

## NAMCOL: THE VEHICLE FOR PUBLIC VALUE CREATION

### THE POTENTIAL OF NAMCOL'S PROGRAMME OFFERINGS IN THE CREATION OF EMPLOYMENT OPPORTUNITIES AND THE DEVELOPMENT OF ENTREPRENEURIAL SKILLS IN NAMIBIA

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As a developmental State, the Namibian Government remains committed to place employment creation at the centre of its national development agenda. The conscious creation of state institutions such as the Ministry of Labour, Industrial Relations and Employment Creation and the Ministry of Industrialization, Trade and SME Development, points to the Government's commitment to creating an enabling environment for job creation and the development of entrepreneurial skills in Namibia. Within the ambit of such commitment, NAMCOL – as a public enterprise – is strategically positioned to partner with Government to hone entrepreneurial skills and enhance job creation. One such partnership involves the provision of vocational, technical education and training, which fetches prime consideration in the national policy environment, particularly the Government's current signature policy architecture, namely; the Harambee Prosperity Plan.

Therefore, NAMCOL must create public value by offering relevant educational experiences at affordable rates to compliment Government's intensive investment in accelerating the rollout of quality vocational education and training to curb youth unemployment.

In the context of the above, NAMCOL's Technical, Vocational Education and Training (TVET) Programmes and the Tertiary Level Programmes (TLP) are carefully designed to provide the basis for creating sustainable jobs for Namibia and directly support policy goals articulated in the National Development Plan 5 and the Harambee Prosperity Plan.

#### The Technical, Vocational Education and Training Programmes

NAMCOL's TVET programme is tailor-made and specifically designed towards making trainees employable in industry or to engage in entrepreneurial activities. Training is tailored to the actual needs of the industry and

trainees are equipped with required skills. The curriculum of TVET makes provision for job attachment during the process of training through which trainees are provided with an opportunity to practice their skills and also be exposed to new trends in the industry. This development enables trainees to practically upgrade their skills and knowledge, thus making them fit or employable for the industry or ready for entrepreneurial engagement.

#### The Tertiary Level Programmes

All programmes offered by the College are tailor-made to address community-based developmental needs in society. The programmes are referred to as professional programmes because they aim at capacitating students with (professional) skills and knowledge that are indispensable for their progress, and thus equip them with the necessary expertise to execute their functions in a more professional manner. The majority of students in these programmes are those already employed in the same or related fields and their studies with the College qualify them as practitioners or for the creation of employment opportunities.

The tertiary programmes on offer at NAMCOL are focused on equipping students with qualifications in the fields of early childhood development and pre-primary education, psycho-social support, local and regional governments administration and management, youth development and education for development. The curriculum of some of these programmes also prescribes for job attachment during the course of training.

One such qualification, the Certificate in Business and Entrepreneurship, aims to provide entrepreneurial skills to school leavers who seek academic qualifications for employment and to mid-career professionals who wish to change their career status and

become entrepreneurs. The programme further targets those who are currently entrepreneurs without formal qualifications in the field.

NAMCOL's approach to Entrepreneurship development is that it's an antidote to perhaps the most pressing challenge in an independent Namibia, namely unemployment, which currently stands at 34% and youth unemployment, in particular, which is estimated to stand at 37%. NAMCOL therefore, views Entrepreneurship as a vehicle for employment creation either through self-employment or access to the job market.

NAMCOL's national reach and profile of its students and trainees testify that the College occupies a unique position in Namibia's educational landscape. The affordability of NAMCOL's educational experiences puts the College in reach of the marginalized sections of Namibia; and therefore makes a relevant contribution to the societal value creation through the impact it makes.

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