

# Unemployment and the **Youth** in Namibia

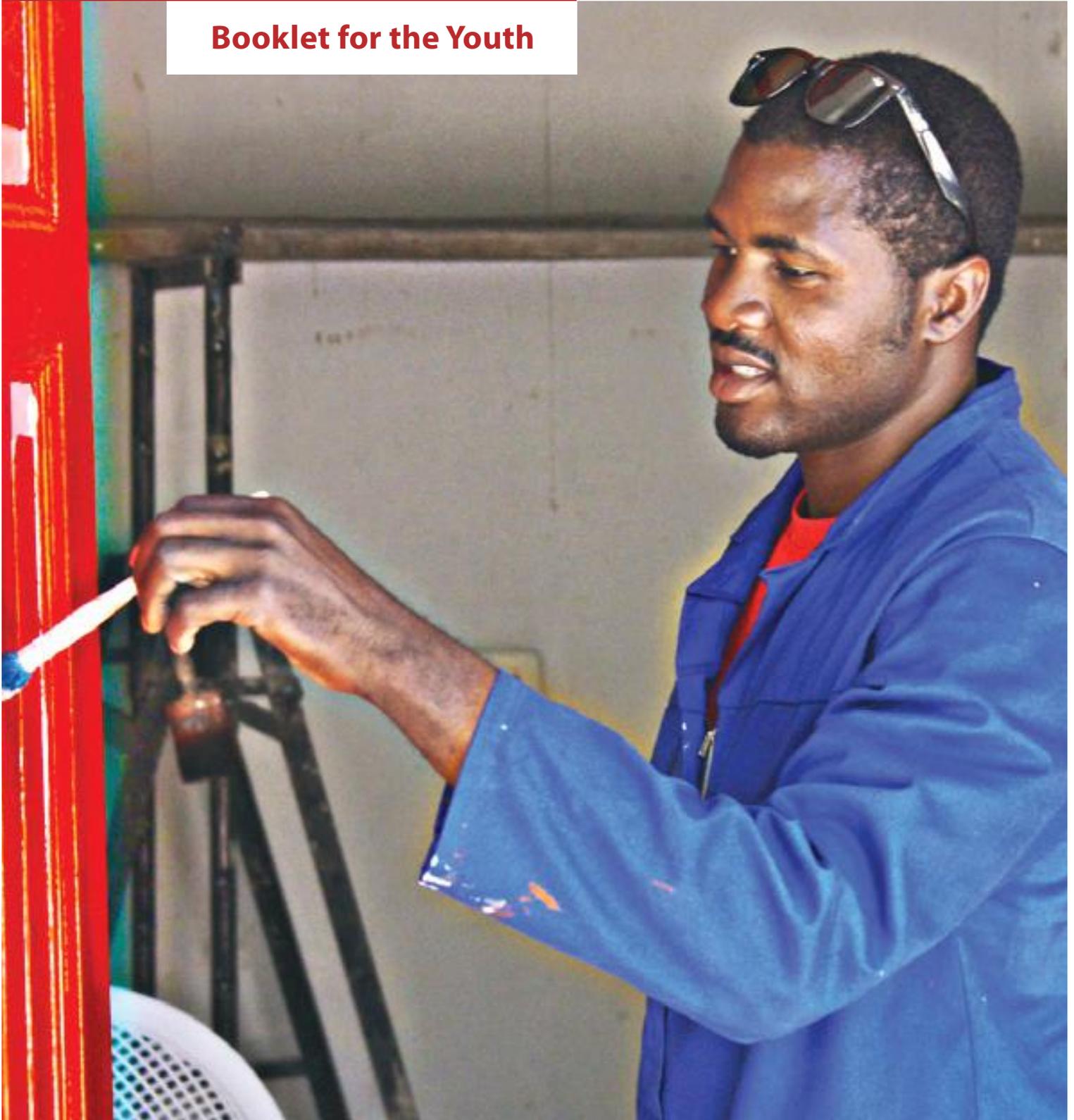


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## Booklet for the Youth



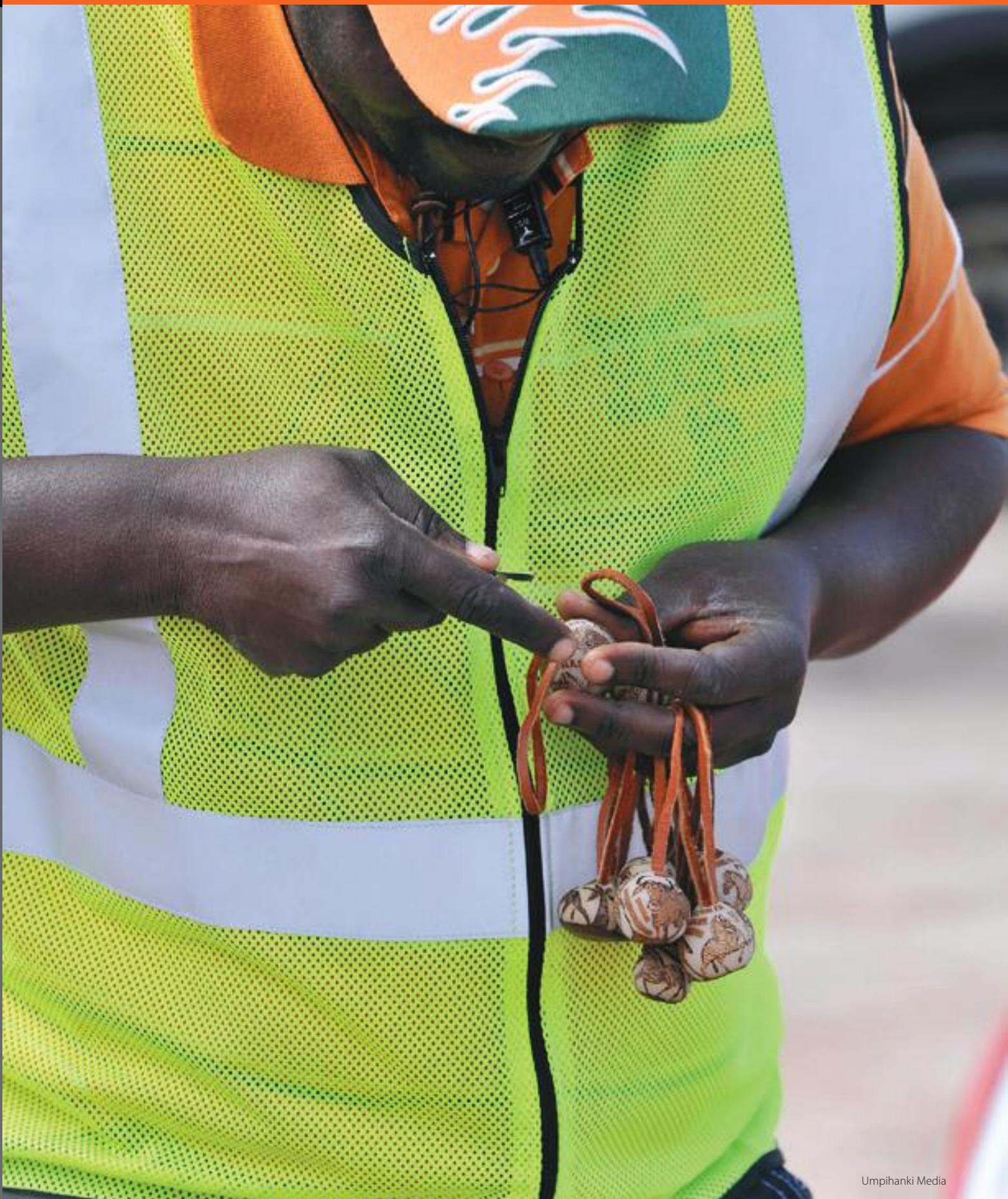
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# ACKNOWLEDGEMENTS



These manuals on 'Unemployment and Youth in Namibia', are a study conducted by the Afronaut Foundation for the PLDDSI- project. They are the result of research that has been the collective effort of a variety of people and different organisations working in co-operation with the project. The researchers and the authors are Mervi Suonpää and Takura Matswetu of the Afronaut Foundation, who are truly grateful to those who supported and helped them during the research time and later with suggestions and comments on the draft reports - you all know who you are!

The research team had professional and undoubtedly great company during our field trips from different institutions, namely University of Namibia, Faculty of Performing Arts, Tanya Tercblance and Keith Nkosi, Piipoo (Lempäälä, Finland) Jarmo Skön, and from Walvisbay ACT Richard Swartz. This amazing group of people are the backbone behind the drama based data collecting method that we used. A part of the desk-research of this study was conducted by Pro Learning Team (Mahtava Creations CC) of the Polytechnic of Namibia. Thank you for your combined efforts!

Thank you also to Horace Schultz for the lay-out and Umpihanki Media and Lauri Dammert for some of the photos seen in these manuals.

Warm appreciation goes to a large group of youth and the Municipalities of Keetmanshoop and Ondangwa who were involved with contributions through workshops, interviews and meetings. Without these most important inputs, this study would not have been possible.

Sincerely,

Takura Matswetu and Mervi Suonpää

1.4.2012, Tampere

# Introduction to the Booklet for Youth

This manual is the outcome of the research into youth unemployment which was conducted over a 5 month period in Keetmanshoop and Ondangwa, Namibia. At first glance this manual may seem to summarise the findings in a way that may sound 'academic', however the reader should remember, research is just a tool and does not, in and of itself, bring about change.

Change is facilitated only when stakeholders together with the youth actively discuss how the research, theory and their own perceptions and experience relate (or perhaps do not relate) to their own practise. In other words, this manual intends to highlight areas and aspects that may require some change, we hope the research findings will encourage the youth to actively partake in making some of these changes and understand that society will always have some limitations therefore they must believe in themselves and show some initiative towards bettering their own lives. More importantly, this manual is aimed at the Namibian youth, specifically the youth in Keetmanshoop and Ondangwa. It is compiled with various stakeholders' messages to the youth and with information about available services, programmes and other options for the youth.

This research has been the collective effort of a variety of people and different organisations,



stakeholders and community groups, their combined effort and input allowed us to gain access into the roots of youth unemployment in Namibia. Therefore, the voices of the unemployed youth, young people attending tertiary education, graduated but unemployed young Namibians together with a variety of concerned stakeholders' voices are heard in this edition, especially in the section where the causes of youth unemployment are discussed. It is important to note, that some of the headings in this booklet are opinions and perceptions of the phenomenon- and not necessarily a total reflection of the actual facts.





# METHODOLOGY

A few qualitative methods were selected to suit this study to collate the data necessary for exploring the different dimensions of Namibian youth unemployment. The Drama-based data gathering method (participatory theatre techniques) was employed along with semi-structured interviews with selected stakeholders, community dialogues and short surveys. Moreover the research team used also their radio participation and usage of the social media (e.g. Facebook) and observations as a tool to cover broad views on the researched topic. The results and observations are supported by some academic references and theory. In practise the research team did four field trips in total, two to Keetmanshoop and two to Ondangwa. The research team travelled once to both locations with professional drama facilitators and held a three day long facilitation with some local unemployed youth, 'traditional' data was collected through interviews and 'alternative' data was

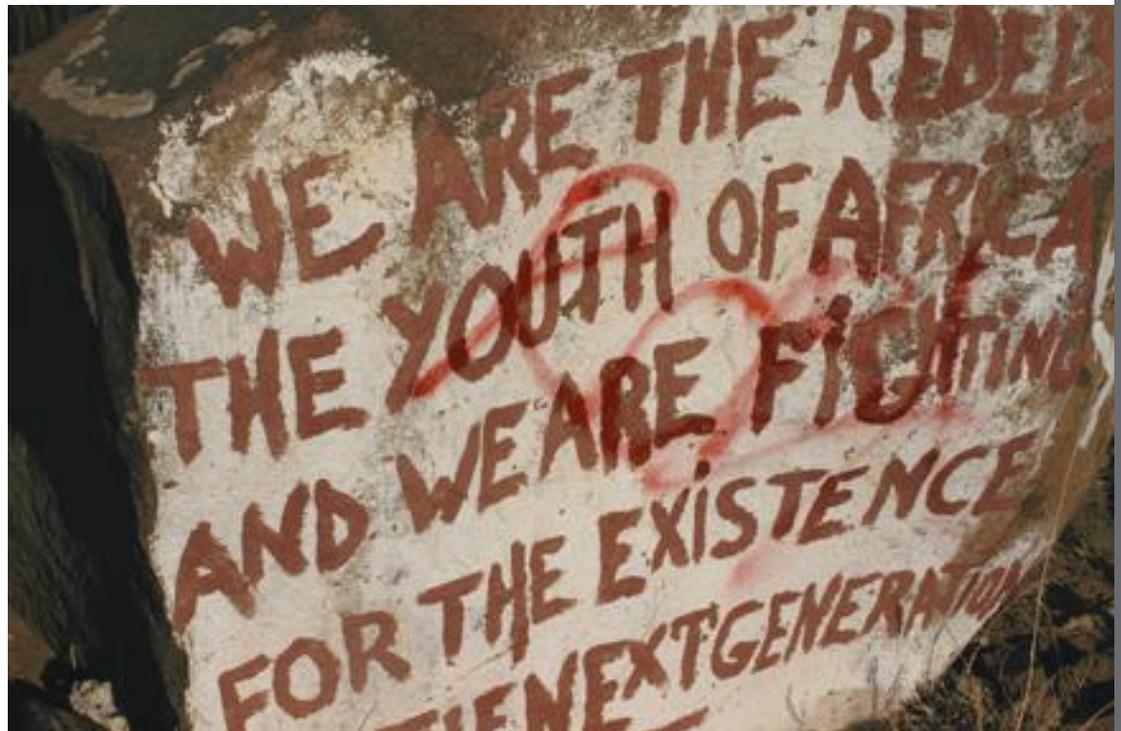
acquired through the Drama-based method. In addition information was also gathered in Windhoek via drama facilitation held at the University of Namibia. After the first trips to the locations the researchers returned and held semi-structured interviews, held talks on youth unemployment on local radio stations and visited different stakeholders in business, politics and community leaders in order to incorporate their views and standpoint so that this information could be combined with that gathered through the drama-method.



# BACKGROUND for the youth unemployment

Namibia has one of the highest rates of GDP per capita among Sub-Saharan African countries, yet it also ranks as one of the most unequal societies in terms of distribution of income and wealth in the world (Gini Coefficient of 0.6 versus an average of 0.43 for all Middle Income Countries (MICs) (1.)). In fact, the economic status of 90% of the population in Namibia is said to be comparable to those of their counterparts in the Least Developed Countries (LDCs) (2.) of Africa .

Unemployment, which recently was reported to have reached 51.2% (Namibia Labour Force Survey - NLFS (3.)), is one of the key explanations as to why this figure is so high. Consequently, the stakeholders have identified the unemployment issue as one of, if not the most important, of priorities to be tackled in the years ahead. Unemployment has a huge impact in Namibia; it causes poverty, homelessness, lack of family cohesion, and it also affects the human dignity



of the unemployed. Moreover a link can be drawn between unemployment, socio-economic status and health risks, such as stress, heart disease (4.) and HIV (5.).

About two-thirds of those unemployed are in the most productive age group of 16-45 years; and more than half of the labour force is unskilled and un- or semi-educated. Looking at the statistics from a different angle, unemployment amongst youth, aged between 15 to 24 years, is as high as 75% (6.).

One of the key reasons for unemployment is the lack of skills amongst job seekers

and especially those with no formal training. To compound matters, not all of the training being offered at the institutions meets the demands of the market. Therefore, a shortage of technical and skilled workers as well as a critical lack of skills and training required for spurring entrepreneurship, innovation and creativity (7.) , self reliance and free enterprise, along with Namibia's narrow economic base, hampers the country's pace of development.

Now, knowing these numerical facts along with some of the explanations behind the high number of

unemployed youth, it is necessary to discuss what has actually been done in order to fix the situation, what should be done and by whom and lastly what can YOU, as the youth, do for yourself.

1 UNDP 2009. Human Development Report 2009. Overcoming barriers: Human mobility and development. New York: UNPD and Country Paper for the International Conference on Development Cooperation with Middle Income Countries (MICs), Madrid, Spain, 01 – 02 March 2007, endorsed by Office of the President and National Planning Commission.

2 Country Paper for the International Conference on Development Cooperation with Middle Income Countries (MICs), Madrid, Spain, 01 – 02 March 2007, endorsed by Office of the President and National Planning Commission.

3 Statistics confirmed by the government through the Ministry of Labor and Social Welfare in September 2010.

4 Steptoe & Marmot 2005. Socioeconomic status and coronary heart disease: A psychobiological perspective. Available at: URL: [http://www.popcouncil.org/pdfs/PDRSupplements/Vol30\\_Aging/Steptoe\\_pp133-150.pdf](http://www.popcouncil.org/pdfs/PDRSupplements/Vol30_Aging/Steptoe_pp133-150.pdf)

5 ILO AIDS 2005. ILO Programme on HIV/AIDS and the World of Work.

6 The 75% unemployment amongst the youth is one of the highest in Africa. Jauch 2010: Ministry of Labour 2001, 2006 and 2009 (unpublished).

7 Identified by the National Planning Commission (NPC).

This paragraph is moulded based on the data collection efforts conducted with the local youth using the drama-based data collection method, stakeholders through interviews and media coverage through desk research. Surprisingly both youth and various stakeholders explain the reasons for youth unemployment correspondingly. Here are listed the reasons the youth and the stakeholders see as causes of youth unemployment in Namibia: The views of the stake holders are combined from government and municipality officials, business people, church leaders, parents and heads of different schools and institutions.



## PROBLEMATIC NATURE OF THE NAMIBIAN EDUCATION SYSTEM

The Namibian educational system has been pointed out by the youth but also by the various stakeholders as one of the main reasons why the youth are lacking the skills and mindset to get employed or be able to create employment. It is the opinion of the stakeholders and youth that the school system is failing to prepare the youth psychologically for entrepreneurship and innovation and that it fails to be encouraging enough to make a higher percentage of learners motivated to finish higher levels of schooling.

## THE ATTITUDE DILEMMA: LACK OF MOTIVATION, LAZINESS OR APATHY?

According to the youth and stakeholders, one of the biggest issues contributing to youth unemployment in Namibia is the lack of will to work or the apathy that the youth develop after not getting employed easily. One of the most used descriptions of this mentality is

'laziness' and 'apathy', although with wider understanding and amplification this may

the difficult nature of accessing the Namibian labour market. This view arises out of unfair



be expressed as 'lack of motivation'. Many youngsters lack the will to create opportunities for themselves by engaging into their own initiatives. There is also the attitude that youth tend not to be willing to 'work for nothing' by volunteering for companies whilst they are still concluding their studies. This was a serious concern for much of the business community.

## CORRUPTION

Corruption is one of the most given explanations by the stakeholders and the youth for

recruitment policies, such as nepotism and favouritism. On the other hand, problems related to the difficulties of finding and getting a job are often justified with 'corruption', although there are other factors as well which play a role in every individual situation. Nonetheless, according to the youth, corruption plays a big role when it comes to placement practices in the labour market.



**CONTRACT WORKERS**

Many youth work in what is known as the intermediary zone; the youth are often engaged in casual employment and “getting by” through self-employment, such as selling cell phone airtime or cigarettes. This is also described as underemployment by the stakeholders since a lot of youth hold a variety of part-time and casual jobs which do not reflect as full employment - this reflects the fragile nature of labour market and affects how the youth are portrayed in the labour statistics.

**LACK OF EXPERIENCE COMBINED WITH GLOBALIZATION AND TECHNOLOGICAL ADVANCES**

Globalization and technological advances have had a profound impact on labour markets throughout the world. Young people, as new workers and because of the experience required in most job advertisements, have faced a number of challenges associated with these developments. In other words, the older and more experienced applicant often succeeds against a young inexperienced person.

As technological advances increasingly become more important in and play a major role in the production cycles of more companies and organisations in



both Keetmanshoop and Ondangwa, fewer unskilled youth are being employed to do work that requires little or no skill due to

the fact that they do not know how to use the technology or that the technology has taken over the jobs of a number of people.



**QUALIFICATION INFLATION**

As most new job growth is in the informal sectors of the economy, there are few opportunities for young graduates to find work that corresponds to their level of education. Many of these highly educated workers end up migrating to industrialized countries to improve their job prospects. The resulting brain drain holds serious consequences for the future development and job creation in the country. On the other hand, the business sector points out that it is hard to find people with certain specific skills or training (8.) .

At the top end of the labour market in

Namibia, there has been an increase in the supply of professional and high-level technical jobs, but as a result of the growth in educational participation, especially at the graduate and post graduate level, competition for these jobs is rather extreme, this has resulted in the demand for educated workers not equaling the supply, leading to qualification inflation.

**OVER-QUALIFICATION AND THE LACK OF EXPERIENCE**

Over-qualified youth also contribute to the statistics on youth unemployment in Namibia as many highly educated young people remain



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unemployed. A report by the National Council for Higher Education (Namibian 2011 (9.)) states that more than 11% of graduates from University of Namibia and 14, 4% of Polytechnic graduates are unemployed. Nearly four out of five graduates only find a job after about two years after graduating. This phenomenon derives from two key factors. One is that there is an inappropriate matching of university degrees with demand occupations as discussed earlier.

**LACK OF JOBS IN FORMAL SECTOR AND OVERALL LACK OF JOBS IN THE FORMAL ECONOMY**

The simplest explanation given to the reasons of such as high unemployment rate as Namibia's, is simply the lack of jobs in formal sector and the narrow economic base the market holds.

**THE DECLINE IN SKILLED JOBS IN THE MANUFACTURING SECTOR**

The decline in skilled jobs in the manufacturing sector, together with the increased demand for professional specialists and unskilled labour in the service industries, has led to a "hollowing out" of the youth labour market. New opportunities tend to cluster at the top end, in the professional and advanced technical sector (example, its highly unlikely that a young person can be a professor at university), and at the bottom end, in the low-tier service industries (example a cleaner at local school, a youth do not prefer such jobs).

8 Such as a qualified and experienced boiler maker in Keetmanshoop, according to one company.

9 Namibian Newspaper 6.12.2011.



## ALCOHOL AND DRUG ABUSE

The stakeholders highlight the importance that alcohol and drug abuse has had on the discussion on youth unemployment. The abuse of substances leads to absenteeism (getting fired and been unemployed), lack of motivation to seek for employment (decrease of productivity) or not getting a vacancy due to the reputation and physical appearances abuse creates.

The prevalence of 'Shebeens' in Keetmanshoop and Ondangwa and the staggering low rate of regulation by these shebeens of who purchases alcohol from their establishments has made alcohol very accessible to the youth in these towns. The law says that no one under 18 years of age should be able to purchase alcohol or tobacco but this is not strictly followed by merchants of these products especially in the ghettos.

The youth in Ondangwa spoke of an increase in the sale and community prevalence of drugs such as cocaine and

marijuana owing to the town's proximity to Angola from which the drugs are locally believed to originate. Owing to the lack of employment, the youth say, many of their peers are becoming drawn into the sale of these dependency producing drugs to make an income, while others are becoming users to 'numb' the stresses of unemployment. Where there is no income flowing into the pockets of these youth the necessity to purchase food or drugs could drive them to committing crimes. The adverse effects of the influx of these substances in a developing town such as Ondangwa could be crippling to say the least.

## MIGRATION

It is understood that most youth are migrating to urban areas in search of better opportunities. On the other hand, when youth from rural areas have been educated, they hardly return to their places of origin which leads to brain-drain of the smaller towns and a concentration of skills in limited areas.

The influx of foreigners from Angola, China, Zambia, Zimbabwe and other countries who are not training the youth to be able to replace them in the positions they work in or to do what it is Namibia imports them to do is not helping the youth situation but rather perpetuating a situation in which one foreigner is replacing another after their tenure, but leaving no Namibian with the skill which was required in the first place. words, the older and more experienced applicant often

succeeds against a young inexperienced person. As technological advances increasingly become more important in and play a major role in the production cycles of more companies and organisations in both Keetmanshoop and Ondangwa, fewer unskilled youth are being employed to do work that requires little or no skill due to the fact that they do not know how to use the technology or that the technology has taken over the jobs of a number of people.



# WHAT has been done?

The youth may feel sometimes that nothing is done in order to empower them or reduce youth unemployment, however this is not the case and this feeling has been raised frequently as an explanation why one is unemployed. Here is a list of some initiatives available to the youth and the wider community put in place by various stakeholders.

## MUNICIPALITIES/ LOCAL AUTHORITIES

The municipalities of Keetmanshoop and Ondangwa have departments that deal with Local Economic Development (LED).

For more information about the ways how the municipalities can assist you, please contact: **Keetmanshoop Municipality: Tel. (063) 221212**  
**Ondangwa Municipality: Tel (065) 240101**

## THE NAMIBIA YOUTH CREDIT SCHEME

The National Youth Credit Scheme aims to be a leading agency harnessing and developing innovation and Entrepreneurship among the youth for employment and

wealth creation. The programme is today in all the thirteen regions of Namibia and is determined to reach all corners of the country (10.). It operates under the Ministry of Youth, National Service,

Sport and Culture. The scheme makes provision for youth between ages 18-35 with a business idea, to create basic business skills training as well as financial assistance, without collateral from N\$ 2000.00 up to N\$

20 000.00. There is a series of three small loans, where the young people must pay back the money before they qualify for a next and bigger amount.

10 Helena Amukoto (Chief Youth officer), Ministry of Youth. 9.8.2011.

For more information please read the booklet "Namibia Youth Credit Scheme, Working with youth and through youth to improve livelihoods. Programme Policies and procedures."

In Keetmanshoop you may find this info as well as the application forms from the Multipurpose Youth Centre. In Ondangwa, you can request for the information package from the SME office. The office is located at the New Town Square.

## YOUTH ENTERPRISE UNDER THE NATIONAL YOUTH COUNCIL (NYC)

The National Youth Council of Namibia is an autonomous umbrella body funded by the Government of Namibia and made up of Namibian youth organizations affiliated to the Council. Amongst its, broad aims and objectives the National

Youth Council have adopted the objectives that affect youth enterprise to develop the inherent abilities and capabilities of the individual youth and to initiate youth development projects and to encourage the establishment of projects. The employment desk of NYC has been established with a

purpose of raising the level of socio – economic awareness of young men and women, especially unemployment young women and men, thereby enabling their participation in national development. This policy has grown out of the work of the Employment Desk and reflects the Council's recognition of the

need and importance of promoting youth enterprise in Namibia (11.).

11 The Policy of NYC.

For more information please contact National Youth Council:  
Tel. (061) 248218  
E-mail.  
info@youthcouncil-namibia.org

## THE TARGETED INTERVENTION PROGRAM FOR EMPLOYMENT AND ECONOMIC GROWTH (TIPEEG)

The TIPEEG program is freshly started three-year program (starting with the 2011/12 financial year) with

main goal in addressing the high Namibian unemployment rate. The means to tackle the unemployment is by implementing Government programmes and Projects in sectors of agriculture, transport, tourism, housing and

sanitation with the potential to create huge numbers of direct and indirect jobs. Each of the four sectoral programs is strengthened by sub-programs and specific projects (12.).

12 The Targeted Intervention Program for Employment and Economic Growth (TIPEEG), 2011.

For more information what is happening on regards to TIPEEG in your municipality/region, please contact your municipality at:

**Keetmanshoop Municipality:**  
Tel. (063) 221212

**Ondangwa Municipality:**  
Tel (065) 240101



## VOCATIONAL TRAINING

There are various places where vocational training is been offered in Namibia. The aim of vocational training is usually to provide young people with appropriate, practical and marketable know-how that will enable them to become independent, motivated and productive members of their communities. The mostly offered vocational training skills

are mainly of enterprise, computer and leadership training, life skills, job search skills and basic construction skills such as brickwork, metalwork and carpentry (13.).

Vocational training centers, such as KAYEC, focus on assisting those who have failed in the schooling system and who without projects such as KAYEC would not easily be able to access occupational

training. KAYEC trains approximately 1000 students per year in different skills training.

The applicants for courses with Kayek should be between 15 and 35 years old, have completed a minimum of grade 10 at school, and if not, s/he must be able to write, speak and understand (in other words communicate in) English. The courses last from three weeks up to

three months and the fee is dependent on the chose course.

13 Katutura Youth Enterprise Centre (KAYEC), 2007-2008, Career in Namibia. URL-<<http://www.schoolnet.na/ICS/careers/katuraturayouthenterprise.html>>24.9. 2011.

For more detailed information please contact Kayek and ask for different possibilities

**Windhoek:**  
Tel. (061) 272670  
**Ondangwa:**  
Tel. (065) 241 374

**NATIONAL YOUTH ENTERPRISE ANNUAL EXPO**

The National youth Enterprise exhibition, commonly known as the National Youth Expo, is an event that takes place annually. The nature of the occasion is to give a

platform for a variety of young entrepreneurs and artists to present their products, services and talents. The goal for the Expo is to offer opportunity for young and innovative youth to learn from each other through their experiences and

practices. Moreover, the Expo can also be used as an opportunity for the youth to celebrate their achievements and talents and encourage other young people to start their own businesses and entrepreneurial projects (14.). The

challenge has been rather low enrolment rate by the local youth, and therefore the continuation in all locations in the future maybe threatened.

14 "National Youth Expo, Namibia—Enterprise for Youth Empowerment" URL <[www.ceec.org.zm/news/may\\_2010\\_Empowerment\\_Newsletter.pdf](http://www.ceec.org.zm/news/may_2010_Empowerment_Newsletter.pdf)> May 2010.



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# WHAT should be done by the stakeholders?

Changing the situation of Namibian youth unemployment is intended to be the joint effort of different parties in the Namibian society. Stakeholders, such as local authorities, business and private sector, NGOs' and churches should come together and find ways to develop the existing structures as well as create some new ones. Here are a few ideas...

## IMPROVING THE EDUCATION SYSTEM FOR A BETTER QUALITY OF EDUCATION FOR ALL

### TACKLING DROPPING OUTS, APPROACHES AND METHODS

Investing in human capital begins with health and education. A link can be drawn between education and high youth unemployment. A low level of education may adversely affect employment in the long run. As a result our research shows that youth in and out of school should be a major priority for skills and attitude development through the educational system. It is important to note, that in the formal economy, one is expected to hold certain skills in order to

get a job, and therefore, having no education (15.) or having a poor education, makes it difficult to have any access to the labour market. Creating mentorship programmes, having motivational speakers speak to the youth and tutoring approaches that include career counselling at school could improve the current situation.

Education must also include social skills according to some interviewees. It was their opinion that the customer service in certain Namibian institutions and companies reflected a general attitude that shows a lack in human interactive skills and this was attributed to their education amongst other things.

## QUALITY OF TEACHING AND IMPROVEMENTS IN THE SUBJECTS

Recently the local media (16.) pointed out that Namibian teacher' English proficiency levels were extremely low. It is important to find a solution to this problem since the language of command in most Namibian schools is mainly English. Either the teachers must go for further English training or that school must be taught in the local languages of the pupils. It is not only a matter of improving the quality of the teacher's proficiency levels but also incorporating the demands of the society.

It would also be good to introduce basic entrepreneurial skills studies from

an early age. Some schools have already welcomed courses of entrepreneurial skills to their learners as a part of their 10-12th grade studies, and the results are rather encouraging (17.). Moreover, integrating vocational education into mainstream schooling could also help young people leave school with skills relevant to employers as well as a head start if they decide to further their studies.

15 Education must also include social skills according to some interviewees. It was their opinion that the customer service in certain Namibian institutions and companies reflected a general attitude that shows a lack in human interactive skills and this was attributed to their education amongst other things.

16 The Namibian, 09.11.2011

17 SMEs Compete



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## **PROMOTING VOCATIONAL TRAINING**

Unfortunately the reputation of Vocational Training seems to have suffered a bad decline amongst the youth. The attitude amongst the youth is unfortunately rather negative and vocational training is seen as a low income last resort, instead of appreciating the possibility of getting a profession by gaining skills. This unnecessary hindering force needs to be changed and vocational training should be marketed to the youth as a good option for furthering their studies.

## **ACCURATE REGULATION OF THE SKILLS AND LABOUR MARKET'S SUPPLY AND DEMAND**

A report by the National Council for Higher Education (Namibian 2011 (18.)) states that more than 11% of graduates from University of Namibia and 14,4% of Polytechnic graduates are unemployed. Moreover, nearly four out of five graduates only find a job after about two years after graduating. One explanation is clearly the lack of effective link between the labour market

and the educational system. In other words the educational institutions push out too many graduates from areas which are already either filled with professionals or the numbers are too high while the labour market is lacking Namibian know-how on certain areas. On the other hand, brain drain is also a factor where the Namibian labour market needs to play an attractive role for the educated citizens by offering attractive



packages and benefits (19). Therefore a system where the demands of the labour market and the intake at training institutions can be forecasted and matched needs to be created to

reduce qualification inflation and the number of unemployed graduates.

18 Namibian Newspaper 6.12.2011.

19 LaRRi 2011. The Crisis of Youth Unemployment in Namibia. LaRRi: Windhoek.



**SUPPORT STRUGGLING INDUSTRIES**

The state should try and create demand in the Namibian economy by supporting struggling industries in the private sector in order to save jobs. In recent times, tender practices have gotten a lot of attention and various views on how the situation should be regulated have come up. One must understand that foreign companies may be able to tender with better offers, and restricting those companies only due to their nationality can be questionable. Nonetheless, policies that encourage the safe

guarding of a certain percentage of tenders for locals can be used to the nation's advantage. If the tenders can not be awarded straight to smaller local companies, at least companies that win tenders should be encouraged to source labour and raw materials from within Namibia and/or take on more Namibian students for training in that company's field of speciality through tender regulations. Moreover, an equal distribution of means of empowerment in the regions will encourage an even demand for labour and maintain the stimulation of local economies, especially

when it also comes to awarding tenders, so smaller local companies can acquire experience. The government could also provide their support through giving tax cuts to companies that employ more youth or subsidise income for youth receiving on-

the-job training so that companies can benefit from their labour while the youth receive training and much needed experience (e.g. Swedish Activity Benefit (Aktivitetsstöd (20.)).

20 Please read more about the Swedish Activity Benefit system by visiting URL: <http://www.liveinsweden.se/swedensmart/employment/work-placements>



**PROMOTE TRAINING AND EDUCATION TO THE YOUTH AND ENCOURAGE AND SUPPORT SME'S AMONG THE YOUTH**

The government, private sector and NGO's (21.) offer various trainings and educational packages for people running or wanting to start up an SME, nonetheless either the quantity or quality of them do not always seem to respond to the demands. In addition, these courses are

sometimes accessed after paying a certain fee, which excludes a huge amount of willing participants. Therefore sources for funds to attend these courses as well as the training programmes should be promoted more and marketed better through radio and other media that has a broader reach.

Attitude changes (to become more pro-active) could also be achieved through

education and trainings, encouraging positive attitudes and values towards work and workmanship as well as entrepreneurship should be promoted from a very early age in schools, through career counselling and other support services.

**ACCESS TO INFORMATION, EFFECTIVE SERVICE DELIVERY AND CREATION OF DATA-BASES**

Most young Namibians

in Keetmanshoop and Ondangwa lack access to information and where they have an idea they lack an in-depth understanding of how to take advantage of or access what is available to them in the form of training, funding or work. Therefore a serious transformation of information sharing should take place by advertising more on the radio and creating central databases that

21 Non-Governmental Organisation

are accessible to the average Pandu (read Joe). Often the problems with information sharing can be said to be in connection with the efficiency of the distributing entity, and therefore the government should encourage an increase in the efficiency of the public sector, state owned enterprises included.

The data-base could cater for providing information pertaining available vacancies and on the other hand the business people could search for workforce matching their requirements. Essentially the data-base would be used as a central 'recruitment point' where labour information could be stored and accessed from one place (labour force, vacancies, trainings etc). Nonetheless, this service needs to be coordinated from somewhere where internet access would be offered to the public. Currently the access to internet (with printing etc services) is very poor and expensive for the youth in both Ondangwa and Keetmanshoop. Therefore the local

authorities should see to it that the access to technology, internet and information is a priority for the community.

All in all, an improvement in access to information, internet, service and support and the data-bases would strengthen the networks through which people access knowledge and resources. These enhancements would build a support infrastructure that would promote continuous innovation culture and upgrade the communities' business, education and overall activities. It could also be a centre through which the government could access more accurate information regarding the 'labour-market ready' populations of these locations which would assist them to plan and implement policies better through easier and more accurate statistical data capturing.

### CAMPAIGNS

Campaigns are an excellent way to educate and disseminate information whilst creating some form of employment. Hot topics could come more openly under

discussion in public debate. One campaign could be suggested; advising citizens of what is available to them in their local communities in terms of training opportunities and education funding. Here local colleges and training institutions, banks and the government could pool resources and send people out to explain to the masses of these options and where they are available and even on the spot applications.

Awareness campaigns have the possibility to help tackle some specific barriers faced by youth, women and ethnic minorities such as the idea that big business people and government are inaccessible to

them by providing on the ground face to face interaction agents from there. Moreover, the campaigns could be designed to address particular skill gaps or other needs of these groups. Interviewees suggested campaign topics based on the research topic ranging from encouraging a culture of reading (eases not only school success, but also assists people to be interested to read instructions, get to know about their rights, possibilities etc through available information) to encouraging the youth to start their own businesses and telling them of the industries which need them to innovate and for which training and funding has been made available.



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**SHARING KNOWLEDGE, MENTORING AND GIVING OPPORTUNITIES**

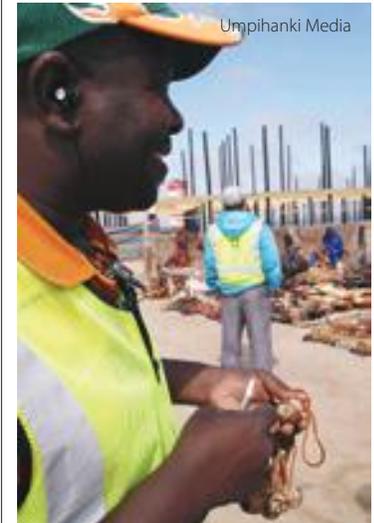
Private sector, businesses and even municipalities (22.) should become more result oriented when implementing different projects and programmes, such as internships or mentorship programmes and evaluations and assessments should be done at regular

intervals. The private sector should give internship opportunities to students in order to be able to get work experience. This could be as simple as looking at the reality of youth unemployment, mentoring young people and helping them understand the reality of the world of work, or offering work experience and apprenticeships. In other words, they should have at their central part a purpose

to speed up effective and real empowerment. Empowerment should aim at making people realise that by developing themselves and the mechanisms of their work will guarantee access to the economy as a real opportunity. As an example, the private sector could come up with innovative ways of creating employment opportunities by taking advantage of government funds such as TIPEEG and the

government should support such initiatives.

22 Municipalities use already some training programmes with their community members, although the numbers could be higher.

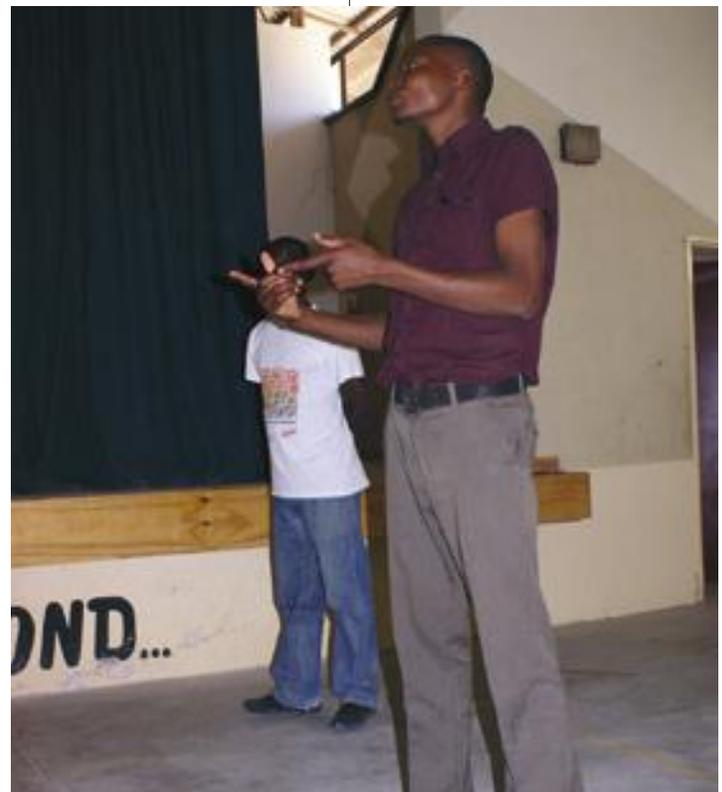


**PROMOTION OF VOLUNTARISM**

Due to the lack of experience getting work is a problem, as has been pointed out previously. Therefore volunteering could be one option for gaining experience and improving the position of young people in Namibia with respect to their access to the labour market, boost their employability and becoming aware of their workers rights. By working (even though it would be for free) the youth would not only gain experience and knowledge but also learn that by working hard there would be a better chance to

succeed in the future. Working for free is ideally not something that anyone would want to do, so various stakeholders should be encouraged to promote the benefits of voluntarism and that this is not work for free, because experience is in fact something that is worth a lot of value which can translate into financial reward! Progress in the labour market and success is not an instant thing but rather a gradual process that needs to be maintained and cultivated by incorporating a multitude of aspects ranging from health, education, attitudes,

motivation, hard work, innovation, creativity and a plethora of other elements.



# POSSIBLE practical solutions to reduce unemployment

The topics presented on the previous chapter are all points that should be taken in to consideration by stakeholders. They represent the main findings of this study on a general level whereas this chapter lists more practical suggestions from those points.

## CREATE PLATFORMS AND IMPROVE COMMUNICATION

Finding a job is not only a matter of having the right qualifications and experience. One must be active in creating networks and knowing how to market oneself as a desirable commodity. Being an innovative person includes creating something different and convincing a market that it is something that they want or need, this will end up creating a demand for your commodity whether it is YOU as an individual or your product. Package yourself as well as you would package something you would like someone else to buy from you, and always stay up to date!

Communication is not only how one speaks verbally, body language is a key factor too. Smiling, being friendly, standing straight and having a firm but not intimidating handshake is all part of your language. Practice that

as well as you practice speech and writing in school. Dressing well makes one look more distinguished and approachable. Speaking well and to the point will help make people take you more seriously. Have a plan and an idea about how to execute it, lay the foundation for your ideas, it is easier to assist someone that has something to show than someone that has nothing at all. The youth feel like they are not taken seriously by the local authorities or the business world with their concerns. At the same time local authorities suffer from low attendance rates at community meetings (23.). Therefore it is clear how important it is to improve on the methods and manner of communication.

The youth should take advantage of platforms created for them to make decisions at the local, regional and national level. Young people are empowered when they

acknowledge that they can create choices in life, influence through proper channels and that they need to accept the responsibility for the consequences of those actions. The municipalities of Ondangwa and Keetmanshoop have taken steps towards these practices, especially through the element of Junior Town Councillors. Nonetheless, these youngsters need assistance in getting their peer's views out into the public so they start making a difference and that wider youth community feels like they are part of the system. The Junior Councillors should be encouraged to bring views of schooling, studying, working and unemployed youth to the ears of the Town Council and suggest tangible solutions.

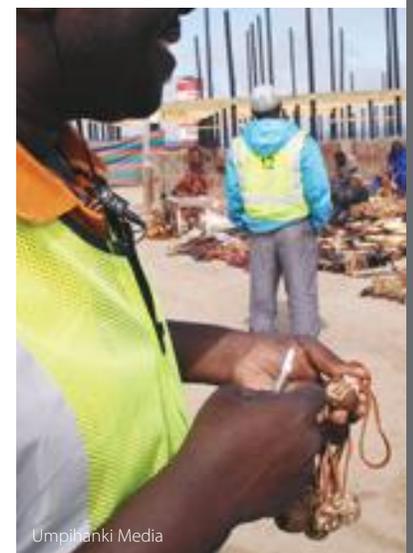
The whole community should become more open towards one another. A citizen who walks into a government building or business should be greeted with a smile and not as if the attendants are being bothered by the presence of that

customer. The youth felt that they are losing faith in the system they are meant to inherit because although they or their parents are paying taxes the customer service they receive is unacceptable and processes are too slow.

## LISTENING AND DOING SMALL BIG THINGS

When talking about unemployment, we automatically think changes in policies, laws and services. All these changes are important yes, but sometimes we tend to forget that there are small things that can be changed too i.e. micro instead of macro.

23 It is also useful for the local authorities to know that the community feel like the local authorities and politicians do not organise enough community meetings.



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**ACCESS TO NEWSPAPER**

Since there is no existing data-base where one could see available vacancies, or training possibilities etc, the best way to seek for opportunities is through the local newspaper. At present one would need fifteen Namibian dollars per week for the daily newspaper, but where most of the youth barely have money and their parents are cash strapped this amount makes a huge difference

budget-wise. Those community members that can afford to buy newspapers daily should leave these at central points where others can access them. Our suggestion would be that each municipality would leave a free newspaper to read at the municipality from Monday to Friday at an agreed place, such as the Marketing Department in Ondangwa and Tourism Office in Keetmanshoop (24.).



24 Places are just suggestions.

**RETURNING THE CVS**

The youth have described that applying for multiple vacancies is a costly practice due to the fact that for them printing is expensive. They hope that after the application processes the unsuccessful applicants CV's would be returned to the candidates. In this way, they could save money and apply to some other job with the same print out or that there be a central CV registration portal from which companies can access their credentials, the database.

**GETTING INFORMATION ABOUT COURSES AND TRAININGS THROUGH ONE CHANNEL**

The youth say that access to information and different opportunities is seldom efficient. Courses and trainings are not advertised effectively or broadly, they find out about courses and training word of mouth. They wish to see a new system where stakeholders would announce the opportunities on a combined platform. In Keetmanshoop youth can already see many opportunities through the Multipurpose Youth Resource

Center's information boards or through its staff, but the youth hope for more united practices along with various stakeholders. In Ondangwa the youth is not aware of any channel where opportunities could be checked, and therefore one such platform should be developed.

**ACCESS TO THE COMMUNITY HALL**

In both locations there are youth groups who wish to have access to the Community Hall for free on a daily basis in order to practice their activities. The groups are community groups, which are highly healthy for the youth who are

otherwise on a high risk group of becoming or remaining inactive, passive or spending time in shebeens etc. The local authorities should show their support towards youth organizations and activities and make them feel encouraged especially those people that are willing to develop and activate themselves. By giving regular access to the venue, the groups and its members would not only stay active and get empowered but they would also learn responsibility and be role models for others by being involved in something 'healthy' instead of falling

falling into substance abuse and other unsavoury practices. Giving access to the venue for youth groups once a week for practice purposes, shows, performances and happenings organized for the community will encourage the development and maintenance of local theatrical and musical cultures as well as create an income source for the youth involved in these groups through the fees they will charge.

### DEVELOPMENT OF LIBRARY SERVICES

The youth long for up to date libraries where they could have access to information, study and discuss. Both Ondangwa and Keetmanshoop have libraries but the youth are not enticed or encouraged to use these facilities. More material needs to be provided for these centres.

### ACCESS TO INTERNET AND PRINTING

Youth feels like the pricing of internet and printing services is a big challenge for them. They hope to be supported by the local authorities so that they could have cheaper and more access to internet services and printing

(especially when they are used for applications and seeking for information relevant for getting employed or trainings etc).

### INFORMATION CENTRE WITH DATA-BASES

Several points listed above could be offered through opening a Service Point where internet, printing and other facilities would be offered. The best advantage from so called Service Point could be achieved if the place would offer centralized list of all the necessary information, vacancies and the communities' skills and also coming trainings and courses etc. In case 'reserving' an employee for these purposes is not possible, providing resources would still be a big help for the youth, but also to the larger community.

An electronic data-base is an asset that would take a longer time to develop, so before this the municipality could promote create employment seminars where different companies and stakeholders could advertise their products and services as well

as advertise vacancies and trainings at the same place. This could be integrated in to the already existent trade fairs and vacancies could be kept on record from where job seekers could access the information from a central point. The same database could also house CVs and contact information to unemployed community members. This is a tool that stakeholders could use when looking for new employees(25.). The Service Point would ideally offer also basic assistance for the youth, such as CV writing trainings. In Ondangwa the point would fit well to the office where Local Economic Development(26.) is based, in Keetmanshoop the suitable place could be the Tourism Office(27.). The places should have at least one computer but ideally more, with internet access to the community for job seeking purposes, either with low cost or if possible free of charge. The service point could also provide training in job search techniques (CV and interview techniques, presentation etc) to

prepare unemployed people to apply for jobs and give them the skills and confidence to perform well when speaking to employers. In addition the service point should be able to guide the community to find places where skills training are offered. Taking the municipalities' workforce limitations into consideration, the Service Point could perhaps also be developed to be run and developed by the local youth. In Ondangwa the LED/marketing department already offers basic information related to SME's and financing. A similar service would be extremely necessary in Keetmanshoop as well.

### YOUTH COACHING PROGRAMMES

Creative entrepreneurship, innovative ideas or and leadership mindsets should be instilled through education and continuous monitoring and coaching in order to be a success.

25 Examples of the existing data bases: provided by the Finnish Unemployment and Economic Development Office at URL <http://www.mol.fi/mol/en/index.jsp> and the Swedish Swedish Public Employment Service (Arbetsformedlingen) at URL <http://www.arbetsformedlingen.se/Globalmeny/Other-languages/Languages/English-engelska.html>.

26 An extra employee would be needed most probably.

27 Suggestions given based on location and according to youth's opinions about easy accessibility.

In other words, the role of mentorship(28.) and nurturing skills development should be highly emphasized in the path towards youth empowerment. This is both in starting businesses but also getting active in job seeking so as to discourage being passive (29.). One way of accomplishing a mentoring relationship with the youth could be through so called coaching programmes which would nurture the youth towards successful future, supporting core goals through innovative and motivational support networks.

It would be highly important to develop local policies to support youth engagement in various forms. These procedures could be carried out through suggested initiatives as follows:

### **MOTIVATIONAL SPEAKERS, SUCCESS STORIES AND CONFIDENCE TRAINING**

Many things start changing when the attitude is shaped. An example could be set through motivational

speakers and so called success stories from the community, whose job would therefore be to inspire and motivate. Listening to the speech of an inspiring person or being given guidance encourages one to pick up ideas and draw from the mentality of such a person. The inclusion of confidence and self sufficiency training in the early years of high school would encourage a mind set shift towards entrepreneurialism which is something that needs to be nurtured in the young population as well as to encourage them not to want to always look forward to getting a job in a big company but rather create jobs for their people in their own companies(30.).

The churches in Namibia have a really big role to play in changing the mindsets of the community. Motivational speaking could be used especially relating to the way that youth view each other across cultural, ethnic and racial and class related boundaries, creating a more unified community means creating more trust within the community. The Church should be instrumental in creating

more trust among the community which will lead to a more unified economy, and more so in creating a rearticulating of the fundamental pinnacles of social cohesion manifested in the Ten Commandments amongst the youth especially, but also within the community as a whole.

### **PRACTICAL PROFESSIONAL ORIENTATION FOR 10-12 GRADE STUDENTS AND/OR INTEGRATION OF VOCATIONAL TRAINING INTO MAINSTREAM SCHOOLING**

The start for nurturing youth to becoming active citizens and encouraging a culture of hard work should be started at school. One way of doing so could be through so called Practical Professional Orientation, (PPO) which has its objective in improving students' knowledge about professions and working life. During the PPO period pupils would go out into working life for a short period of time (for example one week), which gives them the opportunity to gain the kind of

experiences that can help them choose their future education and profession better and get a small feel into working life style. This should be suitable for 10-12 grade students. Another way would be by integrating basic or even specialised vocational training into mainstream schooling to help the non-academically inclined youth to leave school with skills already after grade 10(31.).

### **ENTREPRENEURSHIP DAYS AND MENTORING SESSIONS AT SCHOOLS**

The private sector should play a more active role in voicing their desires to the local governments in their areas as well as to the youth at the schools in their respective towns. Entrepreneurship days where business world could present themselves and some values and mentoring sessions can go a

<sup>28</sup> Please see The Nightingale Mentorship Network at <http://nightingalementoring.org/>

<sup>29</sup> Earlier described with terms of apathy and laziness by the youth themselves.

<sup>30</sup> One interviewee recalled that when asked in class what he wanted to be when he grew up, 'no one ever said that they wanted to start their own company, it was always policeman, fireman, banker and the like and we were never really encouraged to think otherwise'.

<sup>31</sup> One company in Keetmanshoop has struggled to get a qualified Namibian boiler maker in Keetmanshoop for over 5 years, this sort of problems could be avoided and fixed through the communication between educational and business sector as an example.

long way in changing the way the youth feel about their local business people in that they may seem less intimidating and more approachable to them. A possible mindset change makes the position of the mentor seem more accessible therefore that position becomes realistically attainable for the mentored, as long it is coupled with the right guidance(32.).

### **INTERNSHIPS**

Linked to the first step, it would be highly important to create connections and links between educational institutions and working life in general. On the 3rd point the business sector and even municipalities should start involving youth more into different Practical (training) Periods- not only with 10-12 graders but also with pupils from tertiary and vocational institutions. Besides the schooling youth, also the out-of school youth should be given a quota so that the activation process would get started. In this way the youth would gain work experience, while business could nurture possible future

employees towards the right direction.

### **ACTIVATING INNOVATION THROUGH DRAMA-BASED METHODS**

Evidently, being an entrepreneur is not for everyone, and it also can not be seen as the only solution to the youth unemployment rate. Nonetheless, promotion of self-employment opportunities should be viewed as one opportunity to challenge and encourage the ones with business insight and an entrepreneurial spirit. Though, most youth lack knowledge in entrepreneurial skills in general, which should be first triggered, then nurtured and maintained through training and mentorship.

In activating youth for business oriented thinking, it is extremely vital to promote diversification within the SME sector for the youth to be able to create their own companies that are viable and broaden the diversity of the economy and labour market to encourage a demand of new skills that are being provided

at the local training centres. It was evident in Keetmanshoop and Ondangwa that a lot of SMEs are selling the same products (cell phone accessories, hair extensions, airtime etc) or providing the same services (barbershops, shebeens, traditional food eating spots). The current lack of diversification of local businesses means that the youth should be encouraged to research the market their local community holds, and come realise what else is needed. If any services or products are being provided by a service provider from outside the community, to discover whether the service or product could be sourced locally instead(33.). The existing informal businesses should be encouraged to get registered so that training and guidance can be delivered efficiently and for tax and social security purposes through Mobile Service Centres.

Initiatives that start from the grassroots level with new techniques should be supported and encouraged. Firstly, the promotion of self-employment could start

from cultivating already existing business ideas that the youth have and pruning them to ensure sustainability and success and simply by activating the community in other fields that need attention. One tool to dig in to the ideas could be the drama-based methods which can make one think differently through a different kind of 'activation'. This could be done by combining drama based theatre techniques with the 'old fashioned' facilitating environment where the youth would be provided with the information on opportunities and risks faced by entrepreneurs, mentoring and financial possibilities and services and they could create drama and entertainment around these topics. After finding, activating and the establishing the possible business ideas with the drama methods, there should be a service where the new excited business

32 In Sweden a Mentor Project called Nightingale has been working between university and local multicultural schools in order to motivate the younger generation for further their studies. Please read more from URL <http://www.mah.se/english/Student/Student-services/The-Nightingale-scheme/>

33 One interviewee wondered why it is that hospital garments from Keetmanshoop are sanitized in Windhoek when the capacity and facilities to sanitize them can be created locally and create work for residents of the town.

mindful people should be offered support (previously described Service Point as an example) and assistance with registration of the business.

**CREDIT UNDER SURVEILLANCE**

Youth entrepreneurship could be encouraged through a variety of means, for example through special programmes that smooth the access to credit or access to skills development. Often even micro loans demand collateral which youth rarely has, therefore the credit programmes should be developed to provide (small) business loans based on mentorship and close tutoring. Nowadays one could argue youth rely on their

family or own savings for start-up funding, and where these sources lack they have little chance of starting their own businesses unless special loan programmes are set for them. Therefore the loan system could be linked closely to a so called God Father Mentality, where the entrepreneur would be closely supported and mentored by an experienced business person and the development and standing of the business would determine the funding principles.

**CONTINUOUS PRACTICAL SUPPORT**

The new beginner in the business world needs assistance in most of the areas that are important for success. Once again,

more experienced people should be guiding the youth in developing their business, and assistance should be provided for the practical things such as registration, insurance and banking. Suggested Service Point would function well as a meeting place for this purpose. This part of the programme could create an environment which would facilitate the youth to improve their personal and social skills, inspire them to set realistic goals and build their business idea.

**TRAININGS AND ENTREPRENEURSHIP SUMMITS AND FORUMS**

The programme should include broadly guidance in many fields, but more importantly,

the methods for conducting the trainings should be highly reassessed. As suggested earlier, the drama based methods along side with 'traditional' business and entrepreneurial education related topics could be carried out. On the other hand, 'traditional' tools should also be held in forms of youth entrepreneurship summit or forums. Such initiatives could be carried at least once a year and every young entrepreneur or perhaps young men and women interested in business can be invited for information sharing.



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# What can YOU do?



**This is probably the most important part of this booklet. This is aimed at YOU, The Namibian Youth. The most important thing is to realize that YOU can not wait for others to do things for you. You are the CHANGE; you are the one who make things happen for your self. All the things listed earlier on this booklet, are just measures that can play a role in your life while you are busy MAKING it HAPPEN for yourself.**

It is important to stress the urgency for proper commitment to empowerment through understanding your roles as individuals, not feeling incapacitated by the lack of experience but rather a hunger and focus on keeping yourself up to date and in the know. Moreover, working together and helping your fellow youth to be more active and help each other towards a common goal.

## **GET EDUCATED- IMPROVE YOUR CHANCES!**

You may feel like your options are limited, but when you look a little more, there are

possibilities to gain knowledge, skills and expand your potential for the future. Remember that Knowledge is Power! Find out where scholarships are being offered or what options there are for you to study. At worst take that job you don't like and work to pay yourself through school, its just a means to an end.



Locally in Ondangwa:

### **Ondangwa Commercial College**

Offers grade 10 and 12 subjects. They offer also courses in various fields such as Hospitality & Catering Management, Electrical & Electronic Engineering, Business Studies, Purchasing and Supply, Travel and Tourism amongst many others.

For further information contact  
P.O.Box 648 Ondangwa  
Tel. (065) 240 288  
Cell. 081 320 2133, 081 496 6970 or 081 444 8804

### **Kayec**

Offers basic courses of five to six weeks in vocational training in various fields such as carpentry, small engine repair, metal work, plumbing, business, electrical, tiling, glazing & painting/decorating and bricklaying. The courses include also parts of business training, HIV/AIDS awareness Training and Personal Growth.

For further information contact  
P.O.Box 479 Ondangwa  
Tel. (065) 241 374  
Fax (065)241 376  
Email: kayecond@mweb.com.na

### **Monitronic Success College**

offers education on diploma and certificate levels through the faculties of Commerce & Social Sciences, Faculty of Engineering and Faculty of Computing- Business. Moreover they offer also short courses (duration between two and eight weeks) such as Basic Computing Courses, Full Computer Literacy Courses and Bookkeeping and Accounts.

For further information contact  
Ondangwa Satellite Centre  
Chicco building  
Tel. (065)240 468/9  
Cell 081 650 6453

**COSDEC (Community Skills Development Centre) Ondangwa**

offers courses with working life attachment in areas such as Office Administration and Basic Computing, Plumbing and Pipefitting, needle Work, Welding and Fabrication etc. The duration of courses is mainly from one up to seven months. The course fee is N\$ 300, registration fee N\$ 150 and a non-refundable application fee is N\$50.

For further information contact P.O.Box 77008 Freedom Square Street, Ondangwa Tel. (065)241 220 Email: cosdec@iafrica.com

**Namibia Vocational Training Center (NVTC)**

Offers Hospitality & Catering Training Courses and Computer Courses on Certificate, Advanced certificate and Diploma level. Therefore also the course durations vary between 3 and 12 months, N\$4030.

For further information contact P.O.Box 2969 Oshakati Tel. (065)224 324 Cell. 081 319 1407

**Locally in Keetmanshoop:**

**Keetmanshoop Multi-Purpose Youth Resource Center (KMPYRC)**

Offers different free of charge trainings from the topic of The Namibian Constitution and History to Financial Administration, writing of project proposals and Communication Skills.

At the same center you can also get trained in basic computing, and basically request any sort of training you think would be valid. Feel free to propose any new training idea you have. You can be in contact with KMPYRC regarding any youth related issue.

Ask about other local educational opportunities/ institution information from them.

For further information P.O.Box 836, Keetmanshoop Tel (063) 222699/ (063) 222884 Email: kmpyrc@gmail.com

**The University of Namibia (UNAM)**

Has its regional Karas office in Keetmanshoop. You may find various distance study opportunities with them with access to the library and internet services.

For further information contact Tel: (063) 222210

**Polytechnic of Namibia**

Offers also full-time, part time, extra curricula and Distance education (DE) opportunities.

For further information contact PO Box 13388, Windhoek Tel: (061)2079111 Site: <http://www.polytechnic.edu.na>

**Start with VOLUNTEERING or by HELPING OTHERS!**

Service to your community and to others is critical. Start gaining work experience AND give back to your community. **Voluntarism is not working for free, experience is worth money!** Even though the type of work might not correspond to your education, any sort of work done well, will build-up your work ethic and teach you discipline and responsibility.

**GET ACTIVE!**

An important part of getting employed and finding different opportunities for yourself regarding the future is to be active, to be a part of different activities and show that you are on the go. Involving yourself with variety of movements opens doors to new prospects, makes you meet new people. **Build a good network, it is a vital element of your work and social lives as you go on!**

**There are various community groups, clubs and other activities you could start engaging yourself with, and if you don't find anything that suits you- why not start one by yourself? Nonetheless, here are a few possibilities for being a part of something:**

**Keetmanshoop:**

There are a few active community youth clubs which you can get involved with. If none of them is attractive enough for you, start your own group. Please contact Keetmanshoop Multipurpose Youth Resource Center for assistance, and for contacting the following already existing groups:

- Kharas Environmental Club**
- Book Club**
- 911 Youth Health Club**
- Young Ladies Club**
- Youth Gardening Project**
- Keetmanshoop Youth Group**
- Young Political Minds**
- KMPYRC**
- Tel. (063) 222699/  
(063) 222884
- Email: [kmpyrc@gmail.com](mailto:kmpyrc@gmail.com)

**Ondangwa:**

Ondangwa Drama Club (ODC) is a community-based organization, which imparts skills of African acting, singing, dancing, and art to the youth in Ondangwa. The club empowers unemployed youth and vulnerable children, particularly those affected by HIV/AIDS, and the club has received recognition through few grants<sup>(34)</sup>.

Trough ODC you can get involved with creative and a healthy activity. Please contact ODC for further information

E-mail. [odc.alldrama@gmail.com](mailto:odc.alldrama@gmail.com)

<sup>34</sup> For example PEPFAR Small Grant from the American Cultural Center for youth outreach activities in 2010.



There are two local **Football Teams** you can get involved with. You can get involved by going and talking to them at the soccer field when they are practising and playing.

Currently, there are also some other local youth based organisations, but unfortunately they are not registered. For further information about them you can seek from the Local Authorities in Ondangwa.

Develop your CV. Focus on keeping relevant content in your CV. Don't make it too long with unnecessary information, and do not try to fit too much info into a small space and make it crowded. The average length of most CVs is 4-5 pages.

### A CV usually contains the following:

1. Full name & Address
2. Contact Details. i.e. Home telephone, Mobile, Email
3. Licences (Trade, Driver, etc)
4. Computer, Software, Technical Skills
5. Citizenship or Visa Status (Working Holiday & expiry date, PR, etc.)
6. Chronological Work History (most recent work first)
7. Education (Primary, Tertiary)
8. Other Training or Courses
9. Referees

**Take action.** If you feel like you have not enough content on your CV, its time to get busy! Read again the list of some educational choices from this booklet, start volunteering in order to gain experience and add some value by been active with enrolling to some community activity.

**Think proactive.** Do the things you have to do now, so you can do what you WANT to do later! If school is what you are doing now, do that whole heartedly. Set your goals in sight and do not stop until you reach that goal and surpass it. Sometimes you have to start in the mail sorting room before you are invited to the boardroom so don't expect to fly to the top. The best is to prepare to start from the bottom and work your way up, that way you don't set your expectations too high and avoid disappointment.

**Prepare yourself for an Interview.** After your CV has done you well, and you get a job interview, firstly do research on the position and company you are meeting with! Secondly, remember - the CV gets you through the door - but it doesn't actually get the job for you. Be prepared to answer anything related to the position even think of three weaknesses and three strengths of yours that play a role in your working life. Have a few questions to ask from the interviewee about the job or the company. Be positive, polite, mind your manners and dress appropriately. Switch off your cell phone! These are tips that help you get started.

**Don't give up, be persistent.** Be prepared that you might have to go to a lot of interviews before you are the chosen candidate. Don't get unmotivated stay on your grind! Ask what areas you need to develop in order to do better next time.

The following points are a very simplified way of telling how a business could get started. A proper, and easily readable manual called 'How to Start Your Own Business in Namibia' is already been written and you can access it at your municipality (for example through your LED officer).

### Get the Juices Flowing and Realise a Need!

Think of every day problems in your community and then think of how you could help them. Is there something missing, or existing but it could work better locally produced? Come together and be Ground Breaking! Make linkages, don't struggle alone. If you can make bread, your friend has chickens, and you have a neighbour with a garden- come together and start producing chicken burgers! Think innovative and use your capacity to create.

**Do You!** You don't need to go big right away, start small, but determined. But don't be a COPY CAT, be originally innovative. Don't forget, many successful small businesses have found a way to deliver an existing service or product more efficiently and economically or have tailored an existing product or service to fit an opportunity with more fresh thinking. Therefore if you want to 'copy', improve the idea with something way better. Make it Official and Write a Business Plan. Focus on the quality rather than quantity. Do your researches, calculate your numbers in order to be sustainable, plan your potential market, and list your competition and why you can be better and how. If you feel overwhelmed, don't give up and get assistance. Get assistance and a Mentor. Start from your Local Economic Development (LED) office and get help with the practicalities. In case there are no existing mentoring programmes available, approach a business person and kindly ask for assistance in things you find challenging. Funds! In case you are not able to start your business idea with your savings, you need to do a research on the existing funding opportunities. Approach the local banks, find out about their demands on micro-loans.

**Market!** Be proud on what you produce and share your product with the world. Sell it with various methods, rely on traditional way of marketing, but use modern tools as well. Don't hush hush, but push push and make your product known.

**Follow the Plan and Execute!** When your business is on its feet, maintain the linkages and support network you have created. You will need assistance again, and therefore the mentorship you once got will be a great asset. The funding partner on the other hand needs to be kept happy with keeping up with the payback plan- if you get into trouble, contact and negotiate before its too late. Carry your business well.

# CONCLUSION

## In the end,

it is important to realize that the Namibian youth are not facing the crisis of unemployment alone.

Globally unemployment, especially among the youth, has been highlighted, evidently from some of the concerns being raised from the uprisings in South Africa, North Africa and the Middle East and the rise in the immigration debate across Europe and Australia. High unemployment can be seen right across the global spectrum as represented in the statistics. In France the rate of young unemployed people is more than 20%, in the United States of America around 21%, Spain and UK around 40% (35.) and in Finland around 20% (36.) since 2010 August .

In Namibia the youth lack information. This lack of information is not only because there is not enough information about what is available to them but also due to 'apathy'; there is a tendency to not make an effort to find out what is available to them beyond what they already know. This is the backbone of a crippling lack of innovativeness amongst the Namibian youth. Therefore we have proposed approaches that have their basis in innovativeness, creativity, mentorship and social entrepreneurship as their focal points.

When it comes to understanding the relationship between the youth and the stakeholders, we have found that the stakeholders are seen as non sympathetic or not supportive of youth initiatives and ignorant to the creative and innovative youth phenomenon. The youth feel stifled by bureaucratic processes that send them on wild goose chases as well

as social hierarchies that make some of the stakeholders inaccessible. It is not that the stakeholders are doing nothing but the translation of their actions has no channel with which to communicate its intentions to the target groups, nor is there reporting, to the youth, on the progress from the promises made to them by their leaders. Therefore we propose better communication, more community engagement (for local authorities) as well as policy considerations



in terms of incentives for youth employment creation for the business community by the policy makers as well as skills mentorship programs for Namibian Youth.

We the youth on the other hand must stop thinking inside the box; let's start thinking like there is no box! Our leaders are there because we chose them and they are there for us. There are many different types of social media that can help make you bring your concerns into the public domain like Facebook and Twitter, this media has made the individual and collective voice louder. Get on a different hustle! Just because everyone from your neighbourhood is selling airtime don't go and start doing the same because the market gets saturated. Every little step towards your goals



is a step more than where you were yesterday! Appreciate every small piece of progress and just because you prefer paper money it doesn't mean coins aren't money too. Sell something you believe in, whether it's yourself at an interview or that icy in your box. Know everything about your product and learn to read your customer, good marketing is the art of turning wants into needs! Don't spend unreasonably and live within your means! If you make 100 dollars today from selling sweets, don't go and buy 100 dollars worth of levi's jeans and go back to selling sweets. Budget well, honour your debts and always put something away for a rainy day. The youth must work harder; to improve their situation and take advantage of what is available to them and fear not to ask sincerely for assistance from your leaders. It is as much on you as it is on them to improve on communication.

**HARD WORK IS BETTER THAN TALENT WHEN TALENT DOES NOT WORK HARD(37.).**

<sup>35</sup> These statistics from an article "The world's unemployed youth: revolution in the air?" by Don Tapscott. April 4th 2011.

<sup>36</sup> Väestökeskus (Statistics Finland) 21.12.2011. "Talouskriisi pahensi nuorisotyöttömyyttä myös Suomessa". Available at URL: [http://www.stat.fi/artikkelit/2011/art\\_2011-12-21\\_006.html](http://www.stat.fi/artikkelit/2011/art_2011-12-21_006.html).

<sup>37</sup> Author Unknown

# APPENDIX

In January 2012 the Junior Councillors from Keetmanshoop and Ondangwa congregated with their counterparts in Finland over one week where they discussed and shared concerns and ideas

regarding youth unemployment, amongst other topics concerning the youth in both countries, and came up with the following list presented as a table below(38).

38 Information provided by facilitators from the Pii Poo Organisation in Finland.

## Causes of Youth Unemployment

### Finland

- Lack of qualification
- Employers don't want to hire young people
- High expectations
- Long education
- Favoritism/corruption
- Alcohol
- Values/Laziness
- Incentive traps
- Qualifications/papers valued over skills/capabilities
- Economic situation – no one wants to take more workers
- Mostly part-time jobs available
- Attitudes towards jobs/employment

### Namibia

- Teenage pregnancy
- Alcohol abuse/drugs
- Lack of finances
- AIDS contribute to unemployment
- Kids heading households
- Dropping out of school
- Favoritism/corruption
- Lack of qualification
- Attitudes towards jobs/employment
- Youth very "picky" when it comes to jobs

## What has been done?

- Government actions towards employers
- Career counselling in schools/unemployment offices
- Internships
- Entrepreneurship societies
- Bonuses for employers by government for hiring employees
- Entrepreneurship as school subject

- TI PEEG – programme
- Student loans
- Governments has been putting laws like what time a bar open and close, but it does not help because they don't control it.
- Entrepreneurship societies
- Entrepreneurship as school subject
- Policies allowing pregnant girls to attend and complete school even while pregnant
- Local authorities train and promote SME's
- Municipal Assisted training Schemes

## What can you do?

- Take part in programmes/courses (eg. Hygiene Passport)
- Convince people to get rid of drugs/alcohol
- Help people to find information about opportunities
- Entrepreneurship

- Allow kids to repeat grades
- Introduce more free education
- Put up laws in bars with government help and the laws must be taken serious and the government must control whether the laws are being taken serious by bar owners
- Promote and encourage Entrepreneurship



