Namibia`s National Standards for Adult Educators
The Process of developing the National Standards for Adult Educators

- Bids went out in February 2010
- Contract signed April
- Inception report accepted May
- Data gathering from all interested parties and analysis in a Matrix by August
- Draft Standards Presented to Reference Group September
- National Consultation October
- It has taken much longer than expected, but this was necessary to do justice to the task.
Desktop study was required as part of the inception report.
The standards examined were from Estonia, the State of Maryland in the USA, New Zealand, Switzerland and South Africa.
Others could not be found as Namibia is in the advance guard.
Common areas of competence identified as follows
Common areas of competency

- Plan and design adult learning
- Manage, guide and deliver or facilitate adult learning
- Create and maintain an environment conducive of adult and lifelong learning
- Assess adult learning and use the results of assessment
- Practice personal and professional development in adult learning
Main features

- Competencies
- Organizing domain
- NQF alignment
- Key performance context
Matrix/Synthesis

- Knowledge as an adult educator
- Practice as an adult educator
- Relationships as an adult educator
- Ethics and professionalism as an adult educator

In drafting the standards it was largely possible to keep to this construct.
Results

36 significant competencies (abilities), grouped under

1. Knowledge as an adult educator
2. Practice as an adult educator
   - Literacy and numeracy
   - Design and implementation
   - Administration and management
   - Assessment and Evaluation
3. Relationships as an adult educator
4. Ethics and professionalism as an adult educator
Thank you