



SKILLS IMPERATIVES IN NAMIBIA

IPM 1st ANNUAL CONVENTION

DR. TJAMA TJIVIKUA

RECTOR: POLYTECHNIC OF NAMIBIA

SAFARI CONFERENCE CENTRE, WINDHOEK
21 – 23 NOVEMBER 2011



Presentation

- Definition
- The Skills Deficit
- Useful Comparisons
- Workforce Development
- Future Jobs
- Conclusion



Skills Imperative

- Adequate Supply of Qualified, Productive Labour Force

Annual Budgets, NDPs, Vision 2030



Skills Gap

- **Namibia**
- What are the current skills gaps in the current workforce?
- What new jobs are being created?
- How is the economy changing?
- How do we match skills with current demand?
- How do we match skills with future demand?



Survey on Skills deficit

- More than 96% of companies across all sectors:
 - country has a skills shortage
 - 51% feel the shortage is severe
 - 45% feel the situation is “very severe”.

Sources: *Namibia's Skills Deficit*, NEF, 2010.



Educational attainment

- 49% of pupils completed primary education.
- 19% completed secondary education.
- In any respect, those who completed and did not complete schooling at these levels are surely without any skills.
- **Source:** *Namibia Inter-censal Demographic Survey, 2006*



HE Tracer Study

- University graduates in Namibia
 - 60% of PoN graduates have taken up jobs that are not linked to their degree studies.
 - 80% of the graduates obtained jobs in the second year after graduation
 - Most got first job after contacting about three employers.



Namibian demographics

- 60% of Namibians between 15-50 and about 20% are between the ages of 16-24.
- This is a young country with potential workers
 - – the **‘working-age population’**.



The Challenge

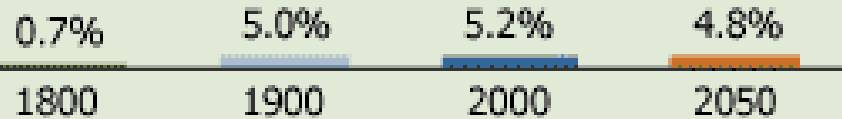
The world population at 7 billion

- competition for land, water, food, clean air, jobs, better living,
- Skills shortage is national & global.
- All the more reason to be more competitive

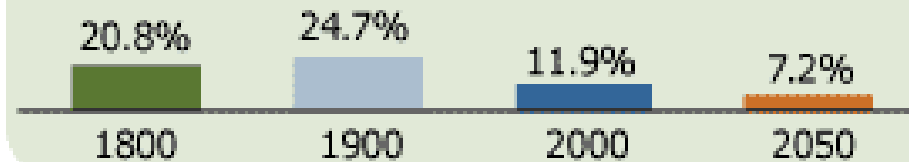


Where do people live?

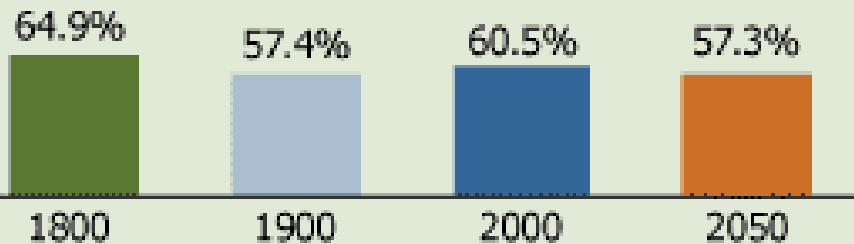
Northern America



Europe



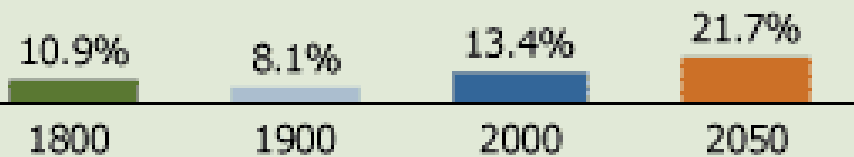
Asia



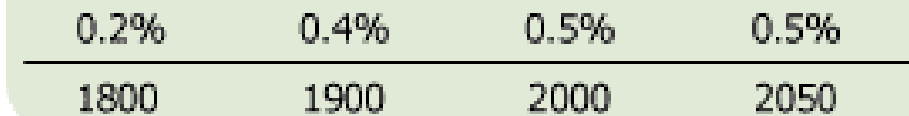
Latin America and the Caribbean



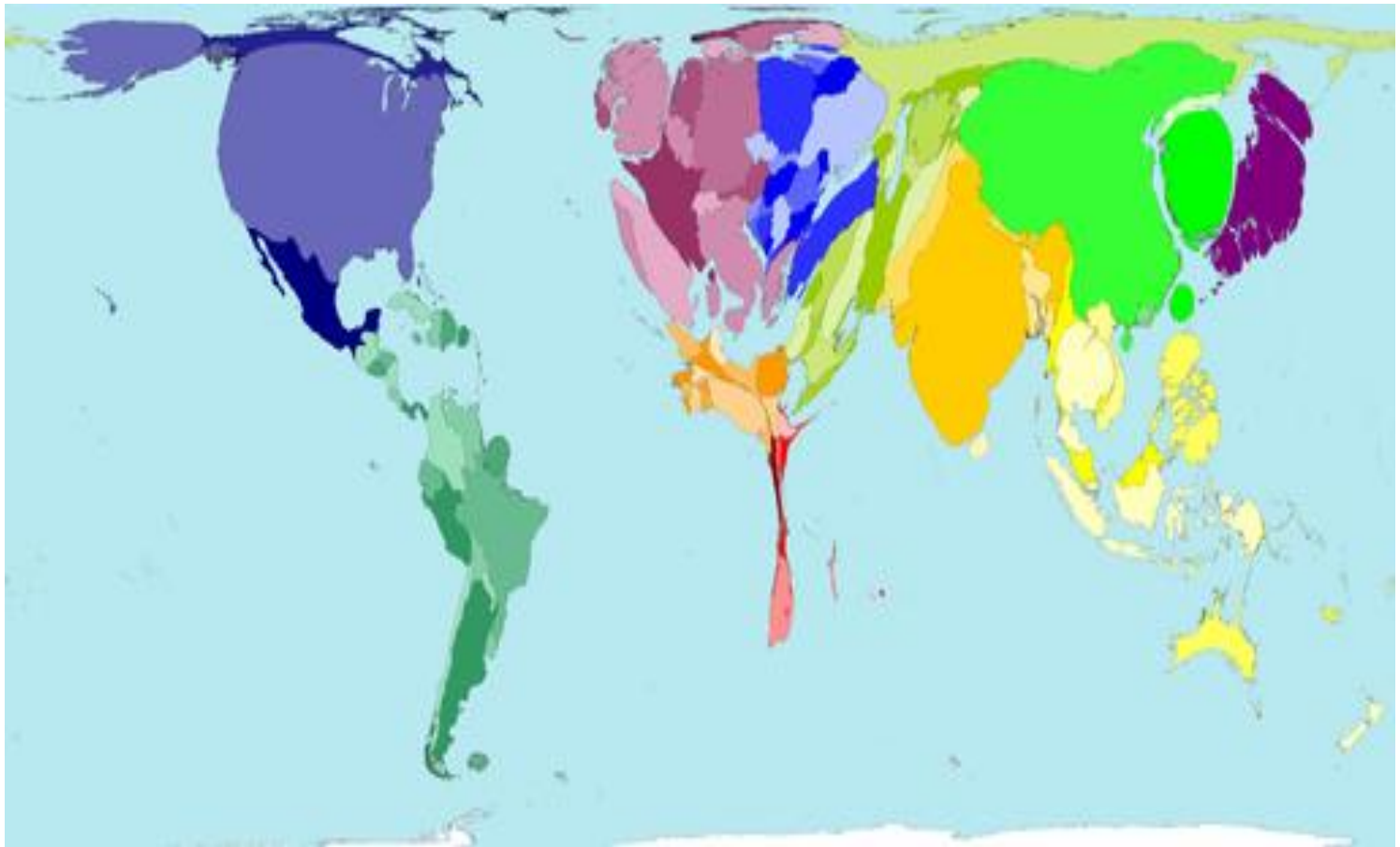
Africa



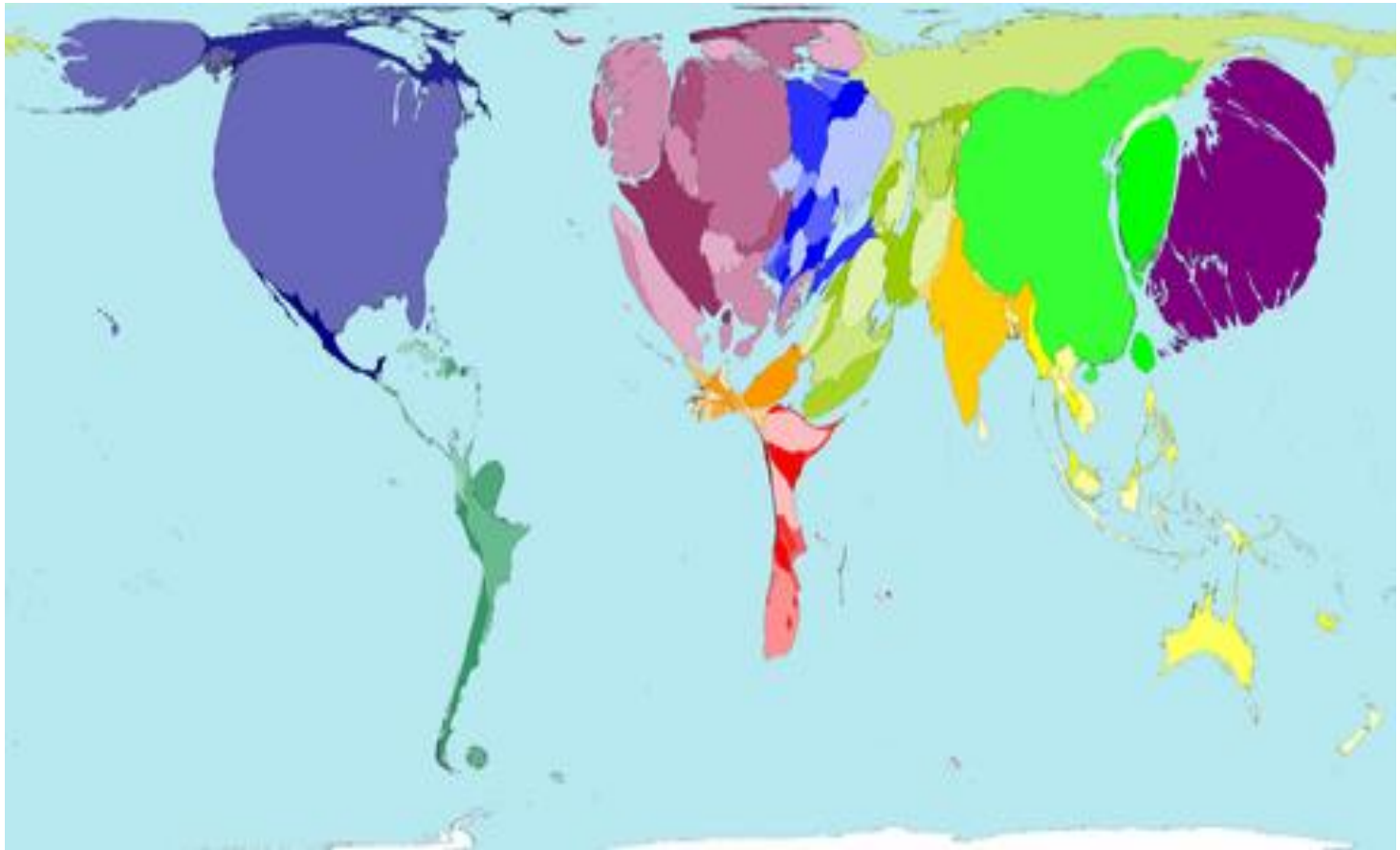
Oceania



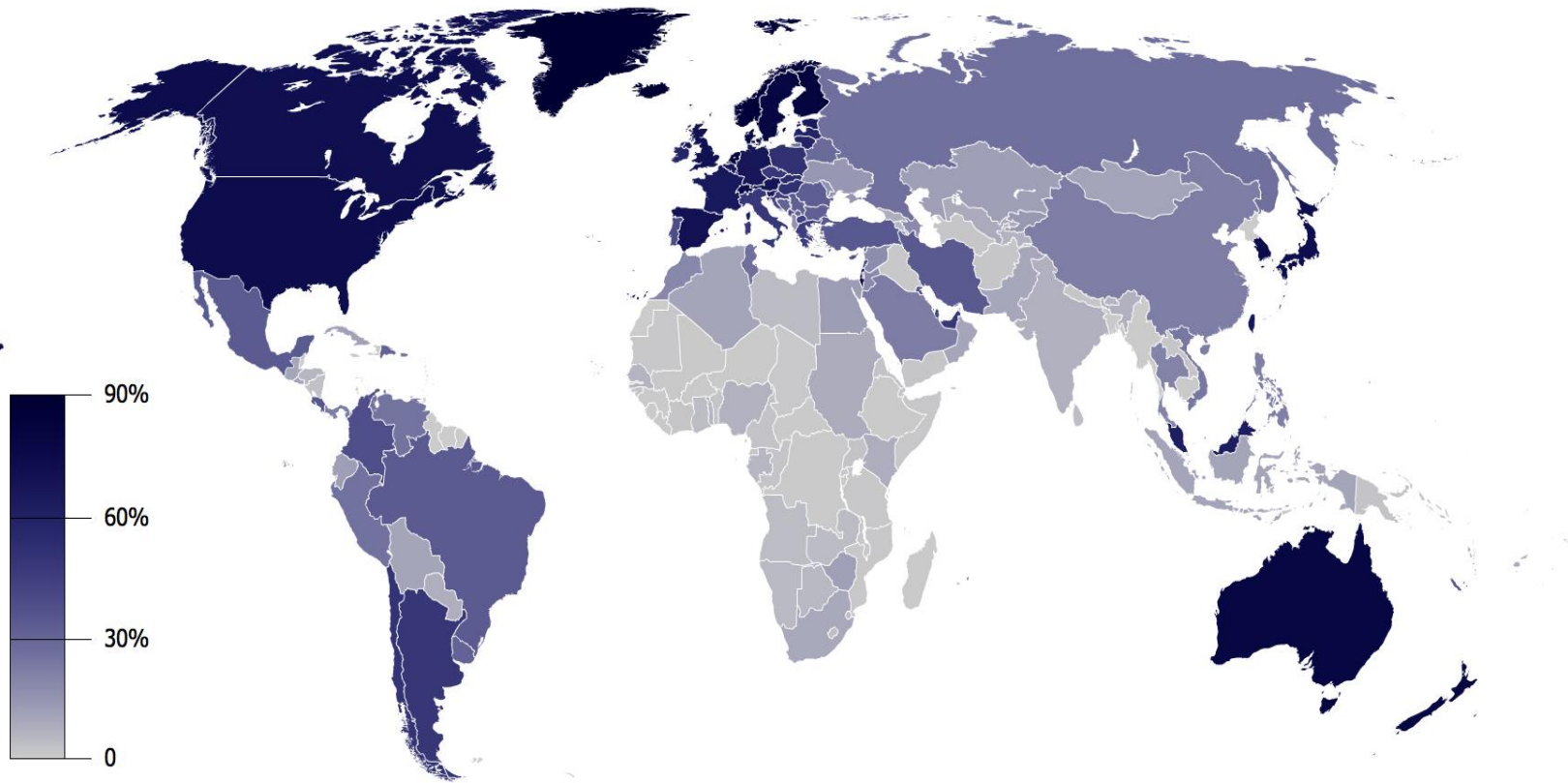
Tertiary Education in the World



Researchers in the World

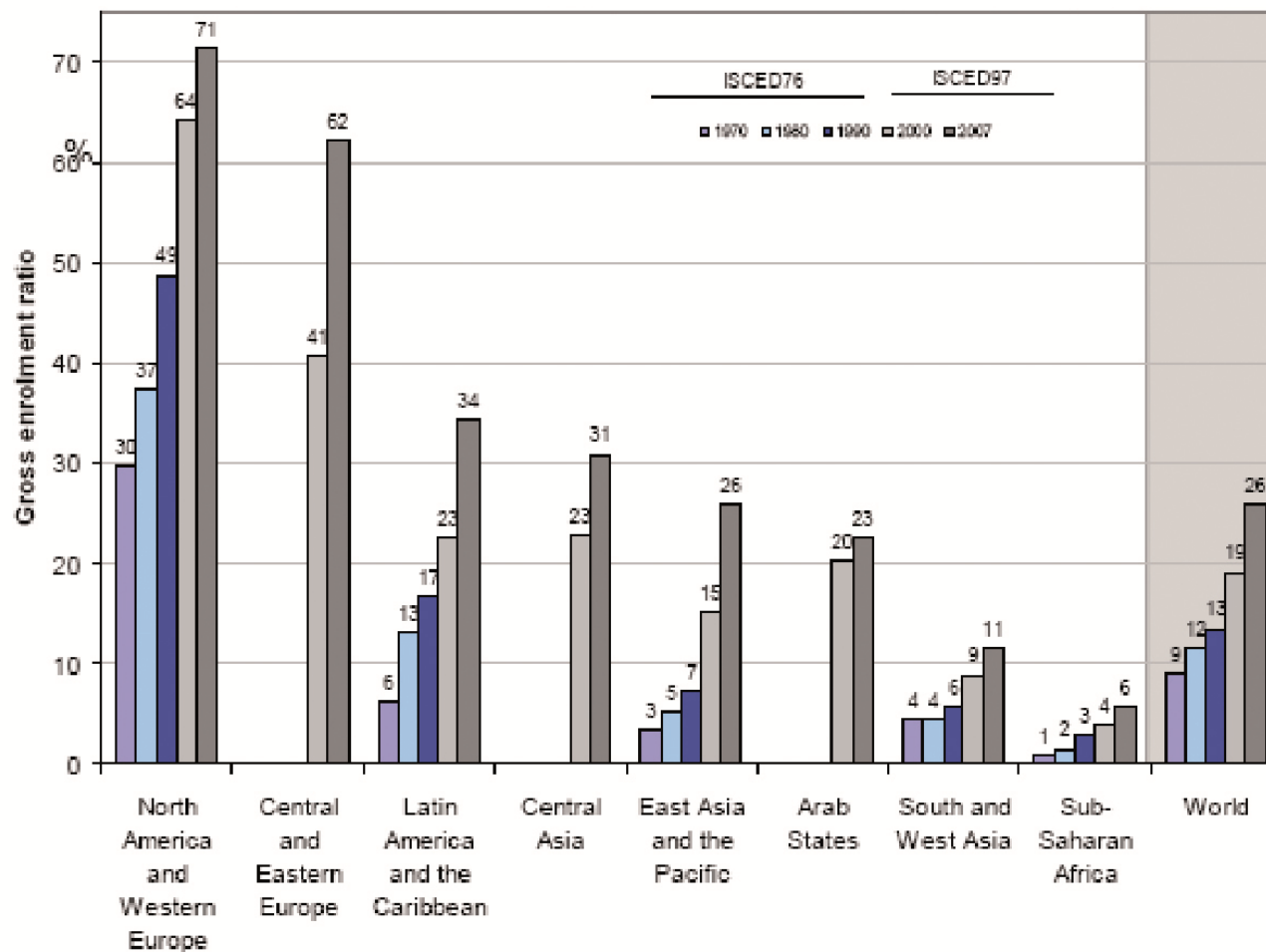


Internet Penetration



Gross Enrolment Ratio

Source: UNESCO-UIS, 2009, p.14



Knowledge Economy

- runs on brainpower
- requires educated citizens
 - 66% with degrees
 - 50% with advanced degrees
- requires skilled workforce (employable skills)
 - low, medium & high level



US Workforce

- Population = 306 531 009
- Currently at 7.2%, or 11.1 million people out of work.
- Workforce = $11.1 / .072 = 154$ million
- 154 731 000 (*civilian*) + 1 500 000 (military)
- More than half of the US is working.



UK Workforce

Population = 60 million

Workforce = 29 million

About 6 million in public sector,

Only around 453,000 (less than 10% of public servants) are in the civil service.

About 50% of population is working.



Unemployment in Namibia

- Workforce 1997 : 401 203
- Workforce 2004 : 385 329
- Workforce 2008: 331 444

1997 Overall unemployment rate: 34,5%	2000 33,8%	2004 36,7	2008 51,2%
Women: 40,4%	39%	43,4%	58,4%
Youth (15-24 years): 58%	67%	61%	75%



What should be the workforce?

- Namibia – what if a developed economy?
 - For 2.2 million people
 - Assume a ratio of 50% workforce = **1.1 million workforce!**
 - Where are the jobs?
 - Where are the workers?
 - Where are the skills?
 - What new jobs do we need to create now?
 - What are the jobs of the future?
 - How do we plan to develop the workforce?



Frictional unemployment

- **Temporary** between jobs for a few weeks, soon back in the job
- **Permanent** (e.g. factory mechanic whose skills are no longer in demand) industry has moved overseas
- **Economic Evolution** - people think at the margin: they only do something as long as that extra work is worthwhile



Economic Opportunity

- Only 7% of Namibians have completed tertiary education.
- Enrolment at tertiary levels remains at the low end, at 5.9%.
- Developed economies: enrolment in HE above 60% for the youth population (18-24 years).
- **We are not effectively building a knowledge economy.**



Workforce Development

- a future perspective
- Skills shortages and high unemployment unlikely to exist together.
 - But they often do.
- Those out of job for long period in teens or early twenties tend to slip into long-term permanent unemployment.



Workforce development

- a future perspective

An American **economic development** approach that attempts to enhance a region's **economic stability** and prosperity by focusing on people rather than businesses.

It is essentially a human resources strategy.

Source: *Wikipedia*, 21.11.2011



Workforce Development

**Historically found in two forms
(American):**

Sector-based strategies: focus on matching workers' skills to needs in an industry already present in the region, such as healthcare or manufacturing.

Supply-side driven, emphasises employee (normally unemployed acquire skills to enter labour market)

Place-based strategies: attempt to address the needs of people living in a particular neighborhood.

Demand side, emphasises employer or is market-driven.



Workforce development

Successful programmes:

a strong network of ties in the community.

equipped to respond to changes in their environments.

take a holistic approach to the problems faced by participants.



Five Pillars of Innovation

■ Jean-Francois Rischard, 2010

- **1. High quality education and training.**
- **2. A lively “innovation ecology”** to foster the “creative class” and business innovation.
- **3. Quality business environment.**
- **4. Advanced ICT infrastructure.**
- **5. A model government and change-friendly values** within the population.



Namibian Skills Deficits

- **Recent IPPR study of 107 companies:**

A critical shortage in key professional fields:

- architects
- engineers
- physicists
- chemists
- computing professions
- surveyors
- cartographers
- health professionals
- jurists
- physical and engineering science technicians
- accountants etc.



Source: *Namibia's Skills Deficits*, NEF, 2010.

Future Skills

- Critical skills for the 21st Century:
 - Deep independent thinking and problem-solving
 - Mental flexibility
 - Fluency with ideas
 - Originality of contributions
 - Habit of finding hidden assumptions and niches
 - A bias toward opportunity and action
 - Usage of all available tools, including the five senses and intuitive perceptions, in data collection
 - Energy, enthusiasm, and positivity about decision-making
 - Self-sustaining productivity

Source: www.successful-blog.com (15 November 2011).



Ten Best-Paying Future Jobs

- Median incomes well above the national average in most countries:
 - Personal Financial Advisors
 - Dental Hygienists
 - Civil Engineers
 - Market Research Analysts
 - Computer Systems Analysts
 - Physicians and Surgeons
 - Computer Applications Software Engineers
 - Management Analysts
 - Accountants and Auditors
 - Registered Nurses

Source: www.jobs.aol.com (15 November 2011).



Skills Imperative

- **The Future**
- Industrialise and diversify economy
- Adapt input-output economic model
(Leontief)
- Develop National HR Policy and Plan
- Establish Workforce Development Bureau
- Establish a Statistics Agency
- Adapt a new Funding regime





THE END

I THANK YOU!



Summary

- If you are not developing into a knowledge society, aren't you at the margins of evolution?

