



Namibia · Qualifications · Authority

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Presentation Outline

Introduction

- Brief overview of NQF (National Qualifications Framework)
- Importance of NQF implementation

Objectives

- Clearly state the objectives of the presentation

Background

- Overview of why NQF was implemented
- Context and background information

Key Goals of NQF

- Highlight the primary goals and objectives of NQF

Lessons Learned

- Explain the lessons learned

Challenges Faced

- Discuss challenges encountered during NQF implementation

Solutions and Strategies

- Present solutions or strategies employed to overcome challenges

Best Practices

- Share any identified best practices in NQF implementation

Impact and Benefits

- Explore the positive impact and benefits resulting from NQF implementation

Future Considerations

- Discuss considerations for future improvements or adjustments

Conclusion

- Summarize key takeaways and emphasize the importance of continuous learning and improvement

Introduction

- The implementation of Namibia's National Qualifications Framework (NQF) stands as a testament to the country's commitment to enhancing its education system. Drawing insights from various sources, this content sheds light on the key aspects and lessons learned during the NQF implementation journey in Namibia.
- Since the mid-1980s, national qualifications frameworks have been developed by many countries, which suggests that they are responses to global rather than just country-specific pressures (Young, 2002).
- Most NQFs involved the development of an entirely new terminology that included such terms as level descriptors and range statements which had no simple relationship with any previous qualifications.
- This terminology, familiar to New Zealand and South Africa amongst others, does not refer to any specific learning or qualifications; as a result it remains a mystery to many people. Unsurprisingly, those unfamiliar with the novel language did not feel able to engage in debate, let alone try to theorise the phenomenon of NQFs.
- Two trends could be identified across the different countries that have implemented NQF's. One is towards an NQF that is strong and comprehensive, and the other is forms of resistance against this trend, usually from the upper secondary schools and the universities.

Background

- In 1990 when Namibia became independent the Namibians who had gone into exile returned with several qualifications, and awards from all over the world. This was the turning point for this small nation which had just acquired its independence. In their wisdom, the leaders of the day advised that a fair measure be considered that would enable the nation to determine the equivalence of all these awards.
- Also since this would be the forming years of the education system. It was critical that this tool also set the standard for future awards in the system.
- In 1996 the Namibia Qualifications Authority was established by Act 29 of 1996. It was during this period that like many nations, Namibia recognized the need for a comprehensive framework to ensure the quality and relevance of its education and training programs. The NQF was established to provide a systematic approach to developing, classifying, and recognizing qualifications.

NQA MANDATE

- Set up and administer a national system for qualifications in Namibia – the NQF
- Accredite persons, institutions and organisations providing education and training
- Inquire if any particular qualification meets the national standards
- Provide advice on qualifications and standards
- Be a forum on all matters pertaining to qualifications

NQA MANDATE CONTINUE...

- Establish facilities for the collection and dissemination of information on qualifications
- Set up occupational standards for any occupation or position in any career structure
- Set the curriculum standards required for achieving the occupational standards
- Evaluate and recognise competencies learnt outside formal education

Mission

- To sustain a National Qualifications Framework that assures quality qualifications

Vision

- To be a globally reputable qualifications authority empowering people in Namibia

Core Values

- Transparency
- Integrity
- Innovation
- Accountability
- Excellence

Key Goals of NQF Implementation

- The NQF in Namibia aimed to achieve several critical objectives, including promoting lifelong learning, facilitating the mobility of learners and workers, and aligning qualifications with the needs of the economy and society.
- Most NQFs across different countries share the following goals and which are found in almost every national and international policy document on qualifications frameworks, are that qualifications should:
 - be transparent to all users in terms of what they signify and what learners have to achieve;
 - minimise barriers to progression, both vertical and horizontal;
 - maximise access, flexibility and portability between different sectors of education and work and different sites of learning.

Legislative Framework

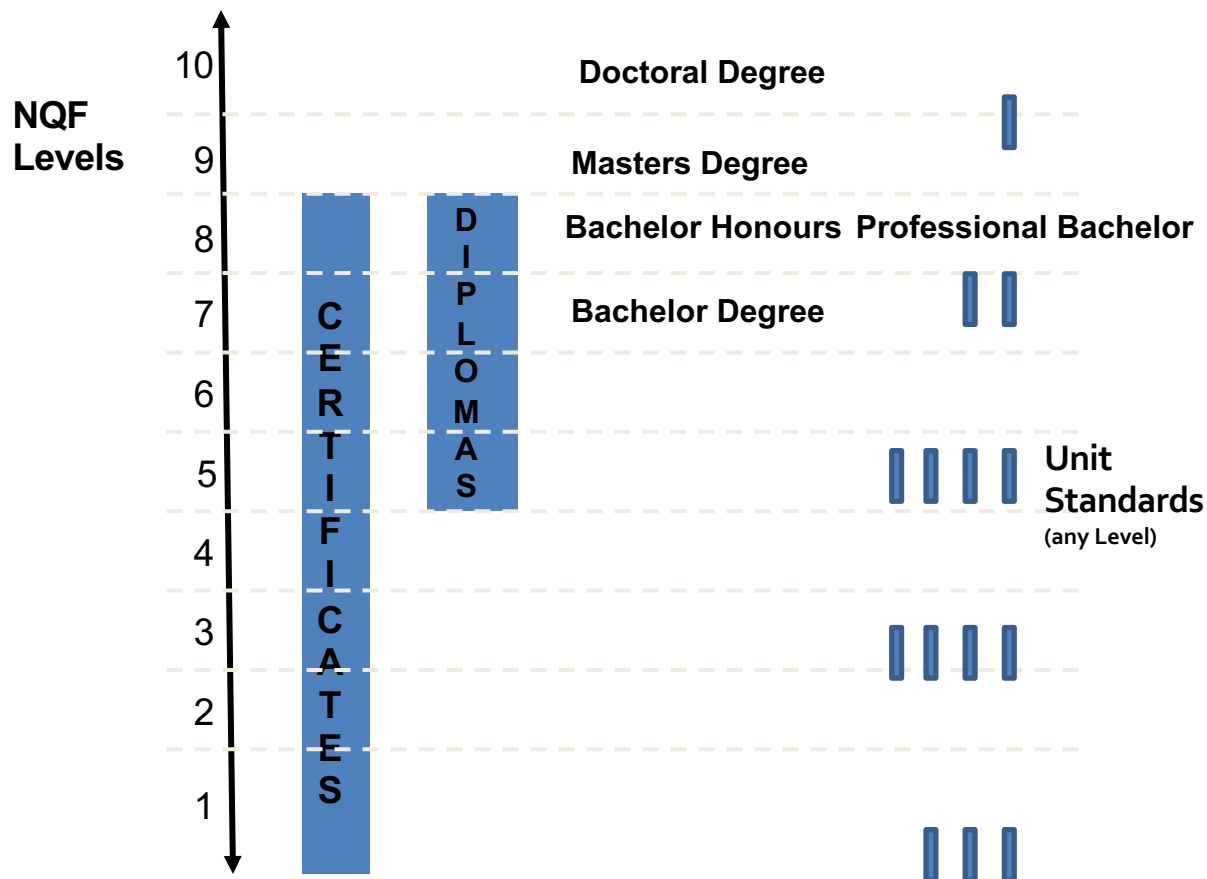
NAMIBIA QUALIFICATIONS
AUTHORITY ACT 29 of 1996

REGULATIONS SETTING-UP THE NATIONAL QUALIFICATIONS FRAMEWORK FOR NAMIBIA No 125 of 2006

REGULATIONS FOR THE ACCREDITATION OF PERSONS, INSTITUTIONS OR ORGANISATIONS 124 of 2006

REGULATIONS RELATING TO EVALUATION OF QUALIFICATIONS 182 of 2007

Possible qualification types



Impact of the Namibian NQF

- An integrated framework that includes all qualifications in the Namibian system and is implemented broadly from primary education to higher education across ten levels.
- The NQF is flexible in that it provides several awards that can cater to the needs of various sectors. This has been fully implemented from arts to commerce, education to health sciences, and engineering.
- The PSC has adopted the NQF levels to define the requirements for all occupations in the public service.
- All sectors have aligned the qualifications as required by the different industry sectors to the NQF and most legacy qualifications have been transposed or replaced with an NQF qualification.
- The NQF has been implanted to the extent where now after 17 years of implementation, we can start looking at review, the NQA has thus in its newly approved strategy emphasized the modernization of the NQF including all qualifications in the Namibian system.

Benefits of NQF

<p>Benefits to Learners:</p> <ul style="list-style-type: none"> • Provide quality assured learning and qualifications. • Enhance access – “Education for All”. • Provide opportunities for recognition of all abilities. • Provide record of lifelong learning. 	<p>Benefits to Employees:</p> <ul style="list-style-type: none"> • Recognition of on-job learning. • Enable progression at higher levels and within formal education system. • Attain qualifications that employers demand.
<p>Benefits to Training Providers:</p> <ul style="list-style-type: none"> • External verification of quality. • International and regional credibility • Enhanced credit transfer/recognition decisions • Conditions favouring cooperative and collegial inter-provider arrangements. 	<p>Benefits to Employers:</p> <ul style="list-style-type: none"> • Access to employees qualified to world-class standards. • Enables ‘formal’ utilisation of quality assured company learning programmes • Provision of central record of learner attainments.

Lessons Learned

- **Stakeholder Engagement:** Successful implementation hinged on active engagement with diverse stakeholders, including educational institutions, industry, and policymakers.
- **Capacity Building:** Building the capacity of institutions and individuals involved proved crucial for a smooth transition to the new framework.
- **Flexibility in Implementation:** Adapting the framework to the unique context of Namibia allowed for a more effective and sustainable implementation process.

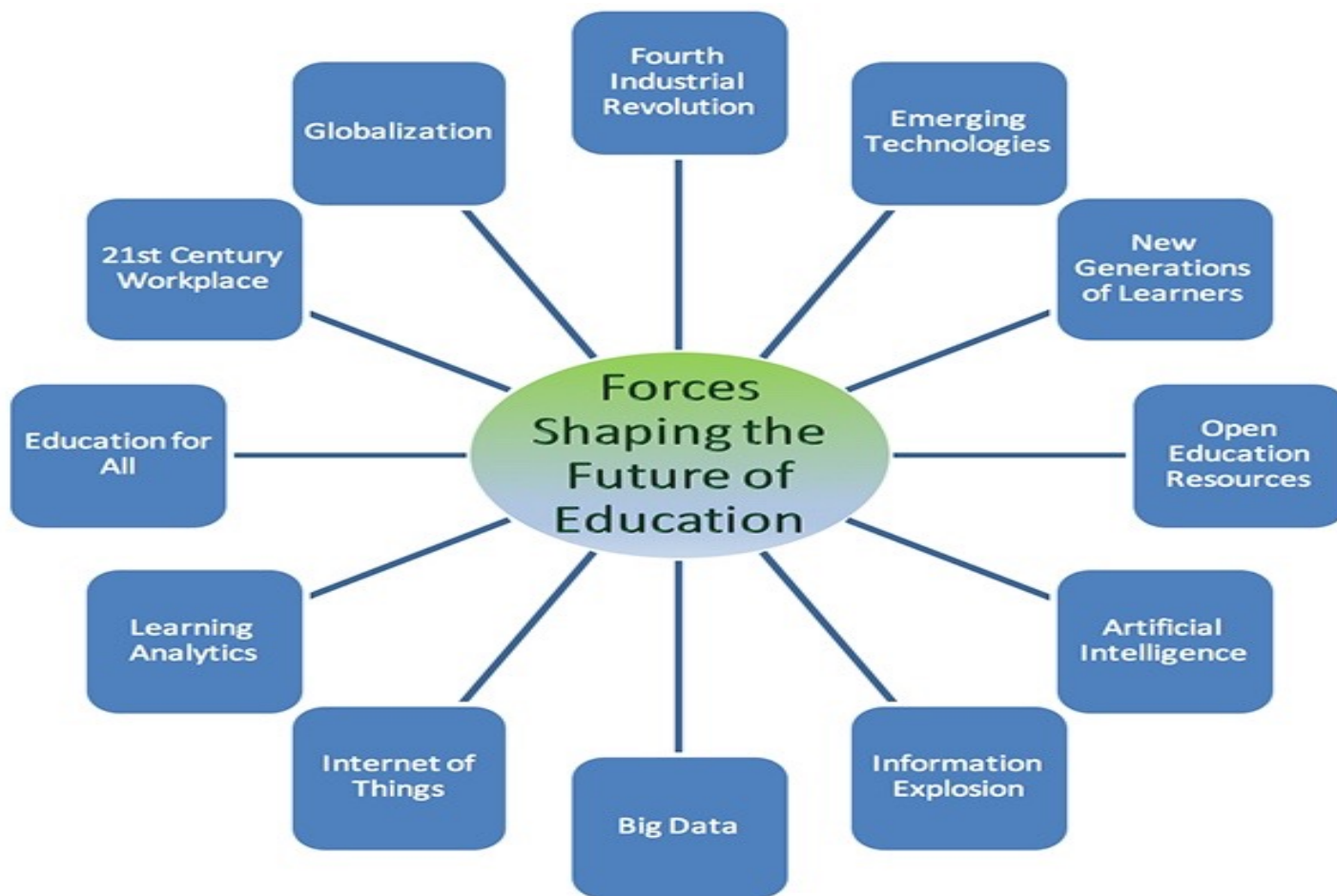
Lessons Learned continued...

- **Challenges Faced:**
- **Resource Constraints:** Limited resources posed a challenge, requiring creative solutions to ensure successful implementation.
- **Resistance to Change:** Resistance to change was encountered, emphasizing the importance of effective communication and change management strategies.

Lessons Learned continued...

- **Solutions and Strategies:** To overcome challenges, Namibia adopted targeted capacity-building programs, collaboration with international partners for resource support, and comprehensive awareness campaigns to address resistance.
- **Impact and Benefits:** Implementing the NQF in Namibia has positively impacted the education landscape, fostering a more responsive and quality-assured system. Learners and workers now experience increased recognition of their qualifications nationally and internationally.

Education today



Challenges and Opportunities for NQF implementation

• Challenges

- Public awareness
- Lack of web presence
- NQF not having provision for some of the latest types of awards (such as Micro credentials)
- New trends in education and training such as Digital and Green skills
- New technology advancements such as AI and the 4th and 5th IR, Block chain technologies and VR
- Dated regulatory legislative frameworks
- Dated system and processes
- Data collection systems exist but not used to inform through business intelligence

• Opportunities

- These technologies could be employed to enhance the QA activities, such as using VR for site visits.
- AI will enhance the learning experience and work with many other educational activities such as research using Chat GTP and other technological applications. The same can be applied to verify the sources when AI is used for research.
- Blockchain technologies to assist the credential verification process. Augmented reality and simulation could be employed in the teaching environment.
- Employ AI for public awareness and drafting of guidelines.
- Enhance curriculum to include green and digital skills.

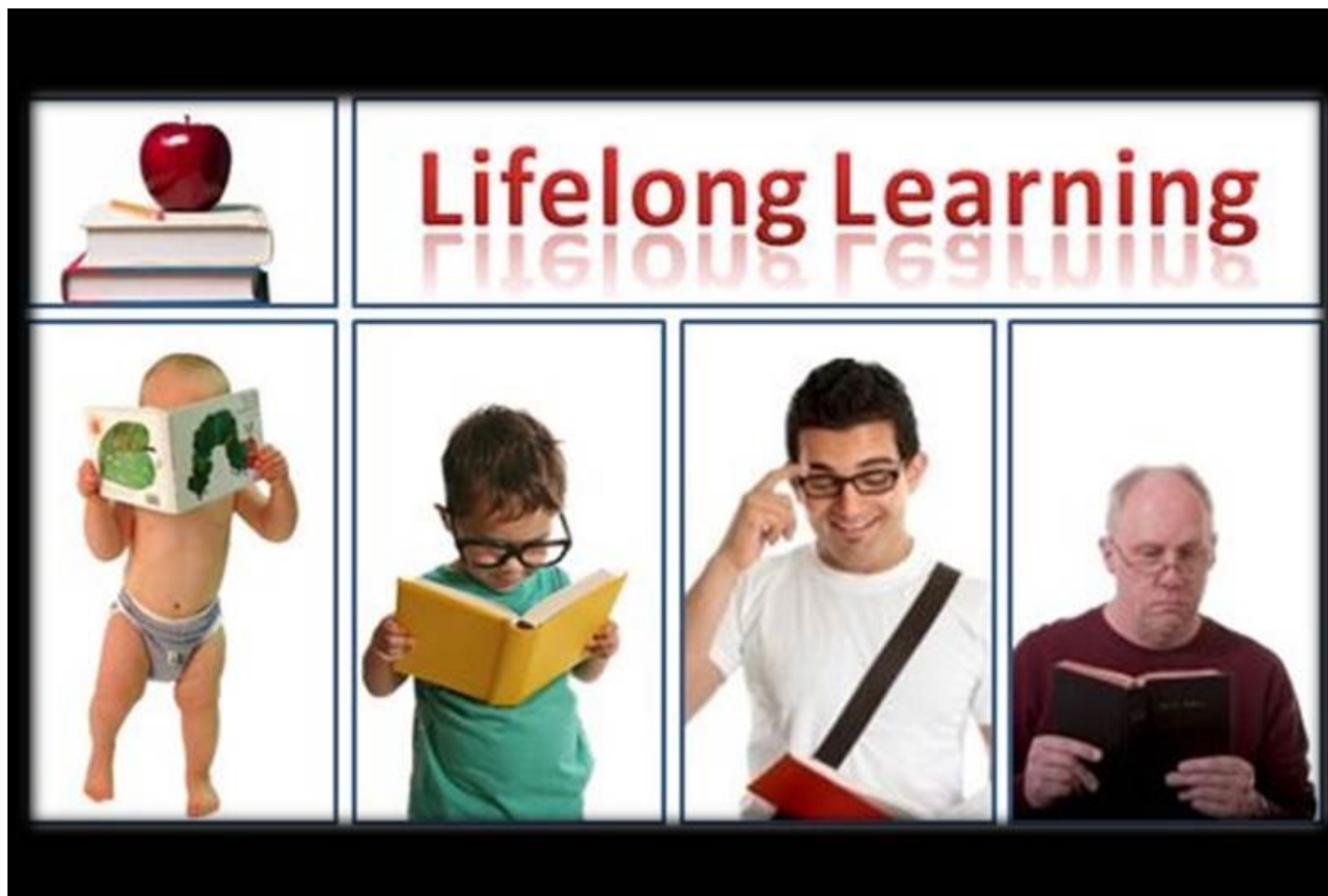
The impact as described by the Executive Director of MHETI in Namibia

“Much is being achieved regarding systematic redress, access, progression, quality, and transparency in the context of the country’s National Qualifications Framework (NQF), which is administered by the Namibia Qualifications Authority (NQA) and serves as a single national framework of all qualifications and learning achievements. The current framework falls short as it does not adequately provide clear articulation pathways for holders of the registered Technical Vocational Education and Training Qualifications.” Dr Naanda Executive Director of MHETI Namibia said in February 2023.

Namibia NQF

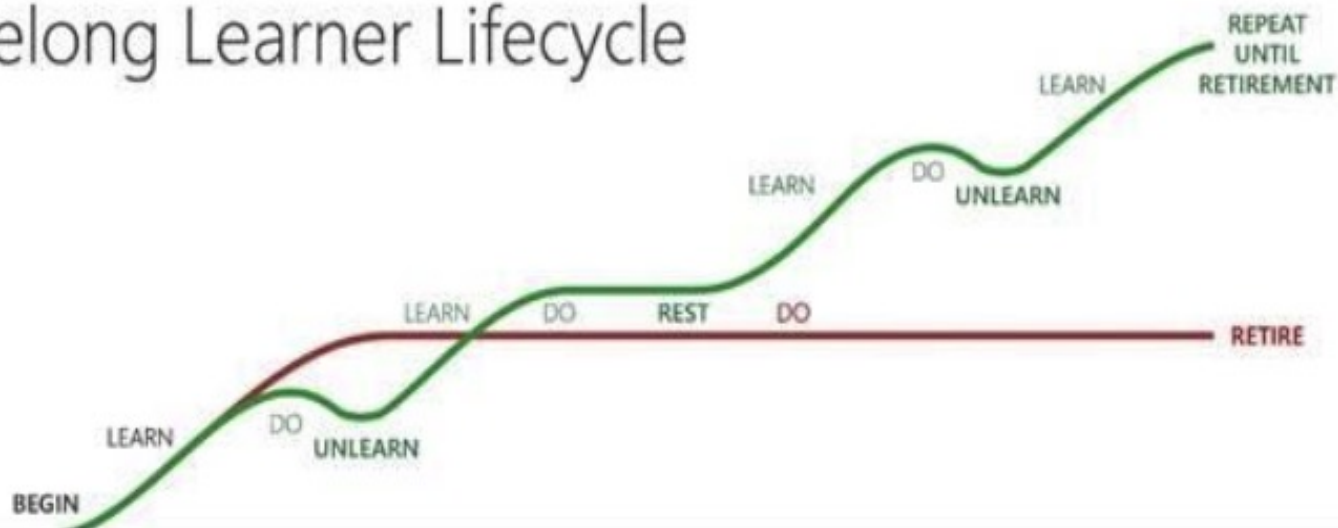
- It is against this background that the recently approved ISBP of the Namibia Qualifications Framework sets out to achieve the following strategic initiatives:
 - re-engineer business processes
 - modernization of the NQF
 - Quality assurance processes are up for review
 - to increase research in the field of Quality assurance and the NQF
 - Micro credentials and other new advancements in the education and training sphere require deliberate efforts in putting up the relevant frameworks for Quality assurance and recognition of the latest types of credentials.
 - Introduce more innovative business solutions for services offered.

Learning from Cradle to Grave...



NQF implementation biggest lesson learned....

Lifelong Learner Lifecycle



"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn!"

– ALVIN TOFFLER

Lessons Learned continued...

- **Future Considerations:** Looking ahead, Namibia is exploring ways to continually refine the NQF, incorporating feedback from stakeholders and adapting to evolving educational and economic needs.
- Namibia's experience with NQF implementation offers valuable insights for other nations embarking on similar journeys. By leveraging lessons learned, the country continues to shape an education system that aligns with global standards and contributes to national development.

Thank You