

FEE-BASED SPECIFIC TERMS OF REFERENCE – PART A

TECHNICAL ASSISTANCE TO SUPPORT THE NAMIBIAN TRAINING AUTHORITY (NTA) IN IMPROVING THE TVET OFFER RELATED TO THE GREEN TRANSITION

1 BACKGROUND INFORMATION

Green hydrogen plays a crucial role in the global decarbonisation efforts because of its versatility and unique ability to connect power, gas, chemicals, and fuel markets, especially in hard-to-abate sectors. Under a net-zero by 2050 scenario, global demand for hydrogen and its derivatives is expected to soar. With its world-class renewable energy sources, Namibia is poised to help fill the anticipated global hydrogen demand-supply gap and reduce the costs associated with the net-zero transition.

Over the past few years, the Namibian government through the Green Hydrogen Council, has worked tirelessly to position Namibia as the primary leader in the global market for Green Hydrogen.

Namibia aims to produce hydrogen and its derivatives at highly competitive costs. The country plans to export hydrogen derivatives – ammonia, methanol, synthetic kerosene and hot briquetted iron – which have relatively lower shipping costs. Namibia is strategically positioned to serve markets in Europe, China, Japan and South Korea and other parts of the world. Namibia aspires to create an at-scale green fuels industry with a production target of 10- 12 Mtpa hydrogen equivalent by 2050. To this end, the country aspires to develop three hydrogen valleys; in the southern region of //Kharas, the central region including Walvis Bay port and the capital Windhoek, and the northern region of Kunene. Hydrogen could accelerate Namibia’s socio-economic development. By 2030, the hydrogen industry could contribute up to US\$6 billion to GDP, 30% more than 2030 GDP estimates with no hydrogen industry development. This would boost labour demand by generating up to 80,000 additional jobs by 2030, and up to 250,000 by 2040. Local content manufacturing, e.g., in renewable energy components and downstream industries, will further enhance economic development. Namibia is setting the course to realise this vision and momentum is already building.

The adoption and dissemination of clean technologies requires skills in technology application, adaptation, and maintenance. Skills are also crucial for economies and businesses, workers, and entrepreneurs, as well as livelihoods to rapidly adapt to changes because of environmental policies or climate change. At the international level, there is significant concern that a skills shortage in the workforce will create challenges for private businesses and national governments responding to business opportunities and policy issues posed by a green economy.

Nonetheless, in order to make sure that young Namibians could seize the opportunities offered by the developing green hydrogen value chain, it is important that they are equipped with the relevant skills and competencies needed by the industry in the different phases of project development and operation. For this purpose, GIZ has conducted a study to examine the existing education and training opportunities in Namibia and identified hydrogen and PtX-related educational gaps.

Based on the gap analysis, qualifications need to be revised and adapted and new training programmes developed. Moreover, these trainings need to support employment

opportunities of those most at risk of falling behind, particularly the most vulnerable, including youth, women and people with disabilities, as well as those living in rural areas. It is on this context that the ‘*European Union*’ signed a financing agreement with the National Planning Commission in February 2024, which makes provision for capacity building support to the Namibia Training Authority (NTA) and Technical and vocational education and training (TVET) institutions.

The **Namibia Training Authority (NTA)**, is the Government entity, under the Ministry of Higher Education, Technology and Innovation, responsible for overseeing vocational education and training (VET) in Namibia. Its mandate includes regulating, funding, and ensuring the quality of vocational training to meet the country's skills development needs. The NTA works to align training programs with industry standards, registers training institutions, develops national qualifications, and promotes a skilled workforce to support economic growth and job creation. It also administers the Vocational Education and Training (VET) levy, which funds training initiatives across various sectors.

Other key stakeholders for the project include, but are not limited to: the Namibia Green Hydrogen Programme (NGHP), Ministry of Higher Education, Technology and Innovation (MHETI) and tertiary institutions, Namibia Qualifications Authority (NQA), National Commission on Research Science and Technology (NCRST), Vocational Training Institutions, The Namibia Green Hydrogen Research Institute, the Ministry of Labour (as custodian of employment creation), Ministry of Home Affairs, Immigration Safety and Security (as custodian of employment permits), Ministry of Mines and Energy (even though the Green Hydrogen component falls with the same ministry), Namibia Standards Institute (to ensure adherence of qualifications to industry standards), and Namibia Statistics Agency (as custodian of statistical data to ensure accurate provision of statistical data and the private investors active in the sector.

By supporting Namibia in its energy transition and developing the green hydrogen ecosystem, the action will contribute directly to the implementation of the political objectives included in the **MoU establishing a strategic partnership between the EU and Namibia on sustainable raw materials value chains and renewable hydrogen**.

The MoU signed between late President Geingob and President of the European Commission Von Der Leyen in November 2022 is an important milestone in the EU-Namibia relations and a key flagship of the **Global Gateway Strategy**. The scaling up of investments in the renewable energy, green hydrogen and downstream industries, together with the enabling ecosystem, will help creating local value addition and jobs for the unemployed youth, while helping the decarbonisation of the economies and security of energy supply for both the EU and Namibia.

2 OBJECTIVE, PURPOSE AND EXPECTED RESULTS

➤ Global objective

The global objective of the consultancy is to provide technical assistance (TA) services and technical support measures to the NTA to equip Namibian workers in the formal and informal sectors of the economy, including women, youth, persons with disabilities (PWDs) and marginalised communities with the relevant skills and qualifications necessary to participate in the green energy transition.

➤ Specific objective(s)

The specific objectives related to the global objective includes:

- 1) To increase capacity of NTA and strengthen partnerships between NTA, industry stakeholders and relevant government offices, ministries and agencies (OMAs) for green skills development;
- 2) To align TVET courses offerings with Green Industry Needs and Market Demand;
- 3) To enhance employability and Job Placement.

➤ **Requested services, including suggested methodology**

- 1) To increase capacity of NTA and strengthen partnerships between NTA, industry stakeholders and relevant OMA's for green skills development;
 - Provision of policy advice for the integration of green transition topics into TVET offerings across Namibia;
 - Strengthen capacity of NTA for sector coordination and stakeholders' engagement;
 - Facilitate partnerships between the private sector, green hydrogen developers, and TVET institutions to support skills development and ensure practical, up-to-date training.
 - Facilitate the establishment of memoranda of understanding (MoUs) and public-private partnerships (PPP) for financing and operating specialized TVET centers in green sectors.
 - Assist in establishing and operationalise a National PtX Skills Task Force as a coordinating body and knowledge-sharing platform for GH2/RE skills development initiatives in TVET and Higher Education.
 - Reinforce collaborative framework with the academia and RSTI institutions such as the Namibian Commission for Research Sciences and Technology
 - Raise awareness about the Capacity Building-TVET component of the ERASMUS+ programme and the Opportunity Driven TVET Initiative, and capacitate NTA to share information and to encourage TVET stakeholders to network and apply for funding.
 - Assessment of the feasibility of establishing a new hub of VTCs targeting renewable energy and related activities.
 - Support NTA in the mobilisation of funding, including the design of a new EU funded programme in the TVET sector.
- 2) Aligning TVET courses offerings with Green Industry Needs and Market Demand
 - Provide advisory services to the NTA and stakeholders to ensure that TVET responds to the skills needs of the green economy, particularly in renewable energy, downstream industries and energy efficiency.
 - In coordination with the GIZ project, review skills anticipation studies, identify employment opportunities, and conduct a gap analysis based on international occupational standards related to green industries.
 - Support the development of a national policy for micro-credentials.
Comprehensive review of existing Unit Standards and Qualifications in

Relevant Trades/Occupations to assess their relevance to the green economy and market demands.

- Review existing TVET unit standards/qualifications and curricula, identify gaps, and revise programmes to integrate green skills and respond to market demands.
- Provide recommendations for the development of core green skills training modules and competency standards and integration into existing TVET programs for upskilling and reskilling in green sectors, including for short courses.
- Support the development and/or updating of curricula and training materials in the hydrogen sector and value chain, particularly at levels 4 & 5. Include courses on hydrogen production, storage, and utilization, as well as on health and safety standards.
- Support the NTAs Recognition of Prior Learning (RPL) Programme, especially in trades/occupations related to renewable energy and hydrogen (e.g. Electrical, Solar, Plumbing, Welding).
- Design and implement a capacity-building programme to equip instructors with the necessary technical and pedagogical skills to teach green economy-related courses (training and upskilling of trainers).
- Provide advice on modern teaching methodologies and digital learning tools.
- Support the NTA to engage with key industries, employers, and stakeholders to ensure continuous alignment between TVET programmes and evolving market needs.

3) To enhance employability and Job Placement

- Identification of inclusive employment opportunities, skills profiles, and related training needs in the area of sustainable energy, energy efficiency, and synthetic fuels.
- Provide policy advice for establishing structured on-the-job training, apprenticeships, and scholarships, systems between national and international green energy companies and NTA and specialised training providers.
- Recommend specific apprenticeship training programmes particularly at Levels 4 and 5 on occupations relevant to renewable energy and hydrogen and in line with qualifications registered on the NQF.
- Support the NTA in identifying eligible employers, accompany and follow-up of apprentices to ensure their work readiness and the sustainability of the apprenticeship programme.
- Assess the conditions for implementing the solutions proposed in the GIZ study on Barriers in the TVET sector to address people with disabilities and those from marginalised communities, to the green economy sector.
- Development of KPIs to measure the success of TVET programs in terms of enrolment, graduation, employment, and green sector engagement.

- Make recommendations for the development of a robust M&E framework to track the impact of the updated training programmes on employability and job placement in the green economy.

All the activities listed above need to be implemented in synergy with other initiatives already on-going, such as the GIZ-ProVET project and in cooperation with the private sector and other training providers.

In line with the commitments to leave no one behind (LNOB), the project will ensure participation, non-discrimination and equal access of right holders. A special attention to women and other vulnerable groups, who face additional barriers to participate in the labour market, will be foreseen both in terms of amplifying their voices and easing their access to opportunities. Likewise, efforts will be made to raise awareness on decent work principles, focusing on labour rights and occupational health and safety measures, with adherence to decent work principles being included in all training programmes.

➤ **Expected Results**

The expected results in relation to the specific objectives are as follows:

1. At least 5 new green energy competency standards developed with support of the EU-funded intervention registered on the National Qualifications Framework (NQF) (for short term and long term courses).
2. Fifty (50) trainers trained by the EU-funded intervention;
3. National Task Force is established and operational
4. Four (4) Memorandum of Understanding (MoUs) signed between private companies in the green economy sector and training institutions (e.g. NTA, NIMT, COSDEC)
5. One hundred (100) apprentices are undergoing on-job training.
6. Feasibility report on the establishment of a VTCs hub specialising in GH2 and renewable energy skills.
7. Project design for a new EU Funded TVET project.

3 LOGISTICS AND TIMING

Please also refer to Part B of the specific terms of reference.

4 REQUIREMENTS

The contractor is expected to mobilise two experts of Category II in the area of TVET and green transition respectively.

For the details please refer to Part B of the specific terms of reference.

5 REPORTS /DELIVERABLES

1. **Inception Report:** A detailed work plan and methodology outlining the approach for conducting the assignment to be submitted one month after the start of the assignment
2. **Six months progress reports:** Reports highlighting progress against expected results and work plan.
3. **TVET readiness assessment report:** A comprehensive review of the current market forecast studies, TVET programmes and the gaps in green skills training.

4. **Curriculum Revision:** A report highlighting recommendations for the revision and modernisation of TVET curriculum aligned with green transition and job market needs.
5. **Industry Engagement Strategy:** A strategy document to formalise ongoing collaboration between TVET institutions and industry stakeholders.
6. **Training Plan:** A detailed training and upskilling plan for instructors in key green economy sectors.
7. **Feasibility report** on the establishment of a VTCs hub specialising in GH2 and renewable energy skills
8. **M&E Framework:** A finalised framework for monitoring and evaluating the implementation of the revised programmes and their impact on the job market.
9. **Final Report:** A draft final report should be submitted one month before the end of the assignment in electronic form.

For all other matters relating to reports/deliverables, please refer to point 11 of Part B of the specific terms of reference.

6 MONITORING AND EVALUATION

The project will be implemented in accordance with the standard European Commission rules and procedures. The monitoring of the project will be carried out by the EU Delegation Project manager participating in meetings with the beneficiary and by means of regular reporting by the project team. The delivery of the above required deliverables will be used for the monitoring and evaluation of the assignment. Additional indicators are not required.

7 PRACTICAL INFORMATION

The legal basis of this procedure is the Framework contract ‘Services for EU’s External Action 2023’ (SEA 2023) financed under NDICI AFRICA ACT-61929 Financing Agreement signed between the European Commission and the Republic of Namibia “Accelerating the Energy Transition in Namibia.

Please address any request for clarification and other communication to the following functional address delegation-namibia-opsys-fwc-offers@eeas.europa.eu

8 ANNEXES

Not applicable

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TENDER SPECIFICATIONS – PART B

BACKGROUND INFORMATION

1. Benefitting Zone

Namibia

2. Contracting authority

The European Union, represented by the European Commission, B-1049 Brussels, Belgium.

3. Contract language

English

LOCATION AND DURATION

4. Location

- **Team Leader / TVET Specialist (Key Expert 1):**
 - Normal place of performance of the specific assignment: Windhoek - Namibia
 - Mission(s) outside the normal place of performance and duration(s): To be determined during inception period
- **Green Transition and Renewable Energy Expert (Key Expert 2):**
 - Normal place of performance of the specific assignment: Windhoek
 - Mission(s) outside the normal place of performance and duration(s): To be determined during inception period

5. Start date and period of implementation

The indicative start date is 21/01/2025 and the period of implementation of the contract will be 24 Month(s) from this date (indicative end date: 21/01/2027).

REQUIREMENTS

6. Expertise

For this assignment, one individual expert must be proposed for each position.

The expertise required for the implementation of the specific contract is detailed below.

- **Team Leader / TVET Specialist (Key Expert 1):**
 - General description of the position: The TVET expert will act as Team Leader and will be in charge of the overall coordination of the project. He/she will be responsible for providing policy advice and expertise support to the NTA, with the aim of developing and

integrate green skills into the TVET programmes; align training curricula with current and emerging job market needs and to support sector coordination and partnership with the private sector.

- Expert category: Place of Performance - Cat. II (>6 years of experience)
- Qualifications and skills required: - Completed university studies of at least three (3) years, attested by a diploma in a relevant field such as Education, TVET management, Technical or Engineering studies (e.g mechanical, electrical, etc), human resources development, economics. In its absence 5 years of equivalent professional experience in addition to the minimum 6 years of general professional experience. - TVET-specific qualifications or certifications are considered an asset.
- General professional experience: - Minimum of six years' experience of working in in the TVET field, ideally in both technical capacity (e.g., curriculum development, trainer training) and in management or policy roles. - Previous experience in Namibia or Southern Africa is considered an asset.
- Specific professional experience: - Experience working with government institutions, vocational centers and/or, private sector stakeholders on educational policy development. - Experience with competency-based training (CBT) approaches and national qualifications frameworks. - Experience in assessing training needs, developing occupational standards, and/or aligning curricula with industry requirements. - Experience in capacity building for TVET institutions, including training of trainers, teacher development, and/or institutional strengthening. - Strong project management experience, including team management, planning, budgeting, monitoring and evaluation (M&E), and reporting. - In-depth knowledge of global best practices in TVET, including gender and social inclusion in vocational education, digital and green skills training, and/or innovation in teaching methods.
- Language skills: Fluency in English
- Number of working days: **350** days
- **Green Transition and Renewable Energy Expert (Key Expert 2):**
 - General description of the position: The Green Transition and Renewable energy expert will be responsible for building technical capacities, developing vocational and educational training (TVET) programs, and fostering workforce readiness in green technologies, particularly in renewable energy and hydrogen industries. He/She will also be responsible to liaise with industries and TVET centers for the design of competency-based training programs and occupational standards tailored to the needs of the renewable energy and hydrogen sector.
 - Expert category: Place of Performance - Cat. II (>6 years of experience)
 - Qualifications and skills required: - Completed university studies of at least 3 years, attested by a diploma, in the field of Renewable energy, Engineering, Economy, Climate change or sustainability studies. In its absence, 5 years of equivalent professional experience in addition to the minimum 6 years of general professional experience. - Specialized certifications in renewable energy (e.g., solar, wind, hydrogen) or green hydrogen technologies will be an asset.

- General professional experience: - Minimum of six years' experience of working in the green energy sector, particularly in renewable energy technologies (solar, wind, hydro, etc.) and emerging fields like hydrogen production, storage, and distribution. - Experience with public and private led projects related to energy transition, decarbonization, and green industrialization.
- Specific professional experience: - In-depth technical knowledge of renewable energy systems (e.g., solar, wind, bioenergy) an/or hydrogen technologies. - Experience in projects related to the hydrogen value chain, including electrolysis, transportation, storage, and usage in industrial applications will be an asset. - Experience in developing and implementing skills development programs or TVET initiatives tailored to the needs of the renewable energy and hydrogen industries will be an asset - Expertise in identifying green job opportunities and developing strategies for workforce reskilling and upskilling in renewable energy, hydrogen, and other low-carbon sectors. - Experience in stakeholder management and coordination, such as engaging with government institutions, private sector companies, training providers or industry associations.
- Language skills: Fluency in English
- Number of working days: **110** days

7. Incidental expenditure

The provision for incidental expenditure covers ancillary and exceptional eligible expenditure incurred under this contract. It cannot be used for costs that should be covered by the contractor as part of its fee rates, as defined above. Its use covers:

The provision for incidental expenditure for this contract is EUR 63500. This amount must be included unchanged in the budget breakdown.

If applicable, see part A of the Terms of Reference for more details on the use of the incidental expenditure.

8. Lump sums

No lump sums provided for in this contract.

9. Expenditure verification

No expenditure verification report is required.

10. Other items defined by Contracting Authority

No other items provided for in this contract.

REPORTS AND DELIVERABLES

11. Reports and deliverables requirements

Title	Content	Language	Submission timing or deadline
Inception report	Analysis of existing situation and work plan for the project	English	Within 1 Month(s) After the project start
Final report	Short description of achievements including problems encountered and recommendations; a final invoice and the financial report accompanied by the expenditure verification report.	English	Within 2 Month(s) After the project end
Progress report	Short description of progress (technical and financial) including problems encountered; planned work for the next 6 months accompanied by an invoice	English	Every 6 Month(s)
TVET readiness assessment report	A review of the current market forecast studies, TVET programmes and the gaps in green skills training.	English	Within 3 Month(s) After the project start
Curriculum Revision Report	A report highlighting recommendations for the revision and modernisation of TVET curriculum aligned with green transition and job market needs.	English	Within 5 Month(s) After the project start
Industry Engagement Strategy	A strategy document to formalise ongoing collaboration between TVET institutions and industry stakeholders.	English	Within 1 Month(s) After the project start
Training plan	A detailed training and upskilling plan for instructors in key green economy sectors.	English	Within 6 Month(s) After the project start

Title	Content	Language	Submission timing or deadline
Feasibility report on the establishment of a VTCs hub	As study highlighting the feasibility of developing a training Hub (TVET Centers) specialising in GH2 and renewable energy skills similar to the one established in the North of the Country (TVET centers of Nakayale, Valombola, Eenhana).	English	Within 6 Month(s) After the project start
M&E Framework	A framework plan for monitoring and evaluating the implementation of the revised programmes and their impact on the job market	English	Within 12 Month(s) After the project start
Draft final report	Short description of achievements including problems encountered and recommendations.	English	Within 1 Month(s) Before the project end