

#TeamEurope Opportunity-driven Skills and VET in Africa

Your Global Gateway to Skills and Jobs

#TeamEurope
Opportunity-driven Skills and VET in Africa (TEI OP-VET)

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Team Europe Initiative on Opportunity-driven Skills & VET in Africa
(TEI OP-VET)

Masterclass 1:

How can an opportunity-driven approach to technical VET propel Namibia's industrialisation and create new jobs for Namibians?

EU-Namibia Business Forum, Monday, May 11th, 2026

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Programme – May 11th

Welcome remarks by Alexandre Baron, Head of Cooperation, European Union Delegation, Namibia

Overview of the OP-VET Approach by Jan-Marius Tillmans, Opportunity-Driven VET Expert

Key results and Lessons Learned from the TA in Namibia by TEI-OPVET experts by Jan-Marius Tillmans, Opportunity-Driven VET Expert

Interactive panel discussion

- Panelists
 - Sathish Ravi, CMB Tech
 - Joseph Mukendwa, Green Hydrogen Programme
 - Dr. Leena Kloppers, Ignite and NUST
 - Sam Januarie, Nothern Graphite
 - Kumaaipurua Tjatjitua, World Skills Competition Representative for Namibia
 - Q&A from the audience
-

Closing remarks and wrap-up

Welcome by the EU Delegation

Alexandre Baron
Head of Cooperation, European Union
Delegation, Namibia



Overview of the OP-VET Approach and Key Lessons from the Namibia Technical Assistance

Jan-Marius Tillmans
Opportunity-Driven VET Expert



TEI OP-VET Overview

A Team Europe Initiative to support Opportunity-driven skills and vocational education and training (VET) in Sub-Saharan Africa.

We are co-funded by the European Union and the German Government (BMZ)

€ 75 million (EU) + 1.050.000 (BMZ)

 **March 2024 - February 2029**

#TeamEurope

Overall management by Enabel 

**Request-based
Technical Assistance Facility**
Support VET (re-)orient towards
employment opportunities

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**Regional exchange and
Public-Private Partnerships**
Facilitating partnerships and
promoting OP-VET

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AGENCY FOR EDUCATION**

Skills development pilot projects
Funding and implementing
OP-VET pilot projects (call closed)

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Namibia is the pilot country for TEI OP-VET

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Request-based Technical Assistance Facility

EUD submitted a TA request to support program strategy on GH2 development in Namibia

Regional exchange and Public-Private Partnerships

TEI has organised a masterclass during the GAH2S while prepare pillar 1 and 2 activities

Skills development pilot projects

NUST won our first call for proposals (org. GIZ) for a 2 million EURO project on skills in GH2 and PtX

Namibia is one of the few countries already trying to align green industrialisation, investment planning and workforce development at an early stage.

Key Steps in Opportunity-Driven VET Programmes



First, concrete employment opportunities based on investments are identified



Then, human resources are defined, and skills needs are specified



VET is then selectively organised to address these skills gaps, focusing on job profiles requiring vocational skills



Finally, graduates can find decent employment within companies operating in the targeted value chains/sectors

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3 Ingredients for a Successful OP-VET Approach



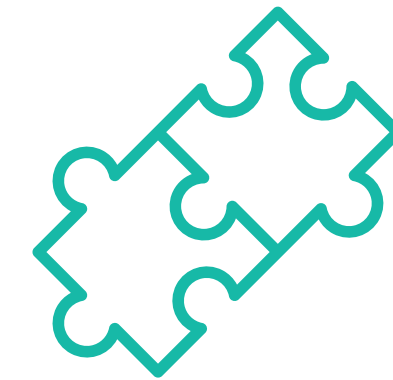
Early and strong Private Sector Involvement

Facilitating structured public-private dialogue and partnerships



Focus on investments that provide employment

Starting from concrete employment opportunities linked to Global Gateway investments



A value chain approach

Targeting sectors and value chains with high employment prospects for maximal economic and social impact

OP-VET – What makes the difference?

Locally trained talent is hired

Skills development is linked to real investments and labour demand

The approach connects workforce development to broader value chains and industrial transformation

Industry engagement and public-private coordination are critical for implementation

The approach promotes inclusive and decent employment opportunities

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OP-VET Considerations

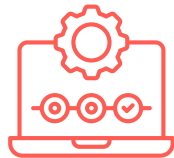
How can skills systems respond more effectively to emerging economic opportunities?

The green transition is also a workforce transition

Investment does not automatically translate into local employment

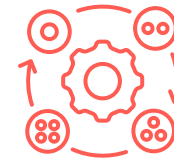
Workforce dynamics in different project phases require training systems that are flexible, modular and spatially responsive.

Workforce Dynamics Across Project Phases and Regions



Construction phase

- High-volume labour demand
- Contractor- and subcontractor-driven workforce
- Strong demand for technical and semi-skilled trades
- Short-term workforce peaks linked to project timelines



Operational phase

- Smaller but more specialised workforce
- Higher technical and safety-related complexity
- Long-term operational and maintenance skills



Additional challenge

- Large distances and dispersed project locations
- Uneven access to training opportunities and infrastructure
- Difficulties in aligning local training supply with emerging demand

These workforce dynamics require training systems that are flexible, modular and spatially responsive.

Namibia is addressing many of these workforce questions early — before large-scale implementation peaks fully materialise.

Key Lessons confirmed in OP-VET TA

Workforce readiness directly affects project viability and investor confidence.

Safety competencies must be embedded across multiple occupations.

Alignment with International certification frameworks is critical for market integration.

Hydrogen infrastructure requires skills that do not always match existing job profiles

The water-energy nexus cannot be ignored: Desalination and water treatment are critical enabling skills.

Trainers are the real bottleneck: Industry exposure and training-of-trainers models are essential.

Work-based learning must be structured: Clear frameworks and incentives are needed for employer engagement.

Coordination is critical: Fragmentation between donors and institutions reduces impact.

Key Lessons from the Mission - Workforce realities and labour dynamics

Workforce realities are dynamic

- Workforce demand changes significantly across construction and operational phases
- Labour demand is closely linked to evolving and often uncertain investment timelines

Contractors are central actors

- Early labour absorption is largely driven through contractor and subcontractor ecosystems
- Workforce planning and coordination across actors often remain fragmented

Employment creation depends on how effectively investments, contractors and workforce systems are connected.

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Key Lessons from the Mission - Implications for skills systems

Skills systems must remain adaptable

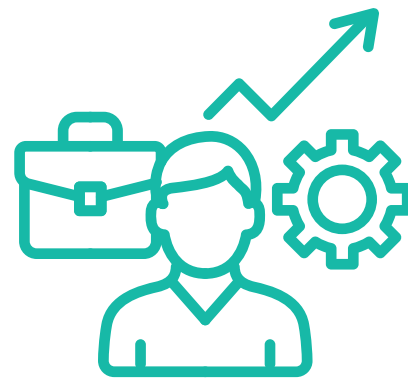
- Transferable technical and safety-related skills are more resilient than narrow specialisation
- Flexible, modular and work-based training approaches are essential

Implications for implementation

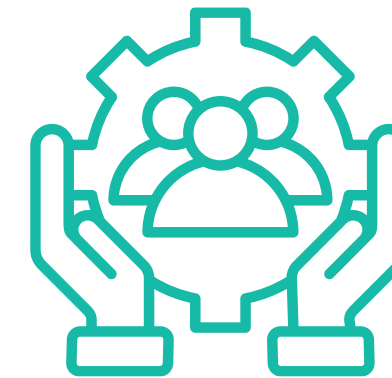
- Training systems need to respond faster to evolving workforce demand
- Industry engagement and operational coordination remain critical

The central challenge is not only training provision, but coordination between investors, contractors, training institutions and public actors.

Key Message



Investments can become powerful drivers of local employment when workforce demand, contractors, training systems and public actors are aligned at the right time.



Skills development is most effective when it is closely connected to real investment dynamics and industry needs.



Namibia has an opportunity to position itself not only as a green energy leader, but also as a regional reference point for investment-linked workforce development.

Key Questions Moving Forward

Which skills and training approaches will remain valuable across different project phases and sectors?

How can Namibia strengthen coordination between investors, contractors, workforce planning and training systems to create stronger local employment opportunities from the very beginning?

How can today's investment boom create longer-term local employment and economic opportunities beyond construction?

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Panel discussion



Sathish Ravi

*Project Manager - Hydrogen
Infrastructure*

CMB Tech



Joseph Mukendwa

*Head of Policy, Planning and
Strategy*

**Green Hydrogen
Programme**



Dr. Leena Kloppers

Senior Lecturer, TVET

NUST and Ignite



Sam Januarie

Country Director

Nothern Graphite



Kumaaipurua Tjatjitua

*World Skills Competition
Representative*

for Namibia

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Comments by implementing agency representative

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Closing Remarks

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