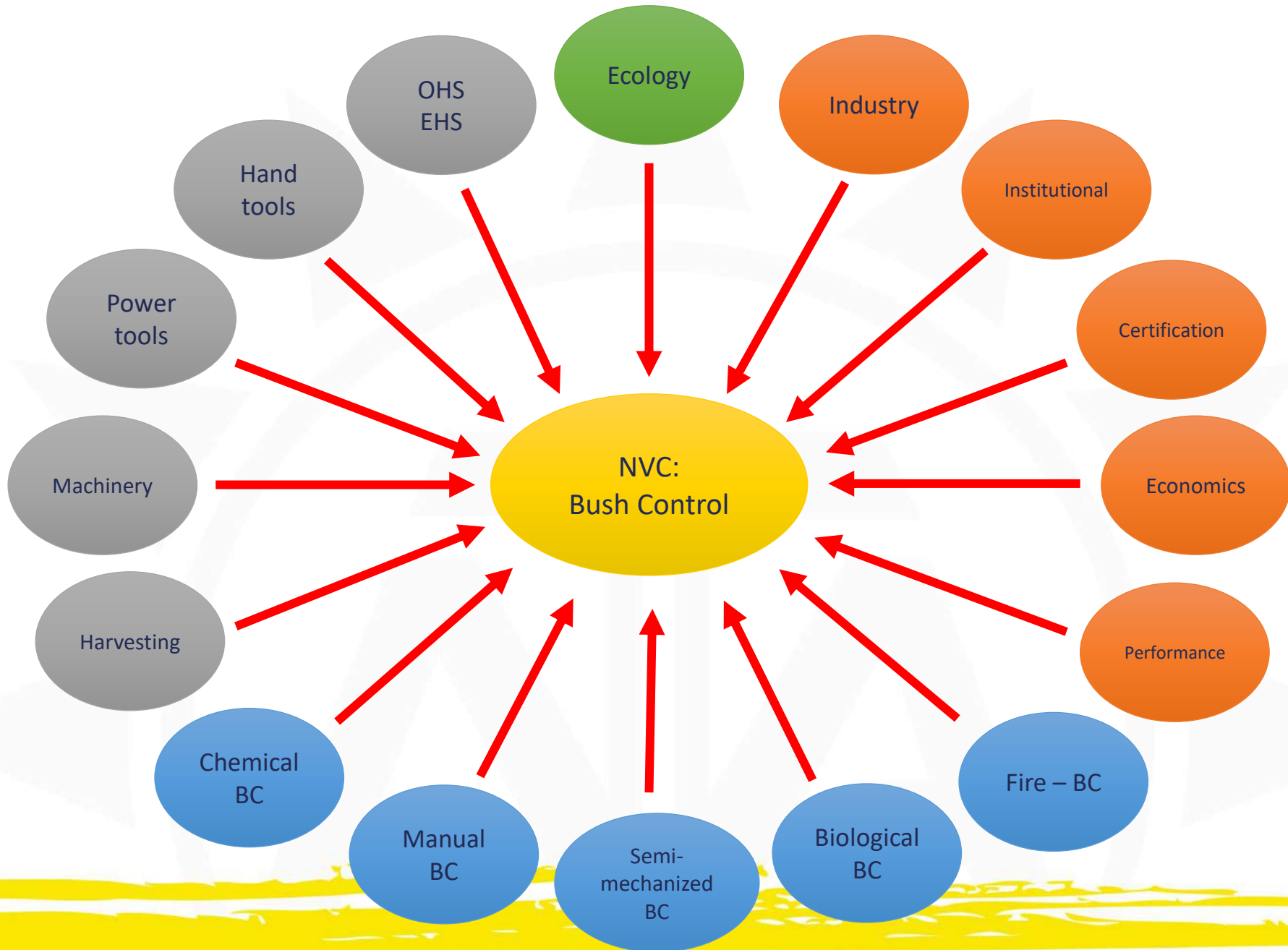




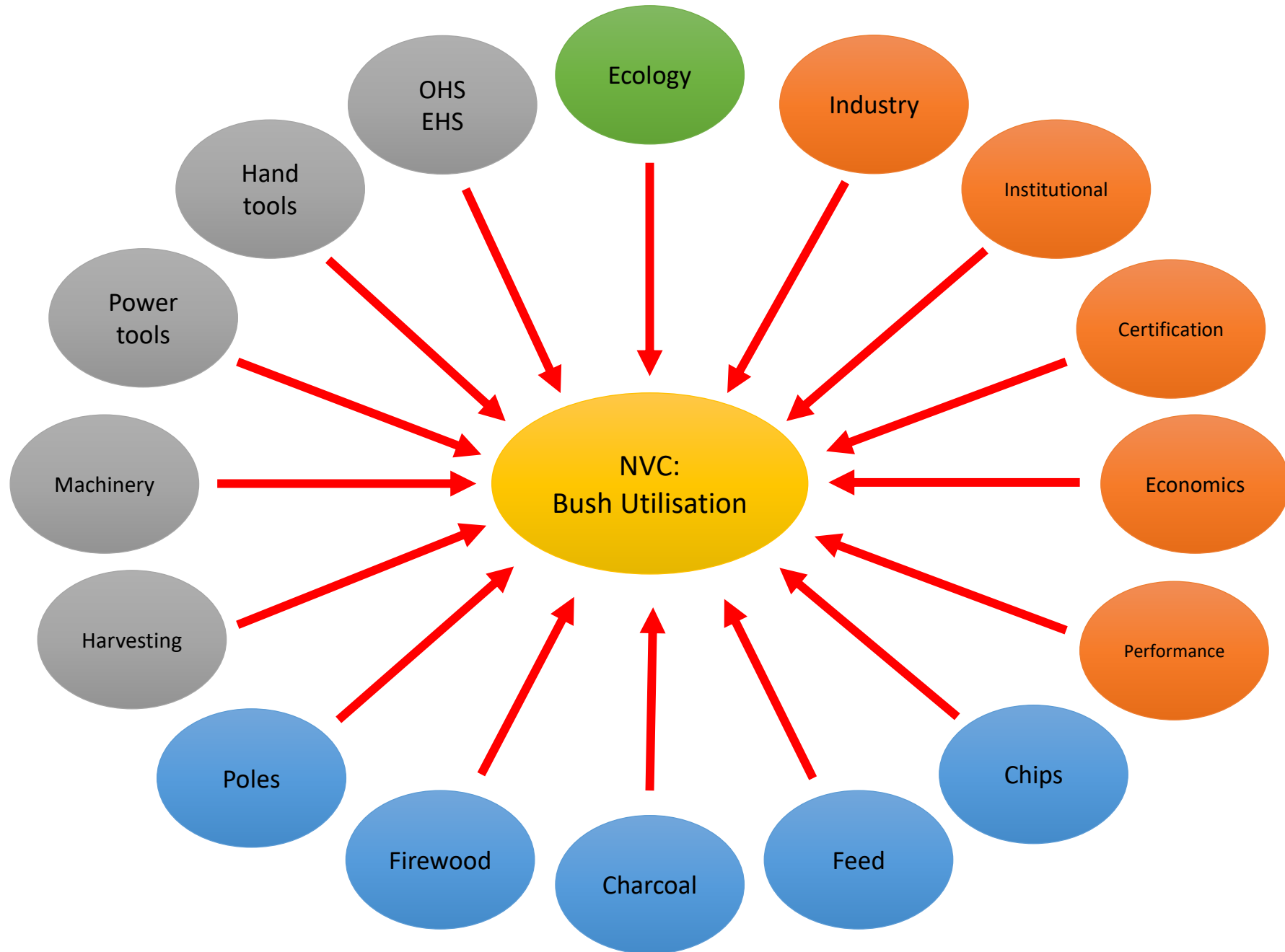
# National Vocational Certificate: SME Management



# National Vocational Certificate: Bush Control



# National Vocational Certificate: Bush Utilisation



# Future skills and global trends

Future Skills are competencies that allow individuals to solve complex problems in highly emergent contexts, it gains importance in the future and enables companies to remain competitive.

## Global Megatrends

- Automation
- Digitalisation
- Environmentalization
- Globalisation
- Accelerating Change
- Demographic Changes

## Macro Trends 2023-2027

- Investment Green transition of business
- New and frontier technologies
- Broadening digital access
- Broader application of ESG standards
- Climate-change investments
- Increased adoption of frontier technologies
- Rising cost of living

## Macro Trends...

- Demographic dividend
- Increased geopolitical divisions
- Climate change investment
- Rising cost in input - businesses
- Localized supply chains
- Stricter government regulation of data use and technology
- Ageing populations



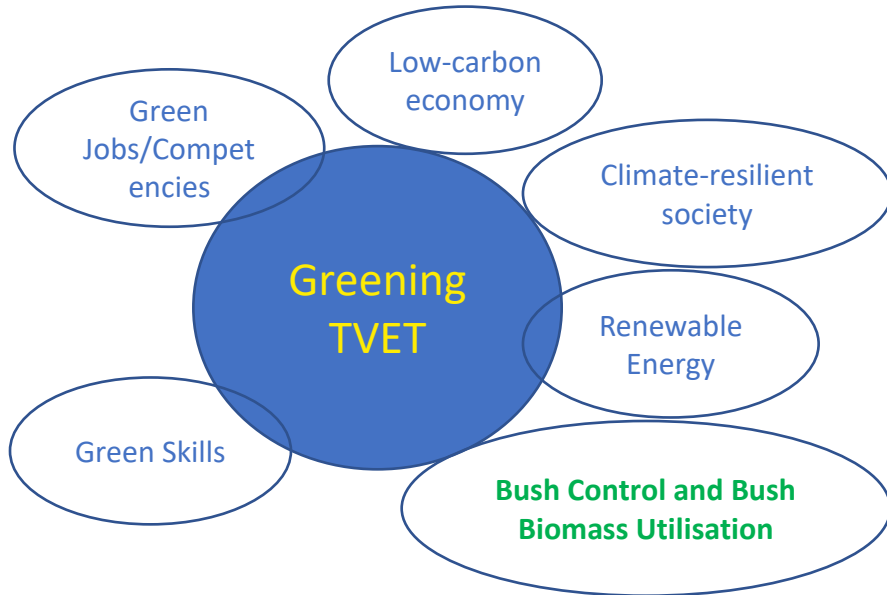
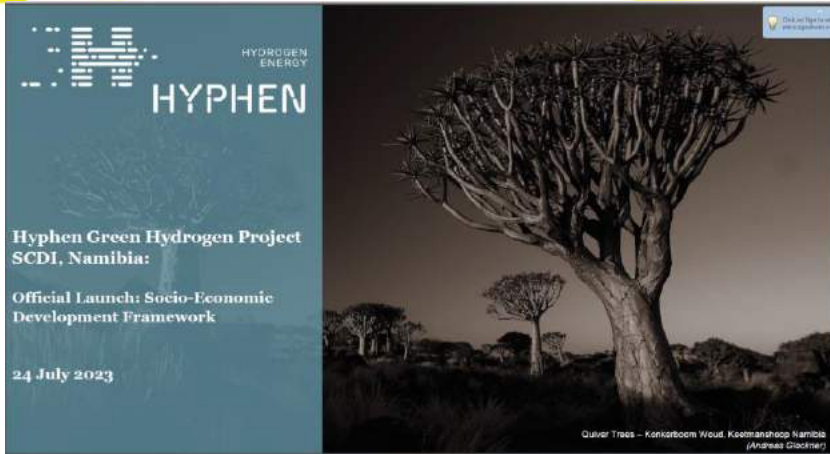
# Why Skills Development in the Biomass Sector



- Agriculture and Forestry highest employing sector in Namibia (Labour Force)
- Over 80% of the people employed in this sector are classified as Unskilled Labourers (ILO Definition)
- Skills do exist, need to be formalize (mainstream), enhanced (agritech), recognized (NQF)
- Endless Opportunities



# Anticipated Developments



# Anticipated Developments Forestry



Employability  
Skills

Bush Control

Biomass  
Utilization

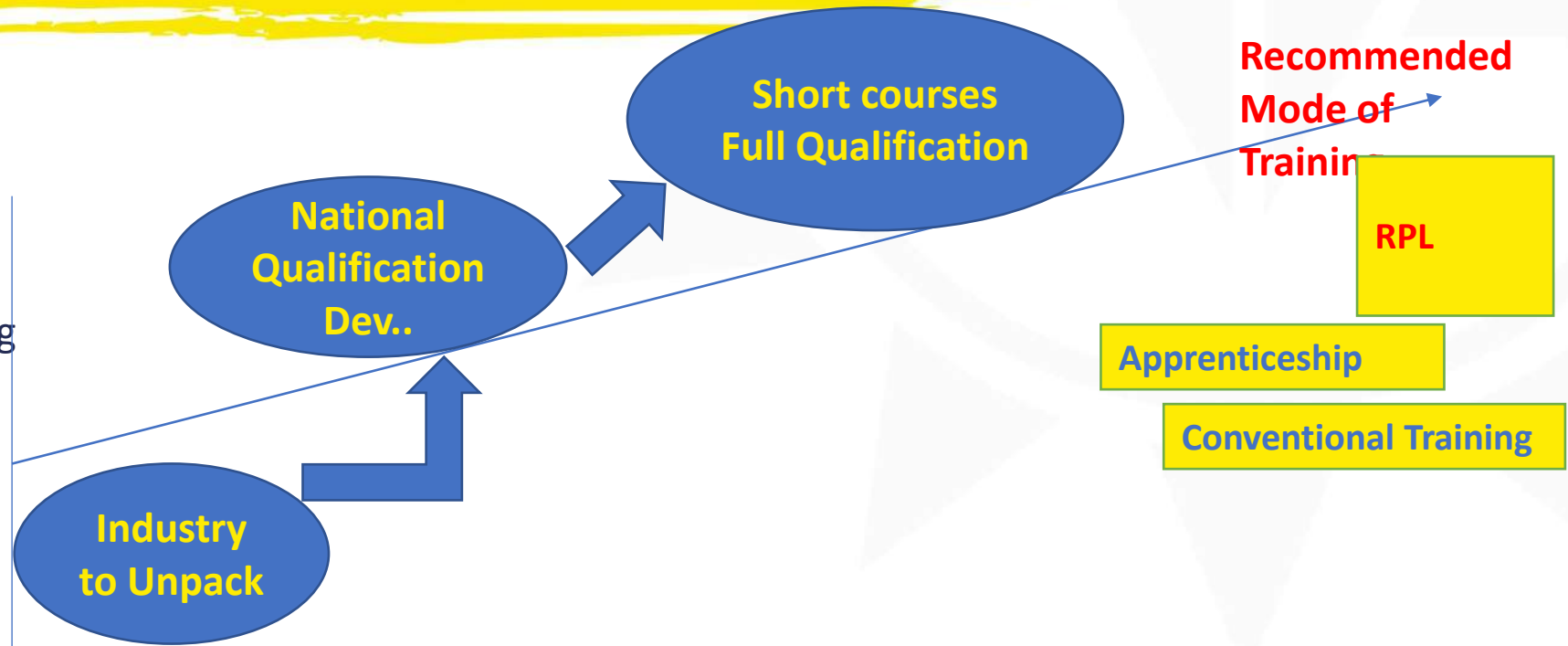
- Biochar Production
- Charcoal Production and Processing
- Clearing and Removal
  - Invasive Species Management
  - Harvesting
- Energy Production
- Wildlife Preservation
  - Livestock Feed
  - Agricultural and Soil Improvement



# Anticipated Developments Forestry



- Bush control and Biomass Utilization**
- Biochar Production
  - Charcoal Production and Processing
  - Clearing and Removal
  - Invasive Species Management
  - Harvesting
  - Energy Production
  - Wildlife Preservation
  - Livestock Feed
  - Agricultural and Soil Improvement







## ISC's PLEA FOR SUPPORT FROM INDUSTRY PLAYERS

- For collaboration in identifying skills gap and unpack the identified occupations
- Prioritize Job Attachments for the trainees.
- Prioritize Work Integrated Learning/apprenticeship
- Provide statistical information to NTA for strategic planning.
- Collaboration with Training Providers, to bridge the gap between training and Industry



# KEY SECTOR CHALLENGES



# Industry suggestions and concerns....



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**THANK  
YOU**

