

2. Constitutive workshop of above sketched network members in order to identify and agree on objectives, activities and results, financial and human resources as well as the methodic approach for the envisaged project.
3. Due to geographic reasons, it will be necessary that the “key accounts” who will be responsible to implement the project will continue to virtually collaborate, coordinate and monitor project implementation by distant learning means such as those provided by the Namibian Open Learning Network (NoINet), specifically its e-Learning Center.

Activities

4. Needs Assessment with regard to a) service providers, b) vocational training providers within the tourism sector as well as c) national and foreign tourism agencies.
5. Curriculum development for demand driven vocational training including the development of an appropriate didactical approach in order to enhance a) training skills of trainers for trainers (ToT) and b) knowledge, service skills and competencies of trainees.
6. Identification of 2-4 thematic areas in order to develop pilot training courses.
7. Training for course and content developers and tutors. Due to already mentioned geographical reasons, it is expected that the course materials will be provided as Web based and/or Computer based Trainings (WBT/CBT). Thus, the training has to include relevant technological components for online course production and e-tutoring.
8. Pilot course production and implementation.
9. Assessment of pilot implementation and development of standards for further course productions and implementation.
10. Development of a standardized course management for sustainable vocational training provision for tourism related services including continuous needs assessments, curriculum development, teachers trainings and course development, implementation and accreditation.

Outcome

The success of the project has to be measured by an increasing number of trainees and participants at the program from remote areas. However, as this project proposal only covers the implementation and assessment of the pilot phase, successful implementation has to be measured against criteria of consistency with regard to the initiated enhancement of the vocational training system for tourism related services. Only in case, the latter consistency is mutually agreed among stakeholders, the funding agencies might consider to extend the project for full project implementation including an expansion beyond Namibian borders.

Criteria for Social-Awards

Criteria for rewarding social sustainable contributions of enterprises within the tourism sector should be identified during the constitutive workshop by the stakeholders of the project themselves. However, it is suggested to reward contributions not only with regard to the expected follow-up of the project but to reward activities as well which contribute to the development of the program itself. Such contributions could be an active participation during Needs Assessments, curriculum and course developments, pilot course implementation, the provision of infrastructures for e-collaboration and training and/or financial contributions in order to fund the project.

Contribution of InWEnt and COMPASS

- InWEnt coordinates the Namibian e-learning service providers and assists them in conducting training for e-tutoring and course development including face-to-face workshops and seminars

- InWEnt offers her online course materials for e-learning for localization and implementation
- InWEnt actively promotes the project with regard to partners from both governmental and private sectors in Namibian as well as beyond its borders
- COMPASS promotes the project with regard to German partners especially with regard to international tourism agencies
- COMPASS assists the Namibian partners in all activities related to vocational training (needs assessment, curriculum development, content, competency based training methodologies etc.)
- COMPASS provides additional expertise and training content on demand
- COMPASS and InWEnt mutually coordinate the project management (including, design, planning, monitoring and evaluation according to Project Cycle Management principles)

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