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Role of Sector Skills Bodies in skills needs anticipation

ASEAN YEAR OF SKILLS 2025

Global Skills Forum

The Role of the Private Sector in Skills Development: Driving Innovation and Impact

Generic role of Sector Skills Bodies

1. Conduct labour market analysis and forecasting to identify skill demands.
2. Develop sector-specific occupational and qualification standards reflecting employer needs.
3. Engage stakeholders to validate data and coordinate skills planning.
4. Guide curriculum and training program design to align with evolving sector skills requirements.
5. Advise on policies related to TVET, lifelong learning, and sectoral skills development.
6. Facilitate partnerships for skills development.
7. Deliver training, assessment, career guidance, and promote vocational education.
8. Manage sectoral funds, training funding, and government initiatives.
9. Build trust and play a key role in social dialogue for a sustainable skills ecosystem.
10. Provide actionable intelligence for policy, strategic planning, and career guidance.

Role of SSBs in skills needs anticipation in Namibia

NAMIBIA TRAINING AUTHORITY

Namibia's TVET sector skills landscape is mainly influenced by Industry Skills Committees (ISCs), which are part of governance of the Namibia Training Authority (NTA).

NIPDB
Namibia Investment Promotion & Development Board

Complementary organizations include the Namibia Investment Promotion and Development Board (NIPDB), which actively champions sector-specific skills development, aligning skills with investment opportunities and private sector needs.

NQA
Namibia · Qualifications · Authority

Namibia Qualifications Authority (NQA), responsible for upholding quality standards and managing the National Qualifications Framework

Nexus for Industry, Private sector, Government and Academia to identify skills gaps, current and future skills

TVET Industry Skills Committees in Namibia

Transport, Warehousing & Logistics

Wholesale & Retail Trades

Post & Telecommunications

Financial & Business Services

Agriculture & Forestry

Manufacturing, Automotive Sales, Arts & Crafts

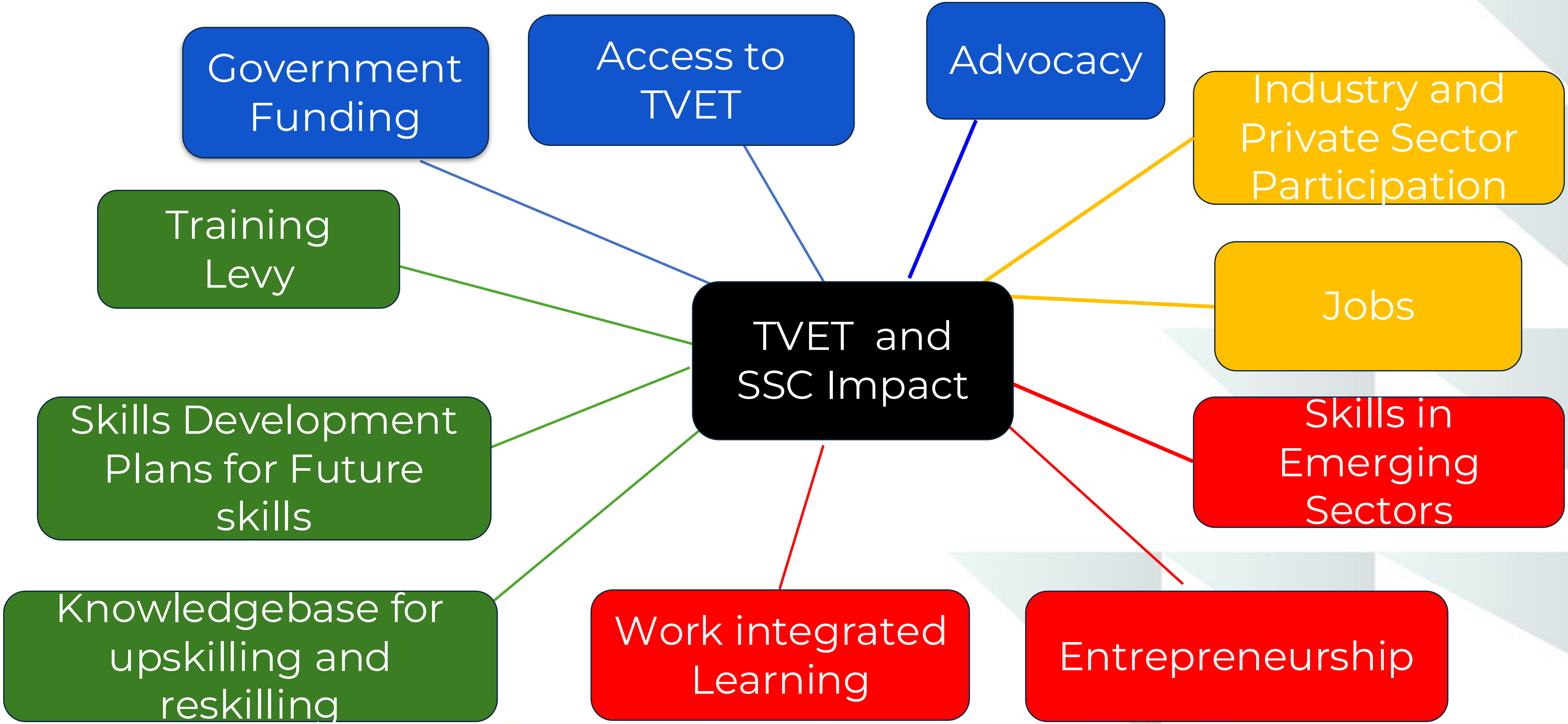
Hospitality & Tourism

Fisheries & Maritime

Health Care & Social Services

Mining & Quarrying, Construction, Electricity, Gas, Water Supply & Sanitation

Impact of TVET and ISCs in Namibia



Recommendations for Namibia

1. TVET to align curriculums, courses to current and emerging sectors, provide short courses and certifications that are responsive to the labour market demands.
2. TVET to broaden digital access to transform their courses that will enable TVET graduates to participate in the emerging economic sector opportunities.
3. Integrate mandatory digital literacy and technical skills into TVET, curricula, empowering youth to capitalize on opportunities in greener, digital economies.
4. Establish/ expand industry/sector committees to regulate and quality assure training on NQF Levels 6-10

OUR MANDATE

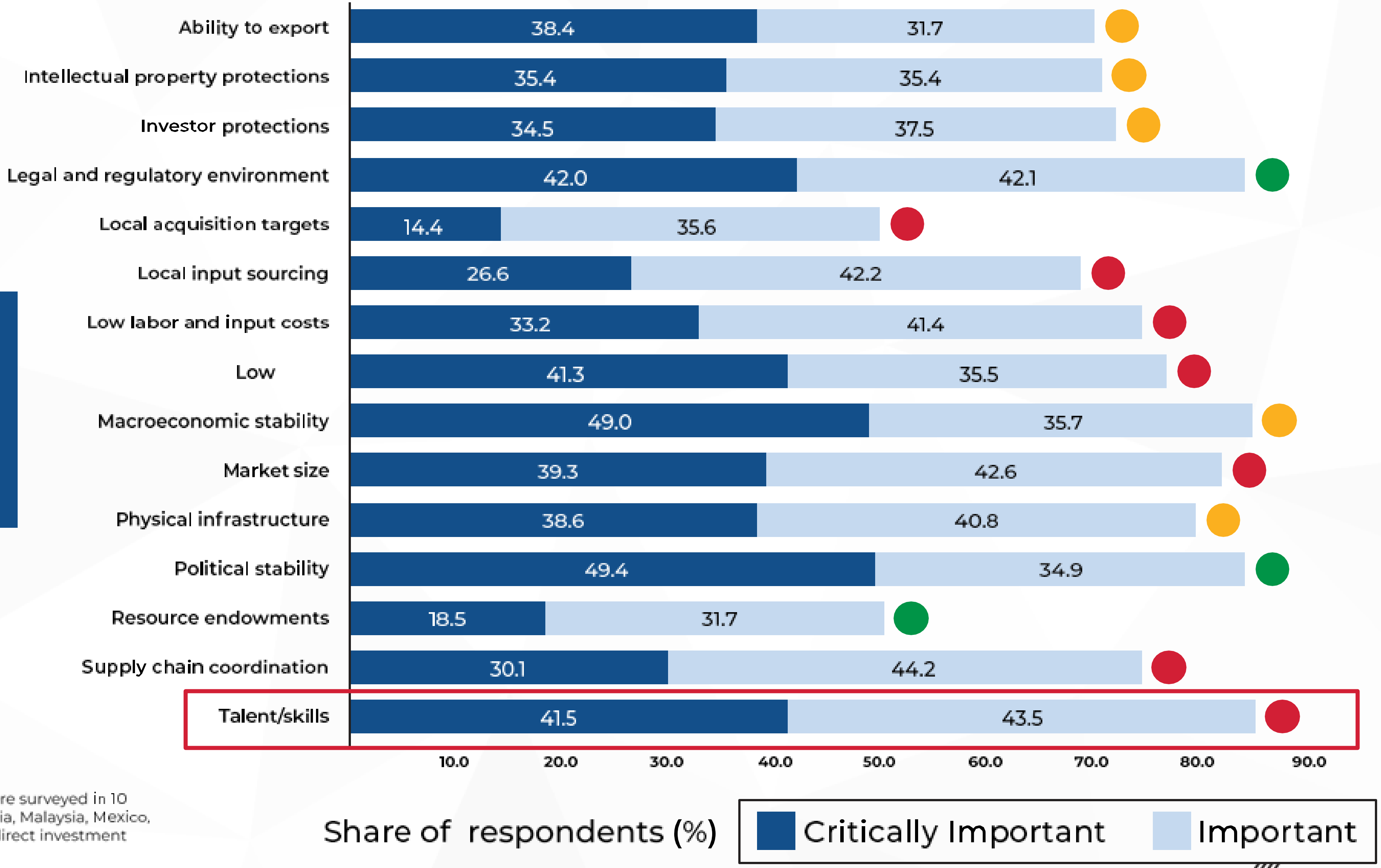
NIPDB
Namibia Investment Promotion & Development Board

Investment Promotion and Facilitation

MSME Development

Why does NIPDB focus on skills & talent?

How importan we e he following factors in your pa en company's decision to invest in this country?



Source: Computation based on 2019 GIC Survey
Note: Affiliates of multinational enterprises (MNEs) were surveyed in 10 middle-income countries: Brazil, China, India, Indonesia, Malaysia, Mexico, Nigeria, Thailand, Turkey, and Vietnam. FDI = foreign direct investment

NIPDB

Skills, Talent And Productivity Objectives

Initiate and manage the collaborative development of a responsive skills ecosystem that supplies 100% skills and talent for investment.

+

Facilitate and support national initiatives to ensure that at least 50% of skills in the priority sectors are local by 2028

+

Coordinate and support policy review, research, and communication to rank Namibia in the top 50% in the Global Talent Competitiveness Ranking.

NIPDB focus: to align skills to investment opportunities and private sector needs

SUSTAINABLE DEVELOPMENT GOALS & ILO COLLABORATION

ILO

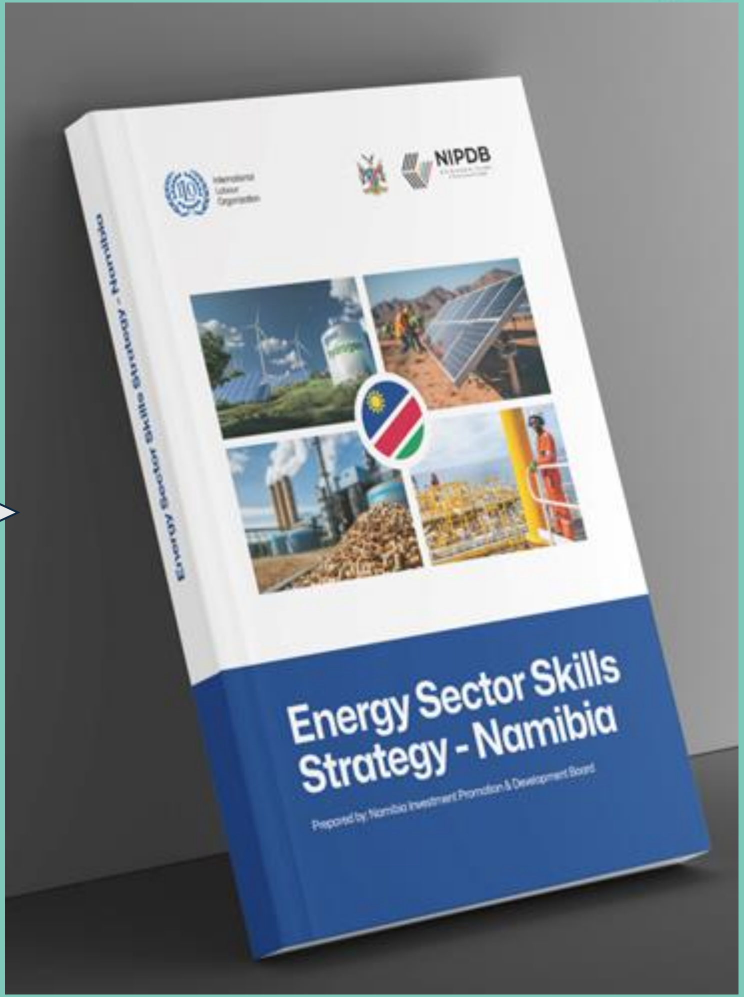
Project Sponsor for STED Implementaton contributing over NAD 1 million to this project

STED Implementation in Namibia

“Skills for Trade and Economic Diversification”

Abbreviated as “STED"—a technical assistance tool developed by the ILO that provides strategic guidance for the integration of skills development in sectoral policies

- Good Sector Skills Strategy Strengthens Business Capabilities of Target Sectors
- Greater Productivity & Market Competitiveness
- More Employment in Decent Jobs



Other Private Sector Engagements

National Youth Tax Incentive as Tax Act amended 2024

National Youth Internship & Youth Tax Allowance Programme

Programme Champion & Sponsor:

Ministry of Finance

Ministry of Finance

UNITY LIBERTY JUSTICE

Programme Objectives

- Encourage Private Sector to onboard Interns
- The programme provides an incentive for employers to take on interns, in lieu of paying lower corporate taxes
- Skills strategy to build professional and practical skills in the country and to ensure employability of young Namibians

Thank you & Questions