

FINAL CONSULTATIONS ON THE NATIONAL HUMAN RESOURCES DEVELOPMENT STRATEGY (NHRDS) UNDERTAKEN

The NCHE held a public consultation on the draft National Human Resources Development Strategy (NHRDS) on Wednesday, 22 October 2025, at Thuringerhof Hotel in Windhoek. The Draft NHRDS was reviewed in a consultative session that brought together stakeholders from government, public enterprises, higher education institutions, the private sector, and development partners to share insights and provide inputs to strengthen the Strategy's implementation framework before the Strategy's resubmission to Cabinet.

Namibia faces significant challenges in human resource development. Against this backdrop, the NHRDS seek to ensure the nation cultivate a robust pool of human capital, equipped with the needed training, knowledge, experience, and expertise to transform Namibia's economy from a natural resource-based to a knowledge-based.

Several factors pose threats to the creation of a pool of well-trained citizens to act as the driving force behind Namibia's economic growth. Weak quality and limited accessibility in early childhood education undermine foundational learning. TVET and higher education institutions lack the agility to effectively respond to changing job-market skills demands, resulting in an under-trained workforce. The misalignment between the skills supply of Namibia's human resources and the workplace demand results in high youth unemployment and many graduates struggling to find work due to insufficient job creation in the economy or limited capacity for self-employment. Inadequate human resource management in the human resource development spheres, namely, the inability to sufficiently re- and up-skill human capital within this sector, further hampers progress in the sector.

To address the issues outlined above, the NHRDS was developed and is now in its final stages of review. Desktop research, literature and report reviews, data analysis, and

primary research (the 2022 Skills Audit Survey, and stakeholder discussions and workshops) have guided the NHRDS formulation process. **This process led to the identification of eight priority industries for targeted human capital development, namely:**

1. Commercial agriculture
2. Construction
3. Information and communication technology
4. Tourism and conservation
5. Transport and logistics
6. Automotive
7. Renewable energy and green hydrogen
8. Oil and gas

At the heart of the NHRDS are four (4) key goals: expanding equitable access to quality education; developing relevant skills for employability and entrepreneurship; strengthening the efficiency of Namibia's human resource management systems; and ensuring sustainable financing to support the country's long-term human capital development. To support implementation, a dedicated coordinating body or office will be established. This body will be supported by stakeholder committees, organised according to the twelve (12) National Qualifications Framework (NQF) fields of learning, to guide programme development, provide input on updated labour market needs and actively monitor the balance between skills demand and supply.

In closing, the consultations marked an important milestone in refining a Strategy that will shape Namibia's future workforce and economic trajectory. The NCHE extends its sincere appreciation to all stakeholders for their valuable contributions and continued collaboration in building a responsive, inclusive, and sustainable Human Resources Development System, one that propels Namibia to a knowledge-based economy.



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