INTERNATIONAL UNIVERSITY OF MANAGEMENT

2026

UNDERGRADUATE PROSPECTUS

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A QUOTE FROM THE FOUNDER & CHAIRMAN

"It is our sacred duty to impart relevant 21st-century skills to our graduates for them to walk tall in the era of the 4th Industrial Revolution and beyond."

Hon. Prof. David Richard Namwandi
IUM Founder & Chairman of the Governing Council

HIGH LEVEL STATEMENTS

Vision

To be an African centre of excellence that develops a cadre of men and women who can operate at international standards in business and management.

Mission

To establish a higher seat of learning in Namibia and train innovative specialists for public and private sectors for Namibia and other countries in the world, and to train dedicated knowledge workers who will provide leadership at national and international levels.

Values

- Commitment
- Professionalism
- Relevance
- Integrity
- Excellence
- Nimble and Value adding
- Adherence to standards

Guiding Principles

Integrity and Professionalism: We uphold the highest ethical and professional standards in everything we do.

Student-Centredness: We put students at the heart of our mission, supporting their success and growth into future leaders.

Community Engagement: We collaborate with communities and industry partners to support social and economic development.

Global Perspective: We align our programs with international standards and prepare students for global opportunities.

CAMPUSES AND GEOGRAPHICAL REACH

Dorado Park (Main Campus)
21–31 Hercules Street, Dorado Park Extension 1, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

City Branch
59 Banhhof Street, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 245 150 / 84 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

Independence Branch
Erf Re/2023 Werner List Street, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 245 150 / 84 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

Coastal Campus
Pelican Mall Cnr. /O Sam Nuyoma Avenue and Getrud Kandanga Road, P.O. Box 346 Walvis Bay, Tel.: +264 64 206 647 | Fax: +264 64 206 647 | Email: adm.wbay@ium.edu.na | Website: www.ium.edu.na

Eenhana Campus
Erf. 235, Sam Nujoma Drive, Eenhana Proper, P.O. Box 13807 Eenhana, Tel.: +264 83 377 9000 | Fax : +264 61 433 6152 | Email: adm.en@ium.edu.na | Website: www.ium.edu.na

Nkurenkuru Campus
Erf 678 Nkurenkuru, P.O. Box 6038 Nkurenkuru, Tel.: +264 81 819 4495 / +264 66 264 957 | Fax: +264 61 433 6152 | Email: adm.nku@ium.edu.na | Website: www.ium.edu.na

Ongwediva Campus
4380 Dr. Libertina Amathila Street, P.O. Box 2775 Oshakati, Tel.: +264 65 230 145| Fax: +264 65 230 159 | Email: adm.ong@ium.edu.na | Website: www.ium.edu.na

Swakopmund Research, Training and Conference Centre
Erf 519, Extension 2, Matutura, Swakopmund, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

IUM Graduate School of Business
Erf 1617 Liszt Street, Southern Industrial, Windhoek, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

IUM Water Institute / IUM School of Medicine
14 Simeon Shixungileni Street (former Bismarck Street), Windhoek, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

GOVERNANCE

University Titular Head
Bishop Emeritus Dr. Shekutaamba Väinö-Väinö Nambala (Chancellor)

Governing Council

Hon. Prof. David Richard Namwandi:	*Founder & Council Chairperson*
Mr. Peter Elindi:	*Deputy Chairperson*
Prof. Osmund Damian Mwandemele:	*Vice-Chancellor (Ex-Officio)*
Dr. Demus Makuwa	*Senior Advisor to the Founder & Governing Council (Ex-Officio)*
Prof. Kingo Mchombu:	*Advisor to the Founder & Governing Council (Ex-Officio)*
Ms. Lucia Nandjembo:	*Secretary to the Governing Council (Ex-Officio)*
Dr. Ben Mulongeni:	*Member*
Hon. Anna Nghipondoka:	*Member*
Ms. Lena Biwa:	*Member*
Mr. John Nauta:	*Member*
Ms. Dutte N. Shinyemba:	*Member*
Mr. Mikka Asino:	*Member*
Dr. Iyaloo Shiimi:	*Member*
Ms. Martha Kamkuema:	*Member*
Mr. Aron J. Stephanus:	*Member*
Ms. Rauna Shipalanga:	*SRC President*

EXECUTIVE COMMITTEE

Hon. Prof. David Richard Namwandi

IUM Founder and Council Chairperson (Ex-Officio)

Prof. Osmund D. Mwandemele:
Vice-Chancellor

Prof. Charles Makanyeza:
Pro Vice-Chancellor: Academic Affairs, Research & Innovation

Dr. Hendrina P. Udjombala:
Pro-Vice-Chancellor: Administration & Management

Dr. Aquilinus T. Nashilundo:
Registrar

Mr. Gerry Munyama:
Director: Marketing, Communications and Stakeholders Engagement

Mr. Wilfred W. Muller:
Director of Finance

Mr. Timoteus A. Sheepo:
Dean: Faculty of ICT (Rotational)

Ms. Lucia Nandjembo
Secretary

STATEMENT FROM THE VICE-CHANCELLOR

This statement aims to thank all students and their parents/guardians for choosing the International University of Management (IUM) as the place to pursue their university studies. It is thus with great pleasure that I welcome you to our academic programmes for 2026. We offer a wide range of qualifications to provide you with diverse opportunities and skills set that enables you to make a positive impact in your family and society.

IUM was established in 1994 by the current Chairman, Hon. Prof. David Richard Namwandi, and was then known as the Institute of Higher Education. IUM became a fully-fledged university in 2002 when it was granted a University Charter. Since then, IUM has become one of Namibia's most prominent transformational private universities.

The Prospectus for Undergraduate Studies will guide students in selecting programmes that match their career ambitions. The Academic programmes are organised under the following Faculties, Schools, and Centres:

- Faculty of Environmental Management and Sustainability Sciences (FEMSS)
- Faculty of Health Sciences (FHS)
- Faculty of Information and Communications Technology (FICT)
- Faculty of Strategic Management & Business Administration (FSMBA)
- School of Primary Education (SPE)
- School of Secondary and Postgraduate Education (SSPE)
- Centre for Distance and eLearning (CDeL)
- Centre for Improved Institutional Performance (CIIP)

A wide range of disciplines is offered by the Faculties, Schools and Centres listed above. You are welcome to enquire about the qualifications you might be interested in with the Faculties, Schools, and Centres. We hope this up-to-date curriculum information will enable you to make the right choices in accordance with your entrance qualifications and career interests.

Finally, you are welcome to peruse this Prospectus to see more details on which programmes are on offer. You are also encouraged to search online for additional information on the different qualifications which the University is offering (see www.ium.edu.na). We wish you all the best in the new academic year.

Prof Osmund Damian Mwandemele
Vice-Chancellor

BRIEF HISTORICAL BACKGROUND

The International University of Management (IUM) has its roots in the Institute of Higher Education which was founded in 1994 by Honourable Prof. David Richard Namwandi. IUM, as an institution that began with one lecturer and one student, has now grown in leaps and bounce, with a student population exceeding 24,000. IUM was officially launched as the first private University in Namibia on 26 October 2002 by the then late State President, His Excellency Dr. Sam Shafiishuna Nujoma, and its own hi-tech main campus at Dorado Park in Windhoek was inaugurated on 26 April 2011 by the then State President, His Excellency Dr. Hifikepunye Pohamba.

The intellectual and vocational bases of the University are firmly rooted and focused in the areas of management and entrepreneurship, cutting across various disciplines such as ICT, health sciences, medical sciences, and environmental and sustainability sciences. Since its humble beginnings, the University has gained recognition as a centre of excellence for the teaching of management science and entrepreneurship. While these disciplines remain the anchor, the University has since diversified its offerings at both undergraduate and postgraduate levels to address different economic and management needs in Namibia. Additionally, the University has undertaken numerous consultancies and research projects on behalf of both the private and public sectors in Namibia.

UNIQUENESS

This University and the students who pass through it are different in a number of ways:

- Our students are products of a social and an economic conscience inherent in the heart of the University's operations, which focus, amongst others, on the choice and design of programmes.
- The University follows a path that respects the needs of the country and dedicates its efforts to the enhancement of the socio-economic wealth of its people.
- We are primarily aimed at the development of managers of the future and wealth creators in society.
- The University embraces the best theory not as an intellectual end in itself, but as the raw material of sound practice, since the best principles and practice of management are based upon well-tested theories.
- The University is significantly organised and resourced to make positive contributions to the development of our country and thus directs its efforts at today's national needs while anticipating the challenges that can be faced in the future.

IUM AS A PREFERRED UNIVERSITY IN NAMIBIA

Accreditation

IUM's programmes are accredited by both the Namibia Qualifications Authority (NQA) and the National Council for Higher Education (NCHE) to ensure the content of the programmes is fit for purpose and in tandem with international standards.

Qualified Staff

The University has highly qualified and committed teaching and administrative staff who take their student' needs as their number one priority.

Flexible Fee-paying System

As a University dedicated to its people's future, IUM has put in place a flexible fee-payment system, which enables students to pay in instalments throughout the academic year. Students are encouraged to contact the Finance Department to make personal arrangements which suit their circumstances.

Postgraduate and Continuing Education

The University has put in place special arrangements to support postgraduate studies, as most of them hold full-time jobs. Hence, the block release arrangements allow them to take short leave periods for their studies while most of their studies are conducted through online classes or distance learning. These arrangements help students to complete their studies on time or with just a short delay period.

Online Library

The University has a well-resourced online library to support learning and teaching for all students, no matter where they are studying from. Students can access the University's extensive online library resources both on and off campus. These credentials can be easily obtained from any librarian at the circulation desk. This system ensures that all students, whether on campus or studying remotely, have seamless and equitable access to the full range of academic materials available through the university's online library.

Centre for Distance and e-Learning

The use of digital technologies creates the possibility of flexible learning opportunities which include distance, part-time, block-release, and online and digital learning.

Associations/Memberships

The IUM is a member of several Associations, including:
- Association of African Business Schools (AABS)
- Association of Private Higher Education Institutions, Namibia (APHEIN)
- Regional Universities Forum for Capacity Building in Agriculture (RUFORUM)
- International Association of Universities (IAU)
- Southern African Quality Assurance Network (SAQAN)
- Association of African Universities (AAU)
- Times Higher Education (THE)

REGULATIONS

GENERAL REGULATIONS (GR)

GR 1: GENERAL

GR 1.1: Subject to Faculty, Programme, Departmental, and Centre Special Regulations, the following regulations shall apply.
GR 1.2: General Regulations shall take precedence over all Special Regulations unless Senate provides otherwise.
GR 1.3: The University Senate shall be the final authority for the interpretation of both general and academic regulations. In an event that there is a conflict in the interpretation of any provision in the regulations, the interpretation of the University shall prevail.
GR 1.4: The Senate has the right to amend, alter, cancel or replace any of these regulations.
GR 1.5: The Senate has the authority to exempt any student from any of the regulations.
GR 1.6: A student who has started a programme of study following one set of regulations shall not be affected by regulations subsequently adopted unless agreed to in writing by the student.
GR 1.7: There might, however, be cases which might warrant the non-application of the above regulation. In such cases, the Registrar shall immediately circulate a notice to that effect.

GR 2: THE STRUCTURE OF DEGREE PROGRAMMES

Students opting to register for the IUM degree programmes will commence in year one (1) subject to being granted exemptions on application to the relevant faculty. The bulk of the first year subjects are aimed at ensuring that the student can understand and use the English Language effectively.

GR 3: THE CERTIFICATE AND DIPLOMA PROGRAMMES

The purpose of the above programmes is to:

GR 3.1: Enable students wishing to register for degree programmes to attain relevant and required credits.
GR 3.2: Provide useful, relevant, and comprehensive stand alone qualification(s) for students who wish to gain employment.

GR 4: BASIC/MINIMUM ADMISSION REQUIREMENTS

GR 4.1: Students shall be selected and admitted on merit without regard to religion or cultural identity and regardless of ethnic origin, colour, race, political opinion, or sex.

GR 4.2: Undergraduate Programmes

GR 4.2.1: **Certificate Programmes (NQF Level 4) - Centre for Improved Institutional Performance**

    (CIIP)

a) Students will be admitted to the University's Certificate programme (NQF Level 4) offered in CIIP, if they hold a Namibia Senior Secondary Certificate Ordinary (**NSSCO**) or Namibia Senior Secondary Certificate Advance Subsidiary (**NSSCAS**), or a combination of both or equivalent qualification(s), with a

minimum of 18 points in five (5) best subjects with a minimum of E in English or equivalent.

b) In addition, students may enter through Mature Age Entry.

GR 4.2.2: Certificate Programmes (NQF Level 5)

a) Students will be admitted to the University's Certificate (NQF Level 5) if they hold a Namibia Senior Secondary Certificate Ordinary (**NSSCO**) or Namibia Senior Secondary Certificate Advance Subsidiary (**NSSCAS**), or a combination of both or equivalent qualification(s), provided that the candidate has passed **a minimum of five (5) subjects including English at D symbol. A student must have a minimum of 20 points** on the IUM's evaluation scale.

b) In addition, students may enter through Mature Age Entry as stipulated in GR 6 or Recognition of Prior Learning (RPL).

c) Faculties may impose additional requirement(s) in addition to the above for a specific Certificate programme.

GR 4.2.3: Diploma Programmes (NQF Level 5) - Centre for Improved Institutional Performance(CIIP)

a) Students will be admitted to the University's Diploma programme (NQF Level 5) offered in CIIP, if they hold a Certificate at NQF Level 4 in the same field of study or an equivalent, evidenced by the actual certificate or a transcript confirming the certificate awarded.

GR 4.2.4: Diploma Programmes (NQF Level 6)

a) Students will be admitted to the University's Diploma programme (NQF Level 6) in Business Administration, Finance Management, Marketing Management, Human Resource Management, Business Information Systems, Health and Wellness Studies if they hold a Certificate at NQF Level 5 in the same field of study or an equivalent, evidenced by the actual certificate or a transcript confirming the certificate awarded.

b) A transcript confirming the certificate awarded is only acceptable if the applicant completed the certificate programme and the actual certificate is pending as a result of the applicant still awaiting graduation or the printing of the certificate. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the certificate.

GR 4.2.5: Diploma Programmes (NQF Level 6)

a) Students will be admitted to the University's Diploma programme (NQF Level 6) in Water Resources Management, Ecotourism & Protected Areas Management; Hospitality and Events Management; Transport and Logistics Management; Maritime and Port Management; Occupational Health and Safety; Energy Systems and Climate Change if they hold a Certificate at NQF Level 5 in the same field of study or an equivalent, evidenced by the actual certificate or a transcript confirming the certificate awarded.

b) A transcript confirming the certificate awarded is only acceptable if the applicant completed the certificate programme and the actual certificate is pending as a result of the applicant still awaiting graduation or the printing of the certificate. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the certificate.

c) Students will also be admitted to the University's Diploma programme (NQF

Level 6) in the field listed in subsection **a)** above if they hold a Namibia Senior Secondary Certificate Ordinary (**NSSCO**) or Namibia Senior Secondary Certificate Advance Subsidiary (**NSSCAS**), or a combination of both or equivalent qualification(s), provided that the candidate has passed **a minimum of five (5) subjects including English at D symbol. A student must have a minimum of 23 points** on the IUM's evaluation scale.

d) In addition, students may enter through Mature Age Entry as stipulated in GR 6 or Recognition of Prior Learning (RPL).

e) Faculties may impose additional requirement(s) in addition to the above for a specific diploma programme.

GR 4.2.6: **Diploma in Education (Junior Primary) - NQF Level 7**

a) Students will be admitted to the University's **Diploma in Education (Junior Primary)** if they meet the following entry requirements:

- NSSCO/NSSCAS with a minimum of 24 points in the best five subjects passed; and
- a minimum of D symbol in English; and
- a minimum C symbol in a Namibian/Home language; and
- a minimum D symbol in Mathematics on the IUM's evaluation scale or equivalent qualification(s),
- a recognised qualification at NQF (level 5) or equivalent.

b) In addition, students may enter through Mature Age Entry as stipulated in GR 6 or Recognition of Prior Learning (RPL).

c) Faculties may impose additional requirement(s) in addition to the above for a specific diploma programme.

GR 4.2.7: Bachelor Degree Programmes (NQF Level 7)

a) Students will be admitted the University's **Bachelor Degrees Programmes** (NQF Level 7) if they hold a Namibia Senior Secondary Certificate Ordinary (**NSSCO**) or Namibia Senior Secondary Certificate Advance Subsidiary (**NSSCAS**), or a combination of both or equivalent qualification(s), provided that the candidate has passed **a minimum of five (5) subjects including English at D symbol. A student must have a minimum of 25 points** on the IUM's evaluation scale.

b) In addition, students may enter through Mature Age Entry as stipulated in GR 6 or Recognition of Prior Learning (RPL).

c) Faculties may impose additional requirement(s) in addition to the above for a specific degree programme

GR 4.2.8: Bachelor Honours Degrees Programmes (NQF Level 8) - Duration 4 Years

a) Students will be admitted the University's **Bachelor Honours Degrees Programmes** (NQF Level 8) if they hold a Namibia Senior Secondary Certificate Ordinary (**NSSCO**) or Namibia Senior Secondary Certificate Advance Subsidiary (**NSSCAS**), or a combination of both or equivalent qualification(s), provided that the candidate has passed **a minimum of five (5) subjects including English at D symbol. A student must have a minimum of 25 points** on the IUM's evaluation scale.

b) In addition, students may enter through Mature Age Entry as stipulated in GR 6 or Recognition of Prior Learning (RPL).

c) Faculties may impose additional requirement(s) in addition to the above for a specific degree programme

GR 4.2.9: Bachelor Honours Degrees Programmes (NQF Level 8) - Duration 1 Year

a) Students will be admitted the University's **Bachelor Honours Degrees Programmes** (NQF Level 8) if they hold a Bachelor degree at NQF Level 7 in the same field of study or an equivalent, evidenced by the actual certificate of the degree or a transcript confirming the degree awarded.

b) A transcript confirming the degree awarded is only acceptable if the applicant completed the degree programme and the actual degree is pending as a result of the applicant still awaiting graduation or the printing of the degree. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the degree.

GR 4.2.10: Postgraduate Diploma Programmes (NQF Level 8)

a) Students will be admitted to the University's **Postgraduate Diploma Programmes** (NQF Level 8) if they hold a Bachelor degree at NQF Level 7 in a relevant field of study or an equivalent, evidenced by the actual certificate of the degree or a transcript confirming the degree awarded.

b) A transcript confirming the degree awarded is only acceptable if the applicant completed the degree programme and the actual degree is pending as a result of the applicant still awaiting graduation or the printing of the degree. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the degree.

GR 4.2.11: Masters degrees Programmes (NQF Level 9)

a) Students will be admitted to the University's **Masters degrees Programmes** (NQF Level 9) if they hold a Bachelor Honours degree at NQF Level 8 in a relevant field of study or an equivalent, evidenced by the actual certificate of the Honours degree or a transcript confirming the degree awarded.

b) A transcript confirming the degree awarded is only acceptable if the applicant completed the degree programme and the actual degree is pending as a result of the applicant still awaiting graduation or the printing of the degree. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the degree.

GR 4.2.12: Doctorate degrees Programmes (NQF Level 10)

a) Students will be admitted the University's Doctorate **degrees Programmes** (NQF Level 10) if they hold a Masters degree at NQF Level 9 in a relevant field of study or an equivalent, evidenced by the actual certificate of the Master degree or a transcript confirming the degree awarded.

b) A transcript confirming the degree awarded is only acceptable if the applicant completed the degree programme and the actual degree is pending as a result of the applicant still awaiting graduation or the printing of the degree. In this case, the admission and subsequent registration shall remain conditional and provisional, subject to the submission of the degree.

GR 4.3: English in Practice Upgrade Course A (6 Months)

GR 4.3.1: Candidates who obtain a Grade E in English shall be admitted provisionally

in selected programmes until they pass the University's six-month Upgrade **course** in **English** in Practice.

GR 4.3.2: To pass this course, a candidate must obtain a mark of 50%.

GR 4.3.3: There shall be no supplementary examination for students who fail this course. Such students shall, however, have the opportunity to repeat the course once only.

GR 5: RECOGNITION OF PRIOR LEARNING (RPL)

The University will recognise prior formal learning or learning gained from work and practical experience. Admissions through RPL shall be administered through the RPL Policy.

GR 6: MATURE AGE ENTRY

GR 6.1 Candidates who wish to enter IUM for any Stand Alone or Degree programme but do not have normal entry requirements shall be considered for admission under the University's Mature Age Entry Scheme provided that they:
- (a)   Are 25 years old or over in the year in which admission is sought;
- (b)   Have at least 3 years relevant experience;
- (c)   Have at least a pass at Grade 10;
- (d)   Provide a suitable reference relating to work experience.

GR 6.2: Candidates who meet the above conditions will be required to write a Mature Age entry examination in November in the following papers :
- (a)   English
- (b)   Numeracy
- (c)   Education Test (for Education Applicants only)

GR 6.3: No mature age applicant can be admitted to the University if he/she do not write and pass the Mature Age entry examination.

ACADEMIC REGULATIONS (AR)

AR 1: CLASS ATTENDANCE

AR 1.1: A student registered for a subject/course/module must attend all classes prescribed for that subject/course/module.

AR 1.2: Students who enter or return to the university late shall not be entitled to special tuition.

AR 1.3: Students should attend at least 80% of the classes to qualify for examinations.

AR 1.4: Students who do not attend at least 80% of the classes shall be disqualified from writing examinations.

AR 2: STUDY DURATIONS OF VARIOUS PROGRAMMES

AR 2.1: Any student beginning studies in the university in the first year of a programme must, from the date of first registration, complete

- **(a)** an integrated Bachelor Honours Degree of 4 years minimum study duration within 8 years of first registering for a standalone or bachelor honours degree programme
- **(b)** a standalone Bachelor Honours Degree of 1 year minimum study duration within 2 years of first registering for it.
- **(c)** a Postgraduate Diploma of 1 year minimum study duration within 2 years of first registering for it.

(d) a Bachelor Degree of 3 years minimum study duration within 6 years of first registering for a stand- alone or Bachelor degree programme

(e) a Certificate of 1 year minimum study duration within 2 years

(f) a Diploma of 2 years minimum study duration within 4 years.

(g) a Masters degree of 2 years minimum study duration within 4 years of first registering for it.

(h) a Doctorate degree of 3 years minimum study duration within 6 years of first registering for it.

AR 2.2: In an event a student fails to complete the study programme within the prescribed maximum study period, the following shall apply:

i) the student must apply to the Registrar for the extension of studies

ii) If the curriculum has changed in the meantime, the student who is granted extension, be transitioned to the new curriculum and be given additional new modules (if applicable) to complete the programme on the new curriculum.

iii) The student may be refused to register again for the same qualification. The studies may be terminated.

Iv) the student may apply for a different qualification

AR 3: ANNUAL REGISTRATION

AR 3.1: All students (Stand Alone, Undergraduate, Postgraduate) must register each year in January/February for semester 1 and in July for Semester 2.

AR 3.2: No research student, whether undergraduate or postgraduate, shall be supervised unless s/he is registered as stated in **AR 3.1**.

AR 4: PROVISIONAL REGISTRATION

AR 4.1: Provisional Registration shall apply to :

(a) Non-Namibian students whose qualifications used to enter the university have not yet been evaluated by the Namibia Qualifications Authority (NQA).

(b) Non-Namibian students who are awaiting the outcome of their application for a Study visa/Permit from the Minister of Home Affairs, Immigration, Safety and Security.

(c) Any continuing student who, by registration time, will not have known that he/she has passed 70% of the modules for their last year until after the announcement of supplementary examinations results.

(d) Any student or applicant seeking exemptions but whose exemption application is not yet approved and does not yet have an exemption letter.

(e) Any student provisionally admitted with outstanding or pending results or documents, etc.

AR 4.2: Provisional registration shall remain valid until date on which the outstanding results are made available, or the missing document is expected. The university reserves the right to revoke a student's registration if the condition or subject of provisional registration has not been met.

AR 5: REGISTRATION – STUDENTS AWAITING THE RESULTS OF SUPPLEMENTARY EXAMINATIONS

AR 5.1: Supplementary examinations students (awaiting results) who study year-long

modules/courses must register to repeat the failed modules/courses, pay the relevant fees, attend classes, and submit CA work.

AR 5.2: If they pass, they can drop the subjects being repeated and the payment(s) made for those modules/courses will reduce any outstanding balances.

AR 5.3: If they fail, they must continue to repeat the modules/courses.

AR 5.4: Students taking semester long modules/courses must register for the second semester modules/courses that they are to repeat in July.

AR 5.5: Where a student will only know if he/she can progress after the results of the supplementary examinations, he/she can only be provisionally registered at the next level of study. If after the supplementary examinations the student has not passed enough modules/courses to progress, he/she must repeat the last year/level and complete the outstanding modules/courses for that year/level.

AR 6: POSTPONEMENT OF STUDIES

AR 6.1: Any student can postpone their registration and studies before successfully completing a qualification. Postponement will only be recognised if the student concerned notifies the University's Registrar's Office of the postponement in writing in advance or if circumstances dictate, as soon as possible after the start of the absence.

AR 6.2: Any student postponing their studies must return to register and resume studies within three years of the last date of registration.

AR 6.3: Under these circumstances any levels of study already completed will be recognised and any courses successfully completed in the year of study when postponement occurred, will also be recognised.

AR 6.4: Where a postponement has been longer than three years since the last date of registration the applicant must submit a written application for resuming studies.

AR 6.5: Under certain circumstances, including but not limited to those stipulated in this subsection, the University may insist on a student postponing their studies.

AR 6.5.1: This may be because of a decision taken by the Student Disciplinary Committee.

AR 6.5.2 : If the student is putting their health or studies or the health or studies of others in the University at risk. Firm and objective supporting evidence must be presented to the Pro-Vice Chancellor: Academic Affairs, Research and Innovation and it may be decided that in their own interests or the interests of others, the student's studies may be postponed subject to review at a specified future date.

AR 6.6: The University carries no liability for the academic, financial or any other impact of postponement of studies on the student or their future studies.

AR 7: CANCELLATION OF STUDIES (STUDENT INITIATED)

AR 7.1: A student may cancel their studies or part of their studies at any point. However, this will only be recognised if the cancellation is in writing and submitted to the Registrar's Office.

AR 7.2: Any student who wishes to cancel a course or courses which they have registered for must do so in writing to the Registrar's Office and fees may be charged in accordance to the Finance Policy.

AR 7.3: A student will remain fully responsible for the academic, financial and other impacts of the cancellation of any course(s). If the course was part of the admission or progression requirements of registration, when cancelling the student will have broken the terms surrounding registration and their registration will be cancelled.

AR.8: UNIVERSITY INITIATED CANCELLATION OF STUDIES

AR.8.1: The University may cancel the registration of any student. Grounds for cancellation will include:

    a)   A decision taken by the Student Disciplinary Committee.

b) The University did not enrol enough students for the programme to run. In such cases, the University will refund the affected students registration and tuition fees they have paid.
c) Foreign nationals failed to obtain the required study visas/permits to be in the country legally and for the purposes of study.
d) The University is convinced that the student is not academically fit after the student has exceeding the maximum study duration for the specific programme.
e) If the student is putting their health or studies or the health or studies of others in the University at risk, firm and objective supporting evidence must be presented to the Pro-Vice Chancellor: Academic Affairs, Research and Innovation and it may be decided that in their own interests or the interests of others, the student's studies may be postponed subject to review at a specified future date.
f) A material error in admission if the student did not meet the entry requirements.
g) Fraudulent admissions.

AR.8.2 Students enrolled for a course with a relatively low number of students shall be advised to cancel the course, and be presented with options for programmes in which they can enrol.

AR.9: VERIFICATION OF REGISTRATION CORRECTNESS

AR.9.1: When registration is completed, a proof of registration letter, detailing the student's personal details, the level and programme of study, campus of study and mode of attendance, along with courses to be studied in the current academic year, is issued to the student.

AR.9.2: The student bears the duty, onus and obligation to ensure that his or her personal details, as well as studies related information on the proof of registration letter are correct and complete.

AR.9.3: The University shall not be liable for any errors on a student's proof of registration letter.

AR.9.4: A student receives the proof at registration as part of the registration process; a fee is charged for a reprint of the proof of registration letter.

AR.10: TRANSFER OF STUDENTS BETWEEN CAMPUSES

Students may apply to transfer from one campus to another. Such applications must be in writing and should be approved by the Office of the Registrar before a student is transferred to another campus.

AR.11: CHANGE OF STUDY MODE

A student can apply for the change of study mode when their circumstances have changed. Change of study mode applications must be in writing and should be approved, before it is processed on the system.

AR.12: CHANGE OF COURSE: STUDENT INITIATED

AR.12.1: Students, after they have registered for one course, may decide and apply to change to another course. Change of Course application must be in writing by way of a formal letter which should be approved by the Office of the Registrar.

AR.12.2: New students, who have registered for the first time at the university, are allowed the whole first semester to change courses without paying the prescribed

change of course fee.

AR.12.3: A fee as determined by the Finance Office, is charged for all other students including new students who want to change their courses from the start of the second semester.

AR.13: CHANGE OF COURSE: UNIVERSITY INITIATED

a) A change of course may be initiated by the University because of low enrolment numbers in a specific course.
b) When this happens, the University will propose that a student change their course and will contact the student and suggests the course change. The student will be able to change to any other course for which the student fully qualifies.
c) In such a case, the student will not pay any punitive fees due to the change. University initiated course changes normally happen at the beginning of the first semester, just after registration has ended.

AR 14: PROGRESSION FROM YEAR TO YEAR

AR 14.1: Passing a course or module shall mean obtaining a minimum final mark of 50% in a course or module.

AR 14.2 : Normally, a student shall not proceed to a higher or subsequent year of study or level or course or module unless s/he has passed or has been exempted from the lower or previous year of study or course or module.

AR 14.3: A student must pass a minimum of 70% of the modules/subjects in the current study period before progressing to the next study period of the same qualification.

AR 14.4: A student must pass all compulsory and required modules/subjects at Certificate Level to be allowed to articulate to Diploma

AR 14.5: A student must pass all compulsory and required modules/subjects at Diploma Level to be allowed to articulate to a Bachelor degree

AR 14.6: Students moving from a Bachelor or Diploma (NQF level 7) to a Bachelor Honours degree (NQF level 8) must have completed a Bachelor Degree/Diploma NQF Level 7 in the same field or an equivalent, evidenced by the degree certificate or a transcript confirming the degree awarded.

AR 15. RPL AND EXEMPTIONS

AR 15.1: Holders of academic qualifications obtained from other recognised educational institutions, or those that have partially completed a prior programme of study for an academic qualification, may be granted exemptions from subjects in an IUM programme of study based on subjects sat for and passed at first attempt in a prior programme of study.

AR 15.2: Students who wish to apply for exemption of subjects successfully completed at academic institutions other than IUM, must complete the IUM Application Form available at the Admissions Office.

AR 15.3: To be considered for exemption, the qualification must have been obtained within a period of five (5) years - counting from the qualification awarding date. A certified copy of academic transcript and of a syllabi/ course outline of the subjects for which exemption is sought must accompany the application.

AR 15.4: In case of an incomplete qualification, the subject used as a basis for exemption must have been passed within a period of five (5) years - counting from the date/year the subject was passed.

AR 15.5: A student who has registered for a subject and has earned the first piece of continuous assessment (CA) marks cannot be granted exemptions.

AR 15.6: Exemption cannot be granted after a student wrote and failed examination for the specific subject.

AR 15.7: Applicants can be granted up to 50% exemptions for the major subjects

available in any programme of study.

AR 15.8: Research Projects, Dissertations, Theses, and Research Methodology subjects that were passed at other institutions cannot be exempted at IUM - at all levels.

AR 15.9: If the subject was exempted at another institution but is part of the syllabi of the course applied for at IUM, that subject cannot be double exempted. The student must therefore register for such a subject at IUM. No exemption is granted based on another exemption granted earlier.

AR 15.10: A student from another institution who has not completed a degree / diploma / certificate and who wants to enrol for a study course at IUM will only be entitled to exemption of a maximum of 50% of the subjects contained in the curriculum of an IUM study course at the same NQF Level.

AR 15.11: The application must be supported by acceptable documentary evidence of qualifications held or studies undertaken. Such documentary evidence shall be in the form of certified copies of academic certificates, certified transcripts or certified academic records showing qualification held, studies completed and grades or marks obtained, together with copies of the syllabi of the subject(s) which are the proposed basis for exemption and documentary evidence of its NQF level(s) involved or their equivalent.

AR 15.12: The previously studied subjects on which exemption is being applied for must have been sat for and passed in one sitting or at first attempt.

AR 15.13: The qualification or a pass in a subject (in a case of an incomplete qualification) must have been obtained within a period of five years prior to the application.

AR 15.14: No exemption will be awarded to subjects in the final year of a programme of study, unless the programme is of only one year study duration.

AR 15.15: The subjects must have been studied for and results obtained at an NQA accredited institution or equivalent.

AR 15.16: Exemptions cannot be granted for more than 50% of the subjects of any programme of study. IUM students transitioning to a reviewed programme in the same field as their current study programme are not subjected to this condition, they may get as many exemptions as possible. However, IUM students who completed a study programme at IUM and subsequently applied for a different study programme cannot be granted exemptions for more than 50% of the subjects of any new programme of study.

AR 15.17: Exemptions are awarded only at the beginning of the semester and not more than 1 month after the commencement of teaching.

AR 15.18: Where the applicant has demonstrable work and practical experience or has taken informal study this can supplement prior academic achievements and may also be considered in assessment of the basis for exemption, based on the conditions set out under Section 13.2.2 of the RPL policy

AR 15.19: An exemption fee per subject exempted, as may be determined by the Finance Office, is payable for that exemption to be considered valid.

AR 15.20: A returning student can be accepted to continue with studies with no exemption fee(s).

AR 15.21: No exemption shall be granted for any subject previously failed.

AR 15.22: Exemption is voluntary and a student who wishes not to be exemption must register the subject.

AR 15.23: For an exemption to be granted, there must an overlap of at least 80% of the content and learning outcomes between the subject to be exempted and the one used for exemption.

AR 15.25: The subject to be exempted and the one used for exemption must be at the same NQF level or equivalent.

AR 15.26: No exemption shall be granted if there is a difference of 1 or more between the NQF levels of the subject to be exempted and the one used for exemption.

AR 15.27: Exemption to Internship

For a student to be considered to exemption of Internship, he/she must meet the following minimum requirements:

a) must have successfully completed an internship programme

elsewhere, and provided that

   i) the completed internship programme should not have been less than 3 months
   ii) the internship should have been undertaken within a period not exceeding 3 years
   iii) the applicant provides documentary evidence of the completed internship programme. Evidence must be in a form of a letter from the employer and written proof or evidence of the successful completion of the internship programme

OR

b) that the applicant must be currently employed or recently have been employed, and provided that he/she

   i) must be or have been employed in a position or performing duties relevant and related to the degree programme being pursued
   ii) provide a letter from the employer as proof of employment. This letter should state the period (i.e. dates) of employment
   iii) must have been employed for a period not less than 3 months at the time of seeking exemption.

AR 16: PLAGIARISM

AR 16.1: Plagiarism is intellectual dishonesty or intellectual theft and is therefore criminal.
AR 16.2: Plagiarism is committed when a scholar or student appropriates or steals another person's or student's work, essay, assignment, or paper without permission or acknowledgement of the original source.
AR 16.3: Plagiarism is also committed when a student shares his/her work with a fellow student and knowingly allows a fellow student to submit such work as his/her own.
In this case, both the student sharing his/her work and the student submitting the work as his/her own shall be guilty of plagiarism.
AR 16.4: Students at IUM sign an undertaking in **an appropriate section** of their **Application Form/Contract** that they will not engage in plagiarism. All students' work (e.g. assignments, research proposals, and research reports) shall be checked for similarity and AI-generated content. The maximum similarity index and AI-generated content shall be 20%.
AR 16.5: IUM considers plagiarism very seriously and students who plagiarise shall be disciplined in accordance with the university's policy on plagiarism.

AR 17: ASSESSMENT

AR 17.1: Evaluation/Assessment of candidates shall be based on Continuous Assessment (CA) and Formal Examinations (FE).
AR 17.2: For each module or course, there shall be **three** pieces of CA work during each semester.
AR 17.3 : Normally, CA work consists of **either** 2 Assignments and 1 Test **or** vice versa

per semester.

AR 17.4: There shall be no changing or rounding up of CA marks.

AR 17.5: A Continuous Assessment (CA) mark shall normally remain valid for one semester only.

AR 17.6: Unless individual subject/discipline distinctions or requirements are approved by Senate, CA shall be 40% of the overall assessment of a course and FE shall account for 60% of the overall assessment of the course.

AR 17.7: Any student who does not furnish the relevant authority with sufficient proof for not completing required coursework (CA) by the stipulated date shall be awarded a zero for that piece of work.

AR 17.8: A student shall have a period of six months after a final mark is released to raise a query regarding that mark. After six months, no query or amendment to marks will be considered.

AR 17.9: Students shall also be informed of these regulations by means of a **Course Outline** normally at the beginning of each course at the beginning of each semester.

AR 17.10: Any academic queries or decisions concerning continuous assessment (CA) shall be referred to the Pro Vice-Chancellor: Academic Affairs, Research and Innovation.

AR 17.11: Any queries or decisions about the implementation of university policies and procedures involving continuous assessment (CA) work shall be referred to the Registrar.

AR 18: MAKE-UP ASSIGNMENTS AND/OR TESTS

AR 18.1: To ensure sound academic standards, no make-up assignments and/or tests shall be administered.

AR 18.2: IUM considers the administration of make-up assignments and/or tests very seriously and anyone who contravenes this regulation shall be disciplined in accordance with the university's policy on assignments and tests.

AR 19: RESEARCH PROJECTS

AR 19.1: The submission of Research Projects is mandatory for all students in the 4th or final year of their undergraduate honours degree programmes.

AR 19.2: The management of Research Projects shall rest with the Dean of Faculty, who shall be assisted in this regard by Heads of Department in his/her faculty.

AR 19.3: All Research Projects shall be supervised by academic staff in the programme in which the student is registered.

AR 19.4: Students shall not change supervisors in the course of the period in which they are registered for their programme.

AR 19.5: However, if obtaining conditions merit it, the change of supervisors shall be considered, provided students take up the matter with their Heads of Department and/or Deans, as the case may be.

AR 20: EXAMINATIONS

AR 20.1: There shall be Formal/Final Examinations (FE) at the end of each semester in May and November each year.

AR 20.2: Examinations for the semester modules shall be held in May/June (for semester 1) and November (for semester 2 modules) each year.

AR 20.3: Examinations for the yearlong modules shall be held in November each year.

AR 20.4: Examinations for other courses/programmes offered by the **Centre for Improvement of Institutional Performance** (CIIP) shall be held as and when it is deemed fit to do so or as soon as the courses/programmes are completed.

AR 20.5: A candidate may sit final examinations for a module/course for a maximum of two times. Second attempts must be completed within two years of first registering for that module/course.

AR 20.6: To pass a module, a candidate must obtain a composite mark of at least 50%

in that module. This must include a minimum average continuous assessment mark of 50% and a minimum examination mark (subminimum) of **36% in that module.**

AR 20.7: *In addition*, this must include a minimum continuous assessment mark of *at least* 50% and a minimum examination (subminimum) of *at least* 36% in that module.

AR 21: PRACTICAL EXAMINATIONS IN THE FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

AR 21.1: From the academic year 2019 until further notice, the ICT Faculty shall administer Practical Examinations.

AR 21.2: IUM assessments and examination regulations as stipulated in the Prospectus and other documents shall apply to all practical examinations in ICT.

AR 21.3: Additional guidelines to practical examinations in ICT can be obtained from the Office of the Registrar or from the Office of the Dean: Faculty of ICT.

AR 22: ELIGIBILITY FOR EXAMINATIONS

AR 22.1: To be eligible to write examinations in a course or module, a candidate must obtain an average Continuous Assessment (CA) mark of at least 50% in that course or module.

AR 22.2; A candidate who fails to achieve this mark shall repeat the course or module, shall meet the 80% class attendance requirement, and shall complete all required CA marks and requirements to pass a module.

AR 22.3: A candidate shall also be required to produce a university Clearance Card confirming that s/he has cleared all funds due to the university.

AR 22.4: A candidate shall be required to show a university examination admission slip confirming that s/he is academically eligible to sit the examination for which s/he is a candidate.

AR 23: SUPPLEMENTARY EXAMINATIONS

AR 23.1: For candidates who obtain a composite mark of 40 – 49%, a Supplementary Examination shall be administered.

AR 23.2: Supplementary examinations shall normally be held within the first two weeks prior to the beginning of each semester.

AR 23.3: To pass a supplementary examination, a candidate must obtain a mark of at least 50% in the examination and a composite mark of 50%.

AR 23.4: A candidate may sit supplementary examinations for a module/course for a maximum of two times. Second attempts must be completed within two years of first registering for that module/course.

AR 23.5: A candidate qualifying for a supplementary examination will be automatically registered to take this examination at the first opportunity after qualifying. If the candidate fails to take this first opportunity, the student will have failed the module and will have to repeat it.

AR 24. SPECIAL EXAMINATIONS

AR 24.1 Introduction

The university introduced special examinations for the first time in the academic year 2020.

AR 24.2 Qualifying to write special examination

a) Special examinations are strictly limited to final students who have one subject only left from any year of study before they would graduate, provided that:
   i) they have attempted all available exams opportunities,

    ii) their previous exam results were not disqualified due to disciplinary issues

    iii) they had qualified to write exams before

b) Students found to violate the restriction stipulated in (a) would have their examination result disqualified.

c) Passing the subject would then make the student eligible for graduation.

d) Students seeking a special exam must complete a special exams application form and submit it to the Admissions Office

e) An applicant must pay the special examination fee as determined by the Financial Controller

f) Special exams shall only be administered once a year in July each year

AR 24.3 Passing a subject on Special Examination

a) To pass a special examination, a candidate must obtain a mark of at least 50% in the examination

b) All marks higher than the 50% obtained in the special examination will be rounded down to 50%

c) CAs will not be considered for the special examination

d) A student who fails a special examination must repeat the subject

AR 25: POSTPONEMENT OF EXAMINATIONS

AR 25.1: A student may apply to postpone an examination in writing to the University's Director of Examinations Management, along with evidence of unavoidable reasons outside his/her control for missing the initial examination. Any student who misses the first opportunity to sit an examination will be automatically registered to sit the examination at the next opportunity immediately after it, subject to the approval of the Director of Examinations Management.

AR 25.2: Failure to request postponement of an examination and to sit it at next opportunity immediately after it shall mean that the module has been failed and must be repeated in full.

AR 26: CLASSIFICATION OF AWARDS

AR 26.1: All Bachelor degrees (NQF Level 7) shall be classified as Pass

AR 26.2: Bachelor Honours degrees (NQF Level 8) shall be classified as follows:

A final average of transcript marks of 80-100%: First Class Division

A final average of transcript marks of 70-79%: Upper Second Class Division

A final average of transcript marks of 60-69%: Lower Second Class Division

A final average of transcript marks of 50-59%: Pass

AR 26.3: Masters degrees with Coursework (NQF Level 9) shall be classified as follows:

A final average of transcript marks of 75-100%: Pass with Distinction

A final average of transcript marks of 60-74%: Pass with Merit

A final average of transcript marks of 50-59%: Pass

AR 26.4: All Undergraduate Certificates, Diplomas, Postgraduate Diplomas, Masters

degrees by dissertation (i.e. Masters of Philosophies) and Doctorate degrees issued by the University shall not have any indication of a class division.

AR 27 DETERMINATION AND ANNOUNCEMENT OF RESULTS

AR 27.1: All results shall, on the recommendation of the relevant faculties, be determined by Senate and shall be announced by the Office of the Director: Examinations Management.

FACULTY OF ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY SCIENCES

CERTIFICATE IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 5)

1. Rationale

The Certificate in Transport and Logistics Management encourages students to explore academic areas that support and extend their educational ambitions. This qualification provides a foundation of basic competence in the fundamentals of Transport and Logistics Management, therefore, enabling students to explore the field in higher learning qualifications. The knowledge and practical skills that students gain through the certificate will help them become competitive for employment or further studies in the field of Transport and Logistics Management.

2. Purpose

The purpose of the Certificate in Transport and Logistics Management (Level 5) is to provide qualifying students with applied competencies in the understanding and interpretation of transport and logistics management principles, in preparation for a career in the transport and logistics field and to provide a basis for further learning. The student should be able to reflect on the study material in the context of a transport or logistics organisation, or the function of a company, and to assess decisions impacting transport and logistics management. This qualification enables students to further their studies in the transport and logistics management programme. It is appropriate for the induction of new starters and for up-skilling individuals who are employed within a role that is predominantly operations. The qualification allows the students who already have occupational competence within their sector but are aspiring to enter a role that involves Logistics and Transport to gain the right level of occupational knowledge in Logistics and Transport principles. This qualification is developed to prepare students for related career paths in the Transport and Logistics sector. The qualification provides a common curriculum to meet the educational needs of the next generation of Logisticians and Transport managers. The students will be trained for a market dealing with all areas of Logistics and Transport Management, which includes Road Safety & Infrastructure Management, Transport Economics, Warehouse, Supply Chain, Customer Service and Transport Operations Management, as well as preparation for positions in the workplace. The transport and logistics sector plays a crucial, important and indispensable role in the socio-economic developmental agenda of any country. It is the transport and logistics sector that, daily, drives and moves goods and services to where such are needed and required. Transport and logistics will forever remain essential for trade, industrialisation, socio-economic development, regional development and continental socio-economic-cultural integration.

Key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

This qualification is an ideal qualification for individuals wanting to start a career that involves operations and/or supervision within the Logistics and Transport sector. It is for those who want to earn a recognized qualification while improving their working skills. It enables the student to acquire the appropriate degree of professional knowledge in Logistics and Transport principles, who already possesses occupational competence within their sector but aspires to work in that field.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advance Subsidiary (NSSAS), a combination of both or equivalent qualification(s), provided that the candidate has passed a minimum of five (5) subjects including English at D. A student must have a minimum of 20 points on the IUM's evaluation scale. In addition, students may enter through Mature Age Entry as stipulated in GR 4.1.1/prior learning with relevant years of experience in various fields of Transport and Logistics management or related fields. A recognized qualification in related fields may also qualify a student for this programme.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
  a. Apply fundamentals of Transport and Logistics management concepts.
  b. Evaluate and manage an effective Logistics and Transport process.
  c. Execute the foundational role of logistics as it relates to transportation and warehousing.
  d. Align the management of logistics and transportation with corporate goals and strategies.
  e. Improve supply chain processes by applying the relevant theoretical aspects to the challenges experienced.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Introduction to Logistics and Supply Chain Management	ILM50US	100	5	10
Transport Economics	TEC50US	100	5	10
Introduction to Inventory and Warehouse Management	IWM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Basic Sciences	BSC50US	100	5	10

Transport and Distribution Management	TMD50US	100	5	10
Principles of Logistics Management	PLM50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Total Year Hours & Credits		**1200**		**120**
Total hours and Credits for Qualification		**1200**		**120**

CERTIFICATE IN ENERGY MANAGEMENT (LEVEL 5)

1. Rationale

The Certificate in Energy Management (Level 5) is designed to provide students with a comprehensive understanding of energy management principles, strategies, and technologies. This program equips individuals with the knowledge and skills to effectively manage energy resources, reduce energy consumption, and optimise energy efficiency in various sectors, including industry, commercial buildings, and residential areas. Students will gain insights into energy auditing, renewable energy systems, energy conservation techniques, and sustainable practices through theoretical learning and practical applications.

2. Purpose

The Certificate in Energy Management (Level 5) aims to provide qualifying students with applied competencies in understanding and interpreting energy management principles in preparation for a career in the energy industry and to provide a basis for further learning.

This qualification enables students to learn about energy sources, consumption patterns, and global energy trends, explore strategies for energy conservation, efficiency improvement, and demand-side management, and gain insights into renewable energy technologies and their integration into existing energy systems.

The energy industry is integral to modern society, influencing economic prosperity, environmental sustainability, national security, and quality of life. The transition to more sustainable and efficient energy systems is critical for addressing global challenges such as climate change, resource depletion, and social inequities.

Key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Mines and Energy, the Namibia Power Utility (NamPower), Namibia Petroleum Corporation (Namcor), and the Petroleum Fund (Petrofund). The university also benchmarked its qualifications with similar ones at the University of Aberdeen, Robert Gordon University, the University of Free State, the University of Johannesburg and other international institutions that offer related qualifications.

3. Who is this qualification for?

This qualification is ideal for individuals wanting to start a career involving operations and/or supervision within Energy. It is also for those individuals already in the sector who do not have qualifications specialising in energy but meet the requirements to enrol for

the certificate.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advance Subsidiary (NSSCAS), a combination of both or equivalent qualification(s), provided that the candidate has passed a minimum of five (5) subjects including English at D. A student must have a minimum of 20 points on the IUM's evaluation scale. In addition, students may enter through Mature Age Entry as stipulated in GR 4.1.1/prior learning with relevant years of experience in various Energy management or related fields. A recognised qualification in related fields may also qualify a student for this qualification.

5. Qualification duration

This qualification will be offered on a full/part-time, blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes for the whole Qualification

Holders of this qualification can:

- Apply fundamentals of Energy management concepts.
- Explain how energy is generated, distributed, and consumed in different sectors.
- Analyse the importance of various energy sources, including fossil fuels, renewables, and emerging technologies.
- Evaluate national and international energy policies, standards, and regulations.
- Interpret energy data to track consumption patterns and detect inefficiencies.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Principles of Energy Economics	PEE50US	100	5	10
Energy Management I	ENM50US	100	5	10
Energy Fundamentals	ENF50US	100	5	10
SEMESTER 2 (60 Credits)				

Course Title	Course Code	Hours	NQF Level	Credits
Business Ethics	BNE50US	100	5	10
Energy Policy and Regulations	EPR50US	100	5	10
Project Management for Energy Projects	PMP50US	100	5	10
Principles of Management	POM50US	100	5	10
Energy Sustainability and Climate Change	ESC50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year Hours & Credits		**1'200**		**120**

CERTIFICATE IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 5)

1. Rationale
The Certificate in Occupational Health and Safety (Level 5) will foster a healthy occupational environment to protect people in the work environment and the general public who may be affected by the occupational activities being carried out within the environment. The certificate strives to reduce the risk of accidents or injuries by identifying and mitigating hazards. In addition, it will improve productivity due to fewer employees missing work due to illness or injury.

2. Purpose
The purpose of a Certificate in Occupational Health and Safety (Level 5) qualification is to provide qualifying students with applied competencies, understanding and interpretation of Occupational Health and Safety principles in preparation for a career in the industry and to provide a basis for further learning. This qualification addresses the incidence of occupational diseases and work-related diseases, and injuries among workers through health promotion and protection in all workplaces. It is appropriate for the induction of new starters and for up-skilling individuals who are employed within the role that is predominantly operations. It allows the student who already has occupational competence within their sector but is aspiring to enter a role that involves more responsibilities to gain the right level of occupational knowledge and principles. The qualification provides a common curriculum to meet the educational needs of the next generation of Occupational Health and Safety employees. The students will be trained in dealing with all areas of Fundamentals of Occupational Safety and Health, Safety and Accident Prevention, and Legal Aspects of Safety and Health, as well as preparation for positions in the workplace. The Certificate in Occupational Safety and Health (Level 5) is, in principle, a foundation year program which serves as a gateway into full higher education studies. The certificate was developed to cater for individuals in the sector; therefore, granting them an opportunity for further study to obtain a diploma or honours degree. This entry-level course aims to strengthen the skills and understanding of students in the foundation modules, such as English and IT Skills and introduce foundation modules related to Occupational Safety and Health.

The key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the Ministry of Health and Social Services, the National Planning Commission and the Confederation of Namibia Fishing

Associations.

3. Who is this qualification for?

The Certificate in Occupational Health and Safety is intended for individuals who are either working or aspiring to work in environments where workplace safety is a priority. It is suitable for employees, supervisors, and managers who are responsible for implementing and monitoring health and safety standards, as well as for school leavers or professionals who wish to build a career in occupational health and safety. The qualification equips learners with the essential knowledge and practical skills to promote safe working conditions and manage occupational risks effectively.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advance Subsidiary (NSSAS), a combination of both or equivalent qualification(s), provided that the candidate has passed a minimum of five (5) subjects including English at D. A student must have a minimum of 20 points on the IUM's evaluation scale. In addition, students may enter through Mature Age Entry as stipulated in GR 4.1.1/prior learning with relevant years of experience in various fields of Occupational Health and Safety or related fields. A recognized qualification in related fields may also qualify a student for this programme.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
- (a) Identify risk management principles to anticipate, evaluate and control hazards.
- (b) Promote occupational health and safety within the organization.
- (c) Explain how to prevent risks and hazards and how employees can protect themselves while performing various job-related tasks.
- (d) Collect data on work environments for ongoing analysis that may predict risks and hazards and identify sources of exposure and/or contamination.
- (e) Identifying hazardous conditions and practices and implementing alternative practices and/or corrective measures.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Legal Aspects of Safety and Health	LAS50US	100	5	10
Fundamentals of Occupational Safety and Health	FOS50US	100	5	10
Safety and Accident Prevention	SAR50US	100	5	10

Introduction to Emergency Management	IEM50US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Emergency and Crisis Management	ECM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Human Factors and Ergonomics	HFE50US	100	5	10
Workers Compensation and Rehabilitation	WCR50US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
Total hours and Credits for Qualification		**1200**		**120**

CERTIFICATE IN TOURISM, HOSPITALITY AND EVENTS MANAGEMENT (NQF LEVEL 5)

1. Rationale
This qualification is designed to provide students with the necessary skills for the provision and delivery of quality service in the Tourism and Hospitality industry. The qualification is a response to meet Namibia's Human Capital Development demands. The qualification is reviewed to provide a good foundation in key aspects such as customer service skills, culinary skills and management & leadership skills.

2. Purpose
The purpose of this qualification is to provide students with both theoretical knowledge and to develop graduates' basic practical competencies in the dynamic and diverse tourism industry. The qualification will prepare students to achieve Tourism, Hospitality and Events Management skills, allowing them to function in a variety of settings involving individuals, groups, organizations and the general public. Therefore, the Certificate of Tourism, Hospitality and Events Management aims at training skilled individuals with knowledge and skills and the required abilities to successfully operate in the Tourism, Hospitality and Events Industry.

3. Who is this qualification for?
This qualification is designed for individuals interested in a range of work sectors related to Tourism, Hospitality and Events. This qualification has been developed with the above in mind and therefore targets the following students who want to become: Front Office Assistants, Customer Care Consultants, Housekeepers/ Supervisors, Hospitality Sales Representatives, Tourism Health and Safety Officers, Tourism Service Agents, and Tourism and Hospitality Marketing Agents.

4. Admission requirements
Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate Ordinary Level (NSSCO) or equivalent, with a minimum of 20 points in five (5) best subjects, with a minimum of D in English at NSCCO/ IGCSE level, Grade 1-4 at the NSSCH/ HIGCSE level and at least an E symbol at NSCCAS level.
Students may also enter through mature age if they meet the following requirements:
• Are 25 years old or over in the year in which admission is sought
• Have at least 2 years of relevant working experience

- Have at least a pass at Grade 10
- Provide a suitable reference relating to work experience

Prospective applicants should pass the entry Aptitude Test of IUM.

5. Qualification duration

This qualification will be conferred after a minimum of 1 year and a maximum of 2 years of full-time or part-time study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate appropriate etiquette and customs for receiving customers of different cultural backgrounds.
- (b) Identify the roles of the Tourism System in the different segments of the industry and the inter-relationship of those systems.
- (c) Demonstrate a basic understanding of Housekeeping in the Hospitality sector.
- (d) Demonstrate basic skills and competencies in Food Handling, Health, Safety and Security in the Tourism, Hospitality and Events industry.
- (e) Demonstrate an understanding of international customer needs and expectations, including culture shock, through the study of marketing and business studies.
- (f) Demonstrate Basic IT skills in the Tourism, Hospitality and Events industry.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Tourism, Hospitality and Events	ITH50US	100	5	10
Customer Service Skills	CSS50US	100	5	10
Microeconomics	MIE50US	100	5	10
Mathematics	MTH51US	100	5	10
Applied English Language Skills	AEN40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Food Handling, Health & Safety in Tourism and Hospitality	FHS50US	100	5	10
Front Office Operations	FOO50US	100	5	10

Housekeeping Operations	HKO50US	100	5	10
Financial Accounting I	FAC51US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
Total hours and Credits for Qualification		**1200**		**120**

CERTIFICATE IN WATER RESOURCES MANAGEMENT (NQF LEVEL 5)

1. Rationale
This qualification is developed to prepare students for related career paths in the water sector, including technical and non-research careers in water resources management. The qualification provides a common curriculum to meet the educational needs of the next generation of water scientists and managers. Many of the courses provide hands-on experiences in an outdoor setting to learn about water resources. Protecting the long-term ecological health of our water resources is an important national goal, yet our society has ever-increasing demands for inexpensive supplies of high-quality water. Managing the world's precious water resources requires professionals to have multidisciplinary knowledge and an integrated approach, involving ecological, scientific, political, hydrological, and planning skills.

2. Purpose
This qualification is therefore intended to train students to manage our scarce water resources for the maximum benefit of the country and the world's population, while at the same time preserving the ecological integrity of aquatic resources. The qualification will contribute to the national efforts of protecting and managing natural resources; to promote sustainable utilization of natural resources as articulated in Chapter 5 of the Vision 2030 and Article 95 of Namibia's Constitution. The qualification will also assist the Government of the Republic of Namibia to achieve a sustainable water resource management regime that contributes to social equity, economic efficiency and environmental sustainability in the country as outlined in the Integrated Water Resources Management Plan for Namibia. This qualification acts as a bridging course that aims at strengthening the skills and understanding of students in foundation modules such as English, Basic Sciences, and IT Skills and introducing foundation modules related to Water Resources Management.

3. Who is this qualification for?
This qualification is designed for water professionals in Namibia and beyond who are already working in lower to middle-level management positions in the water sector, those who are working in related technical fields such as river basin management, groundwater management, water supply and sanitation, water resource planning, water resource economics and water treatment.

4. Admission requirements
Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advance Subsidiary (NSSAS), a

combination of both or equivalent qualification(s), provided that the candidate has passed a minimum of five (5) subjects including English at D. A student must have a minimum of 20 points on the IUM's evaluation scale, normally in not more than three examination sittings. In addition, students may enter through Mature Age Entry as stipulated in GR 4.1.1/prior learning with relevant years of experience in various fields of water resources management or related fields. A recognized qualification in related fields may also qualify a student for this programme.

5. Qualification duration
The Certificate in Water Resources Management is conferred after one year of full-time/part-time/distance study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification
Holders of this qualification are able to:
- (a) Develop necessary learning skills and independence for further studies in the field of water resources management.
- (b) Understand the foundation of science modules within the field of water resources management.
- (c) Identify past, current and anticipated issues, problems and challenges in the water sector.
- (d) Understand the principles, practices and methods of modern management and be able to apply them in the management of water resources.
- (e) Understand different types of rights and obligations associated with the development of a multi-sectorial regulation system such as a Watershed/ Water Basin/ Water Catchment management approach.

7. Qualification structure

YEAR 1 (96 Credits)				
SEMESTER 1 (54 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic Sciences	BSC50US	80	5	8
Basic IT Skills	BIT41US	100	5	10
Watershed Conservation and Management	WCM50US	80	5	8
Water and Society	WSO50US	80	5	8
SEMESTER 2 (42 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Water and Sanitation	SWA50US	60	5	6
Rural and Urban Water Supply	RUW50US	80	5	8
Catchment and Aquatic Ecosystem Health	CAE50US	80	5	8
Water Resources Planning	WRP50US	100	5	10

Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**960**		**96**
Total hours and Credits for Qualification		**960**		**96**

CERTIFICATE IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 5)

1. Rationale
The Certificate in Sustainable Ocean and Aquaculture Management encourages students to explore academic areas that support and extend their academic ambitions. The certificate provides a foundation of basic competence in the fundamentals of ocean and aquaculture sciences, enabling students to explore the field with higher learning qualifications. The knowledge and practical skills that the students will gain through the certificate will help them to be competitive for employment or further studies in the field of Sustainable Ocean and Aquaculture Management.

2. Purpose
This qualification is developed to meet the growing needs of the fishing industry in both the private and public sectors. Fisheries being one of the major revenue earners of the country, there is a need for well-trained fisheries professionals at all levels in the industry to manage developments and challenges faced in the fishing and aquaculture industry. The qualification will contribute to the national efforts of protecting, managing, and sustainable utilization of natural resources as articulated in Chapter 5 of the Vision 2030 and Article 95 of Namibia's Constitution. In addition, this qualification will promote the production, marketing and development of value-added products, as well as the marketing of fishery and aquaculture products. This qualification is, in principle, a foundation year programme, which serves as a gateway into full higher education study. Considering that the current workforce in the fishing industry does not qualify for admission to Diploma or Degree courses, the certificate was developed to bridge this gap, therefore granting all an opportunity for further study to obtain a diploma or honours degree. This qualification was developed in consultation with national key stakeholders and benchmarked with curricula from regional and international universities.

3. Who is this qualification for?
This qualification is in principle, a foundation year programme, which serves as a gateway into full higher education studies for those who are currently working in the fishing industry and do not qualify for admission to pursue Diploma or degree courses in sustainable and aquaculture management.

4. Admission requirements
Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advance Subsidiary (NSSAS), or a combination of both or equivalent qualification(s), provided that the candidate has passed a minimum of five (5) subjects including English at D. A student must have a minimum of 20 points on the IUM's evaluation scale, normally in not more than three examination sittings. In addition, students may enter through Mature Age Entry as stipulated in GR 4.1.1/ prior learning with relevant years of experience in various fields of ocean, environmental and aquaculture or related fields. A recognized qualification in related fields may also qualify a student for this programme.

5. Qualification duration

The Certificate in Sustainable Ocean and Aquaculture Management (Level 5) is conferred after one year of full-time/part-time/distance study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Develop necessary learning skills in Sustainable Ocean and Aquaculture Management and be independent for further studies.

(b) Identify past, current and anticipated problems and challenges in the field of Ocean and Aquaculture.

(c) Apply the principles, practices and methods of modern management in Ocean and Aquaculture establishments.

(d) Explain the conditions of development of aquatic organisms and their habitat conditions and change patterns of yielding in relation to environmental changes of anthropogenic influence.

(e) Apply fisheries and aquaculture techniques used in breeding, rearing and feeding technologies in aquaculture farms, be aware of aquaculture design and construction principles, and take into account the relevant legislation.

(f) Describe fisheries and aquaculture business management features, strategies for fisheries and aquaculture business development, and production innovation, marketing issues and the fishing industry.

7. Qualification structure

YEAR 1 (124 Credits)				
SEMESTER 1 (64 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic Sciences	BSC50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Aquatic Biology	AQB50US	120	5	12
Principles of Ocean Dynamics	POD50US	120	5	12
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Principles of Taxonomy	PTX50US	80	5	8
Principles of Aquaculture	PAQ50US	120	5	12
Laboratory and Field Techniques	LFT50US	80	5	8
Fundamentals of Ocean Governance	FOG50US	100	5	10
Fishery Products and Value Addition	FPV0US	120	5	12
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**1240**		**124**
Total hours and Credits for Qualification		**1240**		**124**

DIPLOMA IN ENERGY SYSTEMS AND CLIMATE CHANGE (LEVEL 6)

1. Rationale

The Diploma in Energy Systems and Climate Change (Level 6) is designed to provide students with a comprehensive understanding of energy management principles, strategies, and technologies. The qualification is design to incorporate the consequential environmental impacts in the era of changing climate. Furthermore, this program will provide individuals with the knowledge and skills to effectively manage energy resources, in various sectors, including industry, commercial buildings, and residential areas. Students will gain insights into energy auditing, renewable energy systems, energy conservation techniques, and sustainable practices through theoretical learning and practical applications. This diploma is necessitated by the growing energy demand and the growing energy sector in the region, which was hastened by the offshore oil, and gas discovery in the Orange River basin and the development of green hydrogen industry in Namibia. This sector is fundamental to socio-economic development of the country as highlighted in the National Development Plans (NDPs) and Vision 2030.

2. Purpose

The Diploma in Energy Systems and Climate Change (NQF Level 6) provides students with fundamental knowledge and skills in energy management in the context of climate change. This qualification will provide the students with skills and knowledge in the field of energy systems and climate change. The qualification aims to equip students with fundamental knowledge of energy management principles, encompassing energy sources, consumption patterns, and global trends. Students will gain an understanding of essential solutions for energy saving, efficiency enhancement, and effective demand management. The qualification will also cover renewable energy technologies, focusing on their integration into existing energy systems to enhance sustainability. By addressing critical issues related to resource sustainability and climate change, students will be prepared to make valuable contributions to the evolving energy sector in the region.

3. Who is this qualification for?

This qualification is for individuals who are in the energy management and climate change mitigations related career at operations and/or supervision level. The qualification is ideal for people who need to advance their workplace skills and achieve a recognised qualification. It allows the student who already has occupational competence within their sector but is aspiring to enter a role that involves energy and climate change to gain the right level of occupational skills in energy managements.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSCAS), or combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with minimum of D in English.

Or

A Certificate in Energy Management (NQF Level 5) or in related fields at NQF level 5. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1 prior learning with 3 relevant years of experience in various fields of energy management and climate change mitigations. Students awarded with a Diploma in Energy Systems and Climate Change (NQF Level 6) will be eligible for a Bachelor of Science Honours in Energy Development and Management (NQF Level 8) or equivalent

qualification at NQF Level 8 in a related field of studies.

5. Qualification duration
This qualification will be offered on a full / part-time blended learning mode over a minimum period of 2 years and a maximum of 4 Years.

6. Outcomes for whole qualification
Holders of this qualification are able to:
- Describe different type of energy system and identify strategies for efficient energy generation, distribution, and consumption.
- Apply energy management principles effectively in real-world situations.
- Conduct energy audits for private and public entities.
- Analyse energy consumption data and identify inefficiencies in energy systems.
- Analyse the interplay between climate change and energy systems, and identify integrated strategies to address climate-related challenges through effective energy management and policy interventions.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Principles of Energy Economics	PEE50US	100	5	10
Energy Management I	ENM50US	100	5	10
Energy Fundamentals	ENF50US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Energy Policy and Regulations	EPR50US	100	5	10
Project Management for Energy Projects	PMP50US	100	5	10
Energy Management Tools and Technologies	EMT50US	100	5	10
Energy Sustainability and Climate Change	ESC50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**1'200**		**120**

YEAR 2 (126 Credits)				
SEMESTER 1 (66 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Professional Communication	PRC60US	120	6	12
Energy Storage Systems and Transportation	EST50US	120	5	10
Thermodynamics	TMD60US	120	6	12
Climate Change and Policy Framework	CCP60US	100	5	10
Basic Climatology	BCL50US	100	5	10
Energy Management II	ENM51US	120	6	12
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Climate Change Adaptation and Mitigation	CCM60US	100	6	12
Environmental Management	EM160US	120	6	12
Geographical Information System	GIS60US	120	6	12
Energy Audit	ENA60US	120	6	12
Data Analysis and Forecasting	DAF60US	120	6	12
Total Year 2 Hours & Credits		**1'226**		**126**

DIPLOMA IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 6)

1. Rationale
A Diploma in Transport and Logistics Management (Level 6) will help students develop knowledge and skills with a focus on sustainable logistics and transport studies, which also prepares students for careers in supply chain and transport management. The qualification has a business curriculum to address and identify gaps within the logistics and transport industry. The qualification focuses on skills associated with procurement, effective supply chain, green logistics, stock control, reverse logistics, intermodal transport, maritime and blending it with business aspects of the industry.

2. Purpose
Diploma in Transport and Logistics Management (Level 6) is developed to meet the growing needs of the transport and logistics industry Private and Public sectors, and to train students on sector-specific skills and knowledge. This diploma will provide the students with skills and knowledge in the fields of transport and logistics management and entrepreneurship within the transport and logistics industry. Students are trained to serve the nation by taking up employment in the logistics and transport industry; various government research institutions, parastatals and NGOs that are concerned with green logistics and sustainable transport. The qualification will equip students with the skills and knowledge to establish their own businesses in the area of logistics and transport, which includes distribution, transportation, warehousing, supply chain and

retail. This qualification exposes students to a wide range of careers and guarantees them a wide range of opportunities in different institutions or as entrepreneurs.

The key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

This qualification targets individuals who are in Logistics and Transport careers at the operations and/or supervision level. This qualification is for people who need to advance their workplace skills and achieve a recognized qualification. The qualification allows students who already have occupational competence within their sector but are aspiring to enter a role that involves Logistics and Transport to gain the right level of occupational skills in Logistics and Transport Management.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), or combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English.

or

A Certificate in Transport and Logistics Management (NQF Level 5) or in related fields at NQF Level 5. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1, prior learning with 3 relevant years of experience in various fields of Transport and Logistics or related fields.

5. Qualification duration

This qualification will be offered on a full/part-time blended learning mode over a minimum period of 2 years and a maximum of 4 Years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
- (a) Discuss the transportation and logistics industry and its operations.
- (b) Solve problems related to transportation and logistics.
- (c) Identify real-life issues in transportation and logistics and other related disciplines and develop solutions.
- (d) Conduct ethical and professional behaviour and responsibility towards oneself, other individuals, the community and the environment.
- (e) Lead teams and communicate effectively within the business environment.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Introduction to Logistics and Supply Chain Management	ILM50US	100	5	10

Transport Economics	TEC50US	100	5	10
Introduction to Inventory and Warehouse Management	IWM50US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Basic Sciences	BSC50US	100	5	10
Transport and Distribution Management	TMD50US	100	5	10
Principles of Logistics Management	PLM50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (128 Credits)				
SEMESTER 1 (70 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Procurement, Sourcing and Supplier Management	PSS60US	120	6	12
Professional Communication	PRC60US	120	6	12
Operations and Logistics Management	OLM60US	120	6	12
Port and Shipping Management	PSM60US	120	6	12
Green Logistics	GRL60US	120	6	12
Business Statistics	BUS50US	100	5	10
SEMESTER 2 (56 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA61US	100	6	12
Management Information System	MIS60US	100	6	10
Intermodal Transportation	IMT60US	120	6	12
Data Analysis and Forecasting	DAF60US	120	6	12
Financial Accounting I	FAC51US	100	5	10
Total Year 2 Hours & Credits		**1260**		**126**
Total hours and Credits for Qualification		**2460**		**246**

DIPLOMA IN MARITIME AND PORT MANAGEMENT (LEVEL 6)

1. Rationale

The Diploma in Maritime and Port Management (Level 6) will introduce students to the operational and economic aspects of the shipping business and the sustainable development of ports. In addition, the qualification will afford students an opportunity for both overall port activities and maritime transport. It allows students to understand how respective stakeholders fit within and affect the entire spectrum of operational and commercial activities running in the complex interface of maritime transport. The qualification elucidates ports, constantly changing and developing functions and their operations. Furthermore, it introduces key concepts and analyses various types of ports, their evolution, and the impacts left by ship technology.

2. Purpose

The Diploma in Maritime and Port Management (Level 6) is developed to meet the growing needs of the Maritime and Port industry in the Private and Public sectors and to train staff on specific skills and knowledge. Qualification in the fields of Maritime and Port Management includes packaging of goods and commodities, inventory management, transportation of materials, supply chain, distribution, shipping, material handling, storage, safe ship operations and entrepreneurship in the Maritime and Port industry. Students are trained to serve the nation by taking up employment in the Maritime and Port industry. This qualification guarantees a wide and bright career in employment as there is an increase in complexity and qualified professionals are required to manage the shipping and port industries across the globe. The qualification aims to achieve the need for a skilled workforce, specialising in maritime transport and port facilities in our country, which carries the largest part of international trade by sea routes. The qualification provides students with both theoretical and practical training on basic Maritime information and Port management, so they become specialists who are well equipped with new maritime and port information needed by growing private harbours.

The key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

This qualification is designed for students willing to take up roles in the Maritime and Port Management sectors in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the maritime field. The qualification targets those individuals willing to be transformed into professionals as Maritime and Port Management officers.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), or a combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English.

Or

A Certificate in Transport and Logistics Management (NQF Level 5) or in related fields at NQF Level 5. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1, prior learning with 3 relevant years of experience in various fields of transport, maritime, shipping and logistics management or related fields.

5. Qualification duration

This qualification will be offered as full-time/part-time/blended learning mode over a minimum period of two years and a maximum of four years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
  (a) Solve major issues in port management, handle cargoes and documentations involved.
  (b) Apply various technologies and innovations in ports and terminals.
  (c) Develop and implement the structures and operations in the field of shipping and maritime management.
  (d) Execute the functions of shipping companies and comply with the rules of international organizations and associations.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Introduction to Logistics and International Trade	ILT50US	100	5	10
Introduction to Maritime Management	IMM50US	100	5	10
Introduction to Inventory and Warehouse Management	IWM50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Port Labour and Human Resources Management	PLH50US	100	5	10
Introduction to Port Management	IPM50US	100	5	10

Course Title	Course Code	Hours	NQF Level	Credits
Sustainable Ocean Economy: Maritime Traffic	SOM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (118 Credits)				
SEMESTER 1 (56 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Professional Communication	PRC60US	120	6	12
Business law	BLA61US	120	6	12
Port and Shipping Management	PSM60US	120	6	12
Financial Accounting I	FAC51US	100	5	10
Business Statistics	BUS50US	100	5	10
SEMESTER 2 (64 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Management Information System	MIS60US	100	6	10
Intermodal Transportation	IMT60US	120	6	12
Health, Safety, Security and the Environment in Ports	HSS60US	140	6	14
Maritime, Regulation and Bodies	MRB60US	140	6	14
Port Regulations, Legal issues and Insurance	PRI60US	140	6	14
Total Year 2 Hours & Credits		**1200**		**120**
Total hours and Credits for Qualification		**2400**		**240**

DIPLOMA IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 6)

1. Rationale

Occupational Health and Safety (OHS), also called Occupational Safety and Health (OSH), is a multidisciplinary field of study and practice that is concerned with the health, safety and welfare of people engaged in the work environment or employment. The main goal of an occupational health and safety program is to foster a healthy and safe occupational environment to protect people in the work environment or employment and the general public who may be affected by the occupational activities being conducted within the environment. In common-law jurisdictions, employers have a common responsibility or duty to take reasonable care of the safety of their employees. Respective countries in which occupational activities are being conducted by employers may, in addition, impose other general duties, introduce specific duties, and create government bodies with powers to regulate occupational safety issues: details of this vary from jurisdiction to jurisdiction.

2. Purpose

The Diploma in Occupational Health and Safety (Level 6) qualification is developed to provide students who have, or are looking to develop into, a senior role in an organisation with responsibilities for managing health and safety policy and practice. The qualification allows learners to advance their understanding of Occupational Health and Safety management. Learners will gain the skills and knowledge to understand the legal and regulatory background to occupational health and safety policy, to be able to assess policies, as well as to recommend and implement policy changes. Students will develop knowledge and skills relevant to putting policy into practice, utilising management systems, resources, risk and incident management, leadership, management and skills development.

The key stakeholders consulted included the Ministry of Labour, Industrial Relations and Employment Creation, the Ministry of Health and Social Services, Welwitchia Health Training Centre, Westpine Safety Consultants, and the Confederation of Namibia Fishing Association.

3. Who is this qualification for?

This qualification targets individuals who are in an Occupational health and Safety career at the operations and/or supervision level. This qualification is for people who need to advance their workplace skills and achieve a recognized qualification. The qualification allows students who already have occupational competence within their sector but are aspiring to enter a role that involves Occupational Health and Safety to gain the right level of occupational skills in Occupational Health and Safety Management.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advanced Subsidiary (NSSCAS), or a combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English.

OR

A Certificate in Occupational Health and Safety Management. (NQF Level 5) or in related fields at NQF level 5. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1 prior learning with 3 relevant years of experience in various fields of Occupational Health and Safety Management or related fields.

5. Qualification duration

This qualification will be offered on a full/part-time blended learning mode over a minimum period of 2 years and a maximum of 4 Years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

    (a) Identifying, understanding and appreciating actual and potential occupational risks and hazards.

    (b) Analyse how human behaviour and psychology impact health and safety and develop mitigating measures.

    (c) Apply risk management principles to anticipate, identify,

evaluate and control physical, chemical, biological and psychosocial hazards.

(d) Discuss, manage, and interpret information and data to identify trends and issues in the workplace.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Legal Aspects of Safety and Health	LAS50US	100	5	10
Fundamentals of Occupational Safety and Health	FOS50US	100	5	10
Safety and Accident Prevention	SAR50US	100	5	10
Introduction to Emergency Management	IEM50US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Emergency and Crisis Management	ECM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Human Factors and Ergonomics	HFE50US	100	5	10
Workers Compensation and Rehabilitation	WCR50US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (132 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Epidemiology	IEP60US	120	6	12
Professional Communication	PRC60US	120	6	12
Indoor Air Quality Management	IAQ60US	120	6	12
Occupational Risk Assessment	ORA60US	120	6	12
Occupational Safety and Health Principles	OSP60US	120	6	12
SEMESTER 2 (72 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Occupational Health and Safety Procedure	OHP60US	120	6	12
Health Psychology and Sociology	HPS60US	120	6	12

Management and Leadership	MAL60US	120	6	12
Practical Action Learning	INT60US	240	6	24
Industrial Hygiene and Toxicology in Occupational Health	IHT60US	120	6	12
Total Year 2 Hours & Credits		**1320**		**132**
Total hours and Credits for Qualification		**2520**		**252**

DIPLOMA IN HOSPITALITY AND EVENTS MANAGEMENT (NQF LEVEL 6)

1. Rationale

The Diploma in Hospitality and Events Management (Level 6) is developed to equip students with the essential knowledge and skills required for the hospitality and events industry. The qualification is designed to equip students with competencies and knowledge of managing hospitality and events establishments, whereby students will be exposed to operational, supervisory, and management approaches to hospitality and events establishments. It addresses the skills gaps, challenges and growth opportunities in the industry by equipping students with competencies to pursue diverse career opportunities. The qualification focuses on building and enhancing skills and knowledge in aspiring hospitality and events employees, to equip them with the necessary skills to be at the forefront of the ever-changing hospitality and events industry.

2. Purpose

The qualification is developed in response to the market needs and to train and create a skilled workforce, improve productivity and increase the attractiveness of Namibia as a world-class tourist destination in a highly competitive global market. The qualification is well aligned with the Sector Skills Plan (SSP), with National policy goals (Vision 2030), NDP5 and the National Human Resources Plan 2010 – 2025. The National Human Resources Plan 2010 – 2025 (NHRP) outlines industries with high potential for employment growth, such as tourism, and at the heart of tourism is hospitality and events. In addition, the National Development Plan 5 (NDP5) highlights tourism as a national priority in which sustained economic growth is expected, which can only be realized by training personnel in the field. Thus, the purpose of this qualification is to train and equip the human factor to deliver quality service. The diploma targets those who want to become customer service personnel, housekeeping officers, front office personnel, hospitality bookkeepers, as well as sales and marketing representatives in the hospitality and events industry.

In developing this qualification, Stakeholder consultations were conducted with the Ministry of Environment, Forestry and Tourism, Hospitality Association of Namibia, Namibia Tourism Board and members of the Tourism Standard and Human Resources Development Advisory Committee. The qualification was also benchmarked with similar Universities such as the Namibia University of Science and Technology (NUST), the National Open University of Nigeria (NOUN), and the Kenya Utalii College of Hospitality and Tourism.

3. Who is this qualification for?

This qualification will offer training to develop strong hospitality and events business management skills and create new job prospects. The diploma therefore targets the following professions: Housekeeping supervisors, Hospitality health and safety officers, Front office personnel, Hospitality marketing representatives, Customer service personnel, and Hospitality bookkeepers.

4. Admission requirements

To be registered for this qualification, a prospective student must:

Hold a Certificate in Tourism, Hospitality and Events Management (Level 5) from IUM or any equivalent qualification at NQF level 5 from a recognized institution,

OR

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate Ordinary Level (NSSCO) or equivalent, with a minimum of 23 points in five (5) best subjects, with a minimum of D in English at NSSCO/ IGCSE level, Grade 1-4 at the NSSCH/ HIGCSE level and at least an E symbol at NSSCAS level.

- Students may also enter through mature age, if they meet the following requirements:Are 25 years old or over in the year in which admission is sought.
- Have at least 2 years relevant working experience.
- Have at least a pass at Grade 10.
- Provide a suitable reference relating to work experience.

Enter through a flexible learning path – Recognition of Prior Learning (RPL) with 2 years of relevant experience in various fields of tourism, hospitality, events or related fields. Achievement of these requirements will not automatically guarantee acceptance into the programme. This can be achieved after meeting the IUM admission requirements as set by the IUM Senate. If in possession of a foreign qualification, a submission of an NQA evaluation report is required.

5. Qualification duration

This qualification will be conferred after a minimum of two (2) years and a maximum of three (3) years of full-time or part-time study. Each year of study will be divided into two semesters. Semester one runs from January to June. Semester two runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

    (a) Engage the different stakeholders in their various roles in hospitality and events management and identify entrepreneurial opportunities in the sector as well as the interdependence of the industries.

    (b) Use Information and Communication Technologies (ICT) to improve business performance in the hospitality and events industry.

    (c) Employ sustainable hospitality and events concepts and practices concerning environmental protection, climate change, and socio-economic and cultural impacts for Namibia, the region and the world at large.

    (d) Communicate and integrate cultural competency in foreign languages (German/ French) to function in the hospitality industry.

(e) Prepare and serve food and beverages in the commercial space within the hospitality industry and offer elite customer services in hospitality and tourism, to ensure quality service management.

(f) Apply business law principles and critical thinking skills in the operations of the tourism, hospitality and events establishments.

7. Qualification structure

YEAR 1 (128 Credits)				
SEMESTER 1 (62 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Basic IT Skills	BIT41US	100	5	10
Hospitality Operations	HLO50US	100	5	12
Critical Thinking Skills	CTS50US	100	5	10
English for Academic Purposes	ECA60US	100	6	10
Mathematics	MTH51US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
SEMESTER 2 (66 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Financial Management	FMA70US	120	6	12
Environmental Education	EED50US	120	5	12
Introduction to Statistics	ISS50US	100	5	10
Management Information Systems	MIS60US	100	6	10
Introduction to Hospitality and Events Management	IHE50US	100	5	10
Food and Beverage Services	FBS60US	120	6	12
Total Year 1 Hours & Credits		**1280**		**128**
YEAR 2 (112 Credits)				
SEMESTER 1 (58 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Human Resources Development	HRD60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Customer Service for Hospitality and Events Management	CST60US	100	5	10
E-Marketing	EMK60US	120	6	12
Food Nutrition and Health in Hospitality and Events Management	HNH60US	100	6	12

Select one language				
German 1A	GR150US	100	5	NCB
French 1A	FR150US	100	5	NCB
SEMESTER 2 (54 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA60US	100	6	12
Hospitality Banqueting and Management	HBQ60US	100	6	10
Commercial Food Preparation	CFP60US	120	6	12
Etiquette for the Hospitality and Events Industry	ETQ6OUS	100	6	10
Hospitality, Health and Safety	HAS60US	120	6	10
Total Year 2 Hours & Credits		**1120**		**112**
Total hours and Credits for Qualification		**2400**		**240**

DIPLOMA IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 6)

1. Rationale

Travel industry experts alluded that ecotourism is the fastest-growing segment of the tourism industry. Ecotourism is about preserving the natural environment and giving local people fair employment. Domestic tourism plays a special and important role in the Namibian tourism industry. The management of protected areas with their fragile ecosystems and natural resources is of utmost importance. How these resources are managed and to what extent they are complemented with man-made innovations will determine the country's competitiveness in tourism. While tourism has tremendous potential to create jobs, it should be recognized that appropriate skills and experience are necessary to conserve and manage protected areas that are, in most cases, tourists' destinations. This qualification aims to strengthen students' passion and interests in tourism and the management of protected areas to contribute to growing and developing the tourism industry.

2. Purpose

The main purpose of the Diploma in Ecotourism and Protected Areas Management (Level 6) is to provide students with skills and knowledge in sustainable tourism. Implementation of sustainable tourism reforms is urgently needed, and this qualification serves to assist in this regard by defining and identifying those competencies required by tourism officials in the public and private sectors to enable them to implement meaningful change. The qualification advances Namibia's priorities when it comes to the environment, conservation and improving the livelihood of communities in line with existing national and international agreements and recommendations. The qualification enhances the transferability of skills within different spheres of natural area management for ecotourism purposes. Tourism is particularly important in Namibia. It is the third

largest contributor to the country's GDP; it generates a significant number of jobs and is a valuable foreign exchange earner for the economy. The Government of Namibia has long recognized and prioritized tourism development in various legislative and policy documents. The constitution has stipulated that the state should actively promote the well-being of the people as well as the protection of its ecosystems and biodiversity. In addition, the Namibian vision is to have a growing, vigorous and dynamic economic sector that brings social and economic benefits to all Namibians via the generation of jobs and incomes, as captured in the National Sustainable Tourism Growth and Investment Promotion Strategy 2016-2026. This qualification, therefore, fulfils the Government's call on private-public partnerships, where the IUM, in consultation with various stakeholders, produces human capacity development to ensure this vision is met. The National Development Plans (NDPs) have placed tourism as one of the key pillars of Namibian economic policy. The potential benefits are substantial, and to fully access these benefits requires dedicated collaboration between all stakeholders. This qualification has been designed to provide a pathway through which students aspiring to enter the sector of nature-based tourism in Namibia, the SADC region, and Africa at large can develop a combination of key sustainable, eco-friendly business skills and industry knowledge of sustainable tourism and protected areas management. This qualification will prepare the students for the varied and demanding careers that tourism and the environment industry offer. The qualification therefore focuses on the current trends and demands in the tourism industry and the management of Namibia's protected areas. Stakeholders' consultations were held with the Ministry of Environment, Forestry and Tourism, National Botanical Garden of Namibia, World Wildlife Fund (WWF), Tour and Safari Operators of Namibia (TASA), Federation of Namibia Tourism Associations (FENATA), Namibia Professional Hunting Association (NAPH), Namibia Tourism Board (NTB) and members of Tourism Standard and Human Resources Development Advisory Committee. Graduates of this qualification will be able to find opportunities and work in different spheres of protected areas and the tourism industry. Different careers in this program include planners and implementers of ecotourism activities, information officers, ecotourism operators, ecotourism consultants, eco-destination curators and eco-destination conservation officers.

3. Who is this qualification for?

This is a management-level qualification for individuals who are or wish to be involved in meaningful contributions towards the development of responsible, human and environmentally friendly, natural and commercially sustainable tourism. Individuals will be able to develop, plan and operate an ecotourism enterprise incorporating the principles of sustainable use, traditional knowledge and livelihoods whilst balancing these with sound environmental and business practices. Individuals can then prosper in careers such as Conservationists, Protected Area Managers, Research Assistants, Environmental Health Supervisors, Tour Guides, Ecotourism Project Managers, Environmental Campaigners/Lobbyists, Cultural Ambassadors, Customer Care Consultants, Game rangers, Tourism Health and Safety Officers, Trainee Tour operators, Eco-destination officers, Service Agents as well as Wildlife and Parks Managers / Administrators.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary Level (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English or equivalent. Students may also enter through Mature Age entry.

5. Qualification duration

This qualification will be conferred after a minimum of 2 years and a maximum of 3 years of full-time or part-time study. Each year of study is divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Identify and explain the scope and practices of an ecotourism development project.
- (b) Apply practical knowledge and skills such as tour guiding in tourism practices.
- (c) Relate the management of game reserves and protected areas to the recent Nature Conservation Ordinance Act.
- (d) Show the importance of tourism practices in community development and their impacts on the environment.
- (e) Apply sustainability principles as the heart of ecotourism to support local communities.

7. Qualification structure

YEAR 1 (122 Credits)				
SEMESTER 1 (66 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Mathematics	MTH51US	100	5	10
English Communication and Study Skills	ECS40US	100	4	10
Principles of Ecotourism	PEC50US	120	5	12
English for Academic Purposes	ECA60US	120	6	12
Introduction to Biology	IBI50US	120	5	12
Introduction to Entrepreneurship	IEN40US	100	4	10
SEMESTER 2 (66 Credits)				
Environmental Education	EED50US	120	6	12
Socio-cultural Tourism	EED50US	120	6	12
Introduction to Statistics	ISS50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Principles of Ecotourism Development	PED50US	120	5	12
Total Year 1 Hours & Credits		**1220**		**122**
YEAR 2 (118 Credits)				
SEMESTER 1 (58 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Habitat Management	HBT60US	100	6	10

Animal Taxonomy	ATX60US	120	6	12
Tourism Economics	TRE60US	120	6	12
Plant Taxonomy	PTX60US	120	6	12
Principles of Ecotourism Practices	POE60US	120	6	12
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Protected Areas Management	PAM60US	120	6	12
Principles of Ecotourism Marketing	PEC60US	120	6	12
Tour Guiding	TRG60US	120	6	12
Sustainable Tourism Management	STM60US	120	6	12
Climatology and Meteorology for Ecotourism	CME60US	120	6	12
Total Year 2 Hours & Credits		**1180**		**118**
Total hours and Credits for Qualification		**2400**		**240**

DIPLOMA IN WATER RESOURCES MANAGEMENT (NQF LEVEL 6)

1. Rationale

The Diploma in Water Resources Management (Level 6) is a two-year qualification designed to strengthen and deepen the interdisciplinary skills and knowledge of working professionals in the Namibian water sector and beyond. This qualification will enable these professionals to appreciate the relatively new and unique interdisciplinary approach to managing water resources, water supply and sanitation, wastewater treatment and urban water infrastructure projects. Participants in this qualification will be nurtured to become effective managers equipped to understand complex challenges in managing water resources and to develop interdisciplinary, practical solutions to water and sanitation problems.

2. Purpose

This qualification will enable water professionals to understand the unique, interdisciplinary approach to managing water resources. Students doing this qualification will be nurtured to become effective managers equipped to understand challenges in managing water resources and be able to develop interdisciplinary, practical solutions to water and sanitation problems. It will also provide an important starting point, particularly for water professionals who have or intend to exercise managerial responsibilities in their respective workplaces and will serve as a conducive factor in their career growth. Namibia is one of the driest countries in the SADC region. This is due to sparse and highly variable rainfall in the country coupled with very high evaporation rates. The Integrated Water Resources Management (IWRM) Plan for Namibia notes that according to estimates roughly 97% of rainfall is lost through evaporation while 2% and 1% end up as run-off surface water and recharge groundwater respectively. Therefore, the arid nature of the country means that Namibia's potable water is an extremely precious and scarce resource, and it requires trained professionals to manage this resource. Furthermore, the qualification will contribute to the national efforts of protecting and managing natural

resources; to promote sustainable utilization of natural resources as articulated in Chapter 5 of Vision 2030 and Article 95 of Namibia's Constitution. Besides being essential to life on earth, water also plays an important role in the socio-economic development of nations and their inhabitants. Many economic activities require a dependable, safe and affordable supply of water including construction, mining, agriculture, hospitality and so forth. Neither can hospitals, schools and universities operate optimally without adequate water. Within the context of a developing country like Namibia achieving optimal management and supply of water in a sustainable manner is a crucial development goal. Hence, the development of this qualification is very important to attain this goal. This qualification was benchmarked with similar ones at the University of Namibia, Namibia University of Science and Technology which offers related qualifications.

3. Who is this qualification for?

This qualification is designed for water professionals in Namibia and beyond who are already working in lower to middle-level management positions in the water sector, those who are working in related technical fields such as river basin management, groundwater management, water supply and sanitation, water resource planning, water resource economics and water treatment.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), or a combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English.

Or

A Certificate in Water Resources Management (NQF Level 5) or in related fields at NQF Level 5. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1 prior learning with 2 relevant years of experience in various fields of water and environment or related fields.

5. Qualification duration

The Diploma in Water Resources Management is conferred after two years of full-time/part-time/distance study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Review the basic principles of catchment management and aquatic ecosystem health, collaborative water planning, and project management.
- (b) Analyse the key concepts, definitions and practices of water supply and sanitation systems.
- (c) Examine the nature and substance of community water development.
- (d) Analyse the theory and practice of urban water design.
- (e) Evaluate the relationship between climate change and water resources.
- (f) Apply the basic principles and techniques of Geographical Information Systems (GIS) in water resources planning.

7. Qualification structure

YEAR 1 (112 CREDITS)				
SEMESTER 1 (52 CREDITS)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Biology	EBI60US	120	6	12
Sustainable Development	SDL60US	100	6	10
English Communication and Study Skills	ECS40US	100	5	10
Basic IT Skills	BIT41US	100	5	10
SEMESTER 2 (60 CREDITS)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Statistics	ISS50US	100	4	10
Fundamentals of Hydrology	FIH60US	120	6	12
Fundamentals of Soil Science	FSS60US	120	6	12
Introduction to Water Resources Management	IWR60US	120	6	12
Water and Natural Environment	WNE60US	120	6	12
Chemistry for Life Sciences	CLS60US	100	6	10
Total Year 1 Hours & Credits		**1100**		**110**
YEAR 2 (128 CREDITS)				
SEMESTER 1 (58 CREDITS)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Geographic Information System and Water Resources Mapping	GIW60US	120	6	12
Climate Change and Water Resources	CCW60US	120	6	12
Irrigation and Drainage	IRD60US	100	6	12
Mathematics	MTH51US	100	5	10
Water Chemistry	WTC70US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	100	6	10
SEMESTER 2 (70 CREDITS)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Aquatic Ecosystem Management	AEM60US	120	6	12
Water and Environmental Law	WEL60US	120	6	12
Community Water Development	CWD60US	120	6	12
Water Utility Management	WUM60US	120	6	12
Rural and Urban Water Supply and Management	WSM60US	120	6	12

Total Year 2 Hours & Credits		1280	128
Total hours and Credits for Qualification		2380	238

DIPLOMA IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 6)

1. Rationale

This qualification will help students develop knowledge and technical skills with a focus on sustainable fisheries and aquaculture practices and general ocean science to prepare students for careers in aquaculture and ocean resources management. The course has an integrated science and business curriculum to address identified gaps within the fishing industry. The course focuses on technical skills associated with seafood harvesting, marine and freshwater aquaculture, seafood processing and quality aspects of both water and seafood products and blending it with business aspects of the industry.

2. Purpose

This qualification is developed to meet the growing needs of the fishing industry (Private and Public Sectors) and to train technical staff in sector-specific skills and knowledge. The NTA Occupational Mapping of the Namibian Fishing and Maritime Industry study conducted in 2012 identified skills gaps in the fishing industry. Hence, this qualification will provide the students with skills and knowledge in the fields of ocean and aquaculture management, including fisheries field sampling, taxonomy, fisheries and ecosystem inventory, assessments, water quality sampling and monitoring, aquaculture management, quality management and entrepreneurship in the fishing industry. Students will be trained to serve the nation by taking up employment in the fishing industry; various government research institutions; parastatals and NGOs that are concerned with the conservation of aquatic resources. The qualification will equip students with skills and knowledge to establish their own businesses in fish marketing and distribution, fish farming, fish feed production, and providing fish farm extension services amongst others. This course exposes students to wide career prospects for students, it guarantees a wide bright career in employment or as an entrepreneur in the fisheries sector. This qualification was developed in consultation with national key stakeholders and benchmarked with curricula from regional and international universities.

3. Who is this qualification for?

This qualification targets fishermen and sea-going people who are inspired to join the marine industry.

4. Admission requirements

Namibia Senior Secondary Certificate Ordinary (NSSCO); Namibia Senior Secondary Advanced Subsidiary (NSSAS), or a combination of both or equivalent qualification(s), with a minimum of 23 points in five (5) best subjects with a minimum of D in English or equivalent."

OR

"A Certificate in Sustainable Ocean and Aquaculture Management (Level 5) or any

certificate in related fields at NQF Level 5."

5. Qualification duration

The study period of the qualification is a minimum of two years full-time or distance or a maximum of three years. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Describe the values, practices and procedures of modern management of Ocean and Aquaculture Management and be able to apply them.

(b) Identify problems from a local, regional and global viewpoint associated with oceans and aquaculture management.

(c) Identify aquatic environmental problems and develop short-term, mid-term and long-term solutions.

(d) Establish and participate in programs that contribute to the improvement of policy related to ocean, fisheries aquaculture, or the environment in general.

7. Qualification structure

YEAR 1 (98 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
Basic IT Skills	BIT41US	100	5	10
Natural Resources Economics	NRE60US	100	6	10
Principles of Environmental Management and Analysis	PEM50US	100	5	10
Aquatic Biology	AES60US	120	5	12
SEMESTER 2 (38 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Chemistry for Life Sciences	CLS60US	100	6	10
Principles of Aquatic Ecology	PAG60US	100	6	10
Principles of Ocean Dynamics	POD50US	120	5	12
Taxonomy	TAX50US	80	5	8
Laboratory and Field Techniques	LFT50US	80	5	8
Total Year 1 Hours & Credits		980		98
YEAR 2 (100 Credits)				

SEMESTER 1 (50 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Fisheries Information Processing	FIP50US	80	5	8
Aquaculture Management Practice	AMP60US	100	6	10
Marine Conservation Tools	MCT60US	100	6	10
Biosecurity in Aquaculture	BAS60US	120	6	12
Aquaculture Nutrition and Feeding Technology	ANF60US	120	6	12
Water Quality Analysis and Pollution Control	WPC60US	80	6	8
SEMESTER 2 (50 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Fishery Products and Value Addition	FPV50US	120	5	12
Fundamentals of Ocean Governance	FOG50US	80	5	10
Seafood Quality Assurance and Control	SQC60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	80	6	8
Aquatic Ecosystem services	AES60US	100	6	10
Seafood Distribution and Marketing	SFD60US	100	6	8
Total Year 2 Hours & Credits		**1000**		**100**
Total hours and Credits for Qualification		**1980**		**198**

BACHELOR OF SCIENCE IN ENERGY DEVELOPMENT AND MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

This qualification addresses the critical need for skilled professionals in the energy sector, with a particular focus on the green hydrogen, oil, and gas industries in Namibia. As these industries expand, there is a growing demand for expertise in sustainable energy development and management. This qualification aims to equip students with comprehensive knowledge and skills necessary for advancing sustainable energy practices, thereby fostering economic growth and environmental stewardship in Namibia and the broader Southern African region.

The curriculum is designed to provide students with an in-depth understanding of the principles and technologies involved in energy production, distribution, and management. It covers a wide range of topics, including renewable energy sources, energy efficiency, and the environmental impacts of energy use. The qualification also emphasizes the development of practical skills in energy systems analysis, project management, and policy formulation.

By focusing on both theoretical knowledge and practical application, this qualification ensures that graduates are well-prepared to address the complex challenges facing the energy sector. Students will learn to evaluate and implement innovative solutions for sustainable energy development, contributing to the transition towards a low-carbon economy. They will also gain insights into the economic, social, and environmental dimensions of energy management, enabling them to make informed decisions that balance the needs of society with the imperative of environmental protection.

In addition, the qualification places a strong emphasis on the development of research skills, enabling students to conduct independent studies and contribute to the advancement of knowledge in the field of energy development and management. Through a combination of coursework, practical projects, and a final research dissertation, students will develop the critical thinking and analytical skills necessary to excel in their professional careers.

Overall, this qualification aims to produce highly skilled and knowledgeable graduates who can play a pivotal role in driving sustainable energy initiatives in Namibia and the Southern African region. By addressing the critical need for expertise in the energy sector, this qualification supports the broader goals of economic development, energy security, and environmental sustainability.

2. Purpose of the qualification

The Bachelor of Science in Energy Development and Management Honours prepares students for pivotal roles within the dynamic and evolving energy sector, with a specialized focus on renewable energy technologies and sustainable practices. This qualification is designed to cultivate a cohort of skilled professionals equipped to tackle the multifaceted challenges inherent in energy production, distribution, and management. By emphasizing renewable energy sources such as green hydrogen, alongside conventional oil and gas industries, the qualification seeks to arm graduates with the knowledge and practical competencies needed to navigate and contribute to Namibia's energy landscape.

The overarching aim of this qualification is to develop a workforce capable of driving forward sustainable energy solutions. Students will acquire a comprehensive understanding of the technical, economic, and environmental dimensions of energy systems. They will delve into the complexities of energy policy, exploring regulatory frameworks, economic incentives, and environmental impacts. Through a blend of theoretical learning and practical applications, students will develop proficiency in energy systems analysis, project management, and strategic planning.

Beyond technical expertise, the qualification fosters critical thinking and leadership skills essential for effective decision-making in the energy sector. Graduates will be prepared to assume entry to mid-level managerial roles in energy-related organizations, both within Namibia and internationally. This qualification also aims to support Namibia's aspirations for energy independence and resilience by nurturing professionals capable of driving innovation and sustainable development in energy infrastructure and policy. Furthermore, the qualification aligns with broader national and regional development agendas, including Namibia's National Vision 2030. By addressing the pressing challenges of energy security and sustainability, graduates are poised to contribute significantly to socio-economic development. The integration of sustainable energy practices not only enhances environmental stewardship but also promotes economic

growth and regional integration within the Southern African Development Community (SADC).

Key stakeholders, including the Namibia University of Science and Technology, Ministry of Mines and Energy, the National Planning Commission, and industry associations, have been consulted to ensure that the curriculum meets current industry demands and aligns with national strategic objectives. This collaborative approach ensures that graduates are well-prepared to meet the evolving needs of the energy sector and make meaningful contributions to Namibia's energy future.

3. Who is this qualification for?

This qualification targets individuals who are already in or aspiring to enter into managerial positions in Energy Development and Management sector and want to advance their workplace skills and achieve a recognized qualification.

4. Admission Requirements

To be admitted to this qualification a candidate must have a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Certificate Advance Subsidiary (NSSCAS) with a minimum of 25 points in five best subjects including English with a minimum of a D symbol or equivalent. Candidates can also be admitted through Mature Age Entry. Those who hold a Certificate in Energy Management (Level 5), Diploma in Energy Systems and Climate Change (Level 6) or related fields will be considered for admission.

5. Qualification duration

This qualification will be offered on a full/part-time blended learning mode over a minimum period of 4 years and a maximum of 5 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:
- Evaluate energy systems, including non-renewable and renewable energy technologies.
- Design, implement, and manage energy projects.
- Assess the economic and environmental impacts of energy projects.
- Contribute to policy development and strategic planning in the energy sector.
- Conduct research and apply innovative solutions to energy challenges.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Principles of Energy Economics	PEE50US	100	5	10
Energy Management I	ENM50US	100	5	10
Energy Fundamentals	ENF50US	100	5	10
SEMESTER 2 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Basic Science	BSC50US	100	5	10
Energy Policy and Regulations	EPR50US	100	5	10
Project Management for Energy Projects	PMP50US	100	5	10
Introduction to Statistics	ISS50US	100	5	10
Energy Sustainability and Climate Change	ESC50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**1'200**		**120**
YEAR 2 (128 Credits)				
SEMESTER 1 (68 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Professional Communication	PRC60US	120	6	12
Energy Storage Systems and Transportation	EST60US	100	6	12
Thermodynamics	TMD60US	120	6	12
Climate Change and Policy Framework	CCP60US	120	6	12
Basic Climatology	BCL60US	100	5	10
Energy Management II	ENM51US	120	5	10
SEMESTER 2 (58 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Climate change adaptation and mitigation	CCM60US	100	6	12
Environmental management	EM160US	100	6	10

Course Title	Course Code	Hours	NQF Level	Credits
Geographical Information System	GIS60US	120	6	12
Energy audit	ENA60US	120	6	12
Data Analysis and Forecasting	DAF60US	120	6	12
Total Year 2 Hours & Credits		**1'260**		**126**
YEAR 3 (116 Credits)				
SEMESTER 1 (80 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Energy Supply and Distribution	ESD70US	160	7	16
Research Methodology I	RME60US	100	6	10
Energy Economics	EEC70US	140	7	14
Energy Policy and Governance	EPG70US	120	7	12
Environmental Impact Assessment	EIA70US	140	7	14
GIS for Energy Development and Management	GEM70US	100	7	14
SEMESTER 2 (36 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Methodology II	RME71US	120	7	12
Internship	INT70US	240	7	24
Total Year 3 Hours & Credits		**1200**		**116**
YEAR 4 (138 Credits)				
SEMESTER 1 (76 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Advanced Energy Systems	AES80US	160	8	16
Sustainable Energy Management	SEM80US	120	8	12
Energy Storage Systems	ENS80US	160	8	16
Thermodynamics	TMD80US	160	8	16
Hydrogen Energy	HDE80US	160	8	16
SEMESTER 2 (46 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Project	XES80US	300	8	30
Energy Resources and Technologies	ERT80US	160	8	16
Total Year 4 Hours & Credits		**1220**		**122**

BACHELOR IN TRANSPORT AND LOGISTICS MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

The rationale for developing this qualification is to provide students with skills and conceptual knowledge to understand, evaluate and critique contemporary issues in the dynamics of Transport and Logistics management and the sustainable management of related issues. This will include an overview of supply chain management and its IT systems, develop an understanding of population dynamics, and identify alternative management systems and policy instruments. This qualification will also emphasize the development of computer-based data analysis skills and formal writing.

2. Purpose

The Bachelor of Transport and Logistics Management Honours was designed to equip students with the knowledge, skills and competencies needed to manage and supervise Transport and Logistics business industries and organizations in Namibia and beyond. The aim of this qualification is for students to learn the process involved in the movement of goods both domestically and internationally, and the sustainability in the logistics and transport industry. This qualification will educate those who are interested in pursuing their career in this industry, as well as those who are already in the industry, intending to grow into managerial positions. It will prepare graduates for entry to mid-level management positions in a Logistics and Transport-related office/organization and enable them to effectively complement the Government's efforts in addressing Logistics and Transport issues affecting community members, hence contributing towards the attainment of the National Vision 2030. The socio-economic development agenda revolves around the role that the transport and logistics industry plays. Daily driving and moving of goods and services to their required locations is done by the transport and logistics industry. For as long as there is commerce, there will be industrialization, there will be socioeconomic development, there will be regional development (SADC), and there will be continental socioeconomic-cultural integration. The logistics sector contributes to national development through the provision of logistics and transport services. Its significance extends beyond Namibia and into the SADC region because an integrated regional logistics and transport system is essential, particularly in facilitating trade with landlocked states.

The key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

This qualification targets individuals who are already in or aspiring to enter managerial positions in the Logistics and Transport sector and want to advance their workplace skills and achieve a recognized qualification.

4. Admission requirements

To be admitted to this qualification a candidate must have a Namibia Senior Secondary Certificate (NSSCO) at Ordinary or Advanced Subsidiary (AS) Level with a minimum of 25 points in the five best subjects including English with a minimum of a D symbol or equivalent. Candidates can also be admitted through Mature Age Entry. Those who hold a Diploma in Transport and Logistics Management (Level 6) as well as a Diploma in Maritime and Shipping Management (Level 6) will be considered for admission.

5. Qualification duration

This qualification will be offered on a full/part-time blended learning mode over a minimum period of 4 years and a maximum of 6 Years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

   (a)   Apply the principles, practices and methods of modern management in Transport and Logistics Management.

   (b)   Resolve problems associated with transport and logistics management from a local, regional and global viewpoint and develop short, mid and long-term solutions.

   (c)   Identify supply chain and transport environmental problems and develop short-, mid and long-term solutions.

   (d)   Establish and participate in programs that contribute to the improvement of policy related to transport and logistics, or the environment in general.

   (e)   Fulfil the demands of the organisation's supply chain and the flow of materials across the whole supply chain.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Introduction to Logistics and Supply Chain Management	ILM50US	100	5	10
Transport Economics	TEC50US	100	5	10
Introduction to Inventory and Warehouse Management	IWM50US	100	5	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Basic Sciences	BSC50US	100	5	10
Transport and Distribution Management	TMD50US	100	5	10
Principles of Logistics Management	PLM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours & Credits		**1200**		**120**

YEAR 2 (128 Credits)				
SEMESTER 1 (70 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Procurement, Sourcing and Supplier Management	PSS60US	120	6	12
Professional Communication	PRC60US	100	6	12
Operations and Logistics Management	OLM60US	120	6	12
Port and Shipping Management	PSM60US	120	6	12
Business Statistics	BUS50US	120	5	10
Green Logistics	GRL60US	120	6	12
SEMESTER 2 (Credits 56)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA61US	100	6	12
Management Information Systems	MIS60US	120	6	10
Intermodal Transportation	IMT60US	120	6	12
Data Analysis and Forecasting	DAF60US	120	6	12
Financial Accounting I	FAC51US	100	5	10
Total Year 2 Hours & Credits		**1260**		**126**
YEAR 3 (116 Credits)				
SEMESTER 1 (Credits 68)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Enterprise Resource Planning	ENR80US	160	7	16
Research Methodology I	RME60US	100	6	10
Maritime Transport Management	MTT70US	140	7	14
Supply Chain Risk Management	SCR70US	140	7	14
Global Logistics and Supply Chain Management	GLS70US	140	7	14
SEMESTER 2 (Credits 36)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Methodology II	RME70US	120	7	12
Work Integrated Learning	WIL70US	240	7	24
Total Year 3 Hours & Credits		**1040**		**104**
YEAR 4 (134 Credits)				
SEMESTER 1 (Credits 88)				

Course Title	Course Code	Hours	NQF Level	Credits
Strategic Supply Chain Management	SSC80US	160	8	16
Project Management in Logistics	PML80US	120	8	12
Transport & Sustainability	TRS80US	160	8	16
Fleet and Transport Management	FTM70US	160	8	16
Tendering and Supplier Selection	TSE80US	160	8	16
Corporate Finance	CFN71US	120	7	12
SEMESTER 2 (Credits 46)				
Course Title	Course Code	Hours	NQF Level	Credits
Research Project	PSR80US	300	8	30
Procurement and Supply Relationship Management	XES80US	160	8	16
Total Year 4 Hours & Credits		**1340**		**134**
Total hours and Credits for Qualification		**4840**		**484**

BACHELOR IN OCCUPATIONAL HEALTH AND SAFETY HONOURS (NQF LEVEL 8)

1. Rationale

The rationale for developing this qualification is to provide students with skills and knowledge on how to address the evolving needs of the workforce. This ensures that graduates are well-prepared to navigate the complexities of modern occupational environments. The dynamic nature of workplaces demands professionals with a comprehensive understanding of contemporary OHS issues. Therefore, a tailored curriculum is essential to equip graduates with the latest knowledge and skills needed to address emerging challenges across diverse industries. Occupational health and safety regulations are continually evolving, reflecting a growing emphasis on employee well-being and organizational responsibility. A robust curriculum adapts to these changes, ensuring graduates are well-versed in compliance and capable of implementing best practices in accordance with the latest standards. The integration of technology in workplaces necessitates OHS professionals to be proficient in advanced tools for risk assessment, incident analysis, and safety management. A forward-looking curriculum should include training on cutting-edge technologies and preparing graduates for roles that involve the application of innovative solutions. Workplaces are becoming increasingly diverse and interconnected, and OHS professionals need to navigate cultural nuances, varied legal frameworks, and international standards. Therefore, the curriculum should incorporate global perspectives, preparing graduates to address health and safety challenges in diverse settings and collaborate across borders. OHS professionals often play leadership roles in organizations, influencing safety culture and driving strategic initiatives. As such, the curriculum should include modules that develop leadership and management skills, empowering graduates to effect positive change and drive continuous improvement in workplace safety. A strong emphasis on research and critical thinking skills equips graduates to analyse complex OHS issues and respond to evolving industry demands. Research-focused coursework ensures that graduates can approach problems systematically and proposing effective solutions.

2. Purpose

The development of a Bachelor Honors qualification in Occupational Health and Safety (OHS) is designed and serves as multifaceted purpose aligned with the unique characteristics of the country. One primary objective is to ensure that individuals completing this qualification are thoroughly prepared to meet the demands of Namibia's evolving workplaces. The curriculum aims to equip graduates with the requisite knowledge and skills to effectively address the specific OHS challenges prevalent across diverse industries within the nation. The qualification also underscores a commitment to regulatory compliance by aligning with and surpassing national and international occupational health and safety standards. This not only ensures that graduates are well-versed in Namibian safety legislation but also positions them to contribute significantly to enhancing compliance within various sectors. Furthermore, the curriculum is designed to be locally relevant, addressing the distinctive needs and risks present in Namibia's industries. By providing practical insights tailored to the local context, the qualification seeks to produce graduates capable of making immediate and meaningful contributions to workplace safety. The development of OHS professionals through this qualification extends beyond individual skill sets. It aims to build the capacity of a skilled workforce, fostering leadership qualities among graduates. The goal is to cultivate individuals who can drive positive change within organisations, influence safety culture, and implement strategic initiatives to enhance workplace well-being. In the global landscape, the qualification seeks to enhance Namibia's international competitiveness. Incorporating global best practices and standards, it ensures that graduates are well-positioned to contribute meaningfully to international organizations and collaborations related to occupational health and safety. The impact of the qualification extends to the broader community. Graduates are expected to contribute to community health by understanding the societal implications of occupational health and safety. This includes implementing measures that positively affect both workplace safety and the overall well-being of Namibian communities. Moreover, the curriculum encourages a culture of continuous improvement. Graduates are instilled with a commitment to ongoing learning and adaptation to emerging trends and technologies in the field. This ensures that Namibia's safety practices remain progressive and resilient over time, contributing to the nation's sustainable development. In summary, the purpose of the Bachelor Honors qualification in OHS for Namibia is to prepare a workforce that is not only compliant with regulations and globally competitive but also capable of positively influencing workplace safety within the country and contributing to the broader societal well-being.

The key stakeholders consulted included the Ministry of Labour, Industrial Relations and Employment Creation, Ministry of Health and Social Services, Welwitchia Health Training Centre, Westpine Safety Consultants and Confederation of Namibia Fishing Association.

3. Who is this qualification for?

This qualification targets individuals who are already in or aspiring to enter managerial positions in the Occupational Health and Safety sector and want to advance their workplace skills and achieve a recognised qualification.

4. Admission requirements

To be admitted to this qualification a candidate must have a Namibia Senior Secondary Certificate (NSSCO) at Ordinary or Advanced Subsidiary (AS) Level with a minimum of 25 points in the five best subjects including English with a minimum of a D symbol or equivalent. Candidates can also be admitted through Mature Age Entry with a minimum of three years. Those who hold a Diploma in Occupational Health and Safety and related

field (Level 6) will be considered for admission.

5. Qualification duration

This qualification will be offered on a full, part-time, and distance blended learning mode over a minimum period of 4 years and a maximum of 6 Years.

6. Outcomes of the whole Qualification

Holders of this qualification are able to:

- (a) Analyse issues concerning the field of Occupational Health and Safety, and reflect on how systematic measures can be planned, organized, implemented and maintained in conformity with requirements in the health, environmental and safety legislation.
- (b) Promote efforts to improve conditions concerning Occupational Health and Safety.
- (c) Use the terminology of Occupational Health and Safety and be able to communicate with others and inform others about key issues using concepts of the discipline.
- (d) Conduct comprehensive research techniques and use original thought to develop the professional knowledge that assists competencies to be maintained.
- (e) Conduct hazards analysis at the workplace and apply practical control measures to control the hazards found that may adversely affect occupational health, safety, and welfare in all workplaces.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
English Communication and Study Skills	ECS40US	100	5	10
Mathematics	MTH51US	100	5	10
Legal Aspects of Safety and Health	LAS50US	100	5	10
Fundamentals of Occupational Safety and Health	FOS50US	100	5	10
Safety and Accident Prevention	SAP50US	100	5	10
Introduction to Emergency Management	IEM50US	100	5	10
SEMESTER 2				
Course Title	Course Code	Hours	NQF Level	Credits
Business Ethics	BNE50US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Emergency and Crisis Management	ECM50US	100	5	10

Course Title	Course Code	Hours	NQF Level	Credits
Introduction to Entrepreneurship	IEN40US	100	4	10
Human Factors and Ergonomics	HFE50US	100	5	10
Workers Compensation and Rehabilitation	WCR50US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (132 Credits)				
SEMESTER 1 (Credits 60)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Epidemiology	IEP60US	120	6	12
Professional Communication	PRC70US	120	6	12
Indoor Air Quality Management	IAQ60US	120	6	12
Occupational Risk Assessment	ORA60US	120	6	12
Occupational Safety and Health Principles	OSP60US	120	6	12
SEMESTER 2 (Credits 72)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Occupational Health and Safety Procedure	OHP70US	120	6	12
Health Psychology and Sociology	HPS70US	120	6	12
Management and Leadership	MAL70US	120	6	12
Practical Action Learning	INT60US	124	6	24
Industrial Hygiene and Toxicology in Occupational Health	IHT70US	120	6	12
Total Year 2 Hours & Credits		**1320**		**132**
YEAR 3 (114 Credits)				
SEMESTER 1(Credits 78)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Occupational Epidemiology	OCE70US	140	7	14
Research Methodology I	RME60US	100	6	10
Health, Safety Law and Regulation	HSR70US	140	7	14
Corporate Finance	CFN71US	120	7	12
Quality Management System	QMS70US	140	7	14
Occupational Risk Management & Communication	ORC70US	140	7	14
SEMESTER 2 (Credits 36)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Methodology II	RME70US	120	7	12
Internship	INT70US	240	7	24
Total Year 3 Hours & Credits		**1140**		**114**
YEAR 4 (126 Credits)				

SEMESTER 1 (Credits 80)				
Course Title	Course Code	Hours	NQF Level	Credits
Health Economics	HEC80US	160	8	16
Project Management for Health Care	PRH80US	160	8	16
Behaviour-Based Safety Management	BBS80US	160	8	16
Incident Investigation and Analysis	IIA80US	160	8	16
Global Perspective in Occupational Health and Safety	GPH80US	160	8	16
SEMESTER 2 (Credits 46)				
Course Title	Course Code	Hours	NQF Level	Credits
Research Project	XES80US	300	8	30
Occupational Health and Safety Management System	HSM80US	160	8	16
Total Year 4 Hours & Credits		**1260**		**126**
Total hours and Credits for Qualification		**4920**		**492**

BACHELOR OF SCIENCE IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 8)

1. Rationale

The Bachelor of Ecotourism and Protected Areas Management Honours degree qualification is developed to provide students with the opportunity to establish a strong, specific knowledge base in nature- based tourism as a tool for economic growth and development of a country destination. Namibia has, under the Ministry of Environment, Forestry and Tourism, a community based natural resource management (CBNRM) programme that creates an environment where people in communal areas can actively manage their ecosystems. Secondly, the market for nature-based tourism locally and globally is growing rapidly, which not only presents enormous opportunities for entrepreneurship, protected area management and sustainable development but also introduces the potential for unacceptable impacts to the natural resources at the foundation of the tourism product. The qualification therefore provides students with required theory and hands on approach in ecotourism, cultural heritage tourism management, nature conservation, and community-based resource management, sustainable tourism management of the tourism resources to ensure sustainable growth of the tourism, hospitality and events industry including in protected areas. It was developed to address key need for sustainable tourism resource use with focus on:
- Providing opportunities for economic advancement through meaningful public and private partnerships
- Enhancing quality of life of locals through working especially with formerly disadvantaged part of our society and
- Welcoming tourists to the country and delivering exceptional, unforgettable service and holidays while protection of natural and cultural heritage is of prime concern.

Namibia ranks among the top nature-based tourism destinations regionally, in Africa and globally, hence the development of this qualification is one of the destination

marketing tools there is: exceptional quality service in a natural and sustainably managed environment that will ensure that tourists come back a second time, tell their friends and share their experiences. The Namibia vision as captured in the National Sustainable Tourism Growth and Development Strategy 2016-2026 for tourism is for a growing, vigorous and dynamic economic sector that brings social and economic benefits to all Namibians via the generation of jobs and incomes. This qualification therefore fulfils the Government call on private public partnerships, where the IUM in consultation with various stakeholders, engenders human capacity development to ensure vision will be met where Namibia is to be a role model in the conservation of biological diversity, environmental management and tourism development through innovation and partnerships. Incorporating programs such as CBNRM in tertiary level training of local and international students is an important instrument to promote sound environmental management, and the sustainable use of natural resources, in a manner which empowers local communities to share the responsibilities and benefits from such management. The qualification will look at the ethical aspect of sustainable management of Community Forests, shared water and other natural resources as well as Communal Conservancies. The qualification has been designed to provide a pathway through which students aspiring to enter the sector of nature-based tourism in Namibia, the SADC region and Africa at large can develop a combination of key sustainable, eco-friendly business skills and industry knowledge in this sensitive ecotourism and protected areas management. This qualification will prepare the students for the varied and demanding careers through which the tourism and the environment industry offer. This qualification therefore focuses on the current demand of the ecotourism and protected area management sector. Stakeholders' consultations were held with the Ministry of Environment, Forestry and Tourism, National Botanical Garden of Namibia, World Wildlife Fund (WWF), Tour and Safari Operators of Namibia (TASA), Federation of Namibia Tourism Associations (FENATA), Namibia Professional Hunting Association (NAPH), Namibia Tourism Board (NTB) and members of Tourism Standard and Human Resources Development Advisory Committee.

2. Purpose

The main purpose of the Bachelor of Ecotourism and Protected Areas Management Honours is to provide students with a crucial understanding of the concepts of ecotourism as they are applied in a protected area context. Taking the development of this qualification into context, many of Namibia's natural resources lie within formally designated national parks and other types of protected areas and are therefore frequently subjected to objectives designed to preserve biodiversity. In fact, Community Based Natural Resources Management (CBNRM) land comprises the largest share of land under conservation in Namibia. Forty-five percent (45%) of Namibia's conservation estate is protected under the CBNRM designation, while thirty-eight per cent (38%) is protected under a formal state protected areas designation. Therefore, the purpose is to train students who wish to work as managers of these protected areas and who seek ways of integrating preservation of biodiversity with accommodation for access to visitors. Namibia has various policy guidelines envisioning mitigating challenges or impacts of tourism to a destination: and this qualification is one such tool to move toward ecotourism and protected areas management, a form of sustainable development. (Sustainable development is a concept defined by the Brundtland Commission in the late 1980s resulting from a convergence of concerns about the environment, increasing interest in development as a poverty alleviation strategy, greater interest in advancing the quality of life and changing models of governance). This qualification is aimed at equipping students with knowledge, positive attitudes, practical managerial and entrepreneurial skills as well as ethical values needed to contribute to the management

of tourism and the environment in the country. Advance training in tourism, the environment and protected area management corresponds with the recognition of the need for scientific management of the sector and the need for qualified manpower at all levels due to the enhanced profile of sustainable tourism in the national economy and policy. The qualification will not only enable graduates to meet market needs but also ensure effective management and sustainability of the tourism resources for later generations as envisaged by Vision 2030. Therefore, this qualification will ensure that students acquire basic/ foundational knowledge, competencies through Fieldwork.

3. Who is this qualification for?

This qualification is designed for individuals interested in a range of work sectors related to tourism, the environment and all forms of conservation and sustainable management of protected areas. This qualification has been developed with the above in mind and therefore targets the following students who want to become Conservationists, Protected Area Managers, Research Assistants, Environmental Health Supervisors, Tour Guides, Project Managers, Environmental Campaigners/ Lobbyists, Cultural Ambassadors, Game Rangers, Tour Operators, Service Agents, Natural Resource Managers and Wildlife and Parks Managers / Administrators.

4. Admission requirements

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate Ordinary Level (NSSCO) or equivalent, with a minimum of 25 points in five (5) best subjects, with a minimum of D in English at NSSCO/ IGCSE level, Grade 1-4 at the NSSCH/ HIGCSE level and at least an E symbol at NSSCAS level. Students may also enter through mature age, if they meet the following requirements:

- 25 years old or over in the year in which admission is sought.
- Have at least 2 years relevant working experience.
- Have at least a pass at Grade 10.
- Provide a suitable reference relating to work experience.

Prospective applicants should pass the entry Aptitude Test of IUM. If in possession of a foreign qualification, submit an NQA Evaluation report of their foreign qualifications to the IUM for consideration.

5. Qualification duration

This qualification will be conferred after a minimum of 4 years and a maximum of 5 years of full-time or part-time study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
- (a) Apply basic principles of tourism systems as well as basic concepts of tourism and nature-based tourism.
- (b) Apply innovative resource management effectively that enable biodiversity conservation and the sustainable use of wildlife and plant resources.
- (c) Link the history and origins of ecotourism and protected area management and the other types of sustainability to community understanding the role of ecotourism and other forms of tourism in conservation, particularly in protected areas.

(d)   Assess the economic, social-cultural, technological and environmental impacts of tourism development in and around protected areas and the destination at large.

(e)   Engage the local communities in decision-making towards natural resources and protected areas for effective management.

(f)   Carry out research and use findings to pursue entrepreneurial opportunities in ecotourism and protected areas.

7.   Qualification structure

YEAR 1 (130 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Mathematics	MTH51US	100	5	10
English Communication and Study Skills	ECS40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Tourism Systems	TSY50US	100	5	10
English for Academic Purposes	ECA60US	100	6	10
Introduction to Biology	IBI50US	120	5	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Basic IT Skills	BIT41US	100	5	10
Introduction to Ecology	ICO60US	120	6	12
Environmental Education	EED50US	120	5	12
Introduction to Statistics	ISS50US	100	5	10
Financial Management	FMA70US	100	6	12
Conservation Biology	CBI60US	120	6	12
Total Year 1 Hours & Credits		**1300**		**130**
YEAR 2 (130 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Ecotourism I	ECT50US	120	5	12
Environmental and Natural Resources Economics I	ERI60US	120	6	12
Animal Taxonomy	ATX60US	120	6	12
Tourism Geography	TGG61US	100	5	10
Plant Taxonomy	PTX60US	100	6	12

SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Intermediate Entrepreneurship and Innovation	IEI60US	100	6	12
Ecotourism II	ECT60US	120	6	12
Environmental and Natural Resources Economics II	ER260US	120	6	12
Environmental Impact Assessment Process	EIA70US	120	7	12
Environmental Ethics	EET70US	120	7	12
Geographical Information System in Ecotourism	GET60US	120	6	12
Total Year 2 Hours & Credits		**1300**		**130**
YEAR 3 (138 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Protected Areas Management	PAM60US	120	6	12
Research Methodology I	RME60US	120	7	12
Aquatic Ecology	AQE70US	240	7	24
Tourism and the Environment	TEV71US	120	7	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Ecotourism Practices and Enterprises	EPE70US	120	7	12
Research Methodology II	RME70US	120	7	12
Ethnobotany	ETB70US	240	7	24
Environmental Governance	EGO80US	80	8	8
Wildlife Conservation and Management	WCM60US	120	7	12
Total Year 3 Hours & Credits		**1380**		**138**
YEAR 4 (126 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Field Work Techniques (Internship)	FWT80US	300	8	30

Research Project	XEP80US	300	8	30
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Wildlife and Parks Management	WPM80US	120	8	12
Ecotourism Marketing and Development	TMD80US	120	8	12
Cultural Tourism	CUT30US	120	8	12
Entrepreneurship & Innovation in Ecotourism	EIE80US	300	8	30
Total Year 4 Hours & Credits		**1260**		**126**
Total hours and Credits for Qualification		**5240**		**524**

BACHELOR IN WATER MANAGEMENT FOR DEVELOPMENT HONOURS (NQF LEVEL 8)

1. Rationale

This qualification takes a holistic look at water resources management at the watershed and sub-watershed levels. The qualification specifically focuses on watershed planning techniques, adaptive management strategies, capacity-building approaches, water governance, and water business risk assessment. The qualification further strives to strengthen integrated water resources management capacities, specifically in Namibia, the SADC region and the entire world.

2. Purpose

This qualification was developed to provide students with multidisciplinary knowledge and skills to coordinate, plan, manage and monitor water and environmental sanitation services. Water is the most important resource at the disposal of mankind. Its contamination through improper sanitation can further render the resource unavailable by being of poor or unacceptable quality. In developing countries (Namibia included), a challenge posed to the water managers is the need to provide water of acceptable quality at minimum cost and to dispose of the wastewater in a sanitary manner to avoid contaminating the available water resources. For this challenge to be met, there is a need to apply knowledge and skills that are appropriate to the prevailing conditions. This qualification was developed to improve prevailing conditions in the field of water resources management, particularly the implementation of effective integrated management frameworks and performance improvement in water and environmental sanitation aspects. The qualification further aims to strengthen the principles of governance, planning, adaptive management and capacity building in local, regional and transboundary water resources regimes. This will enable Namibia to realize her dream of achieving the sustainable management of water resources for economic development, improved social well-being and protection of the environment as stated in the Integrated Water Resources Management Plan for Namibia (2010). This will result in improved health and sanitary conditions of communities, improved water-related livelihoods, gains to agriculture from improved land and water management

as well as reduced risk of floods and drought. The qualification will further provide participants with the competencies to develop the skills and knowledge required for urgent needs in the water resources sector.

3. Who is this qualification for?

This qualification is designed for water professionals in Namibia and beyond who are aiming for careers in Water Resources Planning and Management, Policy development in Water and Sanitation, Community-based Water Development projects, as well as Research and Academic pathways leading to Master's in Water or Environmental fields.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary Level (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), both or equivalent qualification(s), with a minimum of 25 points in five (5) best subjects with a minimum of D in English or equivalent. Students who hold a Diploma in Water Resources Management will also be eligible for admission to this qualification. Students may also enter at a mature age. Students awarded with Bachelor's in Water Management for Development Honours will be eligible for a Master of Science in Water, Sanitation and Health Engineering or equivalent qualification at NQF Level 9.

5. Qualification duration

The Bachelor of Science in Water Management for Development Honours is conferred after four (4) years of full-time/part-time/distance study. Each year of study will be divided into two (2) semesters. Semester one (1) runs from January to June, while Semester two (2) runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Analyse river basin management as a complex system of interactions by applying a diversity of disciplinary knowledge.
- (b) Analyse the physical elements of a water resource system and their interactions.
- (c) Apply principles of allocation between different uses under conditions of scarcity.
- (d) Evaluate alternate approaches to balance economic development with the ecological and social well-being in a river basin.
- (e) Describe and apply the concept of integrated water resources management.
- (f) Analyse the economic, environmental and social factors involved in the sustainable development and management of water resources, at national, regional and international level.

7. Qualification structure

YEAR 1 (128 CREDITS)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
English for Academic Purposes	ECA60US	120	6	10
Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
Basic IT Skills	BIT41US	100	4	10
Environmental Biology	EBI60US	120	5	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Chemistry for Life Sciences	CLS60US	100	6	10
Introduction to Statistics	ISS50US	100	4	10
Scientific Writing	SWR80US	100	8	12
Hydrology I	HYD60US	100	6	10
Water for Development	WDE80US	120	6	12
Integrated Water Resources Management	WRM70US	120	7	14
Total Year 1 Hours & Credits		**1280**		**128**
YEAR 2 (120 CREDITS)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Impacts Assessment in Water Development	IAW70US	100	7	12
Hydrology II	HYD70US	100	7	12
Water Chemistry	WTC70US	120	7	12
Climate Change and the Aquatic Environment	CHA70US	100	7	10
Rural and Urban Water Supply and Management	WSM60US	120	8	14
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Rehabilitation and Sustainability of Water Infrastructures	RSW80US	120	8	14
Rural and Urban Sanitation Management	RUS80US	120	8	12
Disaster Risk Management	DRM70US	100	7	10

Course Title	Course Code	Hours	NQF Level	Credits
Environmental Geology	EVG70US	100	7	12
Geohydrology	GEH70US	100	7	12
Geographic Information Systems and Remote Sensing	GIS70US	120	7	12
Total Year 2 Hours & Credits		**1200**		**120**
YEAR 3 (128 CREDITS)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Indigenous Knowledge in Water Resources Management	IKW80US	120	8	12
Water Quality Management and Standards	WQM80US	120	8	12
Water Resources Economics	WRE80US	120	8	12
Water and the Natural Environment	WNE80US	120	8	12
Sustainable Development	SUD70US	140	8	14
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Water and the Society	WSO80US	120	8	12
Advanced Water and Wastewater Treatment Technology	WWT80US	120	8	12
Water Utility Management	WUM60US	120	8	12
Intermediate Entrepreneurship and Innovation	IEI60US	100	6	10
Year course				
Research Methodology	RME80UY	200	8	20
Total Year 3 Hours & Credits		**1280**		**128**
YEAR 4 (96 CREDITS)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Field Work Techniques	FWT80US	300	8	30
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Water Governance	WAG80US	120	8	12
Water Transport and Distribution	WTD80US	120	8	12
Water for Development	WDE80US	120	8	12
Research Project	XES80US	300	8	30
Total Year 4 Hours & Credits		**960**		**96**
Total hours and Credits for Qualification		**4720**		**472**

BACHELOR OF ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE DEVELOPMENT HONOURS (NQF LEVEL 8)

1. Rationale

The rationale for developing this qualification is to explore the complex relationships between economic, social and environmental systems and learn how local actions can have global effects. This qualification will help students recognize the importance of preserving biodiversity and that healthy ecosystems are the foundation of economic and societal well-being. It will also prepare students to become overseers of environmental concerns, and environmental managers to become knowledgeable enough to ensure compliance with government regulations concerning the environment. Environmental managers and scientists are at the centre of global efforts to minimize human impacts on the environment and use resources in a sustainable manner. Biodiversity conservation and environmental protection have always been the priority of the Namibian Government.

2. Purpose

The main purpose of this qualification is to provide a critical survey of the contemporary field of environmental management, planning and policy in the Namibian and international contexts. The qualification is centrally concerned with understanding deliberate efforts to translate environmental knowledge into action to achieve particular outcomes in the way landscapes, societies and/ or natural ecosystems are used and managed. The qualification will contribute to the national efforts of protecting and managing natural resources, as well as to promoting sustainable utilization of natural resources as articulated in Chapter 5 of Vision 2030 and Article 95 of Namibia's Constitution. The qualification will further set the scene for an analysis of contemporary approaches to environmental policy making, planning and management to critically examine contemporary thinking on these environmental themes including sustainable use practices, political ecology, decentralized environmental management, NGO and community-based approaches, social learning, as well as regional and urban planning. This will be an access to enhance students' skills and knowledge as consultants, planners, activists, sustainability officers, managers, engineers, and scientists. Students awarded with a Bachelor of Environmental Management and Sustainable Development Honours will be eligible for a Master of Science degree or equivalent qualification at NQF Level 9 in a related field of studies.

3. Who is this qualification for?

This qualification is developed for candidates who want to be part and parcel of the conservation efforts to save planet earth by protecting the environment from anthropogenic impacts and by conserving and preserving natural resources. This qualification drives the sustainability concept and people who want to advocate and establish sustainable consumption and production practices should apply for it.

4. Admission requirements

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate (NSSC) with a minimum of 25 points in five (5) best subjects, with a minimum of D in English or equivalent. Students may also enter through a mature age.

5. Qualification duration

The Bachelor of Environmental Management and Sustainable Development Honours

is conferred after four years of full-time study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

    a. Demonstrate the principles, practices and methods of modern management and be able to apply them in Environmental Management and Sustainable Development.

    b. Recognize and understand problems associated with Environmental Management and Sustainable Development from a local, regional and global standpoint.

    c. Identify environmental problems and develop short-term, mid-term and long-term solutions.

    d. Create a personal paradigm of leadership and management that is responsive and transformative to the needs of contemporary times.

    e. Establish and participate in programs that contribute to the improvement of policy related to environmental management and sustainable development.

7. Qualification structure

YEAR 1 (128 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	4	10
English for Academic purposes	ECA60US	120	6	12
Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
IT Skills	BIT41US	100	4	10
Introduction to Biology	IBI50US	120	5	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Chemistry for Life Sciences	CLS60US	100	6	10
Introduction to Statistics	ISS50US	100	5	10
Environmental Education	EED50US	120	5	12
Introduction to Ecology	ICO60US	100	6	10
Sustainable Development I	SDV60US	100	6	10
Conservation Biology	CBI60US	120	7	12
Total Year 1 Hours & Credits		**1280**		**128**

YEAR 2 (128 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Management I	EM160US	100	6	10
Ecological Processes I	EP170US	120	7	12
Marine Conservation	MCO60US	120	6	12
Plant Ecophysiology	PEP60US	100	6	10
Environmental Science and Processes	ESP60US	100	6	10
Environmental and Natural Resource Economics I	ER160US	100	6	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Management II	EM270US	120	7	12
Environmental Impact Assessment Process	EIA70US	120	7	12
Ecological Processes II	EP270US	100	7	10
Project Management	PRM60US	80	6	8
Environmental and Natural Resource Economics II	ER260US	120	7	12
Environmental Ethics	EET70US	120	7	10
Total Year 2 Hours & Credits		**1280**		**128**
YEAR 3 (124 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Legislations	ENL70US	100	7	10
Human Population and the Environment	HPE60US	100	6	10
Renewable Energy Financing	REF70US	80	7	8
Research Methodology I	RME60US	100	6	10
Geographic Information System	GIS60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	60	6	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Governance	EGO80US	80	8	8
Research Methodology II	REM70US	120	7	12
Community-Based Natural Resource Management	CBN60US	100	6	10

Social issues and the environment	SIE70US	100	7	10
Soil and Water Conservation	SWC80US	120	8	12
Environmental Remote Sensing	ERS80US	120	8	12
Total Year 3 Hours & Credits		**1240**		**124**

YEAR 4 (134 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Indigenous Knowledge in Biodiversity Management	IKB80US	100	8	10
Environmental Management III	EM380US	100	8	10
Field Work Techniques	FWT80US	120	8	12
Strategic Assessments and Development Planning	ASD80US	120	8	12
Natural Resource Assessment	NRA80US	100	8	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Sustainability and Rehabilitation	ESR80US	100	8	10
Spatial Planning and Sustainable Urban Development	SPU80US	100	8	10
Global Land Use Analysis	GLU80US	100	8	10
Environmental Risks Assessment and Management	ERA80US	100	8	10
Research Project	XES80US	300	8	30
Sustainable Development II	SD280US	100	8	10
Total Year 4 Hours & Credits		**1340**		**134**
Total hours and Credits for Qualification		**5140**		**514**

BACHELOR OF CONSERVATION AGRICULTURE HONOURS (NQF LEVEL 8)

1. Rationale

The rationale for developing this qualification is to focus on the relationships between science, management, and policy while providing a scientific understanding of ecological and social systems, applicable in a management or policy-making context. Vision 2030 fully embraces the idea of sustainable development; the type of development that meets the needs of the present, without limiting the ability of future generations to meet their own needs. Conservation Agriculture is a sustainable practice which will support Namibia's agricultural goals in a sustainable manner. However, to ensure conservation agriculture is conducted in a meaningful manner, Namibia will need trained professionals in the field of Conservation Agriculture to ensure the country fully benefits from this sustainable concept. Therefore, this course prepares participants to become managers of agro-ecosystems for improved and sustained

productivity and food security while preserving the environment. The qualification will further equip students with the necessary skills, competence and practical strategies to be effective in managing our abundant natural resources while ensuring the sustainable development agenda. This qualification has been developed in response to the demand for appropriately qualifed personnel in various sectors of the Namibian economy as elaborated in Chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010-2025 (GRN-National Planning Commission;2012).

2. Purpose

The purpose of the program is to train professionals in the agriculture sector to operate sustainably. This course will enable students to gain the specialised knowledge, understanding, skills and attitudes necessary to contribute effectively and ethically to strategic decision-making, opinion forming and operational management for the sustainable development of agricultural and food supply systems. The qualification will contribute to the national efforts of protection, and well-managed and sustainable utilization of natural resources while maximizing agricultural production. The qualification will further equip students with the necessary skills, competence and practical strategies to be effective in managing our abundant natural resources while ensuring the sustainable development agenda. Students of this course can pursue the following careers: agriculturalists, consultants, planners, activists, sustainability officers, managers, and scientists. This qualification prepares participants to become managers of agro-ecosystems for improved and sustained productivity and food security while preserving the environment. Conservation agriculture is a concept for resource-saving agricultural crop production aimed at achieving acceptable profits and high, sustained production levels while conserving the environment at the same time. Graduates can work in the agriculture sector.

3. Who is this qualification for?

This qualification is designed for people who want to manage natural resources effectively, increase productivity and create more profitable, long term farming solutions by ensuring the improvement of soil health, conservation of soil and water resources as well as resource efficiency. Conservation agriculture minimizes soil disturbance, maintains permanent soil cover, and diversifies crops, leading to more resilient and sustainable agricultural practices.

4. Admission requirements

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate (NSSC) with a minimum of 25 points in five (5) best subjects with a minimum of D in English or equivalent. Students may also enter through a mature age.

5. Qualification duration

The Bachelor's Honours Degree in Conservation Agriculture is conferred after four years of full-time or part-time study in one or more areas of business concentration. Each year of study will be divided into two semesters.

6. Outcomes of the whole qualification

At the end of this course, the participants will be able to:

- (a) Apply the principles, practices and methods of modern management and be able to apply them in Conservation Agricultural Management.
- (b) Solve from a local, regional and global standpoint the problems associated with Conservation Agricultural Management.
- (c) Develop a range of short-term, mid-term and long-term solutions.
- (d) Create a personal paradigm of leadership and management that is responsive and transformative to the needs of contemporary times.
- (e) Establish and manage their businesses.
- (f) Initiate and participate in a programme that contributes to the improvement of policy related to Conservation Agricultural Management.

7. Qualification structure

YEAR 1 (60 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	4	10
English for Academic purposes	ECA60US	100	8	10
Basic Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
IT Skills	BIT41US	100	4	10
Introduction to Conservation Agriculture	ICA60US	100	8	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Chemistry for Life Sciences	CLS60US	100	6	10
Introduction to Statistics	ISS50US	100	5	10
Statistical Methods in Agriculture	SMA50US	120	6	12
The history of Conservation Agriculture	HCA50US	80	8	8
Conservation Biology	CBI60US	120	7	12
Total Year 1 Hours & Credits		**1240**		**124**

YEAR 2 (114 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Integrated Natural Resource Management	INR60US	100	7	10
Conservation Agriculture in livestock farming	CAL60US	100	8	10
Social and societal benefits of Conservation Agriculture systems	SSC60US	100	7	10
Climate Change	CCH70US	100	8	10
Conservation Agriculture in Crop Farming	COC60US	100	5	10
Horticultural Production	HCP60US	120	6	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Environmental Impact Assessment Process	EIA70US	80	8	8
Biodiversity Conservation	BDC60US	120	5	12
Agroecosystems	AES70US	100	7	10
Integrated Environmental Management	IEM70US	100	7	10
Environmental Hazard Control	EHC70US	120	5	12
Total Year 2 Hours & Credits		**1140**		**114**
YEAR 3 (120 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Conservation Agriculture Practices, Innovations and Technology	CAP70US	100	8	10
Research Methodology I	REM60US	100	6	10
Sustainable Production Systems	SPS70US	100	6	10
Sustainable Development	SUD70US	100	6	10
Land Degradation, Restoration and Management	LDR70US	100	8	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Soil Productivity	SOP70US	100	6	10
Soil Profile and Management	SPM70US	120	6	12
Soil Pollution and Soil Protection	SPP70US	120	8	12
Research Methodology II	RME70US	120	7	12
Soil and Water Conservation	SWC80US	120	8	12

Technologies and Packaging	TCP80US	120	7	12
Total Year 3 Hours & Credits		**1200**		**120**
YEAR 4 (125 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Indigenous Knowledge in Biodiversity Management	IKB80US	100	8	10
Basic of Finance and Budgeting	BFB80US	120	8	12
Agricultural Waste Management	AWM80US	120	8	12
Agribusiness	AGB80US	100	8	10
Resource Mobilization for Conservation Agriculture	RMC80US	120	8	12
Field Work and Techniques	FWT80US	100	8	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Monitoring and Evaluation in Conservation Agriculture	MEV80US	100	8	10
Resource Efficiency and Cleaner Production	REP80US	100	8	10
Practical Implementation of Conservation Agriculture	ICA80US	100	8	10
Financial and Farm Accounting	FFA80US	120	8	12
Project Management	PRM81US	120	8	12
Research Project	XES80US	150	8	15
Total Year 4 Hours & Credits		**1250**		**125**
Total hours and Credits for Qualification		**4830**		**483**

BACHELOR OF CLIMATE CHANGE MITIGATION AND ADAPTATION HONOURS (NQF LEVEL 8)

1. Rationale

The rationale for developing this qualification is to focus on the relationships between science, management, and policy while providing a scientific understanding of ecological and social systems, applicable in a management or policy-making context. This qualification prepares participants to become knowledgeable in designing alternatives to improve and share climate information in a coordinated manner to enhance adaptation responses, develop enhanced projections for the region, raise awareness of the expected climate change impacts in the area, and develop a community-based early warning system to allow for a more proactive approach to reducing risks to livelihoods and health associated with climate change dynamics. The graduates can work in both the public and private sectors to deal with issues and programmes on climate change.

2. Purpose

Bachelor of Climate Change Mitigation and Adaptation Honours is a four-year qualification designed to equip students with both theoretical and practical knowledge needed to ensure improved management of natural resources and the environment and foster development that does not compromise the climate system. The qualification will contribute to the national efforts of protecting, managing and sustainably utilizing natural resources. The qualifications will further equip students with the necessary skills, competence and practical strategies to be effective in managing our abundant natural resources while ensuring the sustainable development agenda. This is a gateway to enhance students' skills and knowledge as consultants, planners, activists, sustainability officers, managers, engineers, and scientists. The Government has, since Independence, established a planning system based on medium-term plans for promoting sustainable socio-economic development in Namibia. Based on policy-oriented research on key national strategic issues, and on a process of discussion and dialogue on the long-term goals and future of the country, Vision 2030 provides long-term alternative policy scenarios on the future course of development in Namibia at different points in time up until the target year 2030. Chapter 5 of Vision 2030 covers the ecological and environmental issues of sustaining the resource base and our means of production, while Chapter 6 addresses cross-cutting processes that help create the necessary enabling environment for Namibia to proceed along its chosen development path.

3. Who is this qualification for?

This qualification is designed for people who want to understand how climate change impacts the environment, human health, and society. Climate change is a contemporary environmental issue that needs one to understand it and develop solutions to mitigate and adapt to it. Understanding climate change helps in predicting and preparing for natural disasters, safeguarding ecosystems, ensuring food and water security, and driving innovation in green industries. Studying climate change is key to protecting human populations, the planet, and future generations. People who want to understand the climate system and how it has changed over the years to human induced greenhouse effect must register for this course.

4. Admission requirements

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate (NSSC) with a minimum of 25 points in five (5) best subjects with a minimum of D in English or equivalent. Students may also enter at a mature age. Students awarded with a Bachelor of Climate Change Mitigation and Adaptation Honours will be eligible for a Master's degree or equivalent qualification at NQF Level 9 in a related field of study.

5. Qualification duration

The Bachelor of Climate Change Mitigation and Adaptation Honours is conferred after four years of full-time study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

    (a)   Understand the principles, practices and methods of modern management and be able to apply them in Climate Change Mitigation and Adaptation.

(b) Recognize and understand, from a local, regional and global standpoint the problems associated with Climate Change Mitigation and Adaptation.

(c) Identify problems and develop a range of short-term, mid-term and long-term solutions.

(d) Create a personal paradigm of leadership and management that is responsive and transformative to the needs of contemporary times.

(e) Initiate and participate in programmes that contribute to the improvement of policy related to Climate Change Mitigation and Adaptation.

7. Qualification structure

YEAR 1 (126 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	4	10
English for Academic Purposes	ECA60US	100	6	10
Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
IT Skills	BIT41US	100	4	10
Basic Climatology and Weather Patterns	BCW60US	120	5	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Chemistry for Life Sciences	CLS60US	100	6	10
Introduction to Statistics	ISS50US	100	5	10
Principles of Climate Change	ICC50US	120	6	12
Global Carbon Balance	GCB60US	120	6	12
Natural Resources Management	NRM60US	120	6	12
Marine Conservation	MCO60US	120	6	12
Total Year 1 Hours & Credits		**1260**		**126**
YEAR 2 (132 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Climate Change Adaptation	CCA60US	120	6	12
Environmental Science and Processes	ESP60US	120	6	12
Climate Change and Agricultural Production	CAP60US	120	6	12
Climate Change Vulnerability	CCV60US	120	6	12
Environmental and Natural resources Economics I	ER160US	120	6	12

Course Title	Course Code	Hours	NQF Level	Credits
Sustainable Development	SUD60US	120	6	12

SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Hazard Mitigation Plan and Management	HMP70US	120	7	12
Environmental Education	EED50US	120	5	12
Geographical Information System	GIS60US	120	6	12
Environmental and Natural Resource Economics II	ER260US	120	7	12
Community-Based Climate Change (CBC) Adaptation and Resilience	CBC70US	120	7	12
Total Year 2 Hours & Credits		**1320**		**132**

YEAR 3 (114 Credits)				

SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Paleoclimates	PCL70US	120	7	12
Project Management	PRM60US	80	6	8
Renewable Energy Financing	REF70US	100	7	10
Research Methodology I	RME60US	100	6	10
Reducing Emissions from Deforestation and forest Degradation (REDD+)	RED80US	100	8	10
Environmental Impact Assessment Process	EIA70US	100	8	10

SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Climate Modelling	CLM80US	120	8	12
Environmental Legislations	ENL70US	100	8	10
Research Methodology II	RME70US	120	7	12
Environmental Ethics	EET80US	100	8	10
Climate Change Conventions	CCC70US	120	7	12
Total Year 3 Hours & Credits		**1140**		**114**

YEAR 4 (122 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Adaptation and Mitigation Responses	AMR80US	100	8	10
Gender Mainstream and Climate Change	GCC80US	100	8	10
Indigenous Knowledge in Climate Change Studies	ICC80US	100	8	10

Management of Arid and Semi-Arid Regions	ASR80US	100	8	10
Field Work Techniques	FWT80US	120	8	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Climate Change Management Theories and Practice	CCM80US	80	8	8
Environmental Risks Assessment and Management	ERA80US	100	8	10
Environmental Remote Sensing	ERS80US	100	8	10
Development Plan and Environmental Analysis	DPE80US	100	8	10
Research Project	XES80US	300	8	30
Total Year 4 Hours & Credits		**1220**		**122**
Total hours and Credits for Qualification		**4940**		**494**

BACHELOR OF SCIENCE IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

The rationale of developing this qualification is to provide students with skills and conceptual knowledge to understand, evaluate and critique contemporary issues in the dynamics of freshwater and marine environments and the sustainable management of aquatic resources. The program emphasizes experiential learning through unique lab and field research opportunities. This includes an overview of fisheries and fishery systems, developing an understanding of population dynamics, and identifying alternative management systems and policy instruments. This qualification will also emphasize the development of computer-based data analysis skills, formal writing and critical analysis of scientific literature.

2. Purpose

Students studying Sustainable Ocean and Aquaculture Management will learn the dynamics of marine and freshwater environments and the sustainable management of aquatic resources. Our research and teaching are connected to local, national, and international issues, and students are taught the skills necessary to address these challenges. The main purpose of this qualification is to prepare students for the contemporary field of marine environmental management, planning and policies in the field of ocean and freshwater environments within the Namibian and global contexts. The qualification is centrally concerned with deliberate efforts to interface ecological understanding with how natural aquatic ecosystems are used and managed by humankind. The qualification will contribute to the national efforts of protecting and managing natural resources, as well as to promoting sustainable utilization of natural resources as articulated in Chapter 5 of Vision 2030 and Article 95 of Namibia's Constitution. The qualification will further set the scene for an analysis of contemporary approaches to sustainable ocean policy, including sustainable, equitable blue economy,

with a critical examination of contemporary planning and management regimes on these themes. Aspects to be included are sustainable use practices, political ecology, ocean governance and entrepreneurial opportunities in the aquatic environment.

3. Who is this qualification for?

This qualification is specifically designed for those who wish to enhance their skills and knowledge as ocean consultants, planners, activists, sustainability officers, managers, engineers, and scientists.

4. Admission requirements

Students will be admitted if they hold a Namibia Senior Secondary Certificate Ordinary (NSSCO) or Namibia Senior Secondary Advanced Subsidiary (NSSAS), both or equivalent qualification(s), with a minimum of 25 points in five (5) best subjects with a minimum of D in English or equivalent. Students who hold a Diploma in Sustainable Ocean and Aquaculture Management (Level 6) will be eligible for admission to this qualification. Students may also enter through mature age. Students awarded with a Bachelor of Science in Sustainable Ocean and Aquaculture Management Honours will be eligible for a Master's degree in Sustainable Ocean and Aquaculture Management or equivalent qualification at NQF Level 9 in a related field of studies.

5. Qualification duration

The Bachelor of Science in Sustainable Ocean and Aquaculture Management Honours is conferred after four years of full-time/part-time/distance study. Each year of study will be divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Demonstrate an understanding of the ecological processes in aquatic ecosystems that underpin the principles, practices and methods of modern environmental management and sustainable development in the ocean and other aquatic systems.

(b) Understand problems associated with environmental management and sustainable development in the ocean, from a local, regional and global standpoint.

(c) Understand that environmental degradation in the ocean is neither easily nor quickly recognized, nor easily, quickly reversible or remediable. Sustainable ocean conservation and development of human activities in the ocean therefore requires focused scientific knowledge of ocean ecosystem functioning and different management strategies for terrestrial environments.

(d) Create a personal paradigm of leadership and management of ocean activities that is responsive and transformative to the needs of contemporary times.

(e) Establish and participate in programs that contribute to the improvement of policy related to environmental management and sustainable development in the ocean and other aquatic environments.

7. Qualification structure

YEAR 1 (128 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Communication and Study Skills	ECS40US	100	5	10
English for Academic Purposes	ECA60US	120	6	10
Mathematics	MTH51US	100	5	10
Physics for Life Sciences	PLS60US	100	6	10
Basic IT Skills	BIT41US	100	5	10
Introduction to Statistics	ISS50US	100	4	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Chemistry for Life Sciences	CLS60US	100	6	10
Ocean Statistical Assessments I	OSA70US	120	7	12
Ocean Dynamics	ODY60US	100	6	10
Principles of Aquatic Ecosystems I	PAE60US	100	6	10
Principles of Environmental Management and Analysis	PEM50US	120	5	12
Ocean Governance I	OG160US	120	6	12
Total Year 1 Hours & Credits		**1280**		**128**
YEAR 2 (138 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Marine Conservation Tools	MCT60US	100	6	10
Principles of Aquatic Ecosystems II	PAE70US	120	7	12
Ocean Governance II	OGO70US	120	7	12
Aquatic Biology I	AQB50US	120	6	12
Aquatic Ecosystem Services I	AES60US	100	6	10
Natural Resources Economics I	NRE60US	100	6	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Sustainable Ocean Economy: Food Production	SOE50US	120	5	12
Fisheries Management I	FSM60US	120	6	12
Aquatic Ecosystem Services II	AEC70US	120	7	12
Pollution in Aquatic Systems	PAS60US	120	6	12
Ocean Statistical Assessments II	OSA80US	120	8	12
Aquaculture Management I	AQM50US	120	5	12

Total Year 2 Hours & Credits		1380		138
YEAR 3 (142Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Sustainable Ocean Economy: Maritime Traffic	SOM50US	100	6	10
Sustainable Ocean Economy: Minerals	SEM60US	100	6	10
Sustainable Ocean Economy: Emerging Industries	SEI70US	100	7	10
Aquatic Biology II	AQB70US	120	7	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to R Programming for Natural Scientists	IRP70US	100	7	10
Fisheries Management II	FSM70US	120	7	12
Natural Resources Economics II	NRE80US	120	8	12
Aquaculture Management II	AQM80US	120	8	12
Aquatic Animal Health	AAH80US	120	8	12
Geographical Information Systems for Marine Conservation	GIM80US	100	8	10
Total Year 3 Hours & Credits		**1120**		**112**
YEAR 4 (108 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Statistical Software Packages	SSP80US	120	8	12
Molecular Ecology	VAM70US	120	8	12
Value Addition to Marine Resources	MEC80US	120	7	10
Scientific Writing	SWR80US	100	8	10
Climate Change and Aquatic Environment I	CHA70US	100	7	10
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Ecosystem-Based Fisheries Management	EBF80US	120	8	12
Climate Change and Aquatic Environment II: Carbon Cycle	CCE80US	100	8	10
Research Project	XES80US	300	8	30
Total Year 4 Hours & Credits		**1080**		**108**
Total hours and Credits for Qualification		**4860**		**486**

FACULTY OF HEALTH SCIENCES

CERTIFICATE IN PHARMACIST ASSISTANT (NQF LEVEL 5)

1. **Rationale**

The Qualification in Pharmacist's Assistant is developed to provide optimal pharmaceutical care and services to the Namibian society. The Pharmacist's Assistant has been identified as one of the key priority areas for training in Namibia, as outlined in the Development Plan VET Sector (2016 – 2020) - conducted by the Namibian Training Authority (NTA). The qualification is aligned with national health priorities outlined in Namibia's Fifth National Development Plan (NDP5) and supports the attainment of Sustainable Development Goals. Certificate in Pharmacist Assistant (Level 5) focussed on equipping graduates with the competencies required to address the complex and evolving demands of pharmaceutical practice in both public and private sectors. It is structured to ensure that Pharmacist Assistants acquire the necessary competencies aligned with the standards established by the Pharmacy Council of Namibia (PCN). The Pharmacist's Assistant has been identified as one of the categories of human resources that are needed to assist the qualified pharmacist in his or her role. The Pharmacist's Assistant executes procedures and activities within their scope of practice according to the Pharmacy Act No 9 of 2004.

2. **Purpose**

Competence in all areas of the pharmaceutical industry is becoming increasingly specialised as well as professional. Many students who successfully complete the Pharmacist's Assistant qualification often choose to pursue further courses or education in the field of pharmacy, such as the Diploma in Pharmaceutical Technician or BPharm degree to become a qualified Pharmacist, as an articulation route that support the graduate's progression to higher education. The Certificate in Pharmacist Assistant (Level 5) is developed to provide optimal pharmaceutical care and services to the Namibian society. It is aimed to equip school leavers (Grade 11 & 12 Advanced Subsidiary (AS)) and to qualify candidates employed in in the industry or related pharmaceutical practices, who desire to pursue further education and training in the pharmaceutical field in Namibia. The qualification focuses on equipping students with the requisite knowledge and skills essential for proficient roles as Pharmacist Assistants in a pharmacy/pharmaceutical practice environment. The overarching aim is to enable students to effectively support pharmacists in delivering superior pharmaceutical care to patients. In addition, the curriculum also addresses the Scope of Practice of a Pharmacist's Assistant. Under the personal supervision of a pharmacist in a pharmacy/pharmaceutical practice, a Pharmacist's Assistant is expected to perform acts such as providing pharmaceutical care, managing medicines inventory, contributing to comprehensive health services, delivering appropriate pharmaceutical services, practicing within ethical and legal parameters, participating in health information systems and research activities, and initiating and participating in community development projects. This holistic approach aims not only to prepare Pharmacist's Assistants for their roles but also to contribute to elevating healthcare standards through compliance with regulatory requirements.

The qualification is offered by International University of Management (IUM) and the Pharmaceutical Society of Namibia (PSN) through a cooperative agreement.

3. **Who is this qualification for?**

This qualification is specifically designed for Pharmacist Assistant under the personal supervision of a pharmacist in a pharmacy/pharmaceutical practice, who are expected

to perform tasks such as providing pharmaceutical care, managing medicines inventory, contributing to comprehensive health services, delivering appropriate pharmaceutical services, practicing within ethical and legal parameters, participating in health information systems and research activities, and initiating and participating in community development projects. This holistic approach aims not only to prepare Pharmacist's Assistants for their roles but also to contribute to elevating healthcare standards through compliance with regulatory requirements.

4. **Admission requirements**

To be admitted to this qualification, the applicant should possess the Namibia Senior Secondary Certificate (Grade 11 or 12) Advanced Subsidiary (AS) / Ordinary Level (O) or NSSCO / NSSCH with a minimum of 20 points in best 5 subjects including English and Mathematics with a minimum E symbol. Physical science and/or Biology are recommended. Should be employed by a registered pharmacist in a pharmacy or related pharmaceutical practice. For Mature Age (>25 years) enrolments the IUM selection process will apply as follows:

- Grade 11 (NSSCO) or grade 12 AS (NSSCAS) or NSSCO / NSSCH with a minimum of 15-19 points in best 5 subjects including English and Mathematics with a minimum E symbol and;
- Grades 10 certificate with a minimum of 23 points in 5 subjects including English and Mathematics with a minimum of E symbol.

Note: The mature Age exam will include the standard IUM Exam and an additional basic pharmaceutical competency exam. Individuals who have successfully completed the CIIP IUM Short Course in Numeracy & Basic Calculations or any other additional qualification in Numeracy, Mathematics & Basic Calculations will have an advantage when applying for the course. Student must work under the supervision of a pharmacist registered with PCN as a tutor and the pharmacy or related pharmaceutical practice must also be registered as a training facility with PCN.

5. **Qualification duration**

The minimum duration of the Pharmacist's Assistant course is two years in-service-training (course to be completed in three years). Thus, the programme comprises 4 semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. **Outcomes for whole Qualification**

Holders of this qualification are able to:

(a) Analyse and interpret foundational concepts, frameworks, and legislation relevant to the pharmaceutical sector in Namibia, including the Pharmacy Act No. 9 of 2004.

(b) Apply ethical standards and execute technical procedures within their scope of practice to support pharmaceutical services, including the compounding of non-sterile medicines and handling of Schedule 1–3 substances under supervision.

(c) Deliver pharmaceutical healthcare and promote community health by conducting effective communication, counselling, and health education activities.

(d) Implement, monitor, and maintain stock control and distribution systems

for medicines and related health consumables in accordance with applicable regulations and standard operating procedures.

(e) Collect, interpret and apply data to contribute to pharmaceutical and health-related research to improve patient care and health outcomes.

(f) Apply foundational scientific knowledge in pharmacology, microbiology, parasitology, human anatomy, and physiology to support safe and effective pharmacy operations.

7. **Qualification structure**

Year 1 (137 credits)				
Semester 1 & 2				
Course title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Health Promotion I	PHH40US	50	4	5
Pharmacy Ethics and Legal Compliance	PEL4OUS	100	4	10
Pharmaceutical Supply Chain I	CSV4OUS	240	w4	24
Pharmaceutical Supply Chain II	PSC4OUS	340	4	34
Health Information Management System	ICM4OUS	60	4	6
Basic Pharmaceutical Chemistry	BPC4OUS	280	4	28
Self-enrichment Skills	PPV4OUS	100	4	10
Pharmaceutics	PMF4OUS	200	4	20
Total Year 1 Hours and Credits		**1370**		**137**
Year 2 (125 credits)				
Semester 1 & 2w				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Health Research	CMP5OUS	50	5	5
English for communication	EFC5OUS	50	5	5
Pharmaceutical Calculations	PCS5OUS	120	5	12
Health Promotion II	WPS5OUS	190	5	19
Microbiology and Aseptic Production	MAP5OUS	120	5	12
Basic Anatomy and Physiology	BAP5OUS	160	5	16
Pharmacology and Toxicology	PDP5OUS	150	5	15
Clinical Pharmacy	CPP5OUS	200	5	20
Health Promotion III	CMP5OUS	210	5	21
Total Year 2 Hours & Credits		**2620**		**262**
Total Hours & Credits for qualification		**3990**		**399**

BACHELOR OF NURSING HONOURS (NQF LEVEL 8)

1. **Rationale**

The review of Bachelor of Nursing Honours is necessitated by the International University of Management (IUM) policy on review of its qualifications, as well as the fact that this qualification has reached its scheduled review date and will be submitted in accordance with the National Qualifications Framework (NQF) Regulations, No 125 of 2006. The Bachelor of Nursing Honours will provide candidates at an undergraduate level with a clear understanding of holistic nursing care across the lifespan while utilising the scientific nursing process. This qualification will introduce the fundamental knowledge base of nursing and midwifery by applying ethical and professional principles as a framework in theory and the practice. Knowledge of the scientific principles of preventive, promotive, curative and rehabilitative care to individuals, families and communities will form the foundation in this qualification. The Bachelor of Nursing Honours is a broad-minded qualification and designed to allow a scholarly, professional and career-related study of nursing and will introduce critical thinking processes through the gathering, analysis, synthesis and evaluation of health-related needs and information and utilising applicable research methods. In view of this comprehensive level of preparation offered to candidates it could, therefore serve as a decisive platform between undergraduate level and advanced studies at Master's level and beyond. However, the imperative function of this qualification is to ensure that candidates have the necessary expertise required in providing nursing care within diverse health environments.

2. **Purpose**

The main purpose of the Bachelor of Nursing Honours is to provide the Namibian nation with nurse practitioners who have sufficient knowledge and expertise to deal with the most pressing health problems in our country and region. A further purpose is to develop graduates with professional knowledge, positive attitudes, managerial and clinical skills as well as ethical values needed to contribute to an ever-changing health environment while addressing the demands within the nursing profession. This qualification allows students to enter the health industry with the skills and competencies to work in various positions as registered nurses. This qualification is strengthened by compulsory clinical exposure within the public and private hospitals and health environments. Thus, the qualification recognises the need for training of nurses and who are ready to face the health industry expectations in Namibia. There is no doubt that the students will fit in and contribute to the demands unique to the health environment. The overall aim of this qualification is to prepare candidates' professional ability towards fulfilling roles as nurse practitioners, nurse leaders, and collaborators while advocating for the health of the public within a complex healthcare system and a rapidly changing society. Our nursing qualification rigorously aligns with industry standards, continually benchmarked against similar courses to uphold quality and validity.

3. **Who is this qualification for?**

The Bachelor of Nursing Honours (NQF Level 8) is designed for aspiring students who have completed secondary education (Grade 12 or equivalent) with required subjects such as Biology, Physical Science or Chemistry and Mathematics. This qualification is for students who are passionate about helping others, health care and to make a difference in their communities. This qualification offers opportunities to gain clinical skills and scientific knowledge needed for safe and effective nursing practice, but also

lay the foundation for advanced studies in nursing (e.g. Master's or specialisations)

4. **Admission requirements**

The candidate meets the minimum admission requirements to enter degree studies at the IUM as prescribed under the entry requirements in the International University of Management General Academic Regulations. For admission, the student should hold a valid Namibia Senior Secondary Certificate/Advance Subsidiary (NSSC/AS) or equivalent with a minimum of 25 points based on a scale of five subjects and English is a compulsory subject with a D symbol or better. Other compulsory subjects are Biology, Physical Science/Chemistry and Mathematics. Alternatively, students may also enter through a mature age entry provided they have 18 points from Grade 12 and a minimum of 3-4 years' experience in nursing (enrolled nurse) in a clinic or hospital. If in possession of a foreign qualification, a student must submit an NQA Evaluation report of their foreign qualifications to the IUM for consideration. Meeting of these requirements will not automatically guarantee an acceptance into the programme. This can only be achieved after successful interview and/or aptitude placement tests as determined by the International University of Management Senate and Faculty of Health and Social Sciences.

5. **Qualification duration**

The qualification will be offered over a minimum of 4 years and a maximum period of eight (8) years.

6. **Outcomes for whole qualification**

Holders of this qualification are able to:

    (a)   Practice holistic nursing care across the lifespan through implementing effective nursing models, theories and practices.

    (b)   Engage in rigorous intellectual analysis, criticism, and problem-solving to address complex challenges encountered in nursing practice and healthcare delivery.

    (c)   Develop competencies necessary for the health industry, both public and private, addressing diverse healthcare needs across sectors.

    (d)   Contribute to national and regional development goals in healthcare delivery through the application of acquired competencies.

    (e)   Respond effectively to expanding health and nursing care needs as expressed by stakeholders, including the Ministry of Health and Social Services.

    (f)   Adapt to evolving healthcare demands by continually reviewing and updating their skills and knowledge to remain relevant in the field.

7. **Qualification structure**

YEAR 1 (114 Credits)				
SEMESTER 1 (26 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to the Philosophy of Care	IPC41US	60	4	6
Basic IT Skills	ITN51US	80	5	10
Communication Skills	GCS41US	100	5	10
SEMESTER 2 (24 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Midwifery Science	IMW41US	60	4	6
Introduction to Psychology for Nurses	IPS51US	80	5	8
Critical Thinking Skills	CTS51US	100	5	10
Year courses (64 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Nursing Science I: Foundation of Nursing	FNU51UY	160	5	16
Community Health Nursing I	CMI41UY	160	4	16
Biological Sciences: Applied Anatomy and Physics	IAN51UY	160	5	16
Clinical Nursing I	CNI51UY	160	5	16
Total Year 1 Hours & Credits		**1140**		**114**
YEAR 2 (112 Credits)				
SEMESTER 1 (10 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Pharmacology for Nurses	PMN61US	100	6	10
Semester 2 (10 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Microbiology for Nurses	MBN61US	100	6	10
Year courses (92 credits)				
Nursing Science II: Medical and Surgical Nursing Conditions General	MSC71UY	200	6	20
Midwifery Science I	MWS51UY	160	5	16
Community Health Nursing II	CHN51UY	160	5	16
Biological Sciences: Applied Physiology and Biochemistry	BPB61UY	200	6	20
Clinical Nursing II	CLN61UY	200	6	20
Total Year 2 Hours & Credits		**1120**		**112**

YEAR 3 (136 Credits)				
Year courses (136 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Nursing Science III: Medical and Surgical Nursing Conditions	NMS71UY	240	7	24
Midwifery Science II	MWS61UY	200	6	20
Community Health Nursing III	CHN61UY	200	6	20
Research Methodology in Health Sciences	RMH71UY	240	7	24
Clinical Nursing III	CLN71UY	240	7	24
Mental Health Nursing	MHN71UY	240	7	24
Total Year 3 Hours & Credits		**1360**		**136**
YEAR 4 (144 Credits)				
Year courses (144 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Nursing Science IV: Specialised Units	NSS81UY	240	8	24
Midwifery Science III	MWS71UY	240	7	24
Professional Practice and Ethics in Nursing	PPE81UY	240	8	24
Health Research Report	HRR81UY	240	8	24
Health Service Management (Unit Level)	HSM81UY	240	8	24
Clinical Nursing IV	CLN81UY	240	8	24
Total Year 4 Hours & Credits		**1440**		**144**
Total Hours & Credits for qualification		**5060**		**506**

CERTIFICATE IN HEALTH AND WELLNESS STUDIES (NQF LEVEL 5)

1. Rationale

The Certificate in Health and Wellness Studies (Level 5) has been developed and reviewed in response to the need for a healthy Namibian nation as envisaged in Vision 2030. The qualification review was necessitated by the IUM policy on review of its qualifications that strive for keeping its qualification current and relevance to the society. At the same time the Certificate in Health and Wellness Studies qualification has reached its scheduled review date in terms of NQF requirements, as well as full compliance with curriculum framework and National Qualifications Framework (NQF). The qualification review was also done to allow strengthening of the course by updating content based on the current needed knowledge on Health and Wellness facing educational fraternity. The review was prompt to make the qualification relevant to meet the dynamic challenges facing the health sector and Occupational Health and Safety management services. This qualification offers a selection of competitive courses that recognise the global context of health and wellness, including Health Counselling, Occupational Health and Safety, and aspects of Health and Wellness. The qualification aims at promoting healthy

lifestyles and wellbeing, through effective health and wellness programmes at all levels of the learning process. It uses a variety of teaching strategies to prepare students dynamic roles in leading and managing transformative change in the health industry. The qualification offers students the opportunity to undertake a general study of the theory and practice on health and wellness, counselling and occupational health and safety.

2. Purpose

The purpose of this qualification is to train students to acquire professional knowledge and skills of healthy lifestyles. This qualification enables students to learn the fundamental principles, concepts, and skills applied to health education, health promotion, and disease prevention. Students are further introduced to core broad concepts of Anatomy & Physiology, Health Counselling, Effective Communication, Occupational Health and all basic skills required in assisting and coordinating employee health and wellness programmes. Hence, possible careers include health administrator, supporting staff and assisting health and wellness officers. Graduates of the Certificate in Health and Wellness Studies (NQF Level 5) are equipped to enter a range of health-related fields that support community wellness and public health. They are often employed as community health workers, providing essential health information and support to individuals and families in both urban and rural settings. Many work as health promoters or wellness assistants, delivering health education, running awareness campaigns, and facilitating wellness activities in clinics, schools, and community centres. Some graduates serve as HIV/AIDS lay counsellors, offering psychosocial support and guidance to individuals affected by HIV, while others take up roles as health education officers or life skills facilitators, particularly in youth-focused organisations and schools. Opportunities also exist in rehabilitation centres and addiction recovery programmes, where they may assist in supporting patients undergoing treatment and reintegration. In the fitness and lifestyle sector, graduates may work as fitness and wellness consultants (entry-level) or nutrition support assistants, helping clients adopt healthier habits. Others find employment in NGOs and civil society organisations, where they support the implementation of health-related projects and outreach efforts.

Administrative roles are also common, with graduates employed as clinic administrative assistants, health call centre agents, or referral coordinators, ensuring clients are connected to appropriate services. Those interested in public health may contribute as field data collectors or public health research assistants in surveys or community assessments. Additionally, entrepreneurial graduates may establish their own small-scale health and wellness initiatives—such as community fitness groups, natural health product sales, or mobile wellness coaching services—especially in underserved communities.

Several stakeholders, particularly from the public and private sectors, were consulted when the programme was developed, and they unanimously endorsed the programme. Also, IUM extensively consulted the Ministry of Health and Social Services, Bank Windhoek, Capricorn Groups, Meatco Namibia, Mediclinic Namibia, and the Occupational Safety and Health Management System (OSHEMS) Groups Namibia. These key stakeholders supported the review and the development of this qualification and endorsed the qualification.

3. Who is this Qualification for?

The qualification is designed for individuals who are interested in entering or advancing

in the health, wellness, or community care sectors. This qualification provides a pathway for students, aspiring Health and Wellness Practitioners, current Health Sector Workers seeking formalisation, Volunteers in Community-Based Health Projects, and individuals intending to pursue further studies in the health and wellness discipline

4. Admissions requirements

Students will be admitted to this qualification if they hold a Namibian Senior Secondary Certificate Ordinary and Advance Subsidiary level (NSSCO/AS) with a minimum of 20 points and passed five subjects with a minimum of E in English. Students may also enter through mature age entry/prior learning with tree years relevant work experience supported by a letter from employers in a Health and Wellness related sector. The mature age-entry student must sit for and entrance examination.

5. Qualification duration

The study period for the programme is a minimum of 1 year and a maximum of 2 years. The programme comprises 2 semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcome for the whole qualification

Holders of this qualification are able to:
   a. Implement individual components of health and wellness programmes.
   b. Discuss and determine appropriate solutions to operational problems in programme management.
   c. Assess Health and Wellness systems and programmes using basic analytical methods.
   d. Promote healthy lifestyles and health care programmes.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Mathematics	MTH51US	100	5	10
Communication Skills	GCS41US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Critical Thinking Skills	CTS51US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Health and Wellness	IHW50US	120	5	12
Introduction to Counselling	ICO50US	120	5	12
Introduction to Occupational Health and Safety	IOH50US	120	5	12

Year Course				
Anatomy and Physiology	HAP50UY	240	5	24
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

DIPLOMA IN HEALTH AND WELLNESS STUDIES (NQF LEVEL 6)

1. Rationale

The Diploma in Health and Wellness Studies (Level 6) has been developed in response to the need for a healthy Namibian nation as envisaged in Vision 2030. The reviewed qualification offers a selection of competitive courses that recognise the global context of health and wellness, including Integrated Wellness Counselling, Occupational Health and Safety, and aspects of Health and Wellness. The qualification aims at promoting healthy lifestyles and wellbeing, through effective health and wellness programmes at all levels in the health industry. The reviewed qualification offers students the opportunity to undertake a general study of the theory and practice on health and wellness, counselling and occupational health and safety.

2. Purpose

The main purpose of the Diploma in Health and Wellness Studies (Level 6) is to train students to be able to analyse, arrange and evaluate information related to disciplines that holistically integrate strategies in promoting the health and wellbeing of individuals and groups. Furthermore, this qualification has the purpose of delivering a comprehensive understanding and application of preventative health and wellness approaches within a culturally diverse society. This qualification aims to include a variety of occupations within the corporate and community contexts, such as a senior health administrator, supporting staff and a health and wellness officer. Various stakeholders, particularly from the public and private sectors, were consulted when the programme was developed, and they unanimously endorsed the qualification. Graduates of the Diploma in Health and Wellness Studies (NQF Level 6) are equipped with practical and theoretical knowledge that prepares them for mid-level roles in the health, wellness, and community development sectors. This qualification enables graduates to support, implement, and coordinate wellness initiatives across public, private, and non-profit sectors. Many diploma holders find employment as health and wellness officers, community health practitioners, or health education facilitators, working in clinics, NGOs, schools, and local authorities to deliver wellness services and promote healthy lifestyles. They may also take on roles as programme assistants or coordinators in public health campaigns addressing issues such as HIV/AIDS, non-communicable diseases, reproductive health, mental health, or substance abuse prevention. In workplace and institutional settings, graduates may be employed as employee wellness assistants, helping organisations develop and implement workplace health strategies. Others serve as life skills facilitators or behaviour change communication officers, focusing on health education and capacity-building, particularly among youth and vulnerable populations.

Graduates with strong communication and planning skills may work as health outreach coordinators or project field supervisors, assisting in the delivery and monitoring of health and wellness interventions in communities. They may also support the work of rehabilitation centres, nutrition programmes, or fitness and wellness facilities. Furthermore, the diploma opens doors to entrepreneurial opportunities in areas such as community-based fitness services, wellness coaching, or nutrition advisory services,

especially in underserved areas where preventative and lifestyle-focused healthcare is in high demand.

3. Who is this qualification for?

The qualification is suitable for graduates in the Certificate in Health and Wellness Studies who are motivated to make a positive impact on public health, especially in underserved or at-risk communities. Whether working in schools, clinics, NGOs, rehabilitation centres, or fitness and wellness organisations, this qualification equips graduates with the knowledge, ethical grounding, and practical skills to contribute meaningfully to improving quality of life through prevention, education, and support services. This qualification is particularly suited for those who wish to work in health education, wellness promotion, and community-based health support services, but who also want a practical, skills-oriented qualification that prepares them for direct entry into the workforce or further study in Public Health and Wellness.

4. Admissions requirements

Students who meet the requirements should be holders of a Certificate of Health and Wellness Studies (Level 5) or equivalent qualification. This qualification is a stand-alone Diploma in Health and Wellness Studies. Graduates of the qualification will be able to apply for entry into any qualification in Health and Wellness Studies at NQF Level 7 at IUM or any other institution.

5. Qualification duration

The study period for the programme is a minimum of 2 Year and a maximum of 3 Years. The programme comprises 2 semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcome for the whole qualification

Holders of this qualification are able to:

a. Demonstrate knowledge and skills regarding Health and Wellness policies in Government, on-government and private organizations by facilitating education and information sessions on health and wellness in the workplace and at community level.

b. Explain the concepts of Occupational Health and Safety promotion and practice in relation to current needs and initiatives.Develop the ability towards self-awareness and skills required for Wellness Counselling by application

c. of theoretical and evidence-based tools and techniques during employee counselling sessions.

d. Recognise the importance of project management and the ability to interpret the stages as well as applying project management skills.

e. Demonstrate the importance of foundational knowledge of entrepreneurship and innovation, including the role of innovation and entrepreneurship for growth and wealth creation, team building as well as customer development concepts.

7. Qualification structure

YEAR 1 (92 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Management Communications	MCM50US	100	6	10
Marketing of Health and Wellness	MHW50US	100	5	10
Year Courses				
Integrated Wellness Counselling	IWC50UY	240	6	24
Occupational Health and Safety I	OH150UY	240	5	24
Health and Wellness Studies I	HW150UY	240	5	24
Total Year 1 Hours and Credits		**920**		**92**
YEAR 2 (96 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Home Based Care	HBC60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Project Management in Health	PRH60US	120	6	12
Nutrition	NUT60US	120	6	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Year courses				
Health and Wellness Studies II	HW260UY	240	6	24
Occupational Health and Safety II	OH260UY	240	6	24
Total Year 2 Hours and Credits		**960**		**96**
Total Hours and Credits for qualification		**1880**		**188**

BACHELOR OF HEALTH AND WELLNESS STUDIES (NQF LEVEL 7)

1. Rationale

The Bachelor of Health and Wellness Studies has been developed in response to the national need for healthy Namibian citizens as envisaged in Vision 2030. Furthermore, the qualification will contribute to the alleviation of the identified shortage of life science, health and wellness professionals as indicated in the National Resource Plan for 2010-2025. The qualification will thus complement government efforts in the provision of professional health and wellness practitioners.

2. Purpose

The Bachelor of Health and Wellness Studies has been developed in response to the national need for healthy Namibian citizens as envisaged in Vision 2030. The purpose of this qualification is to develop long term changes in healthy lifestyles for all citizens, and to improve the patient's behaviour by alleviating the impact of lifestyle diseases and conditions such as cancer, diabetes, hypertension and obesity in order to further promote healthy ways of life. The qualification is designed for health care providers and people who want to equip themselves with further knowledge and skills in health and wellness studies, as well as management. The qualification equips candidates with the ability and skills to evaluate various concepts of health, wellness, counselling and ethics. The possible careers upon completion include Health promotion specialist, Occupational Health and Safety (OHS) assistants/coordinator and corporate wellness coach and Health and Wellness researcher. Hence, the qualification will contribute to the alleviation of the identified shortage of life science, health and wellness professionals as indicated in the National Resource Plan for 2010-2025. Graduates of the Bachelor of Health and Wellness Studies (NQF Level 7) are well-prepared for professional roles in the promotion, coordination, and management of health and wellness initiatives across various sectors. With a solid grounding in public health principles, wellness promotion, and community development, they are qualified to take up employment in government departments, non-governmental organisations (NGOs), private healthcare providers, educational institutions, corporate wellness programmes, and international development agencies. Typical positions include roles such as Health and Wellness Officer, Community Health Coordinator, Public Health Educator, or Wellness Programme Manager, where they are responsible for designing, implementing, and evaluating health promotion programmes aimed at improving the quality of life for individuals and communities. In schools and tertiary institutions, they may serve as health education specialists or student wellness coordinators, supporting learners' physical, mental, and social well-being. In the corporate sector, graduates may work as Workplace Wellness Coordinators, leading employee wellness initiatives that focus on stress management, healthy living, and occupational health. Others are employed as research assistants or programme officers in health-related projects focusing on nutrition, HIV/AIDS, sexual and reproductive health, mental health, and non-communicable diseases. Furthermore, the degree opens pathways into policy advocacy, monitoring and evaluation, and health systems strengthening, especially within NGOs and government health departments. Graduates may also pursue careers as trainers or facilitators in life skills, behaviour change communication, or community empowerment programmes. Entrepreneurial graduates may establish their own wellness consultancy services, run fitness or mental health coaching practices, or initiate community-based health and wellness ventures that address local needs.   For those interested in academic or research careers, this qualification serves as a strong foundation for postgraduate studies in public health, health promotion, or related disciplines.

In the development of this qualification numerous stakeholders from Non-Governmental Organizations, public and private sector, were consulted and unanimously endorse the qualification. This qualification aims to include a variety of occupations within the corporate and community contexts such as of a senior health administrator, supporting staff and health and wellness officer. This qualification is open for candidates who wants to enhance their knowledge and skills in the corporate world to develop workplace programmes in Health and Wellness and Occupational Health and Safety.

3. Who is this qualification for?

The qualification is a professional undergraduate degree aimed at training qualified

practitioners and leaders in health promotion, wellness, and community health. This qualification offers a pathway for students, aspiring Health and Wellness Practitioners, current Health Sector Workers seeking formal recognition, future Public Health Educators or Wellness Coaches, individuals planning postgraduate studies in health and wellness, and volunteers involved in community-based health projects.

4. Admissions requirements

Students will be admitted to this qualification if they are holders of the Diploma in Health and Wellness Studies (level 6). or Students will be admitted to this qualification if they hold a Namibian Senior Secondary Certificate Ordinary and Advance Subsidiary level (NSSCO/AS) with a minimum of 25 points and passed five subjects with a minimum of D in English. Students may also enter through mature age entry /prior learning with three years relevant work experience supported by a letter from employers in a Health and Wellness related sector. The mature age-entry student must sit for an entrance examination.

5. Qualification duration

The study period for the programme is a minimum of 3 years and a maximum of 4 years. The programme comprises 2 semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcome for the whole qualification

Holders of this qualification are able to:

- (a) Assess institutional needs and design health promotion and wellness programmes.
- (b) Implement and manage health promotion and wellness programmes.
- (c) Evaluate private and public health care policies.
- (d) Develop policy for effective service provision in public and private health care services.
- (e) Design and implement public relations programmes for health promotion.

7. Qualification structure

YEAR 1 (166 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Critical Thinking Skills	CTS51US	100	5	10
Communication Skills	GCS41US	100	5	10

SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction of Mental Health	IMH50US	120	5	12
Marketing of Health and Wellness	MHW50US	100	5	10
Introduction to Counselling	ICO50US	120	5	12
Years Courses				
Health and Wellness Studies I	HW150UY	240	5	24
Occupational Health and Safety I	OH150UY	240	5	24
Anatomy and Physiology	HAP50UY	240	5	24
Total Year 1 Hours and Credits		**1660**		**166**

YEAR 2 (108 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Project Management in Health	PRH60US	120	6	12
Nutrition	NUT60US	120	6	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Home Based Care	HBC60US	120	6	12
Year Courses				
Health and Wellness Studies II	HW260UY	240	6	24
Integrated Wellness Counselling	IWC50UY	240	6	24
Occupational Health and Safety II	OH260UY	240	6	24
Total Year 2 Hours and Credits		**1080**		**108**

YEAR 3 (134 credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Professional Ethics	PET70US	120	7	12
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Internship	IN270US	300	7	30
Year Courses				
Health and Wellness Studies III	HW370UY	240	7	24
Health and Wellness Management	HWN60US	240	7	24

Occupational Health and Safety III	OH330UY	240	7	24
Research Methodology	RME71US	200	7	20
Total Year 3 Hours and Credits		**1340**		**134**
Total Hours and Credits for qualification		**4080**		**408**

BACHELOR OF HEALTH AND WELLNESS STUDIES HONOURS (NQF LEVEL 8)

1. Rationale

Bachelor of Health and Wellness Studies Honours has been developed in response to the need for a healthy Namibian nation as envisaged in Vision 2030 and "Strengthening the School Health Programme in Namibia" (2012-2015). The qualification addresses the need for improved management skills throughout all levels of Health and Wellness, whether public or private. In doing so, it meets the immediate needs of the Health and Wellness sector by providing quality services to all Namibians. Over the long term, a cadre of qualified managers in Health and Wellness will assist in reaching the Vision 2030 goal of health for all.

2. Purpose

The Bachelor of Health and Wellness Studies Honours is designed for health care providers and people who want to equip themselves with the skills required to build and design health and wellness promotion projects. It therefore, provides an avenue for candidates to assess and evaluate health care topics in greater depth and detail. This qualification addresses the need for improved management skills throughout all levels of the Health and Wellness whether public or private in planning and implementing health care policies. Graduates will not only have practical hands-on approach, competency and proficiency but also discover new trends and developments in the health and wellness sector through the research expertise to be acquired in this qualification. Numerous stakeholders particularly from the public and private sector were consulted when this qualification was developed and they unanimously endorsed the programme. Graduates of the Bachelor of Health and Wellness Studies Honours (NQF Level 8) are prepared for advanced professional roles that require critical thinking, research skills, and leadership in the health and wellness sector. This qualification equips them with the competencies to plan, implement, manage, and evaluate health and wellness programmes at a strategic level in various settings, including government departments, health NGOs, research institutions, private wellness companies, and international development agencies. Graduates may be employed as Senior Health Promotion Officers, Wellness Programme Managers, or Public Health Project Coordinators, leading multidisciplinary teams and ensuring the effective delivery of health services and community wellness initiatives. They are also suited for roles such as Health Policy Analysts, where they contribute to the development and review of policies related to public health, mental health, environmental health, and health education. In academic and research institutions, graduates may work as research assistants, junior lecturers, or project researchers, particularly in areas focusing on community health, non-communicable diseases, behavioural change, and health systems strengthening. Their research background enables them to contribute to evidence-based planning and decision-making. In corporate or institutional environments, graduates may lead workplace health strategies as Wellness and Employee Assistance Programme (EAP) Coordinators, developing interventions to improve employee health, productivity, and morale. Others may serve as health consultants or trainers, offering specialised

workshops and capacity-building programmes to communities, schools, and organisations. Furthermore, the Honours degree provides a platform for entrepreneurial ventures in health and wellness, such as setting up community wellness centres, health coaching services, or consultancy firms focusing on mental well-being, nutrition, fitness, or lifestyle change interventions. Areas of employment following graduation from this programme include, but are not limited to, wellness coaching, health and wellness consultant, wellness coordinator, medical case management at community health centres, consumer advocacy organisations, health counselling practices, insurance companies, and rehabilitation centres. Graduates may be employed in the Government, Non-Government and private sectors in the capacity of Health and Wellness officers, Occupational Health and Safety officers and researchers.

3. Who is this qualification for?

The qualification is intended for individuals who are committed to advancing their knowledge and expertise in health promotion, wellness management, and public health practice. This qualification is designed for graduates who already hold a bachelor's degree in Health and Wellness Studies (Level 7) and who are seeking to build specialised skills in leadership, research, and programme development within the health and wellness sector. In addition, this qualification caters to those who intend to pursue postgraduate studies in Public Health and Wellness at the master's level or enter academic and research-based careers. It provides the advanced analytical, research, and critical thinking skills necessary for designing, implementing, and evaluating evidence-based health and wellness interventions that respond to complex health challenges in both local and global contexts.

4. Admissions requirements

Applicants must be holders of a Bachelor of Health and Wellness Studies degree at NQF Level 7 or equivalent.

5. Qualification duration

The study period for the programme will be a minimum of 1 year and a maximum 2 years. The programme comprises of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcome for the whole qualification

Holders of this qualification can:
- (a) Interpret the needs, assets and capacity for health and wellness education programmes in community-based settings.
- (b) Implement health and wellness programmes for diverse populations of healthcare consumers.
- (c) Apply evidence-based practice and research methods to health and wellness activities.
- (d) Design health education programmes that focus on multicultural and diverse populations.
- (e) Execute planned health and wellness programmes.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Health Education Practice	HEP80US	120	8	16
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Strategic Management in Health and Wellness	SMW80US	120	8	16
Applied Entrepreneurship Management	AEN80US	100	8	10
Year courses				
Public Relations for Health and Wellness	PHW80UY	240	8	24
Research Project	XHA81UY	320	8	30
Health Information Promotion	HIP80UY	240	8	24
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY

CERTIFICATE IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 5)

1. **Rationale**

The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialized and globally competitive country of equal opportunity, realizing its maximum growth potential in a sustainable manner, with improved quality of life for everyone (Vision 2030 Document, pages 15, 23, 33, 44). To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite information technology skills for a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT skilled human capital, (Vision 2030 - pages 10, 11, 13, 15, 22, 23, 32, 33, 38, 41, 42, 44 and 49) and (National Human Resource Plan - pages 3, 52, 60, 64) of the Government of the Republic of Namibia. Therefore, the Certificate in Business Information Systems Qualification is designed in response to the information technology challenges affecting Namibia and the region. Namibia suffers a shortage of well-trained computer specialists, and as the Information Technology (IT) industry continues with its rapid growth, so does that shortage become greater. The growth requires certain skills and competencies in information technology. The qualification is motivated by the increasingly critical role of information systems within organizations, which has created a demand for graduates who are knowledgeable about both information systems and business. The Certificate in Business Information Systems (level 5) addresses the shortage of IT experts nationally and regionally. With the availability of such expertise in Namibia, the outsourcing of computer software from other countries will be eliminated. Stakeholders confirmed the need and relevance of this qualification.

2. **Purpose**

Information is the currency of the future. Our community desperately needs people who understand the business world and who, at the same time, excel in applying information technology to produce desirable outcomes. This qualification will equip the students with the essential tools and proven techniques, including business as well as IT skills, specializing in the development of software that can help solve specific problems technically to spearhead major developmental initiatives and create cultures of innovation and engagement. The qualification is designed to give students a competitive advantage in pursuing a career in business or IT based on the blending of technological and business competencies. This course will help students understand development concepts and professional issues relevant to business information systems. The main purpose of this course is to bring an integration of Information Systems in the Business Environment with management issues. By the time the graduates have completed this degree qualification, their acquired knowledge of computer systems and management will enable them to analyse, design and implement information systems solutions in a wide range of real-world managerial problems. They will be able to recognize the multidisciplinary nature of information systems, be familiar with information system architecture and be able to evaluate information system effectiveness in a business enterprise. By the end of this qualification, graduates will be well-equipped to deal with

the challenges of developing, implementing, maintaining and managing information systems. In addition, they will also be able to recognise and understand, from a local, regional and global standpoint, the problems associated with business information systems management and will be able to identify problems and develop a range of short-term, mid-term and long-term solutions, as well as to effect change, sensitive to the local situation.

3. Who is this qualification for?

The qualification is designed to make a positive and practical contribution to hardware and software design and to improve the business performances and problem solving in the field of IT. It is concerned with the education and training of information systems specialist who can help to improve the efficiency and effectiveness of management in the private and public business sectors.

4. Admission requirements

To be admitted to this qualification, a candidate must have a Namibia Senior Secondary Certificate Ordinary (NSSCO) Level or Namibia Senior Secondary Certificate Advance Subsidiary (NSSCAS) Level with a minimum of 20 points in the best five subjects (including English minimum D and Mathematics E) on the IUM scale or equivalent qualification(s).

(i). A recognised qualification at NQF level 4 or equivalent, mature age entry as stipulated in GR 4.1.1 of IUM, if they:

- Are 25 Years old or over in the year in which admission is sought.
- Have at least 3 years of working experience.
- Must have passed Grade 10.

(ii). The equivalence of any of the above as determined by the University Senate.

5. Qualification duration

The study period for the programme is:

Minimum: 1 year and a Maximum: 2 Years.

The qualification comprises a minimum of two (2) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Demonstrate an understanding of information systems and computer Technologies.

(b) Demonstrate an understanding of Information Technology systems in terms of architecture, Function, operation, and business value.

(c) Demonstrate the analytical skills which lead to an understanding of system design, hardware and software design to improve business performance and problem-solving in the field of IT.

(d) Display and show an understanding of integrating technology into business.

(e) Demonstrate entrepreneurial skills which lead to starting a business by recognizing the basics of opportunity discovery, value proposition, prototyping, competition analysis and early customer insights.

(f)   Demonstrate responsible, resourceful, and professional behaviour as demanded by industry.

7. **Qualification structure**

Year 1 (120 Credits)				
SEMESTER 1 (70 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Applied English Language Skills	AEL40US	100	4	10
Fundamentals of Computer Systems and Architecture	CAR50US	100	5	10
Principles of Computer Programming	CPR50US	100	5	10
Communication Skills	CGS41US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Mathematics	MTH51US	100	5	10
Principles of Management	POM50US	100	4	10
SEMESTER 2 (50 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Systems Analysis	SYA51US	100	5	10
PC Maintenance	PCP51US	100	5	10
Programming with C++	PCP50US	100	5	10
Financial Accounting 1	FAC51US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

DIPLOMA IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 6)

1. **Rationale**

With a global and regional shortage of skilled people in information and communications technology, this qualification was designed in response to strong industry demand, this course aims to give a thorough understanding of information technology tools and specialist knowledge in management, marketing or accounting. It offers the opportunity to develop a mixture of skills in the two complementary areas of information systems and business. Studying Business Information Systems will equip students to develop creative and innovative solutions to problems in government, businesses and non-profit organisations. The IUM Diploma in Business Information Systems was designed in response to the information technology challenges affecting Namibia and the region. Namibia is a fast-growing, technologically based economy. The growth requires certain skills and competencies in information technology. The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialized and globally competitive country of equal opportunity, realizing its maximum growth potential in a sustainable manner, with improved quality of life for everyone. In order to achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite information technology skills toward a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT-skilled human capital (Vision 2030 document, pages 15, 23, 33, 44).

2. **Purpose**

Information is the currency of the future. Our community desperately needs people who understand the business world and who, at the same time, excel in applying information technology to produce desirable outcomes. This qualification will equip the students with the essential tools and proven techniques, including business as well as IT skills, specialising in the development of software that can help solve specific problems technically to spearhead major developmental initiatives and create cultures of innovation and engagement. The course will provide students with broad business-oriented knowledge and indispensable IT-oriented skills. This qualification is designed to give students a competitive advantage in pursuing a career in business or IT based on the blending of technological and business competencies. This qualification will help students to understand development concepts and professional issues relevant to business information systems. The main purpose of this qualification is to bring an integration of Information Systems in the Business Environment with management issues. Thus, this qualification will focus on training information system managers who will understand Ecommerce and the IT trends.

3. **Who is this qualification for?**

This qualification is targeted for education and training specialists who can help to improve the efficiency and effectiveness of IT management system in both private and

public sectors.

4. **Admission requirements**

To be admitted to the Diploma in Business Information Systems, the candidate must hold an IUM Certificate in Business Information Systems, or, equivalent certificate qualification at level 5 from other recognised institutions (s). The equivalent of the above as determined by the University Senate

5. **Qualification duration**

The study period for the programme a minimum of 2 years and a maximum of 4 years. The qualification comprises a minimum of two (2) semesters in the academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. **Outcomes of the whole qualification**

Holders of this qualification are able to:

a. Demonstrate an understanding of theory and methods of object-oriented modelling and the fundamentals of object-oriented development process models.
b. Apply business intelligence techniques to analyse data to understand and improve business performance, and Design and create usable and attractive dynamic websites.
c. Demonstrate understanding, entrepreneurship and innovation skills by applying models and theories of entrepreneurship in real real-life IT business environment.
d. Demonstrate an understanding of information systems in relation to financial accounting theories within the prescribed international and local legal framework.
e. Explain basic concepts and ethical dimensions of research methods and theories associated with project management.D
f. emonstrate an understanding of mathematical and statistical theories and terminologies and its application in real-life situations

7. **Qualification structure**

YEAR 1 (120 credits)				
SEMESTER 1 (34 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Object Oriented Programming with Java	JAV61US	120	6	12
Fundamentals of Databases	FDA60US	100	6	10
Financial Accounting II	FA260US	120	6	12

SEMESTER 2 (74 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Data Communication and Computer Networking	DCN60US	100	6	10
Advanced Database Design	ADD70US	120	7	12
Web Development	WDE60US	120	6	12
Quantitative Methods I	QM151US	100	5	10
Operating Systems	OPS51US	100	6	10
Critical Thinking Skills	CTS51US	100	5	10
Systems Design	SDE60US	100	6	10
Year Course (12 Credit)				
Research Methodology	RMI70US	120	7	12
Total Year 1 Hours and Credits		**1200**		**120**
YEAR 2 (122 Credits)				
SEMESTER 1 (44 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Management Information Systems	MIS60US	100	6	10
Introductory Engineering Calculus	ICC70US	120	6	12
Discrete Mathematics	DMT50US	100	5	10
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
SEMESTER 2 (54 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Technical Philosophy	TPI70US	100	7	10
Project Management for ICT	PMI70US	100	7	10
Digital Marketing	DMK60US	100	6	10
Quantitative Methods II	QM261US	120	6	12
Professional Communication	PRC60US	120	6	12
Year Course (24 Credit)				
Mini Project	BIP70US	240	6	24
Total Year 2 Hours and Credits		**1220**		**122**
Total Hours and Credits for qualification		**2420**		**242**

BACHELOR OF SCIENCE IN BUSINESS INFORMATION SYSTEMS (NQF LEVEL 7)

1. Rationale

The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialized and globally competitive country of equal opportunity, realizing its maximum growth potential in a sustainable manner, with improved quality of life for everyone. In order to achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite information technology skills toward a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT skilled human capital, (Vision 2030; Pages 15, 23, 33, 44, 55) and also in the National Human Resource of Republic of Namibia (pages 3, 52, 60, 64).

2. Purpose

Namibia suffers a shortage of well-trained computer specialists, and as the IT industry continues with its rapid growth, that shortage becomes greater. This qualification was designed in response to strong industry demand; this qualification aims to give students a thorough understanding of information technology tools and specialist knowledge in management, marketing or accounting. It offers students the opportunity to develop a mixture of skills in the two complementary areas of information systems and business/management. This degree is designed to make a positive and practical contribution to hardware and software design and to improve the management of performance and problem-solving. It is concerned with the education and training of young information systems managers who can help to improve the efficiency and effectiveness of management in the private and public sectors. By the time the graduates have successfully completed this degree qualification, their acquired knowledge of computer systems and management will enable them to analyse, design and implement information systems solutions in a wide range of real-world managerial problems. They will be able to recognize the multidisciplinary nature of information systems, be familiar with information system architecture and be able to evaluate information system effectiveness in a business enterprise.

3. Who is this qualification for?

This qualification is concerned with the education and training of young information systems managers who can help to improve the efficiency and effectiveness of management in the private and public sectors in the field of IT.

4. Admission Requirements

To be admitted to this qualification, a candidate must have a Namibian Senior Secondary Certificate Ordinary (NSSCO) Level or Namibia Senior Secondary Certificate Advanced Subsidiary (NSSCAS) Level with a minimum of 25 points in the best five subjects (including English minimum D and Mathematics D) on the IUM's evaluation scale or equivalent qualification(s).

(i). A recognized qualification at NQF level 6 or equivalent mature age entry, as stipulated in GR 4.1.1, provided that they:

- are 25 years old or over in the year in which admission is sought
- have at least 3 years' experience
- must have a passed grade 10 Certificate

(ii). The equivalent of any of the above as determined by University Senate.

5. Qualification duration

The study period for the qualification is for a minimum of 3 years and a maximum of 5 years. The qualification comprises semesters. There are two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Demonstrate awareness and understanding of the main functional areas in Information Technology and the Business environment as a whole.

(b) Identify and troubleshoot problems related to computer software and hardware.

(c) Analyse existing systems in business, identify problems in the current systems and be able to solve such problems by developing new systems or adding functionalities to the existing ones.

(d) Demonstrate how to deal with the challenges of developing, implementing, maintaining and managing information systems.

(e) Recognize and understand, from a local and global standpoint the problems associated with business information systems management.

(f) Identify problems and develop a range of short-term, mid-term and long-term solutions.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (70 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Applied English Language Skills	AEL40US	100	4	10
Basic IT Skills	BIT41US	100	5	10
Fundamentals of Computer Systems and Architecture	FCA50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Principles of Computer Programming	CPR50US	100	5	10

Course Title	Course Code	Hours	NQF Level	Credits
Systems Analysis	SYA51US	100	5	10
Communication Skills	GCS41US	100	5	10
SEMESTER 2 (50 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Data Communication and Computer Networking	DCN60US	100	6	10
Discrete Mathematics	DMT50US	100	5	10
Programming with C++	PCP50US	100	5	10
Systems Design	SDE60US	100	6	10
Operating Systems	OPS51US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**
YEAR 2 (122 Credits)				
SEMESTER 1 (56 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Statistics	BUS50US	100	5	10
Fundamentals of Databases	FDA60US	100	6	10
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Introductory Engineering Calculus	ICC70US	120	6	12
Object oriented Programming with Java	JAV61US	120	6	12
SEMESTER 2 (54 credits)				
Advanced database Design	ADD70US	120	7	12
Management Information Systems	MIS60US	100	6	10
Project Management for ICT	PMI70US	100	7	10
Technical Philosophy	TPI70US	100	7	10
Web Development	WDE60US	120	6	12
Year Course (12 Credits)				
Research Methodology	RMI71US	120	7	12
Total Year 2 Hours and Credits		**1220**		**122**
YEAR 3 (126 Credits)				
SEMESTER 1 (72 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Advanced web Development	AWD70US	120	7	12
Business Intelligence	BIN70US	120	7	12
Business Process Reengineering	BPR70US	120	7	12

Cyber Security and Law	CSL70US	120	7	12
Programming with .Net	PWN70US	120	7	12
Applied Entrepreneurship Management	AEN80US	120	7	12
SEMESTER 2 (30 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Internship	IN370US	300	7	30
Year Course **(24 credits)**				
Systems Development Project	SDP70US	240	7	24
Total Year 3 Hours and Credits		**1260**		**126**
Total Hours and Credits for qualification		**3680**		**368**

BACHELOR OF SCIENCE IN BUSINESS INFORMATION SYSTEMS HONOURS (NQF LEVEL 8)

1. **Rationale**

The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. In order to achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility of complementing government efforts in the development of the requisite information technology skills toward a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT-skilled human capital. (Vision 2030, Pages 15, 23, 33, 44, 55).

2. **Purpose**

Namibia suffers from a shortage of well-trained computer specialists, and as the IT industry continues with its rapid growth, that shortage becomes greater. This qualification was designed in response to the information technology challenges affecting Namibia and the region. Namibia is a fast-growing, technologically based economy. The growth requires certain skills and competencies in information technology. By the time the graduates have completed this qualification, their acquired knowledge of computer systems and management will enable them to analyse, design and implement information systems solutions in a wide range of real-world managerial problems. In addition, they will be able to recognize the multidisciplinary nature of information systems and be familiar with information system architecture. This qualification will enable students to deal with the challenges of developing, implementing, maintaining and managing information systems. They will also be able to recognize and understand, from a local, regional and global standpoint the problems associated with business information systems management.

3. **Who is this qualification for?**

This qualification is concerned with the education and training of young information systems managers who can help to improve the efficiency and effectiveness of management in the private and public sectors in the field of IT.

4. **Admission Requirements**

To be registered for this qualification – Bachelor of Science in Business Information Systems Honours, candidates must hold a Bachelor of Business Information Systems at NQF Level 7 or any equivalent qualification from a recognized institution. The equivalent of any of the above is as determined by university senate.

5. **Qualification duration**

The study period for the qualification is a minimum of 1 year and a maximum of 2 years. The qualification comprises 2 semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. **Outcomes of the whole qualification**

Holders of this qualification are able to:
   a. Identify and troubleshoot problems related to computer software and hardware.
   b. Identify and analyse problems in the current systems and solve such problems by developing new systems or adding functionalities to the existing ones.
   c. Develop a strategic perspective and contribute to the alignment of information systems with organisational goals.
   d. Apply ethical and legal considerations in the design and implementation of information systems.
   e. Evaluate and mitigate information security risks in a business context.
   f. Lead and manage technology-driven initiatives in organisations and leverage emerging technologies to drive business growth.

7. **Qualification structure**

YEAR 1 (120 credits)				
SEMESTER 1 (44 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Strategic Entrepreneurship	SEN80US	120	8	12
Computer Auditing	CPA80US	160	8	16
Advanced Computer Systems and Architecture	ACA80US	160	8	16

SEMESTER 2 (44 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Enterprise Resource Planning Systems	ERP80US	160	8	16
E-Commerce	ECM80US	160	8	16
Expert Systems	EXS80US	120	8	12
Year Course (32 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Research Project	XBI80US	320	8	32
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

BACHELOR OF SCIENCE IN SOFTWARE DEVELOPMENT (NQF LEVEL 7)

1. **Rationale**

The Bachelor of Science in Software Development is being introduced to eradicate the shortage of software developers in Namibia and the whole of Africa. The qualification is developed in line with the NQF requirements while addressing the need for programming expertise in the IT industry. The International University of Management Senate has approved the qualification. The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. In order to achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility of complementing government efforts in the development of the requisite information technology skills toward a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT-skilled human capital.

2. **Purpose**

The software development programme was designed in response to the information technology challenges affecting Namibia and the region. Namibia is a fast-growing, technologically based economy. The growth requires certain skills and competencies in information technology. This qualification will equip the students with the essential tools and proven techniques, including business as well as IT skills, specialising in the development of software that can help solve specific problems technically, to spearhead major developmental initiatives and create cultures of innovation and engagement. By the time the graduates have completed this degree programme, their acquired knowledge of computer systems and management will enable them

to analyse, design and implement solutions in a wide range of real-world managerial problems. They will be able to recognize the multidisciplinary nature of information systems, be familiar with information system architecture and be able to evaluate information system effectiveness in a business enterprise. The Software Development Qualification addresses the shortage of software developers nationally and regionally. With the availability of such expertise in Namibia, the outsourcing of computer software from other countries will be eliminated. Stakeholders confirmed the need and relevance of this qualification. The development and introduction of the Software Development Qualification will help in realising the aims and goals of Namibia's Vision 2030.

3. Who is this qualification for?

This qualification is designed for students willing to take up software development and assignments in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the software development field.

4. Admission requirements

To be admitted to this qualification, a candidate must have a Namibian Senior Secondary Certificate Ordinary (NSSCO) Level or Namibia Senior Secondary Certificate Advanced Subsidiary (NSSCAS) Level with a minimum of 25 points in the best five subjects (including English minimum D and Mathematics D) on the IUM's evaluation scale or equivalent qualification(s).

(i). A recognised qualification at NQF level 6 or equivalent mature age entry, as stipulated in GR 4.1.1, provided that they:

- are 25 years old or over in the year in which admission is sought
- have at least 3 years' experience
- must have a passed grade 10 Certificate

(ii). The equivalent of any of the above as determined by t h e University Senate.

5. Qualification duration

The study period for the programme is a minimum of 3 years and a maximum of 5 years. The programme comprises a minimum of eight (8) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Demonstrate a broad understanding of software development, information systems and computer technologies.

(b) Analyse complex Information Technology systems in terms of architecture, function, operation, and business value.

(c) Design, document and implement enterprise-scale systems.

(d) Utilize analytic skills to solve complex problems, developing and presenting solutions, in an ever-changing environment.

(e) Demonstrate responsible, resourceful, and ethical behaviour as demanded by industry.

7. **Qualification structure**

YEAR 1 (120 Credits)				
SEMESTER 1 (70 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Applied English Language Skills	AEL40US	100	4	10
Basic IT Skills	BIT41US	100	5	10
Fundamentals of Computer Systems and Architecture	FCA50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Principles of Computer Programming	CPR50US	100	5	10
Systems Analysis	SYA51US	100	5	10
Communication Skills	GSC41US	100	5	10
SEMESTER 2 (50 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Data Communication and Computer Networking	DCN60US	100	6	10
Discrete Mathematics	DMT50US	100	5	10
Operating Systems	OPS61US	100	6	10
Programming with C++	PCP50US	100	5	10
Systems Design	SDE60US	100	6	10
Total Year 1 Hours and credits		**1200**		**120**
YEAR 2 (122 credits)				
SEMESTER 1 (56 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Data Structures and Algorithms	DST70US	100	7	10
Fundamentals of Databases	FDA60US	100	6	10
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Introductory Engineering Calculus	ICC70US	120	6	12
Object-oriented Programming with Java	JAV61US	120	6	12

SEMESTER 2 (54 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Database Design	ADD60US	120	6	12
Programming with Python	PWP70US	100	7	10
Project Management for ICT	PM170US	100	7	10
Technical Philosophy	TPI70US	100	7	10
Web Development	WDE60US	100	6	12
Year Course (12 Credits)				
Research Methodology	RMI70US	120	7	12
Total Year 2 Hours and credits		**1220**		**122**
YEAR 3 (120 credits)				
SEMESTER 1 (72 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Web Development	AWD70US	120	7	12
Cyber Security and Law	CSL70US	120	7	12
Human Computer Interaction	HCI70US	120	7	12
Mobile Application Development	MPD80US	120	7	12
Programming with .Net	PWN70US	120	7	12
Applied Entrepreneurship	AEN70US	120	7	12
SEMESTER 2 (24 CREDITS)				
Course Title	Course Code	Hours	NQF Level	Credits
Internship	IN370US	240	7	24
Year Course (24 Credits)				
Systems Development Project	SDP70US	240	7	24
Total Year 3 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**3620**		**362**

BACHELOR OF SCIENCE IN SOFTWARE DEVELOPMENT HONOURS (NQF LEVEL 8)

1. **Rationale**

The Bachelor of Science in Software Development Honours was introduced to eradicate the shortage of software developers in Namibia and the whole of Africa. The qualification is developed in line with the NQF requirements while addressing the need for programming expertise in the IT industry. The International University of Management Senate has approved the qualification. The Government Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. In order to achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed

to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite information technology skills toward a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT-skilled human capital.

2. Purpose

This qualification was designed in response to the information technology challenges affecting Namibia and the region. Namibia is a fast-growing, technologically based economy. The growth requires certain skills and competencies in information technology. This qualification will equip the students with the essential tools and proven techniques, including business as well as IT skills, specialising in the development of software that can help solve specific problems technically, to spearhead major developmental initiatives and create cultures of innovation and engagement. By the time the graduates have completed this degree programme, their acquired knowledge of computer systems and management will enable them to analyse, design and implement information systems solutions in a wide range of real-world managerial problems. They will be able to recognize the multidisciplinary nature of information systems, be familiar with information system architecture and be able to evaluate information system effectiveness in a business enterprise. In addition, the graduates will be well equipped to deal with the challenges of developing, implementing, maintaining and managing information systems. They will also be able to recognise and understand, from a local, regional and global standpoint, the problems associated with software development and be able to identify problems and develop a range of short-term, mid-term and long-term solutions to effect change, sensitive to the local situation. The qualification addresses the shortage of software developers nationally and regionally. With the availability of such expertise in Namibia, the outsourcing of computer software from other countries will be eliminated. Stakeholders confirmed the need and relevance of this qualification. The development and introduction of the Software Development Qualification will help in realising the aims and goals of Namibia's Vision 2030.

3. Who is this qualification for?

This qualification is designed for students willing to take up software development and assignments in both private and public organisations at and advanced level. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the software development field.

4. Admission requirements

To be registered for this qualification, candidates must hold a Bachelor of Science in Software Development at NQF Level 7 or any equivalent qualification from a recognized institution. The equivalent of any of the above is as determined by university senate.

5. Qualification duration

The study period for the programme is a minimum of 1 year and a maximum of 2 years. The qualification comprises two (2) semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. **Outcomes of the whole qualification**

Holders of this qualification are able to:

  (a) Demonstrate a broad understanding of software development, information systems and computer technologies.
  (b) Analyze complex Information Technology systems in terms of architecture, function, operation, and business value.
  (c) Analyze and employ specialized knowledge of subsystems like processor cores and other hardware/software system components to design an embedded computer system.
  (d) Identify and analyze various procedures for different games (game theory), by applying linear programming to games and obtaining algebraic solutions to games.
  (e) Design and create mobile applications and demonstrate a comprehensive understanding of technology and business trends impacting mobile applications.
  (f) Evaluate the concepts embodied in the most prevalent software quality assurance techniques and methods, including knowledge of their advantages and disadvantages, and when it may be appropriate to use each approach.

7. **Qualification structure**

Year 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Strategic Entrepreneurship	SEN80US	120	8	12
Data Analytics with Python	DAP80US	160	8	16
Software Quality Assurance	SQA80US	160	8	16
Cryptography and Network Security	CNS80US	160	8	16
SEMESTER 2 (28 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Game Development	GMD80US	160	8	16
Operations Research	OPR80US	120	8	12
Year Course (32 credits)				
Research Project	XSD80UY	320	8	32
Total Year 1 Hours and Credits		**1200**		**120**
Total Year Hours and Credits for qualification		**1200**		**120**

BACHELOR OF SCIENCE IN ELECTRONICS ENGINEERING HONOURS (NQF LEVEL 8)
(Specializations: Telecommunication, Instrumentation, Control Systems, Computer Engineering, Electrical)

1. Rationale

The Bachelor of Science Electronics and (Specialisation) Engineering Honours Level 8 forms a major part of a production or process industry setup, instruments that are used to measure/monitor signals and then electronics, the foundation of electronics to understand electrical machinery/processes accordingly. In most modern systems/machines where automation is involved, electronics form part of the system. Also, in research/academic, clinical and quality assurance/standards laboratories, electronics are used for measurements and testing. The Bachelor of Science Electronics and (Specialisation) Engineering Honours Level 8 has five (5) specialisations that are intended to produce highly trained manpower in Electronics ready to take up the challenges in industrial research/design, and in the management of industrial and commercial organizations. The programme is industry-oriented and is designed to produce graduate engineers capable of adapting to technological changes and in line with the Namibian Government Policy of industrialization as spelled out in Vision 2030 (Vision 2030; Pages 15, 23, 33, 44, 55) and also in the National Human Resource of the Republic of Namibia (pages 3, 52, 60, 64). Within the last decade, Namibia had an agreement with the Government of Zimbabwe, Kenya and other SADC countries to engage Engineers from these countries. This was attributed to the shortage of Professional Engineers in Namibia. Therefore, the graduates from this programme will address the shortage of Professional Electronic Engineers in Namibia, the SADC region, Africa and the World at large.

2. Purpose

The Bachelor of Science Electronics and (Specialisation) Engineering Honours Level 8 reflects the need for highly and appropriate qualified and specialised electronic professionals in the Namibian and SADC environment. It further reflects the IUM's mission statement of producing an African cadre of professionals who are capable of operating internationally in industry. It seeks to contribute to the attainment of the national goals enshrined in Vision 2030 (pages 15, 23, 33, 44) of the Government of the Republic of Namibia. By the time the graduates have successfully completed this degree qualification, their acquired knowledge of electronics with a speciality that will enable them to analyse, design, and build electronic equipment in a wide range of real-world situations. They will be able to recognize the multidisciplinary nature of electronics, be familiar with electronics and be able to evaluate electronic systems effectiveness. This programme prepares students for the masters related degree programmes. Students from other programmes who have done related modules (with mathematics and physical science background) can be articulated into the programme at relevant levels.

3. Who is this qualification for?

This qualification is designed for students who wish to pursue advanced studies and careers in the dynamic fields of electronics engineering. It is intended for individuals who aspire to take on specialized technical roles in both the public and private sectors, particularly in areas such as telecommunications, electrical, Instrumentation, computing technologies, and control systems. It is structured to stretch and challenge students to realise their full potential and become competent engineers who can contribute meaningfully to technological advancement and economic development.

4. Admission requirements

Applicants for the programme must meet any one of the following requirements:

(i)   NSSCO/H level with a minimum of 25 points in the best five subjects with a minimum of D grade in English, a D grade in Mathematics, and a D grade in any three other subjects (should include Physics, Chemistry and/or Technical Drawing).

(ii) Mature age entry as stipulated in GR 4.1.1., provided that they:

- Are 25 years old or over in the year in which is sought
- Have at least 2 years' experience in the relevant field
- Have at least a pass at grade 10
- Provide a suitable reference from a recognised public official
- Meeting of these requirements will not automatically guarantee an acceptance into the programme. This can only be achieved after successful interview and/or aptitude placement tests as determined by IUM.

(iii) The equivalent of any of the above as determined by University Senate.

(iv)

Meeting of these requirements will not automatically guarantee admission into the programme. This can only be achieved after successful interview and/or aptitude placement tests as determined by IUM Senate.

5. Qualification duration

The study period for the qualification is a minimum of 4 years and a maximum of 6 years. The qualification comprises 2 semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

(a) Engage in the design of systems, tools and applications in electronics, communication and technology domains.

(b) Apply the knowledge of electronics in specialised areas (Communication, Electrical, control, Instrumentation, computing systems, computer science, Control Systems) to solve problems of social relevance and pursue higher education and research.

(c) Carry out core engineering and managerial tasks in multi-disciplinary and multi-cultural environments.

(d) Communicate effectively, demonstrate leadership qualities, and exhibit professional conduct.

(e) Apply the knowledge of generation, transmission and distribution of power in the nation development.

(f) Engage in lifelong learning, career enhancement, and adapt to changing professional and societal needs and empower the graduates to state their own businesses.

(g) Analyse and design embedded systems for Engineering problem solutions.

(h) Apply Fourier Series, Vector Calculus, Complex Analytical Methods and Partial Differentials and Integrals to solve Engineering problems.

(i) Design and analyse Optical Fibre Communication systems and their application in communications.

7. Qualification structure

YEAR 1 (160 credits)				
SEMESTER 1 (80 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introductory Engineering Calculus	ICC70US	100	6	10
Engineering Physics	EPH60US	100	6	10
Circuit Analysis I	CA170US	100	7	10
Principles of Computer Programming	CPR50US	100	5	10
Engineering Drawing (CAD, AutoCAD)	CAD60US	100	6	10
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Communication Skills	GCS41US	100	5	10
SEMESTER 2 (80 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Data Communication and Computer Networks	DCN60US	100	6	10
Object Oriented Programming	OOP80US	100	5	10
Fundamentals of Electronics	FOE61US	100	6	10
Intermediate Engineering Calculus	ICA70US	100	7	10
Circuit Analysis II	CA270US	100	7	10
Workshop Practice	WKP50US	300	5	30
Total Year 1 Hours & Credits		**1600**		**160**
YEAR 2 (130 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Cryptography and Network Security	CNS70US	100	7	10
Analogue Electronics	ANE60US	100	6	10
Advanced Engineering Calculus	AEC80US	100	8	10
Digital Electronics	DE170US	100	7	10

Principles of Management	POM50US	100	6	10
Analogue Communication Systems	ACS60US	100	6	10
SEMESTER 2 (50 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Digital Communication Systems	DCS710US	100	7	10
Probability and Statistics	PRS70US	100	7	10
Digital Electronics Design	DE270US	100	7	10
Mobile Communications Systems	MOC60US	100	6	10
Analogue Electronics Design	AE270US	100	7	10
Year Course (20 Credits)				
Research Methodology	RMI70US	100	7	20
Total Year 2 Hours & Credits		**1300**		**130**
YEAR 3 (140 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Embedded Systems Design	EBS70US	100	8	10
Intermediate Entrepreneurshipand Innovation	IEI60US	100	6	10
Electromagnetics	EMG70US	100	7	10
Optical Fibre Communication System	OPF70US	100	7	10
Power Electronics Systems Design	PWE07US	100	8	10
Digital Signal Processing	DSP81US	100	8	10
SEMESTER 2 (80 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Electrical Measurements	EME70US	100	7	10
Digital SignalProcessing Application	DSP70US	100	8	10
Internship	IN570US	100	8	30
Project Management for ICT	PMI70US	100	8	10
Control Systems	CSY80US	100	8	10
Radio and Television	RTV80US	100	8	10

Total Year 3 Hours & Credits		**1400**		**140**

YEAR 4 (175 credits) (must be for a specialisation, not all specialisations combined)
SEMESTER 1 (55 credits) must be 55 Credits (each specialisation)

Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses (10 Credits)				
Applied Entrepreneurship Management	AEN80US	100	7	10
Telecommunication Specialisation *(45 Credits)*				
Antenna Theory & Propagation	ANT80US	150	8	15
Microwave Engineering	MVE80US	150	8	15
Radar and Navigational Aids	RNA80US	150	8	15
Control Systems Specialisation *(45 Credits)*				
Advanced Control Systems	ACS80US	150	8	15
Optimal Control	OPC80US	150	8	15
Logic and Distributed Control System	LDS80US	150	8	15
Instrumentation Specialisation *(45 Credits)*				
Industrial Instrumentation	II280US	150	8	15
Analytical and Virtual Instrumentation	ANI80US	150	8	15
Biomedical Instrumentation	BMO80US	150	8	15
Electrical Specialisation *(45 Credits)*				
Renewable Energy	RWE80US	150	8	15
Power Systems and Smart Grids	SMG80US	150	8	15
Electrical Machines	EMA80US	150	8	15
Computer Engineering Specialisation *(45 Credits)*				
Computer Modelling and Simulation	CSM80US	150	8	15
Distributed Computing	DCP80US	150	8	15
Operating Systems	OPS80US	150	8	15
SEMESTER 2 (60 credits) must be 60 Credits (each specialisation)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Course (30 Credits)				
Engineering Law and Ethics	ELE80US	150	8	15

Artificial Intelligence	AFI80US	150		15
Telecommunication Specialisation *(30 Credits)*				
Telecommunication Switching Systems	TSW80US	150	8	15
Satellite Communication	STC80US	150	8	15
Control Systems Specialisation *(30 Credits)*				
Biomedical Control	BMC80US	150	8	15
Digital Control Systems	DCS80US	150	8	15
Instrumentation Specialisation *(30 Credits)*				
Power Plant Instrumentation	PPI80US	150	8	15
Avionics Instrumentation	AVI80US	150	8	15
Electrical Specialisation *(30 Credits)*				
Power Systems Protection	PST80US	150	8	15
Electrical Machines and Drives	EMD80US	150	8	15
Computer Engineering Specialisation *(30 Credits)*				
Human Computer Interaction	HCI80US	150	8	15
Fault Diagnosis and Failure Tolerance	FDF80US	150	8	15
ALL Specialisations				
Year Course (60 Credits)				
Research Project	XP180US	600	8	60
Total Year 4 Hours & Credits (for each specialisation)		1750		**175**
Total Hours & Credits for qualification (for each specialisation)		**6050**		**605**

FACULTY OF STRATEGIC MANAGEMENT & BUSINESS ADMINISTRATION

CERTIFICATE IN BUSINESS ADMINISTRATION (NQF LEVEL 5)

1. Rationale

Namibia's Vision 2030 underlines that there is need to achieve industrial development. This will result in Namibia moving from a reactive, input-based economy to a proactive, high performing economy. The survival of such infant enterprises needs highly skilled entrepreneurs, hence the demand for qualified business administrators who have fundamental understanding of business concepts and practices and who can initiate and improve the efficiency and effectiveness of business enterprise.

2. Purpose

The certificate in Business Administration (Level 5) is designed to provide students with the skills and attitudes needed to start conceptualising ideas that contribute to existing organizations and which will enhance the pursuit of their own ventures. Students will gain an effective working knowledge of the analytical tools and management concepts used in modern business and a firm grounding in the practical management skills required in contemporary business activities.

Various stakeholders were consulted in the review process of this qualification. Key stakeholders included Students, the Ministry of Industrialization, the Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. Who is this qualification for?

This qualification is designed for students willing to take up business administration and management assignments in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the management field. The qualifications target those individuals willing to be transformed into professional business administrators.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary and Advanced Subsidiary Level (NSSCO/AS) with a minimum of 20 points and have passed five subjects with a minimum of D in English. Students may also enter through mature age entry /prior learning with three years of relevant work experience. Must be at least 25 years of age and have passed Junior School Certificate (Grade 10). Must have a minimum of 3 years relevant work experience supported by a letter from employers. Must sit for an entrance examination; details to be provided on application. Prospective applicants should pass the entry Aptitude Test of IUM.

Graduates of this qualification will be able to articulate to IUM's Diploma in Business Administration (Level 6) or any other qualification at NQF Level 6 at other institutions.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6.   Outcomes of the whole qualification

Holders of this qualification are able to:

- (a)   Explain how decision-making and the management of organisations are aided by knowledge of theory and practice in four business sub-disciplines.
- (b)   Analyse organisations and contemporary management practices compatible with organisational sustainability.
- (c)   Present theoretical concepts and complex ideas in both written and verbal formats appropriate for management audiences.
- (d)   Discuss organization theories, principles and design, style and structures and comparative analysis in wider aspects of the organization environment.
- (e)   Explain the theoretical foundations of business ethics and the importance of the ethical dimension in business and workplace decision-making.
- (f)   Discuss tactics commonly employed by entrepreneurs when starting a business.

7.   Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Mathematics	MTH51US	100	5	10
Introduction to Business Psychology	IPS50US	100	5	10
Microeconomics	MIE50US	100	5	10
Principles of Management	POM50US	100	5	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Financial Accounting I	FAC51US	100	5	10
Management Organisation	MOR51US	100	5	10
Quantitative Methods I	QM151US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

CERTIFICATE IN FINANCE MANAGEMENT (NQF LEVEL 6)

1. Rationale

The aspect of Finance Management is so much a part of our everyday lives. Therefore, we can rarely, if ever, stop considering what it is like, how it functions and the major role it plays in social organisations. This qualification was designed in response to the national need for professional financial practitioners in the Human Resource Strategic Plan 2025, page 63, which highlights the critical skills shortage and due to the emerging Small and Medium Enterprises (SMEs) businesses. This will hone their financial thinking and therefore, prepare them for rewarding careers and enriched lives in a rapidly changing world. Various areas of Finance Management are explored to develop students' thinking in order to be competently ready in the world of work.

2. Purpose

The purpose of a certificate in finance management is to provide and equip students with an academic, professional and practical experience in general administration and finance. The competency and skills gained in the qualification provide the entry level to career opportunities in accounting and finance. The qualification will greatly contribute to the finance, administration and all other economic sectors. as a response to the national need for professional financial practitioners, as highlighted in the Human Resource Strategic Plan 2025 which underscores the critical skills shortage of professional financial practitioners generally due to emerging Small and Medium Enterprises (SMEs) businesses. The key notable stakeholders consulted for their valuable input in the review process included the students, the Ministry of Industrialization, the Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. Who is this qualification for?

This qualification is designed for individuals interested in a range of work sectors related to finance, financial management and accounting, among others.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary and Advanced Subsidiary Level (NSSCO/AS) with a minimum of 20 points and have passed five subjects with a minimum of D in English.

Students may also enter through mature age entry /prior learning with three years of relevant work experience.

- Must be at least 25 years of age and have passed Junior School Certificate (Grade 10).
- Must have a minimum of 3 years relevant work experience supported by a letter from employers.
- Must sit for an entrance examination, details to be provided on application.

Prospective applicants should pass the entry Aptitude Test of IUM.

Meeting these requirements will not automatically guarantee acceptance into the programme. This can only be achieved after a successful interview and/or aptitude

placement tests. As determined by the IUM Senate.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

  (a) Explain the different branches of accounting and the recording process.
  (b) Describe the communication process in an organisation.
  (c) Recall the information technology applications used in business.
  (d) Calculate and use basic mathematical models to solve business problems.
  (e) Apply mathematics and quantitative models in business and finance transactions.
  (f) Prepare management report and statements, including trial balance, bank reconciliation, VAT returns and other statutory financial remittances.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Principles of Management	POM50US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Mathematics	MFF40US	100	5	10
Microeconomics	EC151US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Fundamentals of Accounting	FOF51US	100	5	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Financial Accounting I	FAC51US	100	5	10
Cost Accounting	CAC50US	100	5	10
Quantitative Methods I	QM151US	100	5	10
Human Capital Management	HCD50US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Basic IT skills	BIT41US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

CERTIFICATE IN MARKETING MANAGEMENT (NQF LEVEL 5)

1. Rationale

Certificate in Marketing Management is designed for employed and unemployed, interested in developing their marketing expertise to gain a significant level of knowledge and or expertise in marketing goods or services in various industry levels. This qualification is designed to impart marketing skills which are useful for successful marketing careers, the creation of thriving business relationships in the interactive task of market research, analysis of consumer behaviour, and selling and promotion of services. It is designed to teach students the real-life marketing tools required for employment and wealth creation in Namibia.

2. Purpose

The Certificate in Marketing Management (Level 5) is designed for aspiring marketers to develop their marketing expertise. Students will gain a significant level of knowledge and or experience in marketing goods or services in various industries. It will further provide the graduate marketing manager with a forum (both written and oral) for presenting and defending their own marketing decisions and for critically examining and discussing the recommendations of others. The qualification will produce graduates who will make a positive and practical contribution to the industry and commerce in Namibia and beyond. This qualification is a response to Namibia's human capital development demands projected in Namibia's National Human Resources Planning Report of 2030. Namibia is a developing economy that needs a cadre of men and women trained to manage businesses professionally. The qualification is concerned with the education and training of aspiring young managers who can initiate and improve the efficiency and effectiveness of business enterprises, thereby creating work and wealth. Students are expected to acquire the critical marketing skills that both upcoming entrepreneurs and today's employers need and are looking for, respectively.

3. Who is this qualification for?

This qualification targets individuals who aspire to become marketing practitioners in organisations involved in national, regional and international assignments in both the private and the public sectors, entrepreneurs seeking to understand marketing management.

4. Admission requirements

Students will be admitted to this qualification if they hold a Namibia Senior Secondary Certificate Ordinary and Advanced Subsidiary Level (NSSCO/AS) with a minimum of 20 points and have passed five subjects with a minimum of D in English.

Students may also enter through mature age entry /prior learning with three years of relevant work experience.

- Must be at least 25 years of age and have passed the Junior School Certificate (Grade 10).
- Must have a minimum of 3 years relevant work experience supported by a
  - letter/letter from employers.
  - Must sit for an entrance examination; details to be provided on the application

Prospective applicants should pass the entry Aptitude Test of IUM.

Graduates of this qualification will be able to articulate to IUM's Diploma in Marketing Management or any other qualification at NQF Level 6 at other institutions.

Meeting these requirements will not automatically guarantee acceptance into the program. This can only be achieved after a successful interview and/or aptitude placement tests. As determined by the IUM Senate.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning/ distance learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Apply key marketing concepts, theories and techniques for analysing a variety of marketing organizations.

(b) Assess the implications within the marketing environment, make decisions and determine and implement the marketing strategy.

(c) Evaluate the impacts of environmental changes on marketing planning, strategies and practices.

(d) Conduct market research.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (50 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Applied English Language Skills	AEL40US	100	4	10
Mathematics	MTH51US	100	5	10
Principles of Management	POM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Micro-economics	MIE50US	100	5	10
SEMESTER 2 (70 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Basic IT Skills	BIT41US	100	5	10
Principles of Marketing	PMK51US	100	5	10
Quantitative Method I	QM151US	100	5	10
Financial Accounting I	FAC51US	100	5	10
Relationship Marketing	RMK50US	100	5	10
Critical Thinking Skills	CTS51US	100	5	10

Human Capital Management	HCM50US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours & Credits for qualification		**1200**		**120**

CERTIFICATE IN HUMAN RESOURCE MANAGEMENT (NQF LEVEL 5)

1. Rationale

The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train the people needed to meet the envisaged demand of Namibian human capital development. Developing human capital, especially in human resources, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite human resource skills for a knowledge-driven society. The Certificate in Human Resource Management is designed to teach students the real-life human resource tools required for employment and wealth creation in Namibia. This certificate is designed to meet the challenges Namibia faces concerning the lack of qualified human resource practitioners in the public and private sectors, especially in the small and medium sectors. The qualification is therefore developed in response to Namibia's Human Capital Development demands projected as stipulated in Namibia's National Human Resources Planning Report of 2010-2025, chapter 1:19.

2. Purpose

Certificate in Human Resource Management (Level 5) is designed for people who are currently working and also those who are unemployed with an interest in developing their human resource expertise. Students will gain a significant level of knowledge and or experience and understanding of human resource functions in private and public-sector organisational environments. These functions embrace human resource planning; competency-based training, recruitment, selection, placement, and orientation of employees; training and career development; labour relations; management of performance appraisal, total rewards programs; and development of personnel policies and procedures. The curriculum also extensively covers management and organisation theory, organisational behaviour and development approaches, labour relations theory and practice, and interpersonal skill development. The program prepares students for work in organisational administration and human resources in the for-profit, non-profit, or public sector. By properly selecting courses that are relevant to this discipline, the student is prepared for the certificate examinations at the end of the program.

3. Who is this qualification for?

The qualification is concerned with the training of aspiring young managers who can initiate and improve the efficiency and effectiveness of business enterprises, thereby creating work and wealth.

4. Admission requirements

The entry requirements to this certificate in Human Resources shall be a Namibian Senior Secondary Certificate (Ordinary or Higher or a combination of both) or equivalent qualification(s), provided that the candidate has passed five subjects (including English at D) normally in not more than three examination settings with a minimum of 20-24 points on the IUM's evaluation scale. Students may enter through a mature age entry.

5. Qualification duration

Full-time/part-time/ Distance e-Learning mode- Minimum: 1 year; Maximum: 2 years

The qualification comprises semesters per academic year, and there are two semesters: Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcome of the whole qualification

Holders of this qualification are able to:

(a) Demonstrate knowledge of human behaviour in organizations and the role of management strategies, including motivational theory to influence behaviour.

(b) Communicate management decisions via written memos, revising employee handbook policy, and oral presentations.

(c) Describe the concepts of human resources that apply to organisational activities, the employment function, and labour.

(d) Introduce core business ethics issues and ethical concepts relevant to resolving moral issues in business.

(e) Development approaches, labour relations theory and practice, and interpersonal skill development and how these could be blended into the vision and mission statements of the organisations for them to be able to compete in certain and uncertain environments.

(f) Review the characteristics of successful entrepreneurs and apply techniques for generating ideas to initiate a market analysis and supporting due diligence assessment for a start-up business.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Mathematics	MTH51US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Principles of Management	POM50US	100	5	10
Foundation of Human Resource Management	FHR50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Micro-economics	MIE50US	100	5	10

SEMESTER 2 (60 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Principles of Marketing	PMK50US	100	5	10
Human Capital Management	HCM50US	100	5	10
Basis IT Skills	BIT41US	100	4	10
Labour Relations I	LR151US	100	5	10
Business Ethics	BNE50US	100	5	10
Relationship Marketing	RMK50US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**1200**		**120**

DIPLOMA IN BUSINESS ADMINISTRATION (NQF LEVEL 6)

1. Rationale

Reducing poverty and inequalities is one of the key Namibian government's priorities as summarized in the comprehensive Cabinet-approved Vision 2030 and Harambee Prosperity Plan. One of the key outcomes of the successful implementation of Vision 2030 includes a spirit of entrepreneurship, resulting in increased youth enterprise development. The survival of infant enterprises needs highly skilled entrepreneurs. Qualified business administrators with a fundamental understanding of business concepts and practices are in demand. The modern business landscape requires a creative and innovative mindset. This qualification is developed in response to the demand in various sectors of the economy as elaborated in chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010 -2025 (GRN National Planning Commission; 2012).

2. Purpose

The purpose of the Diploma in Business Administration is to enable students to gain a clear understanding of various business disciplines (Accounting, Finance, Marketing, Human Resource Management and Management Science). The students studying the International University of Management Diploma in Business Administration are expected to acquire critical entrepreneurial, leadership, team, and communications skills and explore their ability to work with and through other people. This qualification is designed for students willing to take up business administration and management assignments in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the management field. The qualification targets those individuals willing to be transformed into professional business administrators. Furthermore, a key concern of the qualification is to impart contemporary management skills required for a successful business. To be admitted into this qualification, a candidate must have at least successfully completed a Certificate of Administration in Business Administration or obtained a recognised qualification at NQF level 5 or equivalent.

Various stakeholders were consulted in the review process of this qualification.

Key stakeholders included Students, the Ministry of Industrialization, Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. Who is this qualification for?

This qualification is designed for students willing to take up business administration and management assignments in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the management field. The qualification targets those individuals willing to be transformed into professional business administrators.

4. Admission requirements

To be admitted into this qualification, a candidate must have completed a Certificate of Administration in Business Administration or obtained an accredited qualification at NQF level 5 or equivalent.

5. Qualification duration

This qualification will be offered as full-time/part-time/blended learning mode over a minimum period of two years and a maximum of four years.

6. Outcomes of the qualification

Holders of this qualification are able to:

- (a) Translate the required managerial skills for effective management of various organizations.
- (b) Demonstrate knowledge to manage resources at their disposal according to contemporary economic business management and technological trends.
- (c) Identify research procedures to find solutions to contemporary problems affecting business management.
- (d) Discover skills required for careers in the public and private sectors.
- (e) Prepare students for further studies in the business field.

7. Qualification structure

YEAR 1 (116) Credits				
SEMESTER 1 (58 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Marketing Management	MMA51US	120	6	12
Organisational Behaviour	OBE61US	120	6	12
Macroeconomics	MRC60US	120	6	12
Business Communication	BCM50US	100	5	10

SEMESTER 2 (58 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Quantitative Methods II	QM261US	120	6	12
Operations Management	OPM60US	120	6	12
Business Law	BLA61US	120	6	12
Professional Communication	PRC60US	120	6	12
Cost Accounting	CAC51US	100	5	10
Total Year 1 Hours and Credits		**1160**		**116**
YEAR 2 (84 Credits)				
SEMESTER 1 (36 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Change Management	CHM60US	120	6	12
Product Management	PMA60US	120	6	12
Financial Accounting II	FA260US	120	6	12
SEMESTER 2 (48 Credits)				
Course Title	Course Code		NQF Level	Credits
Project Management	PRM61US	120	6	12
Human Asset Management	HAM60US	120	6	12
Management Information System	MIS60US	120	6	12
Management Accounting	MAC61US	120	6	12
Total Year 2 Hours and Credits		**840**		**84**
Total Hours and Credits for qualification		**2000**		**200**

DIPLOMA IN FINANCE MANAGEMENT (NQF LEVEL 6)

1. **Rationale**

The aspect of Finance Management is so much a part of our everyday lives. Therefore, we can rarely, if ever, stop considering what it is like, how it functions and the major role it plays in social organisations. This qualification was designed in response to the national need for professional financial practitioners in the Human Resource Strategic Plan 2025, page 63, which highlights the critical skills shortage and due to the emerging Small and Medium Enterprises (SMEs) businesses. This will hone their financial thinking and, therefore, prepare them for rewarding careers and enriched lives in a rapidly changing world. Various areas of Finance Management are explored to develop students' thinking in order to be competently ready in the world of work.

2. **Purpose**

The purpose of a diploma in finance management is to provide and equip students with an academic, professional and practical experience in general administration and finance. The competency and skills gained in the qualification provide the entry level to career opportunities in accounting and finance. The qualification will greatly

contribute to the finance, administration and all other economic sectors. as a response to the national need for professional financial practitioners as highlighted in the Human Resource Strategic Plan 2025, which underscores the critical skills shortage of professional financial practitioners generally due to emerging Small and Medium Enterprises (SMEs) businesses.

The key stakeholders consulted for their valuable input in the review process included the students, the Ministry of Industrialization, the Trade and SME Development, the Ministry of Finance, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. Who is this qualification for?

This qualification is designed for individuals interested in a range of work sectors related to finance, financial management and accounting, among others.

4. Admission requirements

To be admitted into this qualification, a candidate must have completed a Certificate in Finance Management or obtained an accredited qualification at NQF level 5 or equivalent.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 2 years and a maximum of 4 years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

    (a)   Analyse systems in business organizations and make necessary improvements to meet the desired outputs.

    (b)   Compare and contrast costing methods and investment appraisal techniques

    (c)   Demonstrate critical thinking skills in the context of finance, business and decision making.

    (d)   Calculate and formulate mathematical models to solve business problems and financial models.

    (e)   Describe and communicate various business reports, including financial and non-financial.

    (f)   Prepare books of accounts up to trial balance and the key financial reports.

7. Qualification structure

YEAR 1 (96 credits)				
SEMESTER 1 (36 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Accounting I	BAC60US	120	6	12
Macroeconomics	MRC60US	120	6	12

Organisational Behaviour	OBE61US	120	6	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Accounting II	BA20US	120	6	12
Business Law	BLA61US	120	6	12
Financial Reporting	FNR60US	120	6	12
Quantitative Methods II	QM261US	120	6	12
Professional Communication	PRC60US	120	6	12
Total Year 1 Hours and Credits		**960**		**96**
YEAR 2 (96 credits)				
SEMESTER 1 (48 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Basics of Audit and Tax	BAT60US	120	6	12
Performance Management	PFM60US	120	6	12
Financial Accounting II	FA260US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
SEMESTER 2 (48 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Finance Management	FMA70US	120	6	12
Management Accounting	MAC61US	120	6	12
Human Asset Management	HAM60US	120	6	12
Management Information System	MIS60US	120	6	12
Total Year 2 Hours and Credits		**960**		**96**
Total Hours and Credits for qualification		**1920**		**192**

DIPLOMA IN MARKETING MANAGEMENT (NQF LEVEL 6)

1. Rationale

Reducing poverty and inequalities is one of the key Namibian government's priorities as summarized in the comprehensive Cabinet-approved Vision 2030 and Harambee Prosperity Plan. One of the key outcomes of the successful implementation of Vision 2030 includes a spirit of entrepreneurship, resulting in increased youth enterprise development. The modern business landscape requires a creative and innovative mindset. Therefore, the survival of an infant enterprise needs highly trained marketing practitioners with a fundamental understanding of marketing concepts and the application thereof to market Brand Namibia and its tourist attractions. This qualification is developed in response to the demand in various sectors of the economy as elaborated in chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010 -2025 (GRN National Planning Commission; 2012). The Diploma in

Marketing Management is designed to produce aspiring marketing cadres for Namibia and beyond. The course is to contribute towards effective marketing in both private and public organisations and at the personal level. This qualification is designed to impart marketing skills which are useful for successful marketing careers, the creation of thriving business relationships in the interactive task of market research, analysis of consumer behaviour, and selling and promotion of services. The qualification is designed to teach the students the real-life marketing tools required for employment and wealth creation in Namibia.

2. Purpose

Diploma in Marketing Management (Level 6) is designed to produce aspiring marketing cadres for Namibia and beyond. The Namibian Nation needs well-trained people to market Brand Namibia and its tourist attractions. This course will contribute towards effective marketing in both private and public organisations and at the personal level. The graduates will be able to advance in developing their marketing expertise, students will gain a significant level of knowledge and or experience in marketing goods or services in various industries to provide the graduate marketing manager with a forum (both written and oral) for presenting and defending their own marketing decisions and for critically examining and discussing the recommendations of others. The degree will produce graduates who will make a positive and practical contribution to the industry and commerce in Namibia and beyond. Various stakeholders were consulted in the review process of this qualification.

Key stakeholders consulted included the Namibia Institute of Public Administration and Management (NIPAM), the National Theatre of Namibia (NTN), the First National Bank of Namibia (FNB), and the Mobile Telecommunication Company (MTC).

3. Who is this qualification for?

The qualification is concerned with the education and training of aspiring young marketing practitioners, who can initiate and improve the efficiency and effectiveness of marketing enterprises, thereby creating work and wealth. This qualification is designed for students willing to take up marketing assignments in both private and public organisations. It is structured to stretch and challenge the students to fulfil their true potential and to become defining players in the marketing management field. Furthermore, a key concern of the qualification is to impart contemporary management skills required for a successful business. To be admitted into this qualification, a candidate must have at least successfully completed a Certificate of Marketing Management or obtained a recognized related qualification at NQF level 5 or equivalent.

4. Admission requirements

To be admitted to this qualification, one shall have a Certificate in Marketing Management (Level 5) from IUM or any accredited, equivalent qualification at NQF level 5 from an accredited Institution.

5. Qualification duration

This qualification will be offered as a full-time/part-time/blended learning mode over a minimum period of two years and a maximum of four years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

    a.   State key marketing concepts, theories and techniques for analysing a variety of marketing organizations.

    b.   Outline the dynamic nature of the environment in which marketing decisions are taken and appreciate the implications for marketing strategy determination and implementation.

    c.   Identify the relevance of marketing concepts and theories in evaluating the impacts of environmental changes on marketing planning, strategies and practices.

    d.   Outline and identify the marketing research process.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (72 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Organizational Behaviour	OBE61US	120	6	12
Macro-economics	MRC60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Financial Accounting II	FA260US	120	6	12
Services Marketing	SVM60US	120	6	12
Managing People	MAP61US	120	6	12
SEMESTER 2 (48 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Sales Management	SMA60UA	120	6	12
Quantitative Methods II	QM260US	120	6	12
E-Marketing	EMK60US	120	6	12
Business Law	BLA61US	120	6	12
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (118 Credits)				
SEMESTER 1 (58 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Marketing Management	MMA51US	100	5	10
Product Management	PMA60US	100	6	12
Change Management	CHM60US	120	6	12
Events Planning	EVP60US	120	6	12
Advertising and Promotional Services	APS60US	120	6	12

SEMESTER 2 (60 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Project Management	PMA60US	120	6	12
Management Information Systems	MIS60US	120	6	12
Human Asset Management	HAM60US	120	6	12
Professional Communication	PRC60US	120	6	12
Operation Management	OPM60US	120	6	12
Total Year 2 Hours & Credits		**1180**		**118**
Total Hours & Credits for qualification		**2380**		**238**

DIPLOMA IN HUMAN RESOURCE MANAGEMENT (NQF LEVEL 6)

1. Rationale

The Government Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train the people needed to meet the envisaged demand of Namibian human capital development. Developing human capital, especially in human resources, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite human resource skills for a knowledge-driven society. The Diploma in Human Resource Management (Level 6) is designed to teach students the real-life human resource tools required for employment and wealth creation in Namibia. The qualification is developed to meet the challenges Namibia face regarding the lack of qualified human resource practitioners in the public and private sectors, especially in the small and medium sectors. The qualification is therefore developed in response to Namibia's Human Capital Development demands projected as stipulated in Namibia's National Human Resources Planning Report of 2010-2025, chapter 1:19.

2. Purpose

This qualification is designed to instil skills which are useful for successful human resource careers, the creation of vibrant organisational relationships and serving industries by providing the necessary skills. The qualification is designed to teach the students the real-life human resource tools required for employment and wealth creation in Namibia. Moreover, students will gain a significant level of knowledge and or experience and understanding of human resource functions in private and public-sector organisational environments. The qualification prepares students for work in organisational administration and human resources for-profit, non-profit, or public sector. By properly selecting courses that are relevant to this discipline, the student is prepared for the certificate examinations at the end of the qualification.

3. Who is this qualification for?

The qualification is designed for people who are currently working and those who are unemployed with an interest in developing their human resource expertise. Students will gain a significant level of knowledge and experience and understanding of human resource functions in private and public-sector organizational environments.

4. Admission requirements

The entry requirements for this undergraduate diploma in Human Resources shall be. A Certificate in Human Resources Management at NQF level 5. A recognised qualification at NQF level 5 or equivalent qualification.   Students may enter through a Mature age entry, provided that they are 25 years old or over in the year in which they are seeking to have at least 2 years' experience; have at least a pass at grade 10. Meeting these requirements will not automatically guarantee acceptance into the program. This can only be achieved after a successful interview and/or aptitude placement test. As determined by the IUM Senate.

5. Qualification duration

This qualification will be offered on full-time/part-time and blended learning modes over a minimum period of 2 years and a maximum of 4 years. The qualification comprises semesters, per academic year; there are two (2) semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Administer and contribute to the design and evaluation of the performance management program.

(b) Develop a basic understanding of individual behaviour and explore issues of motivation, communication, leadership, decision-making, careers, power and organisational change.

(c) Describe current law, rules, and regulations related to settling business disputes

(d) Apply Management Information Systems knowledge and skills learned to facilitate the acquisition, development, deployment, and management of information systems.

(e) Manage people, processes and resources within a diverse organization.

(f) Synthesize human resource planning, strategic planning, recruitment, selection, and performance management of employees in organisational setups.

7. Qualification structure

YEAR 1 (106 Credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Human Resource Development	HRD60US	120	6	12
Macroeconomics	MRC60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Organizational Behaviour	OBE61US	120	6	12
Managing People	MAP61US	120	6	12
SEMESTER 2 (46 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Business Law	BLA61US	120	6	12
Labour Relations II	LR261US	120	6	12
Management Information Systems	MIS60US	120	6	12
Critical Thinking Skills	CTS51US	100	5	10
Total Year 1 Hours and Credits		**1060**		**106**
YEAR 2 (92 credits)				
SEMESTER 1 (34 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Labour Relations and Acts	LRA60US	120	6	12
Marketing Management	MMA51US	120	6	12
Human Resource Management I	HMM50US	100	5	10
SEMESTER 2 (58 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Human Asset Management	HAM60US	120	6	12
Professional Communication	PRC60US	120	6	12
Competency-based Training and Development	CTD60US	120	6	12
Management Organisation	MOR51US	100	5	10
Human Resource Management II	HMM60US	120	6	12
Total Year 2 Hours and Credits		**920**		**92**
Total Hours and Credits for qualification		**1980**		**198**

BACHELOR OF BUSINESS ADMINISTRATION (NQF LEVEL 7)

1. Rationale

Today's business environment has become complex and dynamic. This qualification is designed to equip students with the skills and knowledge required to function at an administrative and managerial level. It covers a wide range of administrative and management concepts such as accounting, finance, operations, marketing, human resources, and many more. This qualification is also relevant, especially with the growing small to medium enterprises market. Managing such firms requires widely skilled individuals who have a fundamental understanding of business concepts and practices and who can initiate, improve the efficiency and effectiveness of the business enterprise.

2. Purpose

The purpose of the qualification is to provide students with a fundamental level of knowledge and skills in the field of business administration. The programme empowers students with cutting-edge business skills and knowledge in today's fast-paced global business world. Students will learn how to apply information to give organisations a competitive and innovative edge, in addition to the newest technologies. Upon completion of this programme, students can pursue a wide variety of career paths or graduate-level degrees. Various stakeholders were consulted in the curricula review and development process of this qualification. Key stakeholders consulted included the students, the Ministry of Industrialization, Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. Who is this qualification for?

This qualification targets individuals aspiring to be administrators in organisations involved in international assignments in both the private and the public sectors, entrepreneurs seeking to understand business administration and management and those who want to become supervisors and managers in their workplaces.

4. Admission requirements

To be admitted to this qualification, a candidate must have a Namibia Senior Secondary Certificate (NSSCO) at Ordinary or Advanced Subsidiary (AS) Level with a minimum of 25 points in five best subjects, including English with a minimum of a D symbol or equivalent. Candidates can also be admitted through Mature Age Entry. Those who hold a Diploma in Finance Management (Level 6) or its equivalent can also be considered for admission.

5. Qualification duration

This qualification will be offered on a full/part-time blended learning mode over a minimum period of 3 years and a maximum of 5 Years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a)   Apply management/marketing/human resources/banking/finance scenarios

and develop meaningful suggestions and advice to strategic management.

(b) Show critical awareness and understanding of the main functional areas of business administration and the management process within a variety of institutional and organisational contexts.

(c) Demonstrate competence in applying principles, practices and methods of modern management in business enterprises.

(d) Organise and coordinate resources and opportunities by applying the relevant theoretical aspects and reflecting on their application.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
SEMESTER 1 (60 credits)				
Compulsory courses				
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Mathematics	MTH51US	100	5	10
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory courses				
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Mathematics	MTH51US	100	5	10
Introduction to Psychology	IPS50US	100	5	10
Microeconomics	MIE50US	100	5	10
Principles of Management	POM50US	100	5	10
SEMESTER 2 (60 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Financial Accounting I	FAC51US	100	5	10
Cost Accounting	CAC50US	100	5	10
Quantitative Methods I	QM151US	100	5	10
Basic IT Skills	BIT41US	100	4	10
Principles of Marketing	PMK50US	100	5	10
Business Communication	BCM50US	100	5	10
Total Year 1 Hours & Credits		1200		120
YEAR 2 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				

Course Title	Course Code	Hours	NQF Level	Credits
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Organizational Behaviour	OBE61US	120	6	12
Macroeconomics	MRC60US	120	6	12
Financial Accounting II	FA260US	120	6	12
Consumer Behaviour		120	6	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Business Law	BLA61US	120	6	12
Management Accounting	MAC61US	120	6	12
Quantitative Methods II	QM261US	120	6	12
Management Information Systems	MIS61US	120	6	12
Operations Management	OPM60US	120	6	12
Total Year 2 Hours & Credits		**1200**		**120**
YEAR 3 (120 credits)				
SEMESTER 1 (72 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory courses				
Strategic Human Resources Management	SHU70US	120	7	12
Corporate Finance	CFN71US	120	7	12
Strategic Management	SMN70US	120	7	12
Total Quality Management	TQM70US	120	7	12
Managerial Economics	MAE70US	120	7	12
Research Methodology	RME70US	120	7	12
SEMESTER 2 (48 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
International Business Management	IBM70US	120	7	12
Business Logistics & Supply Chain Management	BLS70US	120	7	12
Applied Entrepreneurship	AEN70US	120	7	12
Internship	INC70US	120	7	12
Total Year 3 Hours & Credits		**1200**		**120**
Total Hours & Credits for qualification		**3600**		**360**

BACHELOR OF BUSINESS ADMINISTRATION HONOURS (NQF LEVEL 8)

1. Rationale

The One (1) year Bachelor of Business Administration Honours level 8 was designed and developed to close the gap of the shortage of qualified business administrators in the labour market and business profession. This qualification is developed in response to the demand for appropriately qualified business administrators as elaborated in Chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010-2025, which highlights the critical skills shortage of business administrators due to emerging Small and Medium Enterprises (SMEs). The qualification contains a range of courses required for business administration students. Courses include Strategic Entrepreneurship, Corporate Governance and Management, Strategic Marketing and Organizational Development & Change Management. These courses lay a foundation for further studies at the master's level.

2. Purpose

The Bachelor of Business Administration Honours level 8 was designed to equip students with the knowledge, skills and competencies needed to manage and supervise businesses, industries and organisations in Namibia and beyond. This qualification aims to train and equip students with management, supervisory and leadership skills on how to manage small and large enterprises. Various stakeholders were consulted in the review process of this qualification. Key stakeholders included Students, the Ministry of Industrialization, Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia, the Office of the Prime Minister and the Development Bank of Namibia.

The qualification targets first-degree holders intending to further their knowledge and studies in the field of business administration.

3. Who is this qualification for?

This qualification targets students who want to become or are Innovators, Entrepreneurs, Business Administrators, Finance Practitioners, Human Resource Practitioners, Marketers and Control Officers.

4. Admission requirements

To be admitted to this qualification, a candidate must be a holder of a Bachelor's Degree of Business Administration at level 7 or any equivalent accredited qualification at level 7 and/or determined by the IUM Senate.

5. Qualification duration

This qualification will be offered as a full/part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
- (a) Analyse the main functional areas of business administration and global issues in the business environment and analyse the comparative advantage

and benefits of international trade.

(b) Conduct methodological, secondary research into business issues, which may relate to general business or to a specific business function, which requires familiarity with a range of data, research sources, and appropriate methodologies.

(c) Evaluate the conceptual and analytical frameworks within different organisational management frameworks and underlying governance law.

(d) Discuss the roles of business managers in the modern business world and analyse challenges the organisation faces when it plans to change theories of change management.

(e) Apply entrepreneurial strategies and business operating models required to operationalize a business plan.

(f) Illustrate the differences between internal and external environmental factors that affect strategic marketing.

7. Qualification structure

YEAR 1 (126 credits)				
SEMESTER 1 (48 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Investment Analysis and Portfolio Management	IAM80US	120	8	12
Corporate Governance and Management	CGMB0US	120	8	12
Strategic Marketing I	SM181US	120	8	12
Strategic Entrepreneurship	SEN80US	120	8	12
SEMESTER 2 (78 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Project	RPJ80US	300	8	30
International Trade	ITD80US	120	8	12
Strategic Marketing II	SM281US	120	8	12
Organizational Development and Change Management	ODC80US	120	8	12
Strategic Project Management	SPM80US	120	8	12
Total Year 1 Hours and Credits		**1260**		**126**
Total Hours and Credits for qualification		**1260**		**126**

BACHELOR OF FINANCE MANAGEMENT (NQF LEVEL 7)

1. **Rationale**

The aspect of Finance Management is so much a part of our everyday lives. Therefore, we can rarely, if ever, stop considering what it is like, how it functions and the major role it plays in social organisations. This qualification was designed in response to the national need for professional financial and finance practitioners in the Human Resource Strategic Plan 2025, which highlights the critical skills shortage of qualified accountants and chartered accountants and the general demand due to emerging Small and Medium Enterprises (SMEs) businesses. Holders of other qualifications can also register for this qualification.

2. **Purpose**

The primary purpose of the Bachelor of Finance Management qualification is to develop knowledge and skills and provide a technically focused education in finance management that inculcates graduates with requisite knowledge, a practical hands-on approach, competency and proficiency that will contribute immensely to the economy of Namibia and the world at large.

The key stakeholders consulted for their valuable input in the review process included the students, the Ministry of Industrialization, the Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. **Who is this qualification for?**

This qualification targets the O-level and Advanced Subsidiary (AS) school leavers and those intending to pursue a career in Finance Management or accounting.

4. **Admission requirements**

To be registered for this qualification, candidates must have at least 25 points in five subjects should have been attained at the Namibia Senior Secondary Certificate Ordinary (NSSCO) and Advanced Subsidiary Level (NSSCAS) or equivalent. D in English is required for applications. Conditions apply. Or, through the Mature Entry Undergraduate Programme (MEP) an applicant must meet the following requirements:

- Must be at least 25 years of age and have passed Junior School Certificate (Grade 10).
- Must have a minimum of 3 years relevant work experience supported by a letter/letter from employers.
- Must sit for an entrance examination, details to be provided on application.

Prospective applicants should pass the entry Aptitude Test of IUM.

5. **Qualification duration**

This qualification will be offered on a full / part-time blended learning mode over a minimum period of 3 years and a maximum of 5 years.

6. **Outcomes of the whole qualification**

Holders of the qualification are able to:

(a) Explain and apply the theory and practices of finance management in the world of business to address financing, investment and dividend decisions.

(b) Apply relevant accounting theories and finance strategies to address business transactions and financial strategic plans.

(c) Prepare and analyse financial statements of businesses, non-profit and government entities, including small and medium enterprises.

(d) Analyze the current trends in accounting and finance management, information systems and development, auditing, taxation and financial strategies.

(e) Prepare and interpret financial statements of sole traders, partnerships and limited companies.

(f) Prepare consolidated and group financial statements within the prescribed international and local accounting legal framework.

7. **Qualification structure**

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Mathematics	MFF40US	100	5	10
Microeconomics	EC151US	100	5	10
Principles of Management	POM50US	100	5	10
Business Communication	GCS41US	100	5	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Basic Information Technology skills	BIT41US	100	5	10
Financial Accounting I	FAC51US	100	5	10
Cost Accounting	CAC50US	100	5	10
Quantitative Methods I	QM151US	100	5	10
Principles of Marketing	PMK50US	100	5	10
Human Capital Management	HCD50US	100	5	10
Total Year 1 Hours and Credits		**1200**		**120**

YEAR 2 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Performance Management	PFM60US	120	6	12

Financial Accounting II	FA260US	120	6	12
Macroeconomics	MRC60US	120	6	12
Quantitative Methods II	QM261US	120	6	12
Intermediate Entrepreneurship and innovation	IEI60US	120	6	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA61US	120	6	12
Financial Management	FMA70US	120	6	12
Management Accounting II	MAC61US	120	6	12
Money and Banking	MAB60US	120	6	12
Operations Management	OPM60US	120	6	12
Total Year 2 Hours & Credits		**1200**		**120**
YEAR 3 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Tax Planning	TX170US	120	7	12
Investment Analysis and Portfolio Management	IAM70US	120	7	12
Research Methodology	RME71US	120	7	12
Strategic Management	SMN70US	120	7	12
Managerial Economics	MAE70US	120	7	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Internship	IN170US	120	7	12
Auditing	AU170US	120	7	12
Applied Entrepreneurship	AEN70US	120	7	12
Insurance and Risk Management	IRM70US	120	7	12
Personal Finance Management	PFM70US	120	7	12
Total Year 3 Hours and Credits		**1200**		**120**
Total Hours and Credits for qualification		**3600**		**360**

BACHELOR OF FINANCE MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

This qualification was designed in response to the foreseeable national need for professional financial practitioners projected in Namibia's Human Resource Strategic Plan 2025, page 63. The Human Resource Strategic Plan 2025 highlights the critical skills shortage of qualified human capital in the fields of accounting and finance, among many other fields. Industry and commerce have employees working in accounting and finance who want to further both academic and professional studies to become documented accountants and chartered accountants. Holders of other qualifications interested in switching to the accounting and finance field can also register for this qualification. The qualification contains a range of courses required for accounting and finance students. Courses include auditing, taxation, project management and finance management. These courses lay a foundation for further studies at the master's level.

2. Purpose

The purpose of the Bachelor of Finance Management Honours qualification is to develop knowledge and skills and provide a technically focused education in accounting and finance management that develops graduates with key knowledge and skills to effectively manage the country's resources to ensure sustainable growth of the economy. It equips students with the requisite tools and expertise to meet the ever-growing demand for quality accounting and financial services, as well as cope with a dynamic business environment. The other dimension of the qualification purpose is to develop a cadre of future accounting and finance experts who will contribute to the field of accounts and finance through research and writing. A research component is incorporated to ensure graduates have a practical, hands-on approach, competency and proficiency to discover new trends and developments in the accounting profession. The views of various stakeholders consulted during the qualification review process (i.e. students, Ministry of Industrialization, Trade and SME Development, Ministry of Finance, National Planning Commission, National Statistics Agency, Road Fund Administration, Bank of Namibia and Development Bank of Namibia) are also incorporated in this qualification.

3. Who is this qualification for?

This qualification is designed for individuals aiming for careers in accounting and finance (accountants, finance directors, etc.), or people working in accounting and finance environments and are interested in refreshing, sharpening and furthering their accounting knowledge and skills in line with the dynamics of the accounting and finance field.

4. Admission requirements

To be registered for this qualification, candidates must have a bachelor's degree in finance management at NQF Level 7 or equivalent from accredited qualifications at NQF Level 7.

5. Qualification duration

The qualification will be offered as a full/part-time blended learning mode over a minimum period of one (1) year and a maximum period of two (2) years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Function in any accounting and financial role in any organization

(b) Forecast, plan, budget, and manage financial resources of a business.

(c) Prepare financial statements/reports and evaluate the financial performance of the business based on financial principles, concepts, and models.

(d) Critique and advise on the financing, investing, working capital and dividend decisions/strategies of a business.

(e) Develop workable policies, systems, processes and turnaround strategies for underperforming organisations.

(f) Contribute to the accounting and financial profession through research and discovering new trends and developments in the field.

7. Qualification structure

YEAR 1 (122 Credits)				
SEMESTER 1 (52 Credits)				
Course Title	**Course code**	**Hours**	**NQF Level**	**Credits**
Corporate Governance and Management	CGM80US	120	8	12
Auditing and Assurance	AA180US	120	8	12
Taxation and Tax Planning	TT180US	120	8	12
International Finance Management	IFM80US	160	8	16
SEMESTER 2 (70 Credits)				
Course Title				
Strategic Project Management	SPM80US	120	8	12
Public Finance Management	PUF80US	120	8	12
Financial Reporting and Analysis	FRA80US	160	8	16
Research Project	RPJ80US	300	8	30
Total Year 1 Hours and Credits		**1220**		**122**
Total Hours and Credits for qualification		**1220**		**122**

BACHELOR OF ACCOUNTING HONOURS (NQF LEVEL 8)

1. Rationale

The Integrated four (4) years Bachelor of Accounting Honours qualification was designed and developed in response to the national need for professional financial practitioners as indicated in the Human Resource Strategic Plan 2025 which highlights the critical skills shortage of qualified general accountants and chartered accountants and the general due to emerging Small Medium Enterprises (SMEs) businesses. The shortage of accountants is evident in all economic and business sectors. The qualification contains relevant accounting courses that aid graduates to practice as accountants and finance practitioners. The graduates can further their studies and/or specialize in Auditing, Taxation and general accounting.

2. **Purpose**

The primary purpose of the Bachelor of Accounting Honours Level 8 qualification is to develop knowledge and skills of high accounting standards, fit for a developing and developed world. It provides technically focused accounting courses that inculcate graduates to demonstrate a good understanding of accounting best practices in the world of work and business, both in the private and public sectors. The design of the qualification provides a great opportunity to expose students to accounting knowledge and practical skills. The practical hands-on and internship programme results in producing competent and proficient graduates who contribute immensely to the Namibian economy and beyond. Various stakeholders were consulted in the curricula review process of this qualification. Key stakeholders consulted included the students, the Ministry of Industrialization, Trade and SME Development, the Ministry of Finance, the National Planning Commission, the National Statistics Agency, the Road Fund Administration, the Bank of Namibia and the Development Bank of Namibia.

3. **Who is this qualification for?**

The qualification targets high school leavers and candidates already working in commerce and industry, and/or technicians who want to specialize and advance their studies in accounting. It targets those who want to become accountants, finance officers, finance directors, tax consultants or those intending to be certified as chartered accountants. Upon completing this qualification, the students work as: Finance Managers, officers and Chief Financial Officers, Financial analysts, controllers and/or directors, Financial Advisors, Chartered Accountants (upon certification) and Finance Educators.

4. **Admission requirements**

To be admitted to this qualification, a candidate must have a Namibia Senior Secondary Certificate (NSSCO) at Ordinary or Advanced Subsidiary (AS) Level with a minimum of 25 points in five best subjects, including English with a minimum of a D symbol or equivalent. Candidates can also be admitted through the Mature Age Entry Undergraduate Programme (MEP). An applicant must meet the following requirements:

- Must be at least 25 years of age and have passed a Junior School Certificate (Grade 10)
- Must have a minimum of 3 years' relevant work experience supported by a letter from employer.
- Must sit an entrance examination, details to be provided on the application

Please note that achievement of these requirements will not automatically guarantee a place on the degree course; it will be subject to a successful interview/aptitude test (as required) and availability of places.

5. **Qualification duration**

This qualification will be offered as a full/part time blended learning mode over a minimum period of 4 years and maximum of 6 years.

6. **Outcomes of the whole qualification**

Holders of this qualification are able to:

(a) Prepare and interpret financial statements of business entities, both in the private and public sectors.

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(b) Apply the theory and practice of accounting in providing both accounting and non-accounting information to aid all stakeholders and users of accounting information.

(c) Apply knowledge of relevant professional standards (including but not limited to Generally Accepted Accounting Principles (GAAP) and International Financial Reporting Standards (IFRS) to produce financial reports.

(d) Apply current technologies and best accounting practices related to IT in accounting, investment, financing, dividends, tax, audit, analysis and financial strategies.

(e) Apply accounting skills and knowledge acquired to advise organisations on taxation, internal control, and project execution matters.

(f) Review accounting standards, procedures and frameworks to maintain efficient, effective and economic conduct of various general accounting, audit and tax work.

7. **Qualification structure**

YEAR 2 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Management Accounting I	MA161US	120	6	12
Financial Accounting II	FA260US	120	6	12
Macroeconomics	MRC60US	120	6	12
Quantitative Methods II	QM260US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA61US	120	6	12
Professional Communication	PRC60US	120	6	12
Management Accounting II	MA260US	120	6	12
Organisational Behaviour	OBE61US	120	6	12
Financial Reporting	FNR60US	120	6	12
Total Year 2 Hours and Credits		**1200**		**120**
YEAR 3 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Corporate Finance	CFN70US	120	7	12
Auditing I	AU170US	120	7	12
Taxation I	TX170US	120	7	12
Research Methodology	RME71US	120	7	12
Financial Accounting III	FA370US	120	7	12

Managerial Economics	MAE70US	120	7	12
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Internship	IN170US	120	7	12
Applied Entrepreneurship	AEN70US	120	7	12
Auditing II	AU270US	120	7	12
Taxation II	TX270US	120	7	12
Electives Courses (Choose one)				
Business Logistics and Supply Chain Management	BLS70US	120	7	12
Strategic Human Resource Management	SHU70US	120	7	12
Total Year 3 Hours and Credits		**1200**		**120**
YEAR 4 (122 Credits)				
SEMESTER 1 (52 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Corporate Governance & Management	CGN80US	120	8	12
Auditing and Assurance	AA181US	120	8	12
Taxation and Tax Planning	TT181US	120	8	12
International Finance Management	IFM80US	160	8	16
SEMESTER 2 (70 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Financial Accounting IV	FA480US	160	8	16
Strategic Management Accounting	SAC80US	120	8	12
Accounting Information System	AIS80US	120	8	12
Research Project	RPJ80US	300	8	30
Total Year 3 Hours and Credits		**1220**		**122**
Total Hours and Credits for qualification		**4820**		**482**

BACHELOR IN HUMAN RESOURCE MANAGEMENT (NQF LEVEL 7)

1. Rationale

The Bachelor of Human Resource Management is designed to teach students the real-life human resource tools required for employment and wealth creation in Namibia. This is the response to the challenges for a National Human Resource Plan in Namibia while responding to Namibia's Human Capital Development demands projected in Namibia's National Human Resources Planning Report of 2010-2025, chapter 1:19. The Government Republic of Namibia (GRN) adopted a long-term perspective plan, namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train the people needed to meet the envisaged demand of Namibian human capital development. Developing human capital, especially in human resources, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite human resource skills for a knowledge-driven society.

2. Purpose

This qualification is designed to instil skills which are useful for successful human resource careers, creation of vibrant organisational relationships and serving industries in providing the necessary skills such as communication skills, problem-solving skills, and human management skills in an organisation. The qualification is designed to teach the students the real-life human resource tools required for employment and wealth creation in Namibia. Students will gain experience and understanding of human resource functions in private and public-sector organisational environments. These functions embrace human resource planning; competency-based training, recruitment, selection, placement, and orientation of employees; training and career development; labour relations; management of performance appraisal, total rewards programs; and development of personnel policies and procedures. The program prepares students for work in organisational administration and human resources in the for-profit, non-profit, or public sector. The review process was initiated within the institution through consultations with former students, current students, academic staff and relevant subcommittees of the senate. This was followed by consultative meetings with selected employers such as the Ministry of Labour, Industrial Relations & Employment Creation, Namibia Institute of Public Management (NIPAM), Bank of Namibia, Office of the Judiciary, and Ministry of Public Enterprises. Letters of support were provided to the faculty. The reviewed Bachelor of Human Resource Management (Level 7) was compiled and circulated to members of the Faculty Advisory Board, as well as academic peers, for further refinements. Local and international benchmarking was also done against relevant programmes at the following institutions: NUST, University of Johannesburg and University of Western Sydney.

3. Who is this qualification for?

The qualification is concerned with the education and training of aspiring Human Resource experts who can initiate, improve work efficiency and effectiveness in business enterprises.

4. Admission requirements

The admission requirements to the Bachelor of Human Resources Management shall be Grade 11 Certificate, provided that the candidate has passed five subjects (including English at D) normally in not more than three examination sittings with a minimum of 25 points on the IUM's evaluation scale. A Namibia Senior Secondary Certificate Ordinary and Advanced Subsidiary Level (NSSCO/AS) (or a combination of both), provided that the candidate has passed five subjects (including English at D) normally in not more than three examination sittings with a minimum of 25 points on the IUM's evaluation scale. Students will also be admitted if they possess a recognised diploma at NQF level 6 or equivalent qualification. Candidates can also be admitted through Mature age, provided that they:

- Are 25 years old or over in the year in which admission is sought
- Have at least 2 years' experience
- Have at least a pass in grade 10
- Provide a suitable reference relating to work experience
- Meeting these requirements will not automatically guarantee acceptance into the programme. This can only be achieved after a successful interview and/or aptitude placement tests, as determined by the IUM Senate.

5. Qualification duration

Full-time/Part-time Blended learning mode – Minimum of 3 years and a maximum of 5 years. The qualification comprises semesters; per academic year, there are two (2) semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

(a) Develop an understanding of the functions of Human Resource Management.

(b) Identify current research and practices on key human capital issues such as people management practices, employee engagement, and creating a culture of creativity and innovation in an organisational setup.

(c) Discuss the nature of the employment relations in Namibia.

(d) Discuss the necessary people management skills required from the line managers and Human Resource specialists.

(e) Discuss the human resources cycle and various elements of a human resources strategy necessary for integration in the organisation.

(f) Explain employee health and safety responsibilities as outlined in the organisational policies and programmes.

7. Qualification structure

YEAR 1 (112 Credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Mathematics	MTH51US	100	5	10
Basic IT Skills	BIT41US	100	5	10
Microeconomics	MIE50US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Foundation of Human Resource Management	FHR50US	100	5	10
SEMESTER 2 (52 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Human Capital Management	HCM50US	100	5	10
Management Information Systems	MIS60US	120	6	12
Business Ethics	BNE50US	100	5	10
Labour Relations I	LR151US	100	5	10
Management Organisation	MOR51US	100	5	10
Total Year 1 Hours and Credits		**1120**		**112**
YEAR 2 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Human Resource Development	HRD60US	120	6	12
Macroeconomics	MRC60US	120	6	12
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Managing People	MAP61US	120	6	12
Organisational Behaviour	OBE61US	120	6	12
SEMESTER 2 (Credits 60)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Law	BLA61US	120	6	12
Human Asset Management	HAM60US	120	6	12
Competency- based Training Development	CTD60US	120	6	12

Labour Relations II	LR261US	120	6	12
Professional Communication	PRC60US	120	6	12
Total Year 2 Hours and Credits		**1200**		**120**
YEAR 3 (Credits 138)				
SEMESTER 1 (Credits 60)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Talent Management and Workforce Development	TMW70US	120	7	12
Strategic Human Resource	SHU70US	120	7	12
Labour Relations III	LR360US	120	7	12
Research Methodology	RME71US	240	7	24
SEMESTER 2 (Credits 78)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Employee Health and Safety	EHS70US	120	7	12
Labour Economics	LAE70US	120	7	12
Project Management	PRM61US	120	6	12
Applied Entrepreneurship	AEN70US	120	7	12
Internship	IN170US	300	7	30
Total Year 3 Hours and Credits		**1380**		**138**
Total Hours and Credits for qualification		**3700**		**370**

BACHELOR OF MARKETING MANAGEMENT (NQF LEVEL 7)

1. Rationale

Reducing poverty and inequalities is one of the key Namibian government's priorities as summarized in the comprehensive Cabinet-approved Vision 2030 and Harambee Prosperity Plan. One of the key outcomes of the successful implementation of Vision 2030 includes a spirit of entrepreneurship resulting in increased youth enterprise development. The modern business landscape requires a creative and innovative mindset. Therefore, the survival of an infant enterprise needs highly trained marketing practitioners with a fundamental understanding of marketing concepts and the application thereof to market Brand Namibia and its tourist attractions. This qualification is developed in response to the demand in various sectors of the economy as elaborated in chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010-2025 (GRN National Planning Commission; 2012). This qualification is designed to produce aspiring marketing professionals for Namibia and beyond. The course is to contribute towards effective marketing in both private and public organisations and at the personal level. This qualification is designed to impart marketing skills which are useful for successful marketing careers, the creation of thriving business relationships in the interactive task of market research, analysis of consumer behaviour, and selling and promotion of services. The qualification is designed to equip students with the necessary skills and knowledge to contribute to business success and wealth creation in Namibia.

2. Purpose

The purpose of this qualification is to make a positive contribution to Marketing Management in Namibia and the world at large. It aims to produce an effective marketing cadre of students for Namibia and beyond. The course will ensure effective marketing skills in both private and public organisations. It will produce people who will make practical contributions to the industry and commerce in Namibia and beyond. The qualification is a response to Namibia's human capital development demands projected in Namibia's National Human Resources Planning Report of 2030. Namibia is a developing economy that needs a cadre of men and women trained to manage businesses professionally. This qualification aims to apply key marketing concepts, theories and techniques for analysing a variety of marketing organizations, report the dynamic nature of the environment in which marketing decisions are taken and appreciate the implications for marketing strategy determination and implementation. It further aims to use marketing concepts and theories in evaluating the impacts of environmental changes on the marketing industry and to help produce international marketing strategies for various organizations. Key stakeholders consulted included the Namibia Institute of Public Administration and Management (NIPAM), the National Theatre of Namibia (NTN), the First National Bank of Namibia (FNB), and the Mobile Telecommunication Company (MTC).

3. Who is this qualification for?

This qualification targets individuals aspiring to be marketing professionals or marketing consultants in organisations involved in national, regional and international assignments in both the private and the public sectors, entrepreneurs seeking to understand marketing management and those who want to become supervisors and managers in their workplaces.

4. Admission requirements

To be admitted to this qualification, a candidate must have a Namibia Senior Secondary Certificate (NSSCO) at Ordinary or Advanced Subsidiary (AS) Level with a minimum of 25 points in the five best subjects, including English, with a minimum of a D symbol or equivalent. Candidates can also be admitted through Mature Age Entry. Those who hold a Diploma in Marketing Management (Level 6) or its equivalent can also be considered for admission.

5. Qualification duration

This qualification will be offered on a full/part-time/blended learning mode over a minimum period of 3 years and a maximum of 5 Years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Apply key marketing concepts, theories and techniques for analysing a variety of marketing organizations.
- (b) Report the dynamic nature of the environment in which marketing decisions are taken and appreciate the implications for marketing strategy determination and implementation.
- (c) Construct and use marketing concepts, and theories in evaluating the impacts of environmental changes on marketing planning, strategies and practices.

(d)   Produce international marketing strategies for various organizations.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Applied English Language Skills	AEL40US	100	4	10
Basic IT Skills	BIT41US	100	5	10
Mathematics	MTH51US	100	5	10
Principles of Management	POM50US	100	5	10
Introduction to Entrepreneurship	IEN40US	100	4	10
Microeconomics	MIE50US	100	5	10
SEMESTER 2 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Principles of Marketing	PMK50US	100	5	10
Quantitative Methods I	QM151US	100	5	10
Financial Accounting I	FAC51US	100	5	10
Relationship Marketing	RMA50US	100	5	10
Critical Thinking Skills	CTS51US	100	5	10
Human Capital Management	HCM50US	100	5	10
Total Year 1 Hours & Credits		**1200**		**120**
YEAR 2 (114 Credits)				
SEMESTER 1 (56 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory courses				
Organizational Behaviour	OBE61US	120	6	12
Services Marketing	SVM60US	120	6	12
Marketing Management	MMA51US	100	5	10
Intermediate Entrepreneurship and Innovation	IEI60US	120	6	12
Business Communication	BCM50US	100	5	10
SEMESTER 2 (58 Credits)				

Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Professional Communication	PRC60US	100	5	10
E-Marketing	EMK60US	120	6	12
Sales Management	SMA60UA	120	6	12
Management Information System	MIS61US	120	6	12
Business Law	BLA61US	120	6	12
Total Year 2 Hours & Credits		**1140**		**114**

YEAR 3 (126 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Advertising and Promotional Services	APS60US	120	6	12
Strategic Management	SMN70US	120	7	12
International Marketing	INM70US	120	7	12
Total Quality Management	TQM70US	120	7	12
Research Methodology	RME70US	120	7	12
SEMESTER 2 (66 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Logistics and Supply Chain Management	BLS70US	120	7	12
Marketing Research	MRP70US	120	7	12
Applied Entrepreneurship	AEN70US	120	7	12
Internship	IN370US	300	7	30
Total Year 3 Hours & Credits		**1260**		**126**
Total Hours & Credits for qualification		**3600**		**360**

BACHELOR IN HUMAN RESOURCE MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

The Bachelor Honours Degree in Human Resource Management is designed to equip students with a comprehensive theoretical and practical understanding of key human resource concepts, techniques and issues required for employment and wealth creation in Namibia. This is the response to the challenges for a National Human Resource Plan in Namibia while responding to Namibia's Human Capital Development demands projected in Namibia's National Human Resources Planning Report of 2010-2025,

chapter 1:19. The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialized and globally competitive country of equal opportunities, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisioned demand of Namibian human capital development. Developing human capital, especially in the field of human resources, is not the sole responsibility of the government but specifically for educational institutions. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite human resource skills for a knowledge-driven society.

2. Purpose

This qualification was designed to equip students with advanced specialised skills in the field of human resources for the creation of vibrant organisational relationships and serving industries in providing the necessary skills. The curriculum also extensively covers strategic human resources, workers' rights and performance, corporate governance, management and organisation theory, organisational behaviour and development approaches, labour relations theory and practice, interpersonal skill development, and leadership dynamics. The program prepares students for work in organisational administration and human resources in the for-profit, non-profit, or public sector. In addition to the theoretical knowledge and skills through appropriate internship experience at the bachelor's degree, this qualification will allow students to construct meaningful research methodologies by partaking in practical research projects. Students will select relevant topics on real issues and produce concrete reports with relevant solutions to real problems. This will strengthen the research and development (RD) activities of the economy to foster the realisation of Namibia's Vision 2030. To be admitted to a Bachelor of Human Resource Management Honours a student should have a Bachelor of Human Resource Management, or equivalent qualifications. This qualification (Bachelor of Human Resource Management Honours) grants admission to Masters in Human Resource Management or related field at NQF Level 9.

3. Who is this qualification for?

This qualification is designed for those who for work in organisational administration and human resources in the for-profit, non-profit, or public sector.

4. Admission requirements

The entry requirements for the Bachelor in Human Resource management Honours shall be a recognised Bachelor qualification at NQF level 7 or equivalent.

5. Qualification duration

Full-time/Part-time Blended Learning mode - Minimum: 1 Year; Maximum: 2 Years.

The qualification comprises semesters; per academic year, there are two (2) semesters. Semester 1 runs from January to June, and semester 2 runs from July to December.

6. Outcomes of the whole qualification
Holders of this qualification are able to:

(a) Evaluate and implement a leadership strategic approach to human resource management and explain the necessary alignment between an organisation's corporate strategy and its human resource strategy.

(b) Design the human resource information system to analyse the gaps, lapses, irregularities, and shortcomings in the implementation of the policies, procedures, practices, and directives.

(c) Analyse the theory, processes, and practices of negotiation, conflict resolution, relationship management and organisational practices with requirements arising from collective bargaining and governmental laws.

(d) Develop Human Resource policies/tools (recruitment and selection processes, induction and performance reward systems) and analyse a range of international and comparative employment systems and procedures that can be used to evaluate staff performance appraisals.

(e) Apply entrepreneurial strategies and business operating models required to operationalise a business plan, estimate business operations.

(f) Produce a standard research proposal and research project reports that demonstrate evidence of independent research work.

7. Qualification structure

YEAR 1 (128 Credits)				
SEMESTER 1 (48 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Labour Relations IV	LRS80US	120	8	12
Information Systems in Human Resources Policies	SH80US	120	8	12
Ethics and Leadership Dynamics	ELD80US	120	8	12
Strategic Entrepreneurship	SEN80US	120	8	12
SEMESTER 2 (80 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Strategic Human Resource: Case Analysis	HCA80US	120	8	12
Employees Performance Management	EPM80US	120	8	12
Negotiation and Conflict Management	NCF80US	120	8	12
Research Project	XHR80US	320	8	32
Comparative Employment Systems	CES80US	120	8	12
Total Year 1 Hours and Credits		**1280**		**128**
Total Hours and Credits for qualification		**1280**		**128**

BACHELOR OF MARKETING MANAGEMENT HONOURS (NQF LEVEL 8)

1. Rationale

Reducing poverty and inequalities is one of the key Namibian government's priorities as summarized in the comprehensive Cabinet-approved Vision 2030 and Harambee Prosperity Plan. One of the key outcomes of the successful implementation of Vision 2030 includes a spirit of entrepreneurship, resulting in increased youth enterprise development. The modern business landscape requires a creative and innovative mindset. Therefore, the survival of an infant enterprise needs highly trained marketing practitioners with a fundamental understanding of marketing concepts and the application thereof to market Brand Namibia and its tourist attractions. This qualification is developed in response to the demand in various sectors of the economy as elaborated in chapters 2, 3 and 4 of the Cabinet-approved National Human Resources Plan 2010 -2025 (GRN National Planning Commission; 2012). Bachelor Marketing Management Honours is designed to produce aspiring marketing managers for Namibia and beyond. The qualification is aimed at contributing towards effective marketing in both private and public organisations and at the personal level. In addition, this qualification is designed to impart marketing skills which are useful for successful marketing careers, the creation of thriving business relationships in the interactive task of market research, analysis of consumer behaviour, and selling and promotion of services. The qualification is designed to equip students with the necessary skills and knowledge to contribute to business success and wealth creation in Namibia.

2. Purpose

The Bachelor of Marketing Management Honours is designed to provide the graduate marketing manager with a forum (both written and oral) for presenting and defending their own marketing decisions and for critically examining and discussing the recommendations of others. The degree will produce graduates who will make a positive and practical contribution to the marketing industry in Namibia and beyond. The qualification is a response to Namibia's human capital development demands projected in Namibia's National Human Resources Planning Report for the period 2010 - 2025. Namibia is a developing economy that needs a cadre of men and women trained to improve and better manage the marketing industry professionally. The qualification is concerned with the education and training of aspiring young marketing managers and marketing consultants who can initiate and improve efficiency and effectiveness in business enterprises, thereby creating work and wealth. Students are expected to acquire the critical advanced marketing skills, leadership, team, and communications skills that both upcoming marketing managers and today's employers need and are looking for respectively.

Various stakeholders were consulted in the review process of this qualification. Key stakeholders consulted included the Namibia Institute of Public Administration and Management (NIPAM), The National Theatre of Namibia (NTN), the First National Bank of Namibia (FNB), and the Mobile Telecommunication Company (MTC).

3. Who is this qualification for?

This qualification targets individuals aspiring to be marketing managers and marketing consultants involved in both the private and the public sectors. It seeks to empower marketing managers and entrepreneurs seeking to understand marketing management.

4. Admission requirements

To be admitted to study for this qualification, one shall have satisfied the minimum conditions for entry to Bachelor Honours degree studies at this University as prescribed under the entry requirements in the IUM General Academic Regulations. This requires a Bachelor of Marketing Management at NQF Level 7 or any related qualification at NQF Level 7 or equivalent from a recognized institution.

5. Qualification duration

This qualification will be offered on a full /part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes for the whole qualification

Holders of this qualification are able to:
  - (a)   Discuss the various integrated communication tools and apply them to real business environments.
  - (b)   Illustrate the benefits and limitations of e-marketing tools in business.
  - (c)   Evaluate the relationship between market research and decision making.
  - (d)   Apply and demonstrate knowledge of key elements of strategic marketing.
  - (e)   Analyse the determinants of consumer buying behaviour and examine the consumer buying process.
  - (f)   Examine the purpose of retail marketing and compare various forms of retail
  - (g)   marketing.

7. Qualification structure

YEAR 1 (126 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Marketing Communication	MKC80US	120	8	12
Strategic Entrepreneurship	SEN80US	120	8	12
Product Development	PCT80US	120	8	12
Strategic Marketing I	SM181US	120	8	12
Game Theory for Managers	GTH80US	120	8	12
SEMESTER 2 (66 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Compulsory Courses				
Consumer Behaviour	CBE80US	120	8	12
Retail Marketing	RTM8US	120	8	12
Strategic Marketing II	SM281US	120	8	12

Research Project	XMR80US	300	8	30
Total Year 1 Hours & Credits		**1260**		**126**
Total Hours & Credits for qualification		**1260**		**126**

SCHOOL OF PRIMARY EDUCATION

DIPLOMA IN EDUCATION IN JUNIOR PRIMARY (NQF LEVEL 7)

1. Rationale

The demand for qualified teachers who are competent in the management and delivery of the revised Namibian school curriculum, particularly at the Junior phase, and support all children to learn, led to the development of this qualification. The qualification's purpose is to prepare and develop a holistic and flexible teacher capable of teaching junior primary phase. The junior years are crucial in the development of every child because they lay the groundwork for education and long-term success. Over the past five years, the National Development Plan 5 (2017–2022) focused on structural transformation and inclusive growth. Building on this, NDP6 (2025/26–2029/30) prioritizes human development with a strong focus on improving primary education outcomes. It aims to increase the primary school survival rate from 90% to 97% by 2030 through better teacher training and placement, especially in early grades, strengthening foundational literacy and numeracy, promoting inclusive education for learners with special needs, and integrating digital learning to enhance teaching and learning quality. This qualification seeks to identify candidates who will contribute to the aforementioned areas to meet the need to accelerate the country's economic growth. NDP6 acknowledges challenges in the quality and inclusiveness of primary education and aims to improve the primary school survival rate from 90% to 97% by 2030. To achieve this, the plan focuses on deploying qualified teachers in early grades, strengthening foundational literacy and numeracy, promoting inclusive education for learners with special needs, and integrating digital tools to enhance learning outcomes. There is a high demand for appropriately qualified teachers, especially for early childhood education, which brought about the design and development of this qualification.

2. Purpose

This qualification's main purpose is to develop professionally qualified teachers who will include both practical and theoretical components; to improve the quality of the teaching and learning environment; encourage research and development; and enhance professional development for the overall improvement of early childhood education; and the appropriate pedagogical approaches to ensure enhanced learning outcomes in a variety of circumstances. Furthermore, this qualification aims to provide early childhood educators with an in-depth understanding of the subject matter, sound professional teaching skills, including multi-grade teaching skills, as well as skills for working with children aged five (5) through nine (9) years, Grade 0 through Grade 3 and the ability to adapt to Namibia's ever-changing early childhood educational needs. Furthermore, emphasis is placed on the integration of appropriate technology in the school curriculum at this level. It will give young, aspiring early childhood educators as well as experienced practitioners' access to IUM studies in early childhood education. Namibia's education and training sector is committed to ensuring that all children in early childhood settings can develop their individual, socio-emotional, and psychomotor skills, as well as to build confidence and self-esteem in learning, which will lay the foundations for learning and support them throughout their lifetime. This qualification will help the country to produce early childhood educators who are competent and innovative for a lasting impact on the learners' lives. The goal of this qualification is to improve the quality of classroom teaching, learning, and management, to increase the availability and access to quality education at the early childhood education level, and to reduce children's vulnerability to failure and dropout at later stages of education. As a result, students who complete this qualification will be well-versed in not only varied

but also flexible teaching strategies within well-structured sequences of fun lessons with stories, songs, and movement. Upon graduation, the students will be prepared for Junior Primary school class teaching and learning as well as management. Additionally, this qualification will give teachers the resources they require to succeed as early childhood teachers, academic managers, and administrators. This qualification will not only meet but also implement all the requirements for training quality early childhood educators as articulated by the Ministry of Education, Innovation, Youth, Sport, Arts and Culture (MEIYSAC) in its ministerial policy documents. Stakeholders were consulted in terms of the review of the qualification.

3. Who is this qualification for?

This qualification is intended for aspiring early childhood educators who are willing to take positions in both private and public schools and be trained to implement thematic/ integration approaches to teaching and learning. It is designed to stretch and challenge teachers to reach their full potential and become key players in the education system that will make a lasting impact on the early childhood education industry. The argument is that a teacher must first be a student, which informs the development of this qualification, which is intended for those who are eager to enrol in classes before becoming professionally qualified as early childhood teachers.

4. Admission requirements

NSSCO/NSSCAS with a minimum of 24 points in the best five subjects passed and a minimum of D symbol in English, C symbol in a Namibian/Home language and D symbol in Mathematics on the IUM's evaluation scale or equivalent qualification(s), a recognised qualification at NQF (level 6) or equivalent. Students may also be admitted through the mature age entry, which requires them to be at least 25 years old or older in the year in which admission is sought and must have at least 3 years' teaching experience and provide a suitable reference from a recognised Junior Primary school. Furthermore, these students should have passed grade 10. Compliance with these requirements does not guarantee acceptance into the qualification. To determine the candidates' suitability for the qualification, the School of Primary Education will administer an interview and/or Aptitude placement test to recruit prospective teachers with appropriate teacher attributes, motivation for teaching, and ethical competencies.

5. Qualification duration

The study period for the qualification is a minimum of 3 years and a maximum of 5 years, both for full-time and part-time modes. The study period comprises two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:
- a. Apply subject and pedagogical knowledge, including how to select, sequence, and pace content based on both the subject and the needs of the learners.
- b. Apply the concepts, theories, principles and facts related to the Junior Primary school curriculum subjects.
- c. Adopt, prepare and implement teaching approaches which are inclusive and appropriate to the developmental needs of all learners.
- d. Implement learner-centred education and theories on literacy and numeracy

development.

e. Implement strategies to cope with code-switching and develop in learners the ability to think in the target language.

f. Design, develop, implement and analyse curricula for junior primary level.

7. Qualification structure

YEAR 1 (116 credits)				
SEMESTER 1 (34 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
IT Skills for Teachers	IST50US	80	4	8
Arts Education for Junior Primary I	AE150US	60	5	6
Physical Education for Junior Primary	PE150US	60	4	6
Introduction to Religious and Moral Education	IRE50US	60	5	6
English for Teachers	EFT50US	80	4	8
SEMESTER 2 (32 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Introduction to Life Skills and Counsel-ling (JP)	ILC50US	60	4	6
Academic Writing	ACR50US	80	5	8
Assessment and Evaluation in Education (JP)	AEE50US	100	5	10
Technology Application in Early Child-hood Education	TEE60US	80	5	8
Year courses (50 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Micro Teaching for (JP) I	MJ150UY	100	5	10
English Language Practice I	DZ150UY	100	5	10
Basic Mathematics I	BM150UY	100	5	10
Educational Foundations I	EF150UY	100	5	10
Electives (Choose one Namibian Language Practice)				
Afrikaans Language Practice I	DA150UY	100	5	10
Khoekhoegowab Language Practice I	DK150UY	100	5	10
Oshikwanyama Language Practice I	DW150UY	100	5	10
Oshindonga Language Practice I	DD150UY	100	5	10
Otjiherero Language Practice I	DH150UY	100	5	10
Rukwangali Language Practice I	DU150UY	100	5	10

Course Title	Course Code	Hours	NQF Level	Credits
Rumanyo Language Practice I	DM150UY	100	5	10
Silozi Language Practice I	DL150UY	100	5	10
Thimbukushu Language Practice I	DT150UY	100	5	10
Total Year 1 Hours and Credits		**1160**		**116**

YEAR 2 (128 credits)

SEMESTER 1 (30 credits)

Course Title	Course Code	Hours	NQF Level	Credits
Principles and Approaches of Early Childhood Education	PAE50US	120	6	12
Arts Education for Junior Primary II	AE260US	80	6	8
Multi-Grade Classroom Teaching	MGC60US	100	6	10

SEMESTER 2 (30 credits)

Course Title	Course Code	Hours	NQF Level	Credits
Children's Literature and Reading Support	CLR50US	100	6	10
Intermediate Life Skills and Counselling	ILC60US	80	6	8
Educational Psychology for Young Learners	EPY70US	120	6	12

Year courses (68 credits)

Course Title	Course Code	Hours	NQF Level	Credits
School Based Studies I	SBS60UY	160	6	16
English Language Practice II	DZ260UY	100	6	10
Basic Mathematics II	BM260UY	100	6	10
Micro Teaching (JP) II	MJ260UY	100	6	10
Educational Foundations II (JP)	EF260UY	120	6	12

Electives (Choose one Namibian Language Practice)

Course Title	Course Code	Hours	NQF Level	Credits
Afrikaans Language Practice II (JP)	DA260UY	100	6	10
Khoekhoegowab Language Practice II (JP)	DK260UY	100	6	10
Oshikwanyama Language Practice II (JP)	DW260UY	100	6	10
Oshindonga Language Practice II (JP)	DD260UY	100	6	10
Otjiherero Language Practice II (JP)	DH250UY	100	6	10
Rukwangali Language Practice II (JP)	DU260UY	100	6	10
Rumanyo Language Practice II (JP)	DM260UY	100	6	10
Silozi Language Practice II (JP)	DL260UY	100	6	10

Thimbukushu Language Practice II (JP)	DT260UY	100	6	10
Total Year 2 Hours and Credits		**1280**		**128**
YEAR 3 (116 credits)				
SEMESTER 1			**Students are on SBs for 10 Weeks**	
SEMESTER 2 (32 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
First Aid	FAH70US	N/A	7	NCB
Inclusive Education	IED70US	120	7	12
Introduction to Early Childhood Curriculum Development	IEC70US	120	7	12
Introduction to Environmental Education	IEE70US	80	7	8
Year courses **(84 credits)**				
Course Title	**Course Code**	**Hours**	**NQF level**	**Credits**
School Based Studies II	SB270UY	320	7	32
English Language Literacy Development	DZ370UY	120	7	12
Learning Support in Mathematics and Science	LSM70UY	160	7	16
Early Childhood Classroom Management	ECC70UY	120	7	12
Electives (Choose one Namibian Language Literacy Development)				
Afrikaans Language Literacy Development	DA370UY	120	7	12
Khoekhoegowab Language Literacy Development	DK370UY	120	7	12
Oshikwanyama Language Literacy Development	DW370UY	120	7	12
Oshindonga Language Literacy Development	DD370UY	120	7	12
Otjiherero Language Literacy Development	DH370UY	120	7	12
Rukwangali Language Literacy Development	DU370UY	120	7	12
Rumanyo Language Literacy Development	DM370UY	120	7	12
Silozi Language Literacy Development	DL370UY	120	7	12
Thimbukushu Language Literacy Development	DT37OUY	120	7	12

Total Year 3 Hours and Credits		1160		116
Total Credits and Hours for qualification		3600		360

BACHELOR OF EDUCATION IN JUNIOR PRIMARY HONOURS (NQF LEVEL 8)

1. **Rationale**

The demand for qualified teachers who are competent in the management and delivery of the revised Namibian school curriculum, particularly at the Junior phase, and support all children to learn, led to the development of this qualification. The qualification's purpose is to prepare and develop a holistic and flexible teacher capable of teaching at junior primary phase. The junior years are crucial in the development of every child because they lay the groundwork for education and long-term success. The National Development Plan 6 (2025/26–2029/30) prioritizes inclusive and sustainable development, with a strong focus on improving primary education by increasing the survival rate to 97%, enhancing teacher quality, promoting inclusive learning environments, and integrating digital tools to ensure equitable and quality education for all learners. This qualification seeks to identify candidates who will contribute to the aforementioned areas to meet the need to expedite the country's economic growth. NDP6 recognizes that despite progress, economic growth has not yet sufficiently reduced unemployment or improved social and economic inequalities. Achieving the plan's education targets such as increasing primary school survival rates depends critically on the availability of qualified teachers capable of effectively implementing the national curriculum and assessments. This need has driven the development of enhanced teacher certification programs to address these challenges and improve learning outcomes. There is a high demand for appropriately qualified teachers, especially for early childhood education, which brought about the design and development of the Bachelor of Education in Junior Primary Honours.

2. **Purpose of the qualification**

The main objective of this qualification is to develop professionally qualified teachers who will include both practical and theoretical components, to improve the quality of the teaching and learning environment, encourage research and development, and enhance professional development for the overall improvement of early childhood education and the appropriate pedagogical approaches to ensure enhanced learning outcomes in a variety of circumstances. Furthermore, this qualification aims to provide early childhood educators with an in-depth understanding of the subject matter, sound professional teaching skills, including multi-grade teaching skills, as well as skills for working with children age five (5) through nine (9) years, Grade 0 through Grade 3 and the ability to adapt to Namibia's ever-changing early childhood educational needs. Furthermore, an emphasis is placed on the integration of appropriate technology in the school curriculum at this level. It will give young, aspiring early childhood educators as well as experienced practitioners access to IUM studies in early childhood education. Namibia's education and training sector is committed to ensuring that all children in early childhood settings could develop their individual, socio-emotional, and psychomotor skills, as well as to build confidence and self-esteem in learning, which will lay the foundations for learning that will support them throughout their lifetime. This qualification will help the country's attempt to produce early childhood educators who are competent and innovative and have a lasting impact on the learners' lives. The goal of this qualification is to improve the quality of classroom teaching, learning, and management, to increase the availability and access to quality education at the early childhood education level, and to reduce children's vulnerability to failure and dropout

at later stages of education. As a result, students who complete this qualification will be well versed in not only varied but also flexible teaching strategies within well-structured sequences of fun lessons with stories, songs, and movements. These students upon graduation will be prepared for junior primary school class teaching and learning as well as administration. Additionally, the qualification will give teachers the resources they require to succeed as early childhood teachers, academic managers, and administrators. This qualification will not only meet but also implement all the requirements for training quality early childhood educators as articulated by the ministerial policy documents. IUM consulted the Namibian College of Open Learning (NAMCOL), the University of Namibia (UNAM), Sunshine Private College, and other institutions in the review of this qualification.

3. Who is this qualification for?

This qualification is intended for aspirant early childhood educators who are willing to take positions in both private and public schools and be trained to implement thematic/integration approaches to teaching and learning. It is designed to stretch and challenge teachers to reach their full potential and become key players in the education system that will make a lasting impact on the early childhood education industry. The argument is that a teacher must first be a student, informs the development of this qualification, which is intended for those who are eager to enrol in classes before becoming professional qualified early childhood teachers.

4. Admission requirements

NSSCO/NSSCAS with a minimum of 25 points in the best five subjects passed and a minimum of D symbol in English, C symbol in a Namibian/Home language and D symbol in Mathematics on the IUM's evaluation scale or equivalent qualification(s), a recognized qualification at NQF level 6 or equivalent. Students may also be admitted through the mature age entry, which requires them to be at least 25 years old or older in the year in which admission is sought and must have at least 4 years teaching experience and provide a suitable reference from a recognised Junior Primary school. Furthermore, these students should have passed Grade 10. Compliance with these requirements does not guarantee acceptance into the qualification. To determine the candidates' suitability for the qualification, the School of Primary Education will administer an interview and/or Aptitude placement test to recruit prospective teachers with appropriate teacher attributes, motivation for teaching, and ethical competencies.

5. Qualification duration

The duration for the qualification is a minimum of 4 years and a maximum of 6 years Fulltime/Part-time Mode. The study period comprises of two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Apply subject and pedagogical knowledge to both the subject and the needs of the learners.
- (b) Apply concepts, theories, principles and facts related to the Junior Primary school curriculum subjects.
- (c) Apply learner-centred approaches and theories on literacy and numeracy

development.

(d) Implement strategies developed to cope with code-switching and develop in learners the ability to think in the target language and technology integration.

(e) Identify educational problems, coordinate and conduct research at Junior Primary phases in particular subjects at this level.

(f) Demonstrate competency in curriculum design, development, implementation and analysis for Junior Primary-level.

7. **Qualification structure**

YEAR 1 (122 Credits)				
SEMESTER 1 (40 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English for Teachers	EFT50US	80	4	8
Teaching Reading with Learners' Literature I	TR150US	60	5	6
Physical Education for Junior Primary I	PE150US	60	4	6
Religious and Moral Education for Junior Primary I	RE150US	60	5	6
IT Skills for Teachers	IST50US	80	4	8
Arts Education for Junior Primary I	AE150US	60	5	6
SEMESTER 2 (32 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Integrated Technology in Early Childhood Education I (JP)	TE150US	80	5	8
Life Skills for Junior Primary I	LS150US	60	4	6
Assessment and Evaluation in Education (JP)	AEE50US	100	5	10
Academic Writing	ACR50US	80	5	8
Year courses (50 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Micro Teaching I (JP)	CR150UY	100	5	10
English Language I (JP)	EL150UY	100	5	10
Numeracy and Mathematics Education I	NM150UY	100	5	10
Educational Foundations I	EF150UY	100	5	10
Electives (Choose one Namibian Language)				
Afrikaans Language I (JP)	LA150UY	100	5	10

Course Title	Course Code	Hours	NQF Level	Credits
Khoekhoegowab Language I (JP)	LK150UY	100	5	10
Oshikwanyama Language I (JP)	LWI50UY	100	5	10
Oshindonga Language I (JP)	LD150UY	100	5	10
Otjiherero Language I (JP)	LH150UY	100	5	10
Rukwangali Language I (JP)	LU150UY	100	5	10
Rumanyo Language I (JP)	LM150UY	100	5	10
Silozi Language I (JP)	LL150UY	100	5	10
Thimbukushu Language I (JP)	LT150UY	100	5	10
Total Year 1 Hours and Credits		**1220**		**122**

YEAR 2 (126 Credits)

SEMESTER 1 (36 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
English Vocabulary for Academic Writing	EVW60US	120	6	12
Teaching Phonemic Awareness and Phonics	TPA60US	60	6	6
Multi-Grade Classroom Teaching	MGC60US	100	6	10
Arts Education for Junior Primary II	AE260US	80	6	8

SEMESTER 2 (26 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
Teaching Reading with Learners' Literature II	TR260US	60	6	6
Life Skills Guidance and Counselling	LSC60US	80	6	8
Integrating Digital Technology in Education	IDT60US	120	6	12

Year courses (64 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
School-Based Studies I	SBS60UY	120	6	12
English Language II	EL260UY	100	6	10
Numeracy and Mathematics Education II	NM260UY	100	6	10
Educational Foundations II	EF260UY	120	6	12
Micro Teaching II	CR260UY	100	6	10

Electives (Choose one Namibian Language)

Course Title	Course Code	Hours	NQF Level	Credits
Afrikaans Language II (JP)	LA260UY	100	6	10

Khoekhoegowab Language II (JP)	LK260UY	100	6	10
Oshikwanyama Language II (JP)	LW260UY	100	6	10
Oshindonga Language II (JP)	LD260UY	100	6	10
Otjiherero Language II (JP)	LH260UY	100	6	10
Rukwangali Language II (JP)	LU260UY	100	6	10
Rumanyo Language II (JP)	LM260UY	100	6	10
Silozi Language II (JP)	LL260UY	100	6	10
Thimbukushu Language II(JP)	LT260UY	100	6	10
Total Year 2 Hours and Credits		**1260**		**126**

YEAR 3 (108 Credits)

SEMESTER 1 (12 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
Introduction to Research Methods in Education	IRE60US	120	6	12

SEMESTER 2 (36 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
Environmental Education I	EV160US	60	7	6
Research Methodology in Education	ERM70US	120	7	12
Early Childhood Curriculum Development I	CC160US	60	7	6
Inclusive Education	IED70US	120	7	12

Year courses (60 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
School - Based Studies II	SBS270UY	120	7	12
English Language III	EL370UY	120	7	12
Micro Teaching III	CR370UY	120	7	12
Numeracy and Mathematics Education III	NM370UY	120	7	12

Electives (Choose one Namibian Language)

Afrikaans Language III (JP)	LA370UY	120	7	12
Khoekhoegowab Language III (JP)	LK370UY	120	7	12

Course Title	Course Code	Hours	NQF Level	Credits
Oshikwanyama Language III (JP)	LW370UY	120	7	12
Oshindonga Language III (JP)	LD370UY	120	7	12
Otjiherero Language III (JP)	LH370UY	120	7	12
Rukwangali Language III (JP)	LU370UY	120	7	12
Rumanyo Language III (JP)	LM370UY	120	7	12
Silozi Language III (JP)	LL370UY	120	7	12
Thimbukushu Language III (JP)	LT370UY	120	7	12
Total Year 3 Hours and Credits		**1080**		**108**

YEAR 4 (128 Credits)

SEMESTER 1	Students are on SBS for 10
weeks	

SEMESTER 2 (18 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
First Aid	FAH70US	N/A	7	NCB
Environmental Education II	EV270US	100	7	10
Early Childhood Curriculum Development II	CC270US	80	7	8

Year courses (110 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
School -Based Studies III	SB380UY	320	8	32
English Language IV	EL480UY	240	8	24
Educational Research Project	XPJ80UY	300	8	30
Electives (Choose one Namibian Language)				
Afrikaans Language IV	LA480UY	240	8	24
Khoekhoegowab Language IV	LK480UY	240	8	24
Oshikwanyama Language IV	LW480UY	240	8	24
Oshindonga Language IV	LD480UY	240	8	24
Otjiherero Language IV	LH480UY	240	8	24
Rukwangali Language IV	LU480UY	240	8	24
Rumanyo Language IV	LM480UY	240	8	24
Silozi Language IV	LL480UY	240	8	24
Thimbukushu Language IV	LT480UY	240	8	24
Total Year 4 Hours and Credits		**1280**		**128**
Total Hours and Credits for qualification		**4840**		**484**

Major Combinations

This qualification has an option of choosing one Namibian language from the nine (9) Namibian languages available. All other courses are compulsory.

BACHELOR OF EDUCATION IN SENIOR PRIMARY EDUCATION HONOURS (NQF LEVEL 8)

1. Rationale

This qualification seeks to identify candidates who will contribute to the aforementioned areas to answer the need to expedite the country's economic growth. The demand for qualified teachers who are competent in the management and the delivery of the recently revised Namibian school curriculum, and supporting all children to learn has led to the development of this qualification. The current Namibia's sixth National Development Plan (NDP) 6, (2025/26 to 2029/30), which focuses on fostering economic growth, inclusiveness and resilience for sustainable development, has sought to ensure access to inclusive, equitable, quality education across all levels through the provision of adequate physical infrastructure, provision of learning support material (LSM), teacher professional development, and by intensifying learner support interventions. Therefore, we are committed to ensure access to quality and inclusive digital learning and literacy, provide AI awareness training to students, thereby equipping them with the necessary digital skills. Because the targets cannot be met without the essential input from qualified teachers who can implement the national curriculum and assessments, the development of this qualification is driven by the necessity to address the challenges.

2. Purpose

This qualification intends to prepare teachers to work in senior primary schools. The qualification provides a strong theoretical foundation to support and assist student teachers' preparation for professional practice in the classroom in the school setting, as well as guidance and facilitation for their initial entry into teaching. The qualification aims to develop teachers with a solid professional foundation, in-depth subject knowledge, and the flexibility to adjust to Namibia's changing educational demands. Its emphasis is on providing senior primary students with high-quality learning and teaching. This qualification intends to increase senior primary school teachers' competency in quality teaching and class management abilities, which are currently inadequate, particularly in Namibian public schools. Students will complete core senior primary school teaching courses during the duration of the four-year program, concentrating on and specializing in two teaching areas (double major). To be effective as teachers and academic managers, student teachers will be equipped with the necessary modern teaching skills, competencies, and strategies owing to this qualification. Students who complete this certification will therefore be well-prepared for senior primary school administration and teaching. According to this perspective, having qualified teachers will help them produce high-quality learners who will enter secondary education with a solid foundation and progress to higher education institutions that are focused on achieving advanced socioeconomic growth and the realisation of Namibia's Vision 2030. The qualification was developed in conjunction with significant national stakeholders, and it was benchmarked against regional and worldwide university curricula.

3. Who is this qualification for?

This qualification is intended for aspirant senior primary school teachers who are willing to take positions as senior primary school teachers in both private and public schools. It is intended to motivate and challenge senior primary teachers so they can reach their

full potential and make a lasting impact on the senior primary industry. The concept that a secondary school teacher must first be a student informs the development of this qualification, which is intended for those who are eager to enrol in classes before becoming qualified senior primary school teachers.

4. Admission requirements

This qualification targets those individuals willing to become students and then be transformed into professional senior primary school teachers and meeting the following entry requirements: NSSCO/NSSCAS with a minimum of 25 points in the best five subjects (including English minimum D) on the IUM's evaluation scale or equivalent qualification(s), a recognized qualification at NQF (level 6) or equivalent. For students admitted through the mature age entry, they should be at least 25 years old or over in the year in which admission is sought and must have at least 3 years of experience, moreover, these students should have passed grade 10. Other requirements specifically for students who wish to specialize in a school subject include a minimum of a D symbol in the subjects/related subjects they intend to specialize in, except for English, Mathematics and any Namibian Language, where the students must obtain a minimum of a C symbol to specialize in these subjects. NSSCAS holders will be exempted from NQF (level 4) modules which are related to their previous field of studies with the "A" to "D" symbols, and access to the curriculum.

5. Qualification duration
The duration of the qualification is a minimum of 4 years and a maximum of 6 years, both for full-time and part-time modes. The study period comprises two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate clear pedagogical knowledge, skills and competencies teaching in at least two (2) school subjects taught at senior primary school level.
- (b) Apply creative and ingenious discovery, comprehension, control and adaptation of senior primary school teaching methodologies to new technologies.
- (c) Develop authentic means for assessing learning and inform their teaching and learners' learning.
- (d) Develop and implement appropriate lessons in a classroom setting coupled with an understanding of the roles and responsibilities of a teacher and the roles and responsibilities of learners.
- (e) Promote, coordinate, and conduct research into senior primary school problems through the prescribed subjects offered at particular levels.
- (f) Demonstrate an advanced understanding of professional ethics, basic human rights and sound environmental responsibility.

7. Qualification structure

YEAR 1 (110 Credits)				
SEMESTER 1 (40 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English for Teachers	EFT50US	80	4	8
IT Skills for Teachers	IST50US	80	4	8
Theories of Human Development	THD50US	80	5	8
Life Skills I	LP150US	80	4	8
Electives: Choose one supportive subject				
Physical Education	PH150US	80	5	8
Arts Education	AD150US	80	5	8
Religious and Moral Education	RO150US	80	5	8
SEMESTER 2 (24 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Academic Writing	ACR50US	80	5	8
Integrating Educational Technology in Teaching	ID150US	80	5	8
Electives: Choose one pre-vocational subject				
Design and Technology in Education I	DT150US	80	5	8
Elementary Agriculture in Education I	EA150US	80	5	8
Home Ecology in Education I	HC150US	80	5	8
Year courses **(46 Credits)**				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Micro Teaching	MTE50UY	120	5	12
Educational Foundations I	EF150UY	100	5	10
Electives: Choose two school subjects according to the available subjects' combination				
English Language Education I	EP150UY	120	5	12
Mathematics Education I	MC150UY	120	5	12
Social Studies Education I	SE150UY	120	5	12
Natural Science and Health Education I	NS150UY	120	5	12
Oshindonga Language Education I	PD150UY	120	5	12
Oshikwanyama Language Education I	PW150UY	120	5	12

Course Title	Course Code	Hours	NQF Level	Credits
Khoekhoegowab Language Education I	PK150UY	120	5	12
Otjiherero Language Education I	PJ150UY	120	5	12
Thimbukushu Language Education I	PT150UY	120	5	12
Rukwangali Language Education I	PU150UY	120	5	12
Rumanyo Language Education I	PN150UY	120	5	12
Silozi Language Education I	PL150UY	120	5	12
Afrikaans Language Education I	PA150UY	120	5	12
Total Year 1 Hours and Credits		**1100**		**110**

YEAR 2 (136 Credits)

SEMESTER 1 (48 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
Life Skills Guidance and Counselling	LSC60US	120	6	12
Multi -Grade Classroom Teaching	MGC60US	120	6	12
English Vocabulary for Academic Writing	EVW60US	120	6	12
Assessment and Evaluation in Education	AEV50US	120	6	12

SEMESTER 2 (20 Credits)

Course Title	Course Code	Hours	NQF Level	Credits
Integrating Digital Technology in Teaching and Learning	ITL60US	120	6	12
Electives: Choose one pre-vocational Subject				
Design and Technology in Education II	DT260US	80	6	8
Elementary Agriculture in Education II	EA260US	80	6	8
Home Ecology in Education II	HC260US	80	6	8
Year courses **(56 Credits)**				

Course Title	Course Code	Hours	NQF Level	Credits
School Based Studies I	SBS60UY	120	6	12
Educational Foundations II	EF260UY	120	6	12
Electives: Choose two school subjects according to available subjects' combination				
English Language Education II	EP260UY	160	6	16
Mathematics Education II	MC260UY	160	6	16
Social Studies Education II	SE260UY	160	6	16
Natural Science and Health Education II	NS260UY	160	6	16

Oshindonga Language Education II	PD260UY	160	6	16
Oshikwanyama Language Education II	PW260UY	160	6	16
Khoekhoegowab Language Education II	PK260UY	160	6	16
Otjiherero Language Education II	PJ260UY	160	6	16
Thimbukushu Language Education II	PT260UY	160	6	16
Rukwangali Language Education II	PU260UY	160	6	16
Rumanyo Language Education II	PN260UY	160	6	16
Silozi Language Education II	PL260UY	160	6	16
Afrikaans Language Education II	PA260UY	160	6	16
Total Year 2 Hours and Credits		**1240**		**124**
YEAR 3 (100 Credits)				
SEMESTER 1 (12 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Research Methods in Education	IRE60US	120	6	12
SEMESTER 2 (56 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Educational Law and Policies	ELP70US	120	7	12
Research Methodology in Education	ERM70US	120	7	12
Inclusive Education	IED70US	120	7	12
Curriculum Planning and Development I	CP160US	120	7	12
Electives: Choose one pre-vocational subject				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Design & Technology in Education III	DT370US	80	7	8
Elementary Agriculture in Education III	EA370US	80	7	8
Home Ecology Education in Education III	HC370US	80	7	8
Year courses (44 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
School -Based Studies II	SB270UY	120	7	12
Electives: Choose two school subjects according to available subjects' combination				
English Language Education III	EP370UY	160	7	16
Mathematics Education III	MC370UY	160	7	16
Social Studies Education III	SE370UY	160	7	16

Course Title	Course Code	Hours	NQF Level	Credits
Natural Science and Health Education III	NS370UY	160	7	16
Oshindonga Language Education III	PD370UY	160	7	16
Oshikwanyama Language Education III	PW370UY	160	7	16
Khoekhoegowab Language Education III	PK370UY	160	7	16
Otjiherero Language Education III	PJ370UY	160	7	16
Thimbukushu Language Education III	PT370UY	160	7	16
Rukwangali Language Education III	PU370UY	160	7	16
Rumanyo Language Education III	PN370UY	160	7	16
Silozi Language Education III	PL370UY	160	7	16
Afrikaans Language Education III	PA370UY	160	7	16
Total Year 3 Hours and Credits		**1120**		**112**
YEAR 4 (134 Credits)				
SEMESTER 1		Students are on SBS for 10 weeks		
SEMESTER 2 (0 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
First Aid	FAH70US	N/A	7	NCB
***Year course* (134 Credits)**				
School- Based Studies III	SB380UY	160	8	16
Educational Research Project	XPJ80UY	300	8	30
School Management and Leadership	SML80UY	160	8	16
Education Systems	ESY80UY	160	8	16
Curriculum Planning and Development II	CP270UY	160	8	16
Electives: Choose one pre-vocational subject				
Design and Technology in Education IV	DT480UY	80	8	8
Elementary Agriculture in Education IV	EA480UY	80	8	8
Home Ecology in Education IV	HC480UY	80	8	8
Electives: Choose two school subjects according to available subjects' combination				
English Language Education IV	EP480UY	160	8	16
Mathematics Education IV	MC480UY	160	8	16
Social Studies Education IV	SE480UY	160	8	16

Natural Science and Health Education IV	NS480UY	160	8	16
Oshindonga Language Education IV	PD480UY	160	8	16
Oshikwanyama Language Education IV	PW480UY	160	8	16
Khoekhoegowab Language Education IV	PK480UY	160	8	16
Otjiherero Language Education IV	PJ480UY	160	8	16
Thimbukushu Language Education IV	PT480UY	160	8	16
Rukwangali Language Education IV	PU480UY	160	8	16
Rumanyo Language Education IV	PN480UY	160	8	16
Silozi Language Education IV	PL480UY	160	8	16
Afrikaans Language Education IV	PA480UY	160	8	16
Total Year 4 Hours and Credits		**1340**		**134**
Total Hours and Credits for qualification		**4800**		**480**

Major Combinations

The core courses for this qualification are fixed and cannot be exchanged. The qualification is offered in four (4) specialisations, and each specialisation has several school subject combinations. In addition to that, students have the option to elect one course from pre-vocational subjects and one course from supportive subjects that runs up to year three. No deviation from the prescribed combinations as reflected in the course content will be allowed.

SUBJECT COMBINATION FOR SENIOR PRIMARY (BHESP)
Mathematics and Natural Science
English and a Namibian Language
Social Studies and a Namibian Language
Social Studies and English

Namibian Languages:

- **Dorado Campus**

Languages available: Afrikaans, Oshindonga, Oshikwanyama and Otjiherero.

- **Nkurenkuru   Campus**

Languages available: Rukwangali, Rumanyo, Silozi, Thimbukushu, Oshindonga and Oshikwanyama.

- **Coastal Campus**

Languages available: Khoekhoegowab, Afrikaans, Oshindonga and Oshikwanyama.

- **Ongwediva and Eenhana Campus**

Languages available: Oshindonga and Oshikwanyama

SCHOOL OF SECONDARY AND POSTGRADUATE EDUCATION

BACHELOR OF EDUCATION IN SECONDARY EDUCATION HONOURS (NQF LEVEL 8)

1. **Rationale**

The demand for qualified teachers who are competent in the management and the delivery of the recently revised Namibian school curriculum, particularly at the Advanced Subsidiary (AS) level, and supporting all children to learn have led to the development of this qualification. The qualification is aligned with the 6th National Development Plan (NDP6), (2025-2030), which focuses on increased and equitable access to quality higher education for development. This goal intends to ensure equitable access to quality higher education that responds to industry needs, employability and innovation. The aim is to "establish a broad-based pool of highly qualified human resources for socio-economic development and self-actualisation of individuals" (p. 163). This includes the strategies and game charger: Universal Access to Free and Equitable Higher Education through a Sustainable National Funding Mode and Intensify programmes for capacity development, continuous professional development and upskilling of teaching and research staff. Because the targets cannot be met without the essential input from qualified teachers who can implement the national curriculum and assessments, the development of this qualification was driven by the necessity to address the aforementioned challenge. To effectively support and manage learning and development interventions/programs intended to narrow the teacher qualification gap at the AS level and promote social change, the revised program will therefore focus on graduates' knowledge, skills, and values.

2. **Purpose**

This qualification's main objective is to develop professionally qualified teachers who can use a blend of subject-matter expertise and the appropriate pedagogical approaches to ensure enhanced learning outcomes in a variety of circumstances. The degree will help the country's attempt to produce secondary school teachers who are competent and innovative and have a lasting impact on the learners' lives. Additionally, the qualification will give teachers the resources they require to succeed as secondary school teachers, academic managers, and administrators. Stakeholders were consulted in terms of the review of the qualification.

3. **Who is this qualification for?**

This qualification is intended for aspirant secondary school teachers who are willing to take positions as secondary school teachers in both private and public schools. It targets those individuals willing to become students and then be transformed into professional secondary school teachers. It is intended to motivate and challenge secondary school teachers so they can reach their full potential and make a lasting impact on the secondary education industry. The concept that a secondary school teacher must first be a student informs the development of this qualification, which is intended for those who are eager to enrol in classes before becoming qualified secondary school teachers.

4. **Admission requirements**

To be admitted to this qualification, a student must have NSSCO/NSSCAS with a minimum of 25 points in the best five subjects (including English minimum D) on the IUM's evaluation scale or equivalent qualification(s), a recognized qualification at NQF (level 6) or equivalent. For students admitted through the mature age entry, they should be at least 25 years old or over in the year in which admission is sought and must have at least 3 years' experience, moreover, these students should have passed Grade 10. Other requirements specifically for students who wish to specialize in a school subject include

a minimum of a D symbol in the subjects/related subjects they intend to specialize in, except for English, Mathematics and any Namibian Language, where the students must obtain a minimum of a C symbol form one examination sitting to specialize in these subjects. NSSCAS holders will be exempted from NQF (level 4) modules, which are related to their previous field of studies with the "A" to "D" symbol, and access to the curriculum.

5. **Qualification duration**

The duration of the qualification is a minimum of 4 years and a maximum of 6 years both for full-time and part-time mode. The study period comprises of two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. **Outcomes for the whole qualification**

Holders of this qualification are able to:

(a) Utilise teaching methods that foster learners' independent and dependent inquiry and in-depth understanding at a secondary school level.

(b) Apply various techniques to carry out different roles of a secondary school educator, i.e. as a lifelong learner, facilitator, mediator of learning, curriculum designer, administrator, assessor, agent of change, specialist in the selected subject(s) and a responsible citizen.

(c) Develop authentic means for assessing learning to inform their teaching and learners' learning.

(d) Work ethically and collectively with colleagues to achieve high quality, equitable outcomes for learners and the wider community.

(e) Promote, coordinate and conduct research into secondary school problems through the prescribed subjects offered at particular levels.

(f) Design curricula that meet the changing secondary education needs of Namibia with special reference to outcomes-based education.

7. Qualification structure

YEAR 1 (110 Credits)				
SEMESTER 1 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
English for Teachers	EFT50US	80	4	8
Theories of Human Development	THD50US	80	5	8
Life Skills	FS150US	80	4	8
Physical Education	PH150US	80	5	8
IT Skills for Teachers	IST50US	80	4	8
Religious and Moral Education	RO150US	80	5	8
Introduction to Chemistry Education	ICH40US	N/A	4	NCB
Introduction to Physics Education	IPY40US	N/A	4	NCB

SEMESTER 2 (16 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Integrating Educational Technology in Teaching	ID150US	80	5	8
Academic Writing	ACR50US	80	5	8
Year Courses (46 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Micro Teaching	MTE50UY	120	5	12
Educational Foundations I	EF150UY	100	5	10
Electives: Choose two school subjects according to available subjects' combination				
Course Title	Course Code	Hours	NQF Level	Credits
English Language Education I	ES150UY	120	5	12
Afrikaans Language Education I	SA150UY	120	5	12
Khoekhoegowab Language Education I	SK150UY	120	5	12
Oshindonga Language Education I	SD150UY	120	5	12
Oshikwanyama Language Education I	SW150UY	120	5	12
Otjiherero Language Education I	SJ150UY	120	5	12
Rukwangali Language Education I	SU150UY	120	5	12
Rumanyo Language Education I	SN150UY	120	5	12
Silozi Language Education I	SL150UY	120	5	12
Thimbukushu Language Education I	ST150UY	120	5	12
Mathematics Education I	ME150UY	120	5	12
Economics Education I	EC150UY	120	5	12
Business Studies Education I	BE150UY	120	5	12
History Education I	HI150UY	120	5	12
Geography Education I	GO150UY	120	5	12
Entrepreneurship Education I	ER150US	120	5	12
Accounting Education I	AN150UY	120	5	12
Agricultural Science Education I	AG150UY	120	5	12
Biology Education I	BG150UY	120	5	12
Chemistry Education I	CH150UY	120	5	12
Physics Education I	PY150UY	120	5	12
Computer Science Education IA (Sem. 1)	C1A50US	60	5	6
Computer Science Education IB (Sem. 2)	C1B50US	60	5	6
Total Year 1 Hours and Credits		**1100**		**110**
YEAR 2 (96 Credits)				
SEMESTER 1 (36 Credits)				

Course Title	Course Code	Hours	NQF Level	Credits
Assessment and Evaluation in Education	AEV50US	120	6	12
Life Skills Guidance and Counselling	LSC60US	120	6	12
English Vocabulary for Academic Writing	EVW60US	120	6	12
SEMESTER 2 (12 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Integrating Digital Technology in Teaching and Learning	ITL60US	120	6	12
Year Courses (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
School -Based Studies I	SBS60UY	120	6	12
Educational Foundations II	EF260UY	120	6	12
Electives: Choose two school subjects according to available subjects' combination				
Course Title	Course Code	Hours	NQF Level	Credits
English Language Education II	ES260UY	120	6	12
Afrikaans Language Education II	SA260UY	120	6	12
Khoekhoegowab Language Education II	SK260UY	120	6	12
Oshindonga Language Education II	SD260UY	120	6	12
Oshikwanyama Language Education II	SW260UY	120	6	12
Otjiherero Language Education II	SJ260UY	120	6	12
Rukwangali Language Education II	SU260UY	120	6	12
Rumanyo Language Education II	SN260UY	120	6	12
Silozi Language Education II	SL260UY	120	6	12
Thimbukushu Language Education II	ST260UY	120	6	12
Mathematics Education II	ME260UY	120	6	12
Economics Education II	EC260UY	120	6	12
Business Studies Education II	BE260UY	120	6	12
History Education II	HI260UY	120	6	12
Geography Education II	GO260UY	120	6	12
Entrepreneurship Education II	ER260UY	120	6	12
Accounting Education II	AN260UY	120	6	12
Agricultural Science Education II	AG260UY	120	6	12
Biology Education II	BG260UY	120	6	12
Chemistry Education II	CH260UY	120	6	12
Physics Education II	PY260UY	120	6	12
Computer Science Education IIA (Sem. 1)	C2A60US	60	6	6
Computer Science Education IIB (Sem. 2)	C2B60US	60	6	6

Total Year 2 Hours and Credits		960		96
YEAR 3 (140 Credits)				
SEMESTER 1 (12 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Introduction to Research Methods in Education	IRE60US	120	6	12
SEMESTER 2 (48 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Research Methodology in Education	ERM70US	120	7	12
Inclusive Education	IED70US	120	7	12
Educational Law and Policies	ELP70US	120	7	12
Curriculum Planning and Development I	CP160US	120	7	12
Year Courses (80 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
School- Based Studies II	SB270UY	120	7	12
Electives: Choose two school subjects according to available subjects' combination				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
English Language Education III	ES370UY	240	7	24
Afrikaans Language Education III	SA370UY	240	7	24
Khoekhoegowab Language Education III	SK370UY	240	7	24
Oshindonga Language Education III	SD370UY	240	7	24
Oshikwanyama Language Education III	SW370UY	240	7	24
Otjiherero Language Education III	SJ370UY	240	7	24
Rukwangali Language Education III	SU370UY	240	7	24
Rumanyo Language Education III	SN370UY	240	7	24
Silozi Language Education III	SL370UY	240	7	24
Thimbukushu Language Education III	ST370UY	240	7	24
Mathematics Education III	ME370UY	240	7	24
Economics Education III	EC370UY	240	7	24
Business Studies Education III	BE370UY	240	7	24
History Education III	HI370UY	180	7	18
Excursion (History)	EH370UY	60	7	6
Geography Education III	GO370UY	180	7	18
Excursion (Geography)	EG370UY	60	7	6
Entrepreneurship Education III	ER370UY	240	7	24
Accounting Education III	AN370UY	240	7	24

Agricultural Science Education III	AG370UY	240	7	24
Biology Education III	BG370UY	240	7	24
Chemistry Education III	CH370UY	240	7	24
Physics Education III	PY370UY	240	7	24
Computer Science Education IIIA (Sem. 1)	C3A70UY	120	7	12
Computer Science Education IIIB (Sem. 2)	C3B70UY	120	7	12

Electives: Choose two teaching methods for the two specialized school subjects (Languages)

Course Title	Course Code	Hours	NQF Level	Credits
Teaching Methods of English	TEG80UY	100	7	10
Teaching Methods of Otjiherero	TJS80UY	100	7	10
Teaching Methods of Oshikwanyama	TWS80UY	100	7	10
Teaching Methods of Oshindonga	TDS80UY	100	7	10
Teaching Methods of Rukwangali	TUS80UY	100	7	10
Teaching Methods of Silozi	TZS80UY	100	7	10
Teaching Methods of Afrikaans	TAF80UY	100	7	10
Teaching Methods of Khoekhoegowab	TKS80UY	100	7	10
Teaching Methods of Thimbukushu	TTS80UY	100	7	10
Teaching Methods of Rumanyo	TRS80UY	100	7	10

Electives: Choose two teaching methods for the two specialized school subjects

Course Title	Course Code	Hours	NQF Level	Credits
Teaching Methods of Economics	TEM80UY	100	7	10
Teaching Methods of Mathematics	TMA80UY	100	7	10
Teaching Methods of History	THI80UY	100	7	10
Teaching Methods of Entrepreneurship	TET80UY	100	7	10
Teaching Methods of Agricultural Science	TAG80UY	100	7	10
Teaching Methods of Biology	TBG80UY	100	7	10
Teaching Methods of Chemistry	TCH80UY	100	7	10
Teaching Methods of Physics	TPY80UY	100	7	10
Teaching Methods of Computer Science	TCS80UY	100	7	10
Teaching Methods of Accounting	TAC80UY	100	7	10
Teaching Methods of Business Studies Education	TBS80UY	100	7	10
Teaching Methods of Geography	TGR80UY	100	7	10
Total Year 3 Hours and Credits		**1400**		**140**
YEAR 4 (142 Credits)				

SEMESTER 1		Students are on SBS for 10 weeks.		
SEMESTER 2				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
First Aid	FAH70US	N/A	7	NCB
Year Courses (142 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Educational Research Project	XPJ80UY	300	8	30
School Based Studies III	SB380UY	160	8	16
School Management and Leadership	SML80UY	160	8	16
Education Systems	ESY80UY	160	8	16
Curriculum Planning and Development II	CP270UY	160	8	16
Electives: Choose two school subjects according to available subjects' combination				
English Language Education IV	ES480UY	240	8	24
Afrikaans Language Education IV	SA480UY	240	8	24
Khoekhoegowab Language Education IV	SK480UY	240	8	24
Oshindonga Language Education IV	SD480UY	240	8	24
Oshikwanyama Language Education IV	SW480UY	240	8	24
Otjiherero Language Education IV	SJ480UY	240	8	24
Rukwangali Language Education IV	SU480UY	240	8	24
Rumanyo Language Education IV	SN480UY	240	8	24
Silozi Language Education IV	SL480UY	240	8	24
Thimbukushu Language Education IV	ST480UY	240	8	24
Mathematics Education IV	ME480UY	240	8	24
Economics Education IV	EC480UY	240	8	24
Business Studies Education IV	BE480UY	240	8	24
History Education IV	HI480UY	240	8	24
Geography Education IV	GO480UY	240	8	24
Entrepreneurship Education IV	ER480UY	240	8	24
Accounting Education IV	AN480UY	240	8	24
Agricultural Science Education IV	AG480UY	240	8	240
Biology Education IV	BG480UY	240	8	240
Chemistry Education IV	CH480UY	240	8	240
Physics Education IV	PY480UY	240	8	240

Computer Science Education IVA (Sem. 1)	C4A80US	120	8	12
Computer Science Education IVB (Sem. 2)	CAB80US	120	8	12
Total Year 4 Hours and Credits		**1420**		**142**
Total Hours and Credits for qualification		**4880**		**488**

Major Subjects Combinations

The core courses for this qualification are fixed and cannot be exchanged. The qualification offers four subject groups of specialisations: Mathematics and Science, Languages Education, Humanities and Commerce. Each group of specialisation comprises of two school subjects. No deviation from the prescribed combinations as reflected below will be allowed:

SUBJECTS COMBINATIONS FOR SECONDARY (BHESE)
1. Mathematics and Science grouping
a. Mathematics and Computer Science
b. Mathematics and Agricultural Science
c. Agricultural Science and Computer Science
d. Mathematics and Biology (This option is only available at Eenhana campus)
e. Mathematics and Chemistry (This option is only available at Eenhana campus)
f. Mathematics and Physics (This option is only available at Eenhana campus)
2. Language Grouping
a. English and a Namibian Language: CHOOSE ONE (from the list below)

Namibian Languages:	
• **Dorado Campus** (Languages available: Afrikaans, Oshindonga, Oshikwanyama and Otjiherero). • **Nkurenkuru Campus** (Languages available: Rukwangali, Rumanyo, Silozi, Thimbukushu, Oshindonga and Oshikwanyama). • **Coastal Campus)** (Languages available: Khoekhoegowab, Afrikaans, Oshindonga and Oshikwanyama). • **Ongwediva and Eenhana Campus** (Languages available: Oshindonga and Oshikwanyama)	
3. Humanities Grouping	
Geography and History	
4. Commerce Grouping	
a.	Accounting and Economics
b.	Accounting and Business studies/Entrepreneurship
c.	Economics and Business studies/Entrepreneurship

BACHELOR OF EDUCATION IN EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY HONOURS DEGREE (NQF LEVEL 8)

1. Rationale

The 2022 education conference highlighted the need for transformative education under the theme "Transforming education in the context of global challenges towards inclusion and quality, re-imagining 2023 and beyond." Achieving this requires strong leadership across all educational levels. Furthermore, Namibia's Human Resource Plan 2020-2025, using Namibia's Occupational Demand and Supply Outlook Model (NODSOM) tool by the National Planning Commission, identifies educational management gaps within public institutions. Therefore, the Bachelor of Education in Educational Leadership, Management and Policy Honours blends theory with practical application to equip aspiring educational leaders and managers, administrators, policymakers and stakeholders with the necessary knowledge and skills for improved institutional performances. It introduces education managers to theories, education issues and research around educational leadership, management and policy in Namibia and beyond. Covering a diverse array of crucial topics, the qualification aids students

in comprehending leadership theories while laying a robust groundwork for managing diverse tasks in educational settings.

2. Purpose

The qualification aims to enhance students' proficiency in leadership and management skills, enabling them to effectively address educational challenges within schools and across different sectors of education. By nurturing well-equipped education managers at different organizational levels, the qualification seeks to facilitate the education sector's contribution to realizing the goals of a knowledge-based society, aligned with Vision 2030 objectives.

3. Who is the qualification for?

This qualification targets among others, the following levels of staff in the education sector:

- Aspiring educational leaders: those who wish to take on leadership positions within schools, educational organizations, or government agencies responsible for education policy and management.
- Educators seeking advancement: teachers or educational professionals looking to advance their careers into roles such as school principals, department heads, curriculum coordinators, or educational consultants.
- Policy Analysts: individuals interested in shaping education policies, either at the institutional or governmental level, to improve educational systems and outcomes.
- Administrators: those interested in managing educational institutions or programmes, including responsibilities such as budgeting, staff supervision, and strategic planning.
- Researchers: individuals aiming to contribute to the field of education through research, evaluation, and the development of effective educational practices and policies.

4. Admission requirements

The entry requirements to this qualification shall be:

- a. Any education qualification at NQF Level 6 or equivalent qualification with 4 years teaching experiences; or
- b. Any education qualifications at NQF Level 7 with minimum of 2 years working experience preferably in an education- related institution in both private and/or public sector.
- c. Special considerations for admission might also be determined by the IUM Senate.

5. Qualification duration

The study period for the qualification is a minimum of 2 years and a maximum of 4 years (Part-time, and blended mode of delivery). The study period comprises two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. Outcomes for whole qualification

Holders of this qualification are able to:

(a) Evaluate educational policies and propose innovative solutions to address educational challenges.

(b) Conduct independent inquiries within the specialised domains of leadership, management, and policy, and communicate findings effectively in scholarly formats.

(c) Serve as academic leaders and subject matter experts in educational leadership, management, and policy.

(d) Design and implement advanced research projects in the field of educational leadership, management, and policy.

(e) Apply foundational principles, best practices, and methodologies in educational leadership, management, and policy to foster positive change within educational systems and society as a whole.

7. Qualification structure

YEAR 1 (92 Credits)				
SEMSTER 1 (32 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Academic Writing for Postgraduate Studies	AWP80US	120	8	12
Integrating Emerging Technologies in Education	EMT80US	100	8	10
Project Management	PRM80US	100	8	10
Year Courses (60 Credits)				
Curriculum Management and Leadership	ILC80UY	120	8	12
Educational Financial Management	FOM80UY	120	8	12
Educational Leadership and Management	LME80UY	120	8	12
Educational Research	ERM80UY	120	8	12
Legal and Ethical Issues in Education	LEI80UY	120	8	12
Total Year 1 Hours and Credits		**920**		**92**
YEAR 2 (94 Credits)				
SEMSTER 1 (40 Credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Managing Innovation in Organisations	MIO80US	100	8	10
Occupational Safety and Health Management	OSH80US	100	8	10
Practices of Good Governance	PPG80UY	100	8	10
System Thinking and Strategic Management	STS80UY	100	8	10
Year courses (54 Credits)				
Educational Policy and Planning	EPP80UY	120	8	12

Leadership Change and Organisational Development	LCO80UY	120	8	12
Research Project	XED80UY	300	8	30
Total Year 2 Hours & Credits		**940**		**94**
Total Hours & Credits for qualification		**1860**		**186**

CENTRE FOR IMPROVED INSTITUTIONAL PERFORMANCE (CIIP)

1. **Mission**

To be a source for improving institutional management and performance, at all levels in the private and public sectors.

2. **Delivery**

CIIP provides the traditional and on-demand short courses and Soft Skill training on-site, for the public and private sectors.

3. **IUM Staff Training**

The Centre delivers regular staff training to ensure that IUM delivers the best service to its customers.

4. **Certification**
   - A Certificate of Attendance will be awarded for workshops and short courses with less than a semester duration⬜
   - An IUM certificate will be issued for all other short courses whose duration is longer than one semester; the delegate must attain a pass mark of 50%.
   - The Short Course Certificate and Diploma programmes offered by the Centre for Improved Institutional Performance (CIIP) are fully accredited by NQA.

5. **Fees**
   - Application and registration fees are non-refundable and are paid upon registration.
   - 30% of the required tuition fees must be paid before the commencement of class.
   - No certificate will be issued unless all fees are settled and all subjects passed.
   - A 20 % rebate will be given to returning CIIP students.
   - All fees must be settled 4 weeks before the final exam.

CERTIFICATE IN SECRETARIAL & OFFICE ADMINISTRATION (NQF LEVEL 4)

1. **About this course**

A qualified and competent Secretary and Office Administrator are central to the smooth running of any business, ensuring day-to-day activities happen most efficiently. Office Administrators require excellent skills in IT, organisation, good composure, and flexibility, plus strong interpersonal and communication abilities – all of which they will get from this qualification. The major job responsibility of an office administrator is to guarantee the efficient functioning of all connected departments within an organization. They act as a connecting link between departments, employees, and management.

The Certificate in Secretarial and Office Administration (Level 4) will therefore equip students with practical skills necessary to become valuable assets in the workplace and become business administrators with strong entrepreneurial skills. This would enable them to succeed in any dynamic business environment. This qualification is designed to provide students with a thorough understanding of business administration techniques and specialised office administration and entrepreneurship skills. Students will be able to manage records and documentation and make decisions to resolve office-related issues. In addition, students will develop keyboard skills, master the most

common business software packages and apply excellent communication techniques. This course is designed to develop your keyboard skills, teach you how to master the most common business software packages and give you excellent communication techniques which will enable you to understand the language of business.

2. Who should attend?

This qualification is aimed at school leavers and office practitioners who aspire to qualify themselves academically in the field of secretarial and office administration.

3. Duration

This qualification will be offered over 1 Year in full-time and part-time blended learning modes. The qualification comprises two (2) semesters per academic year⬚ Semester one (1) runs from January to June and Semester two (2) runs from July to November⬚ Formal and practical exams are written in May /June and October /November of every academic year. The qualification will only be conferred after the candidates have successfully passed all the courses.

4. Offering mode
- Full-time
- Part-time
- Online blended learning through CDEL

5. Entry requirements

Students will be admitted into this qualification if they hold a Namibia Secondary School Certificate (NSSC) with a minimum of 18 points five (5) best subjects with a minimum of D in English or equivalent. Students may also enter through mature age provided they:
- Are 25 years old or over in the year in which admission is sought.
- Have at least 3 years of work experience.
- Have at least a pass at grade 10.
- Provide a suitable reference relating to work experience.

6. Outcomes for the whole qualification

Holders of this qualification should be able to:
- (a) Apply different strategies and concepts of office and business administration when dealing with different individuals within the organization.
- (b) Manage records and documentation to enhance their multi-tasking skills.
- (c) Communicate effectively through written and verbal forms.
- (d) Coordinate and organize meetings effectively.
- (e) Make quick decisions and resolve office-related matters.

7. Qualification structure

Course Title	Course Code	Hours	NQF Level	Credits
Office Administration I	OA10Sc	100	4	10
Spreadsheets	ISP0SC	100	4	10
Basic IT Skills	BIT41US	100	5	10
Applied English Language Skills	AEL40US	100	4	10
Keyboard and Basic Typing	KBT0SC	100	4	10
Word Processing	IWP0SC	100	4	10
Basic Numeracy	BN0SC	100	4	10
Total Hours and Credits		**700**		**70**

CERTIFICATE IN BOOKKEEPING (NQF LEVEL 4)

1. About this course

The Bookkeeping certificate introduces the general accounting duties and covers the basic principles of single and double-entry bookkeeping and its application to business in both a manual and a computerized system. Bookkeeping is an essential function in any business to ensure efficient legal and financial management practices. This qualification will enable students to maintain complete sets of financial records, keep track of accounts and verify the accuracy of procedures used for recording financial transactions. In addition, the qualification will enable students to maintain up-to-date record keeping of financial transactions, apply postings from the books of prime entry and source documents to the ledger accounts and produce an initial trial balance. The qualification will enable the student to maintain complete sets of financial records, keep track of accounts, and verify the accuracy of procedures used for recording financial transactions. Areas that will be covered include monthly bookkeeping to trial balance (manual and computerized); disclosing profit and financial position; reconciling suppliers, inventory, and bank statements; calculating Pay as You Earn (PAYE) payroll tax and other deductions. You will learn these main functions:

- Basic English and Numeracy for a better understanding of Bookkeeping terms and calculations.
- The ability to maintain up-to-date record keeping of financial transactions.
- Correct accounting books (Ledger)
- Double-entry bookkeeping and notes.
- Introduction to financial statements.
- Basic Word Processing.

2. Who should attend?

This qualification is designed for students willing to take up the role of assistant bookkeeper, debt collector and accounting clerk and have the ability to maintain up-to-date record keeping of financial transactions.

3. Duration

This qualification will be offered over 1 Year in full-time and part-time blended learning mode. The qualification comprises two (2) semesters per academic year. Semester one (1) runs from January to June, and semester two (2) runs from July to November. Formal and Practical exams are written in May /June and October /November of every academic year. The qualification will only be conferred after the candidates have successfully passed all the courses.

4. Offering mode
- Full-time
- Part-time
- Online blended learning through CDEL

5. Entry requirements

Students will be admitted into this qualification if they hold a Namibia Senior Secondary Certificate (NSSC) with a minimum of 18 points in five (5) best subjects with a minimum of E in English or equivalent. Students may also enter through mature age provided they have at least a pass at grade 10 and will be subjected to an entrance test of which a pass is required.

6. Outcomes for the whole qualification

Holders of this qualification should be able to:

(a) Explain the bookkeeping terms and calculations accounting equation and the concepts of reporting on a cash basis for income tax purposes.
(b) Understand the process of dealing with and accounting for Value Added Tax in the ledgers.
(c) Understand the purpose and use of the trial balance and Double- entry bookkeeping and notes.
(d) Prepare reports such as Trial balance, Audit trail, nominal account transaction, Sales and purchase ledger transactions.
(e) Maintain up-to-date record keeping of financial transactions as well as set up a business in a Computerized system.
(f) Present theoretical concepts and complex ideas in both written and verbal formats appropriate for management audiences.

7. Qualification structure

Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Introduction to Bookkeeping	IBKOSC	100	4	10
Spreadsheets	ISP0SC	100	4	10
Basic IT Skills	BIT41US	100	5	10
Applied English Language skills	AEL40US	100	4	10
Business Accounting	BA0SC	100	5	10
Office Technology and Management	IWP0SC	100	5	10
Basic Numeracy	BN0SC	100	4	10

Total Hours and Credits		**700**	**70**

DIPLOMA IN OFFICE ADMINISTRATION AND MANAGEMENT (NQF LEVEL 5)

1. About this course

The Diploma in Office Administration and Management (Level 5) is aimed at equipping students with the necessary skills to effectively manage modern office environments independently. Office administrators are regarded as the backbone of any organization and play a crucial role in providing competent and effective management support in the form of administrative services. The success of any business depends upon effective office through their contribution towards the increase in business productivity and employee satisfaction. You will learn how to master in-demand software packages for presentations, project planning and databases, as well as excellent computer keyboard skills and how to create complex business documentation.

2. Who should attend?

This qualification targets students willing to be transformed into professional business administrators in both private and public organizations.

3. Duration

This qualification will be offered over 1 Year in a full-time and part-time blended learning mode. The qualification comprises two (2) semesters per academic year. Semester one (1) runs from January to June and semester two (2) runs from July to November Formal and Practical exams are written in October/November of every academic year. The qualification will only be conferred after the candidates have successfully passed all the courses.

4. Offering mode
- Full-time
- Part-time
- Online blended learning through CDEL

5. Entry requirements

Students will be admitted into this qualification if they hold a Certificate in Secretarial and Office Administration (level 4) or an equivalent NQF level 4 qualification. Students may also be admitted with a Namibia Secondary School Certificate (NSSC) with a minimum of 20 points in five (5) best subjects with a minimum E in English or equivalent. Students may also enter through mature age provided they have at least a pass at Grade 10, and will be subjected to an entrance test, which requires a pass for admission.

6. Outcomes for the whole qualification

Holders of this qualification are able to:
- Demonstrate the role of an office administrator in the workplace and describe challenges that affect administrative managers.
- Discuss emerging elements impacting administrative management practices.
- Identify solutions to contemporary problems affecting business management.
- Apply good work ethics and business etiquette and use problem-solving

skills to handle problems in the office.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (60 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Communication Skills	GCS41US	100	5	10
Office Administration II	OA20SC	100	5	10
Customer Service Skills	CSS50US	100	5	10
Advanced Typing andSpeed Development	TSD0SC	100	5	10
Computer Studies: ITSecurity	ISE0SC	100	4	10
Principles of Management	POM50US	100	5	10
SEMESTER 2 (50 credits)				
Course Title	**Course Code**	**Hours**	**NQF Level**	**Credits**
Business Ethics	BNE50US	100	5	10
Computer Studies: Standard Profile Presentation	IPT0SC	100	4	10
Critical Thinking Skills	CTS51US	100	5	10
Front Office Operations	FOO50US	100	5	10
Computer Studies: Using Databases	IUD0SC	100	4	10
Year Course (10 Credits)				
Introduction to Bookkeeping	IBK0SC	100	4	10
Total Hours and Credits		**1200**		**120**

DIPLOMA IN BOOKKEEPING (NQF LEVEL 5)

1. About this course

The Diploma in Bookkeeping (Level 5) is designed to equip students with a clear

understanding of the bookkeeping system to meet the needs of a particular business, identify and gather information about transactions, and convert that information into a general ledger. This qualification will enable students to identify the roles and duties of a bookkeeper with the framework of required accounting activities in a business setting and ultimately contribute to National and economic goals. This qualification is most beneficial to professionals with some experience in designing bookkeeping systems who may be at entry level in an organization. The qualification has been carefully designed, in collaboration with the major stakeholders, and it will be facilitated by experienced professionals who understand the fundamentals of financial accounting and bookkeeping and stay current with progressive ideas, this will enable students to pursue a career in Bookkeeping significantly contributing to socio-economic development towards vision 2030 and African agenda 2023. You will learn how to master in-demand software packages for presentations, project planning and databases, as well as excellent computer keyboard skills and how to create complex business documentation.

2. Who should attend?

This qualification is designed for students willing to take up bookkeeping and accounting assignments in both private and public organisations The qualification is designed for people who are already in the role, and for those who are aspiring to a role where they are responsible for the detailed recording of all the financial transactions of a business, maintaining these records using books of original entry and double-entry bookkeeping and for ensuring that all monetary transactions made by the business are recorded accurately. Graduates will find employment in the financial and accounting fields in the business world.

3. Duration

This qualification will be offered over 1 Year in a full-time and part-time blended learning mode. The qualification comprises two (2) semesters per academic year. Semester one (1) runs from January to June and semester two (2) runs from July to November. Formal and Practical exams are written in May /June and October /November of every academic year. The qualification will only be conferred after the candidates have successfully passed all the courses.

4. Offering mode:
- Full-time
- Part-time
- Online blended learning through CDEL

5. Entry requirements

Students will be admitted into this qualification if they hold a Certificate in Bookkeeping (Level 4) or an equivalent qualification at NQF Level 4. Students may also be admitted into this qualification if they hold a Namibia Senior Secondary Certificate (NSSC) with a minimum of 20 points in five (5) best subjects with a minimum of E in English or equivalent. Students may also enter through mature age provided they have at least a pass at grade 10 and will be subjected to an entrance test, which requires a pass for admission.

6. Outcomes for the whole qualification

Holders of this qualification should be able to:

(a) Understand the role and duties of a bookkeeper within the framework of required accounting activities in a business setting.
(b) Explain and apply the concepts of cash and accrual accounting, double-entry bookkeeping, and debits and credits.
(c) Apply generally accepted principles of accounting in bookkeeping work.
(d) Prepare payroll transactions ranging from paying wages to depositing and reporting taxes.
(e) Apply appropriate and accurate accounting entries for a variety of financial records.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (50 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Communication Skills	GCS41US	100	5	10
Principles of Management	PO-M50US	100	5	10
Advanced Bookkeeping	ACB0SC	100	5	10
Customer Service Skills	CSS50US	100	5	10
Typing and Speed: Advanced	TSD0SC	100	5	10
SEMESTER 2 (70 Credits)				
Business Ethics	BNE50US	100	5	10
Computer Studies: Standard Profile Presentation	IPT0SC	100	4	10
Financial Accounting	FAC51US	100	5	10
Critical Thinking Skills	CTS51US	100	5	10
Computer Studies: Using Databases	IUD0SC	100	4	10
Computerized Bookkeeping	CBK0SC	100	5	10
Introduction Financial Statements	IFS0SC	100	4	10
Total Hours and Credits		1200		120

PREPARATORY COURSE

1. About this course

The Preparatory Course serves as a bridging course for students who are considering enrolling in academic programmes at IUM. This excludes admission to Education, Electronics, and Health science courses. The Preparatory Course provides a good foundation in the knowledge and skills required for studying at the university level so that students are confident and well-prepared when they enrol for academic courses at

a higher education level.

2. Who should attend?

Students who do not meet the minimum entry point for academic courses and obtained 18 or 19 points at Grade 11/12 in five subjects, including English.

3. Duration

Preparatory year February to November [This period includes all activities that will take place, including holidays, classes, and examinations].

4. Entry requirements

Eighteen (18) or 19 points at NSSC Ordinary/Advanced Subsidiary or equivalent in five subjects, including English.

5. Course Structure

Programme	Modules	Duration & Assessments
Preparatory **PREP**	*Computer* Studies: • Word Processing **IWP0SC** • Spread sheets **ISP0SC** • Computer Essentials **ICE0SC** • Online Essentials **IOE0SC**	February – September Two Continuous (3) assessments will be done after every module, and Student should score 50% or more to qualify to write the exam in November.
	Basic Arithmetic Skills **PREBAS**	
	Introduction to Bookkeeping IBK0SC	
	English for Academic Purposes **PREEAP** • Essay Writing • Note-taking and note-making • Speaking and Listening Skills • Reading and Comprehension of Academic Texts • Writing Standard Academic English • Examination Skills: Preparing for and Succeeding in an Examination	
	Introduction to Management **PREIM**	

ENGLISH LANGUAGE UPGRADING COURSE (SENGL)

1.   About this course

This intensive course will prepare those who have not scored a D or better in English at grade 11/12 for the demands of writing university-level reports and essays.

2.   Who should attend?

Anyone who has scored E in Grade 12 English (Excluding students intending to register or are registered for Education, Electronics and Health science courses)

3.   Duration

Six (6) months (Second Semester)

4.   Entry qualifications

None

FOREIGN/SECOND LANGUAGE COURSES

1.   About this course

Each of these courses introduces the language and provides many other benefits including greater academic achievement, greater cognitive development, and more positive attitudes towards other languages and cultures Language learning is necessary for students to effectively function in the modern global marketplace. Each course is designed to give you basic written and spoken skills in the language course of your choice.

2.   Who should attend

Anyone interested in learning English, French or German as a second language**.**

3.   Duration

Six months to 1 year**.**

4.   Entry requirements

None

Programme	Duration
French **SFREN**	1 year
German **SGERM**	1 year
English Foreign/Second Language **SENGB (Beginner)**	6 Months

English Foreign/Second Language **SENGB (Intermediate)**	6 Months	
English Foreign/Second Language **SENGB (Advanced)**	6 Months	

PROFESSIONAL DEVELOPMENT AND WORKSHOP COURSES (PDWC) 2026

Course rollout is subject to a minimum number of students registered for the course.

- Full payment is required before the course starts.
- Venues for the courses will be in Windhoek
- Note however that all short courses can be offered anywhere in
- Namibia at the request of the organization/companies.

Course name	Course date	Course duration
Critical thinking Skills	January 2026	1 Day
Environmental Health	February 2026	3 Days
Emotional intelligence in the workplace	February2026	2 Days
Client service management strategies	February 2026	4 Days
Talent management	March 2026	2 Days
Supplier / Bid / Tender Evaluation and the Procurement Act	March 2026	3 Days
Conducting and managing disciplinary procedures	April 2026	2 days
Digital Marketing	April 2026	5 days
Empathy and communication skills for health care workers	May 2026	3 Days
Performance Management	May 2026	3 Days
Public Policy Analysis & Monitoring and Evaluation	May 2026	3 Days
Leadership & Management as effective instruments of the 21st century	May 2026	3 Days
Ethical and service practice for health practitioners	June 2026	3 days
Research and product development	June 2026	2 Days
SPSS training	June 2026	3 Days
Knowledge Transfer and Management	June 2026	2 Days
Management Development and Supervisory Programme	June 2026	10 Days
Mastering Public speaking	July 2026	1 Day
Innovation & Intellectual Property Management	July 2026	2 Days
Research Skills and academic writing for Postgraduate	August 2026	2 Days
E-policing	August 2026	10 Days
Ms Excel for Data Analysis and Reporting	September 2026	10 Days

Solid Waste and Environmental Impacts assessment	November 2026	4 Days
Project Management	November 2026	3 days
Procurement, purchasing and Inventory Management	November 2026	4 Days
AUTO CAD	November 2026	3 days
Banking & Investments	November 2026	4 Days

FREE SHORT COURSES FOR IUM REGISTERED STUDENTS AND ALUMNI ASSOCIATION MEMBERS

Course name	Date	Duration	Cost
CV writing and Interview skills for Final year students	March 2026	1 Day	Free
Internship Preparation	April 2026	1 Day	Free
Financial literacy	May 2026	1 Day	Free
Research Strategies for Postgraduate Students	June 2026	1 Day	Free

FREE SHORT COURSES FOR IUM STAFF

Course name	Date	Duration	Cost
Customer Service Skills	February 2026	1 Day	Free
Health and Occupational Safety	March 2026	1 Day	Free

CENTRE FOR DISTANCE AND e-LEARNING (CDeL)

| Leadership training | April 2026 | 1 Day | Free |
| Emotional intelligence in the workplace | May 2026 | 1 Day | Free |

The Centre for Distance and e-Learning (CDeL) offers accredited qualifications through distance and e-learning modes, designed to provide flexible access to higher education for students who wish to study remotely while maintaining their work and personal commitments. All qualifications offered under CDeL maintain the same quality, academic standards, contact hours, assessment methods, and examination requirements as those offered through the full-time and part-time modes. Students, therefore, receive an education of equal value and recognition. Qualifications offered under CDeL are as follows:

FACULTY OF ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY SCIENCES (FEMSS)

Certificate in Transport and Logistics Management (NQF Level 5)

Certificate in Occupational Health and Safety (NQF Level 5)

Certificate in Water Resources Management (NQF Level 5)

Certificate in Sustainable Ocean and Aquaculture Management (NQF Level 5)

Certificate in Energy Management (NQF Level 5)

Diploma in Transport and Logistics Management (NQF Level 6)

Diploma in Maritime and Port Management (NQF Level 6)

Diploma in Occupational Health and Safety (NQF Level 6)

Diploma in Water Resources Management (NQF Level 6)

Diploma in Sustainable Ocean and Aquaculture Management (NQF Level 6)

Diploma in Energy Systems and Climate Change (NQF Level 6)

Bachelor in Transport and Logistics Management Honours (NQF Level 8)

Bachelor in Occupational Health and Safety Honours (NQF Level 8)

Bachelor in Water Management for Development Honours (NQF Level 8)

Bachelor of Environmental Management and Sustainable Development Honours (NQF Level 8)

Bachelor of Science in Sustainable Ocean and Aquaculture Management Honours (NQF Level 8)

Bachelor of Science in Energy Development and Management Honours (NQF Level 8)

FACULTY OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Certificate in Business Information Systems (NQF Level 5)

FACULTY OF STRATEGIC MANAGEMENT & BUSINESS ADMINISTRATION (SMBA)

Certificate in Business Administration (NQF Level 5)

Certificate in Finance Management (NQF Level 6)

Certificate in Marketing Management (NQF Level 5)

Certificate in Human Resource Management (NQF Level 5)

SCHOOL OF SECONDARY AND POSTGRADUATE EDUCATION (SSPE)

Bachelor of Education in Educational Leadership, Management and Policy Honours (NQF Level 8)

CENTRE FOR IMPROVED INSTITUTIONAL PERFORMANCE (CIIP)

English Language Upgrading Course (Sengl)

Certificate in Secretarial & Office Administration (NQF Level 4)

Certificate in Bookkeeping (NQF Level 4)

Diploma in Office Administration and Management (NQF Level 5)

Diploma in Bookkeeping (NQF Level 5)

Prospective and continuing students are advised to refer to the relevant Faculty or School sections in this prospectus for comprehensive information regarding rationale, purpose, entry requirements, admission criteria, qualification structure, duration, assessment methods, and outcome of the whole qualification, inter alia.