



Presentation of Strategic Pillar: Capacity Development

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Capacity Development



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Southern African Hub

Pillar Contents

1. Increasing the number of qualified professionals.
 - Increase enrolments in degree programmes across the region.
 - Ensure availability of continuing professional development (CPD) activities for employed professionals to enhance their existing skills.
 - Achieved through ensuring that universities endeavour to produce the relevant CPD courses, handbooks and manuals for professional on topics relevant to the improvement of land governance in the region.



Pillar Contents

2. Decentralised land administration services.

- Increased number of skilled staff to fill the current gap in the region requires supplementing training of students in degree programmes through short terms courses
- Partner universities to develop significant **training of trainer events** to promote and strengthen the capacity of the available staff within the land sector.
- Achieved through establishment of short term courses e.g. one year basic expertise course for land technicians / land clerks to fill the gap of qualified staff at decentralised land administration offices.
- Universities to develop and contribute significantly to regular knowledge campaign and awareness weeks with set themes within the land governance arena.
- Developing and strengthening project collaboration with industry, government, civil society organisations (CSOs) & local level administrative organisations.

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3. Developing the institutional capacity for land governance.

- Requires a broad approach that not only aims to develop knowledge in academia, but also looks to empower society in general.
- NUST- NELGA Hub and partners endeavour to collaborate with CSOs and policy makers in order to generate policy dialogues and improve understanding and improved capacity regarding land governance matters.
- Network partners should work together and individually to identify gaps in research competencies and processes in order to address and meet these challenges.

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4. Staff and student capacity development.

- Creating opportunities for staff and student capacity development e.g. through staff scholarships to enable the attainment of higher degrees at Masters and Doctoral levels.
- Staff and student exchanges is critical for sharing, shaping and developing new and deeper understanding and knowledge on land governance matters.
- Universities to strive to develop flexible arrangements for staff secondments and exchange, amongst universities but also with industry.

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Pillar Intent

Developing capacity for land governance in Southern Africa is a strategic priority of the NUST-NELGA Hub.

1. Create a platform for excellence in research and policy development at the general levels for countries to improve their land administration expertise and systems.
 - Increasing decentralisation of land governance functions imply that the administration and management of the various tasks require requisite capacity.
2. Capacity development by the NUST-NELGA Hub, in conjunction with their partners in the southern African region to address the identified gap
 - Even at the highest levels of government, we find that *“challenges in the high-level leadership and coordination of land policy change processes continue to bedevil policy development and implementation”* (AUC- ECA-AfDB Consortium, 2011).

Capacity Development



Capacity Development Priorities

Shortage of Qualified Professionals	<ul style="list-style-type: none">• Conduct Capacity assessments of land administration staff• Develop and administer CPD programmes for in-service staff• Produce, on-line course tools, handbooks and manuals for professionals and in-service staff
Decentralised Land Administration	<ul style="list-style-type: none">• Offer Regular Knowledge Campaigns (Land, Inheritance etc.)• Organise project collaboration with industry/government/CSO• Provide Training of Trainer Courses, training of land clerks• Participate in PPP frameworks and strategies
Institutional Capacity Development	<ul style="list-style-type: none">• Collaboration with CSO's in support of policy dialogues• Continuous operating systems to support skills, knowledge, institutional arrangements & structures• Identify research capacity gaps, improve processes & procedures• Model Office Concept within Universities for organisation design
Staff and Student Capacity Development	<ul style="list-style-type: none">• Academic Scholarships, Staff Exchange, Student Exchange• Flexible rules for secondments and exchange, including industry• public lectures, brown bags, research days to share knowledge• Policy Papers, Position Papers on Emerging Research topics

Source - Table 2: Capacity development priorities (page 15)



Possible area for amendment and adoption of pillar

These suggestions are forwarded to stimulate discussion on potential areas for amendment and are neither meant to be exclusive or restrictive of non-stated suggestions:

1. Shortage of qualified professionals.

- Amend bullet two on Table 2 to read as follows “Develop and administer CPD programmes for in-service staff *in conjunction/consultation with relevant land statutory bodies as appropriate*”
- Proposal to add a new bulletin *“Mobilize and procure equipment and materials for training in land governance matters e.g. building of land administration laboratory or center of excellence, acquisition of drones for rapid land cadastral mapping exercises et cetera.”*



Possible area for amendment and adoption of pillar

These suggestions are forwarded to stimulate discussion on potential areas for amendment and are neither meant to be exclusive or restrictive of non-stated suggestions:

2. Staff and student capacity development.

- “NUST-NELGA Hub Prizes/awards of academic and research excellence for best performing students and staff e.g. by land governance themes, project or degree class training level (be it undergraduate or postgraduate)”
- “Books and special Journal issues in respect of land governance theme of interest as and when appropriate”
- “Joint project proposals for NUST-NELGA Hub beyond and to supplement and complement existing funding streams (to cover for training and capacity development needs such as research conceptualisation; proposal/grant writing, research contract management et cetera).”