



NAMIBIA
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REMARKS BY MR. TOBIAS NAMBALA
GM TVET Regulation, Namibia Training Authority
At the NAMPOWER Graduation Ceremony
Mercure Hotel, Windhoek
Thursday, 02 April 2026
08H00 – 14H00

Programme Director,
Nampower Board Chairperson, Mr Clive Kavendjii
Nampower COO and Acting MD, Mr Ben Mingeli
Dr Mercy Situmbeko, the Captain behind the Nampower TVET
Centre
NUST Leadership represented by Dr Godfried Tubaundule,
Hyphen Energy Leadership represented by Mr Martin Wilkinson

Distinguished Guests,
Graduates, Ladies and Gentlemen,

Good morning.

Allow me to begin with a simple story.

Some years ago, a young apprentice was tasked with tightening a single bolt on a large Electrical transformer. It seemed insignificant — just one bolt among hundreds. In his haste, he overlooked it, assuming it would not matter.

Days later, that same transformer failed. Production stopped. Time was lost. Costs escalated. And when the cause was traced, it came down to that one bolt — the one that was not properly secured.

What appeared small... was, in fact, critical.

That lesson stayed with me: I learned that in the world of skilled work, there are no small tasks — only responsibilities carried out well, or poorly.

So graduates, today, as we celebrate your graduation, I want you to remember this: the work you do matters, even when no one is watching.

Therefore, for me, It is both an honour and a privilege to address you on this momentous occasion as we celebrate the achievements of this graduating cohort. Today is not merely the end of a training programme; it is a defining milestone — the crossing from preparation into purpose.

Ladies and Gentlemen,

Technical and Vocational Education and Training represents far more than the acquisition of technical skills. It is the shaping of capable hands, disciplined minds, and responsible citizens. It is about learning to build, to fix, to innovate, and ultimately, to serve.

In a world increasingly shaped by technological advancement and industrial transformation, TVET stands as a pillar of relevance and resilience. It ensures that what is learned is not abstract, but applicable — not theoretical alone, but practical and

impactful. It bridges the often-wide gap between education and meaningful employment.

It is both an honour and a privilege to address you on this momentous occasion as we celebrate the achievements of this graduating cohort. Today marks not just the completion of a training programme, but the beginning of a new chapter filled with opportunity, responsibility, and purpose.

Dear Invited Guests,

In the context of Namibia, TVET plays a central role in addressing critical skills needs across sectors that sustain and grow our economy — energy, construction, manufacturing, and beyond. These are not abstract sectors; they are the backbone of our nation's progress.

The work you are prepared to do is work that keeps the lights on, that powers industries, that sustains livelihoods, and that enables development.

TVET empowers individuals not only to seek employment but to create it. It instills self-reliance, problem-solving ability, and the confidence to take initiative. In doing so, it contributes directly to reducing unemployment and advancing inclusive economic growth.



As Namibia continues its journey towards industrialisation and economic diversification, the importance of a skilled and dependable workforce cannot be overstated. As stated by our Prime Minister, the Right Hon Dr Elijah Ngurare during his visit to a project by TVET Trainees and graduates, I quote: **let's put our hands Together, and shape a future where TVET is not only a career path — but a national priority**, unquote.

In this regard, for us as the NTA we continue to be the driving force in strengthening the TVET sector through funding, regulation, and strategic partnerships. Through the National Training Fund (VET Training Levy), we invest directly in skills development, support access to quality training (VTC regional presence), and ensure programmes remain aligned to industry needs. In doing so, we are not only building skills — we are building a workforce that drives productivity, innovation, and Namibia's economic growth.

Dear Graduates,

Today, you sit before us not just as trainees who have completed a programme, but as artisans of possibility.

You have learned that precision matters. That discipline is not optional. That excellence is achieved not in grand gestures, but in consistent attention to detail — in doing even the smallest task correctly, safely, and with pride.

These lessons will carry you far beyond today.

As you step into the next phase of your journey, allow me to leave you with a few guiding thoughts:

Firstly, embrace professionalism. Your character — your integrity, punctuality, and accountability — will speak louder than any qualification you hold.

Secondly, commit to lifelong learning. The tools, technologies, and systems you work with will evolve. So must you. Stay curious. Stay teachable.

Thirdly, remain resilient. There will be challenges, setbacks, and moments of uncertainty. Do not be discouraged by them — they are part of the process of mastery.

Finally, take pride in your craft. Whether you are maintaining systems, building components, or solving problems, remember: the strength of any nation is built on the quality of its workmanship.

You are now part of that foundation.

As I conclude,



I extend my heartfelt congratulations to each and every one of you. Your dedication, discipline, and perseverance have earned you this achievement.

I also commend NAMPOWER for its unwavering commitment to skills development and capacity building. Partnerships between industry and training institutions are not just beneficial — they are essential for the success of TVET and for the future of our nation.

Graduates,

Go forward with confidence. Apply your skills with excellence. Work with integrity. And above all, contribute meaningfully to the growth and development of Namibia.

The future is not something you wait for — it is something you build.

I thank you.



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