

## Summary of the Namibia paper

### ***INITIATIVE: Introduction to Namibia's Work Integrated Learning Initiative***

This initiative describes the work of the government of Namibia, through the Namibian Training Authority's (NTA's) drive to address challenges to economic growth through the realisation of work integrated learning (WIL) policy objectives. These include ambitions to create an agreed framework for WIL delivery, promoting access and inclusion to training, leveraging levy funding to provide an incentive for employer engagement in apprenticeships and industrial attachments, promoting WIL quality assurance and enhancing technical vocational education and training (TVET) relevance in addressing skills mismatches and facilitating the transition to employment.

The NTA has played a crucial role in this transition through launching a series of WIL guidelines and procedures, which have been funded through Namibia's training levy. The guidelines set out a framework of requirements for participating employers to access levy funding for their WIL activities, including:

- establishing the link between training and employment as defined by formal agreements, registration and payment;
- defining trainee, training provider and employer registration requirements;
- mapping WIL to national qualifications framework (NQF) qualifications to promote pathways to further study and employment;
- delivery and accreditation of WIL theoretical components through partnerships with accredited TVET providers; and
- utilisation of registered and accredited bodies to conduct learner assessments.

The guidelines articulate key criteria for quality WIL programmes, including for:

- training environment in terms of tools and equipment and health and safety standards;
- training and qualification requirements for company mentors and trainee–trainer ratios;
- training duration, qualifications, and theoretical and practical input;
- the NTA's mentoring role and reporting requirements; and
- assessment processes.

The guidelines are underpinned by an incentivising model that allows registered employers and apprentices to access levy funding. This includes providing grants for employers who hire and register apprentices, and additional funding for training infrastructure development and the recruitment of trainees with disabilities or from other priority groups. The funding is administered through an innovative process of staged payment tranches that promotes recruitment, attendance, retention and achievement. Finally, the guidelines also include mandatory procedures for the design and delivery of industrial attachments and recognition of prior learning (RPL).

The NTA's guidelines initiative has been supported through the application of a series of tools, including logbooks, application forms, information booklets and promotional materials. These tools promote the further dissemination of the guidelines and their successful application by employers, trainees and training providers.