

NATIONAL ACCREDITATION AND QUALITY ASSURANCE AUTHORITY



ANNUAL REPORT 2015



Table of Contents

Executive Summary	5
Introduction	6
The NAQAA Governing Council	7
Office of the Overseer	7
Activities of the Various Departments and Units.....	8
Assessment and Certification Unit.....	8
Registration of GSQ Candidates	8
Assessment and Verification of GSQ candidates	9
Facilitation of Certification of GSQ Candidates	9
Training of Assessors.....	10
Support to 2016 Food Self Sufficiency Initiative	10
Endorsement of Local Awards	10
Industrial Attachment.....	10
Registration and Accreditation Unit.....	13
Training Providers.....	13
Training Personnel.....	15
Quality Audit Visits	17
Standard Development Unit.....	17
Standards and Qualifications	17
Domestication and Validation Hospitality Standards	18
Labour Market Information Unit	18
Admin & Human Resources	21
Construction of NAQAA Office.....	21
Recruitment of Chief Executive Officer, Directors and Procurement Clerk for NAQAA	22
Staff Training and Development	22
Procurement.....	22

List of Figures

Figure 1: Number of Interns by Gender	10
Figure 2: Registration status of training providers	13
Figure 3: Registration status of TVET trainers.....	15
Figure 4: Distribution of Registered Assessors by Gender	16
Figure 5: Registered Master Craft Persons by Gender.....	16

List of Tables

Table 1: GSQ Candidates by training provider and field of study	8
Table 2: Registration of GSQ Candidates for level 2 and 3	9
Table 3: Certification of GSQ candidates by field and level	9
Table 4: Number of Institutions, awards and by gender.....	10
Table 5: Distribution of Interns by Training Provider.....	11
Table 6: Number of interns by host institution	12
Table 7: Distribution of interns by field of study	12
Table 8: Non-complaint institutions and remarks.....	14
Table 9: Number of standards and credits that was worked on in 2014 but finalized in 2015	17
Table 10: Showing the number of standards worked on by the group	18
Table 11: Number of standards worked on and validated.....	18

LIST OF ACCRONYMS

AIU	American International University
CEO	Chief Executive Officer
GAMTEL	Gambia Telecommunication Company
GCAA	Gambia Civil Aviation Authority
GCCI	Gambia Chamber of Commerce and Industry
GPPI	Gambia Public Procurement Institute
GSQ	Gambia Skills Qualifications
GTMi	Gambia Telecommunications and Multimedia Institute
GTTI	Gambia Technical Training Institute
MGU	Mahtma Gandhi University, The Gambia
MoFEA	Ministry of Finance and Economic Affairs
MoBSE	Ministry of Basic and Secondary Education
MoHERST	Ministry of Higher Education, Research, Science and Technology
MOTIE	Ministry of Trade, Integration and Employment
NAQAA	National Accreditation and Quality Assurance Authority
NAVSTI	National Association of Vocational Skills Training Institutes
NAWEC	National Water and Electricity Company
NTA	National Training Authority
PMO	Personnel Management Office
TVET	Technical Vocational Education and Training
UTG	University of The Gambia
YMCA	Young Men Christian Association

Definition of Terms

Higher Education Institution	These are degree awarding institutions (Universities)
MasterCraft Person	An individual who has mastered the entire range of skills relevant to a particular trade/occupation and trains apprentices for the trade/occupation. In addition, he or she should have a minimum of 10 years' relevant experience as a practicing craft person.
Tertiary Institution	These are TVET related institution offering programmes from certificate to diploma levels
Assessor	A trainer, employer or a person accredited by the NAQAA to gather and judge evidence of learners' competence and confirm their achievement. An assessor must possess a relevant qualification above the level he/she assesses candidates on plus a minimum of 5 years' industry experience in the area.

Executive Summary

The year 2015 could be described as a year of major policy shift in relation to the organization and administration of tertiary and higher education in the Gambia culminating in the repeal of the National Training Authority Act and the enactment of the National Accreditation and Quality Assurance Authority Act. The later gave birth to NAQAA with expanded mandate to regulating Higher Education and Tertiary and/or Technical and Vocational Education and Training (TVET) institutions as opposed to the NTA whose regulation was limited to only TVET institutions.

In the context of the foregoing, the Council decided to carry over and complete the implementation of the programs and activities of the NTA even as the Authority was challenged by the relocation from the rented Kairaba Avenue offices to the newly built headquarters. Notwithstanding the challenges, the Authority was able to achieve significant strategic results listed below:

- Proposals on the strategic trajectory for NAQAA
- Framework for the accreditation of tertiary and higher education institutions
- Enhanced opportunities for industrial attachment
- In-service training support to TVET institutions
- Labor Market study for the critical assessment of the contribution of TVET to job creation in the Gambia
- Personnel and professional development plan for NAQAA staff
- Training Standards and Curriculum on some occupational fields

The Authority also continued support to the expansion of TVET programs through partnerships with National Youth Service Scheme for the training of youth on the production of rice to complement government's food self-sufficiency initiative.

.....
Dr. Gibril Jaw
Chief Executive Officer

Introduction

2015 was a year of major transition characterized by the enactment on 1st April of the National Accreditation and Quality Assurance Authority (NAQAA) Act, and repealed of the National Training Authority (NTA) Act with savings/provisions that effectively subsumed the NTA into NAQAA. Consequently, as the structures of NAQAA were being formed, the Authority carried on with the implementation of the Activity Plans of the NTA for the year, which functions also fulfill the mandate of NAQAA relating to technical and vocational education and training (TVET).

It should be recalled that the mandate of the NTA was limited to regulating technical and vocational education and training (TVET) and providers of TVET. The National Accreditation and Quality Assurance Authority (NAQAA) has an expanded mandate to regulate, supervise and monitor all public and private tertiary and higher education institutions and programmes in the Gambia.

The report therefore gives background to the prevailing situation and presents the combination of the inherited programs and activities as well as activation activities of the new Authority executed by the various organs and units.

NAQAA is mandated to:

- Determine the validity and equivalence of Certificates, Diplomas and other qualifications awarded by institutions within and outside the Gambia
- Determine the eligibility criteria for the establishment of tertiary and Higher Education institutions and in doing so shall take into consideration, location and operations detrimental to the physical and mental welfare of students or trainees who shall attend it
- Provide educational pathways to enhance the credit transfer system
- Harmonize and streamline all tertiary and higher education programmes to reflect human resource development needs
- Revoke Registration and Accreditation licenses without prejudice to other sanctions to be imposed notably withdrawal of public funding.

The NTA Board of Directors

During the period under review, between January to July 2015, the strategic affairs of the Authority was steered by the defunct NTA Board of Directors which comprised the following:

Mr. Papa Yusupha Njie
Mr. Saul Frazer

Chairman, Unique Solutions
Member, Global Properties

Mr. Jahou S. Faal
Abdoulie Jallow
Cherno O. Barry
Naffie Barry
Beatrice A. Prom
Edrissa MN Kolley

Member, GTTI
Member, PS MoFEA
Member, PS MoHERST
Member, PS MoTIE
Member, GCCI
Member/Secretary

The NAQAA Governing Council

On July 24th 2015, the NAQAA Governing Council was inaugurated and the composition is as follows:

Mr. Edrissa Mass Jobe	Chairman
Mr. Abdoulie Touray . MGU	Member
Mr. Muhamed Jah, QGroup	Member
Director General, GTTI	Member
Vice Chancellor, UTG	Member
Vice Chancellor, AIU	Member
Chief Executive Officer, GCCI	Member
Chairman, NAVSTI	Member
Permanent Secretary, MoBSE	Member
Permanent Secretary, MoHERST	Member
Permanent Secretary, MoTIE	Member
Permanent Secretary, PMO	Member
Chief Executive Officer, NAQAA	Member/Secretary

A member of the Governing Council shall hold office for a term of three years and is eligible for re-appointment for one further term in accordance with the NAQAA ACT 2015.

Office of the Overseer

Following their inauguration on July 24, members of the Governing Council endorsed the temporal Office of the Overseer created by the Ministry of Higher Education Research Science and Technology. The Overseer is responsible for the supervision of the former Acting Director General of NTA as interim head while arrangements were made for the identification and appointment of a Chief Executive Officer and Directors.

The responsibilities of the Overseer are vested in the Permanent Secretary of the MoHERST. The assignments of the Overseer were to:

- Prepare a profile for the position of CEO; receive and file CVs of prospective candidates through head hunt and advertisements, and advise Council accordingly.

- Do sampling on sister authorities regarding Council's monthly and sitting allowances and make recommendations
- Coordinate the development of an Accreditation Framework to assist council determine Accreditation for Tertiary and Higher Education Institutions
- Formulate plans and present draft proposals on the way forward for NAQAA

To assist the overseer in carrying out the delegated functions, the Council constituted interim committees. However, up to December 2015 the Governing council could not identify any suitable candidate for the position of CEO.

Activities of the Various Departments and Units

Assessment and Certification Unit

The unit executed the following activities.

- Registration of GSQ candidates
- Assessment and verification of GSQ candidates
- Facilitating the certification of GSQ candidates
- Training of Assessors
- Support to Food Self Sufficiency Initiative
- Endorsement of Local Awards

Registration of GSQ Candidates

In 2014/2015 academic year, 357 candidates were registered on level 1 programmes and 106 candidates on level 2 programmes in various fields as shown in table below:

Table 1: GSQ Candidates by training provider and field of study

Institutions	Field of study	Level	No of Candidates
GTTI	Electrical Installation	1	86
	Motor Mechanics	1	26
	Building Construction	1	28
	Plumbing & Gas Fitting	1	27
	Welding & Fabrication	1	14
ITTOG	Hospitality	1	40
Insight Training Centre Sinchu	Electrical Installation	1	25
	Building Construction	1	28
Vision Technical Education Centre	Electrical Installation	1	8
	Welding & Fabrication	1	2
	Hair Dressing	1	4
GPPI	Procurement	1	36

Sapu	Rice Production	1	33
TOTAL			357

Table 2: Registration of GSQ Candidates for level 2 and 3

Institutions	Field of Study	Level	No of Candidates
GTTI	Electrical Installation	2	48
	Motor Mechanics	2	12
	Motor Mechanics	3	8
	Plumbing & Gas Fitting	2	18
Insight Training Centre	Electrical Installation	2	15
	Building Construction	2	15
TOTAL			114

Assessment and Verification of GSQ candidates

The Unit coordinated and supervised the assessment and verification processes of G.S.Q students in the following Training Institutions: ITTOG, Insight Training Centre Sinchu, SOS and GPPI, NAWEC Training Centre, Sapu, and the Mile 2 Prisons programme run by Insight Training Centre.

Facilitation of Certification of GSQ Candidates

The unit facilitated the certification of GSQ Candidates who have successfully completed their programmes in different fields and levels as shown in the table below.

Table 3: Certification of GSQ candidates by field and level

Institutions	Trade Area	Level	Number
GTTI	Motor Mechanic	1	1
	Motor Mechanics	2	22
	Electrical Installation	1	51
	Electrical Installation	2	37
	Building Construction	1	21
	Plumbing and Gas Fitting	1	7
	Plumbing and Gas Fitting	2	23
	Horticulture	2	19
Shaykh Mahfous	Building Construction	1	1
SOS	Motor Mechanics	1	10
	Motor Mechanics	2	1
	Carpentry and Joinery	1	6
Practical Qualifications/ RPL	Motor Mechanics	1	1
	Carpentry and Joinery	1	1
	Electrical Installation	1	5
	Plumbing and Gas Fitting	1	3
	Building Construction	1	2
	Building Construction	2	1

Gambia Press Union	Journalism	4	12
Total			224

Training of Assessors

During the period under review 4 candidates were trained as assessors specifically in rice production and have successfully built and completed portfolios.

Support to 2016 Food Self Sufficiency Initiative

The Unit partnered with the National Youth Service Scheme (NYSS) in implementing the GSQ in Rice Production at Sapu. Thirty-three (33) Youth were recruited across the Country and camped in Sapu.

All candidates successfully completed the training programme and are awaiting certification from NAQAA.

Endorsement of Local Awards

The table below shows the number of institutions visited during the year, number of awards endorsed and by gender.

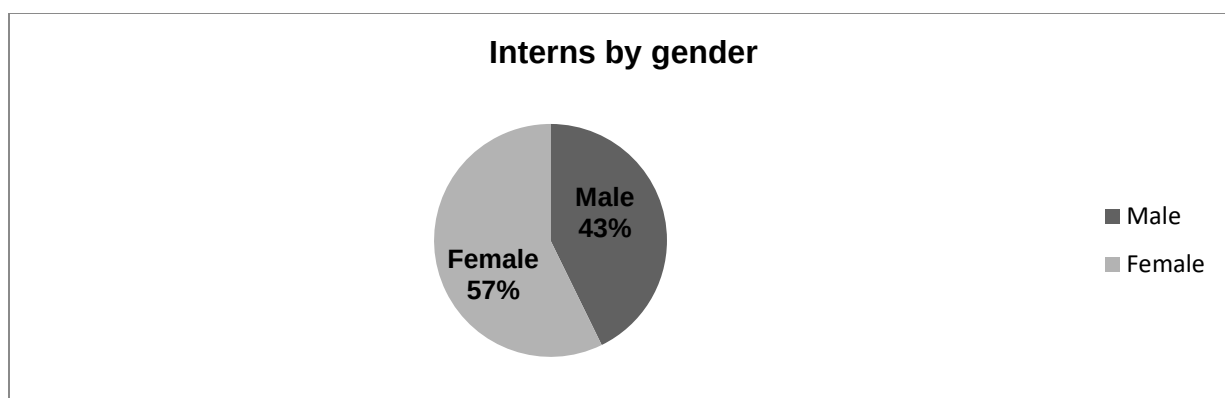
Table 4: Number of Institutions, awards and by gender

Period	No of Institutions	No of Certificates	Male	Female
1st Quarter	31	1571	833	738
2nd Quarter	31	1734	708	1026
3rd Quarter	30	1590	689	901
4th Quarter	28	1769	808	961
Total	120	6664	3038	3626

Industrial Attachment

During the year under review, a record of 704 placements was made in both public and private sector organizations compared to the previous year of 643 representing 9% increase over the previous year. It should be noted that trade areas that were male dominated such as electrical and electronics, auto mechanics and construction, are now attracting female trainees. The figure below represents the number of interns by gender

Figure 1: Number of Interns by Gender



Out of 704 interns, GTTI continues to account for the highest number 244. The President's International Award and Gambia Girls Guide Skills Training Centre followed with 73 and 68 interns respectively. The rest of the interns from other training providers combined amounted to 77 interns. The table below shows a detail representation of interns by percentages.

Table 5: Distribution of Interns by Training Provider

Training Provider	Number of Interns	Percentage
Chamen Technical Training Centre	15	2.1%
Fajara Skills Development Centre	15	2.1%
Gambia Girl Guides Skills Training Centre	68	9.6%
Gaye Njoro Hair Plus	14	2%
GTMI	8	1.1%
GTTI	244	34%
Insight Training Centre	19	2.6
Little Trees Skills Training Centre	8	1.1%
Marie Benet Skills Training Centre	28	4%
Presentation Girls Vocational School	8	1.1%
President' International Award	73	10.3%
Sass Academy	25	3.5%
SOS Regional Mothers/Adult Training Centre	30	4.2%
Takku Legaye Skills Training Centre	23	3.2%
YMCA	36	5.1%

Zainab Salon & Skills Training Centre	13	1.8%
Others	77	10.9%

Because of its nationwide representation through its regional offices, NAWEC accommodated 78 interns being the highest figure. It has also been the leading institution in accommodating interns for the past three years. GAMTEL/GAMCEL followed with 37 interns and Tendaba Camp 20. Monitoring visits were conducted to track progress of interns as well as soliciting feedbacks from supervisors for inclusion into curricula. Tabulated below is a representation of interns by host organization.

Table 6: Number of interns by host institution

Host Organization	Number of Interns	Percentage
African Queen	15	2.1%
Amsterdam Salon	7	0.9%
Badala Park Hotel	7	0.9%
Dabanani Electrical Enterprise	8	1.1%
Edward Francis Small Teaching Hospital	8	1.1%
Gigo Construction Company	10	9.9%
Gambia Armed Forces	13	1.8%
GCAA	12	1.7%
Gambia International Airlines	18	2.5%
Gambia Ports Authority	16	5%
GAMTEL/GAMCEL	37	5.2%
Sheraton Hotel	9	1.2%
Tendaba Camp	20	2.8%
Yasmina Restaurant	8	1.1%
Omcy Construction Company	9	1.2%
National Roads Authority	6	0.8%
Djeliba Hotel	7	0.9%
Ocean Bay Hotel	7	0.9%
Palma Rima Hotel	7	0.9%
NAWEC	78	11%
Others	370	52.5%

Catering & Hotel Management accounted for the highest number of interns with a total of 196. Electrical/Electronics and Hairdressing followed with 116 and 74 interns respectively. Other areas of interest include Information Technology with 36, Auto-mechanics with 44 and Construction with 31. See table below for details on interns' courses of study.

Table 7: Distribution of interns by field of study

Course of Study	Number of Interns	Percentage
Information Technology	36	5.1 %
Welding & Fabrication	17	2.4%
Trowel Vocation	18	2.5%
Sewing/Tailoring	18	2.5%
Secretarial Studies	15	2.1%
Refrigeration & Air Conditioning	13	1.8%

Plumbing 7 gas Fitting	8	1.1%
Auto-mechanic	44	6.25
Architectural Draughtsmanship	18	2.5%
Mechanical Engineering	16	5%
Human Resources	12	1.7%
Catering & Hotel Management	196	28%
Carpentry	8	1.1%
Construction	31	4.4%
Electrical/Electronics	116	16.4%
Hairdressing	74	10.5%
Others	64	9%

Overall, there was expansion in the number of host organizations which has created opportunities for more placements.

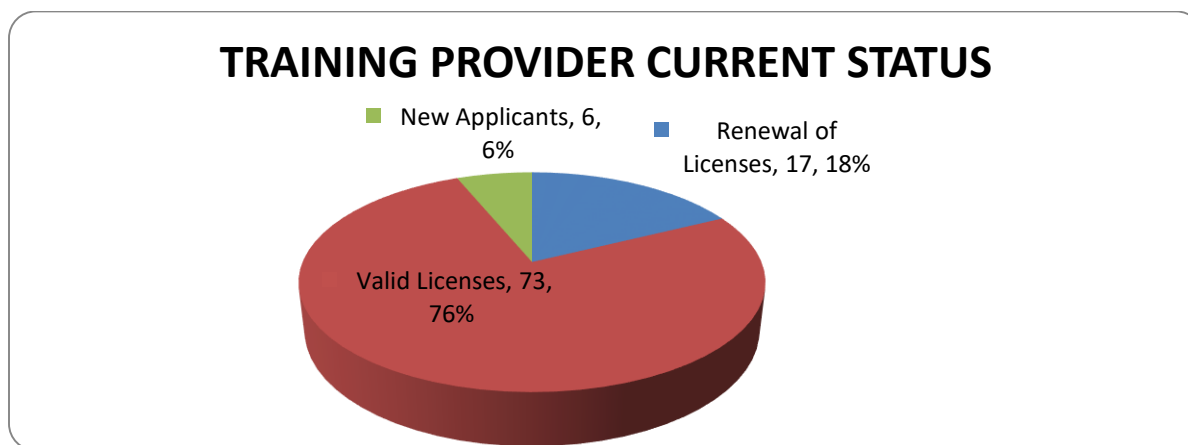
Registration and Accreditation Unit

Training Providers

Licensing

Twenty three (23) applications for registration and accreditation were received during the period and all have been duly registered and accredited. Seventeen (17) out of the total number of applications were requests for renewal of licenses and were duly reviewed and approved accordingly. The remaining six (6) applications were from newly established training providers.

Figure 2: Registration status of training providers



The total number of training providers with valid licenses increased to seventy three (73) from sixty nine (69) as of the beginning of the year.

Expiration of licensing

There were 16 (sixteen) training providers with expired licenses during the period.

The Unit reminded all training providers whose licenses had expired to apply for renewal with immediate effect. For the benefit of those whose licenses are nearing expiration, we also urge them to start the renewal process at least three months before the expiry date in line with the registration and accreditation requirements.

Voluntary Closure

The eight (8) under listed training providers had voluntarily closed down operations bringing the total closed institutions to twenty five.

- American Training Center for Health Professionals
- Fisheries Training Institute
- Fabulous Gambia Training Centre
- Bakanding Jammeh Memorial Institute of Information Technology & Skills Training Centre
- Sawallo Couture Skills Training Centre
- YMCA Banjul Annex
- Lasting Solutions Institute of Technology Farafenni
- Rlg Communications Basse Annex

Non-Compliant Institutions

Table 8: Non-complaint institutions and remarks

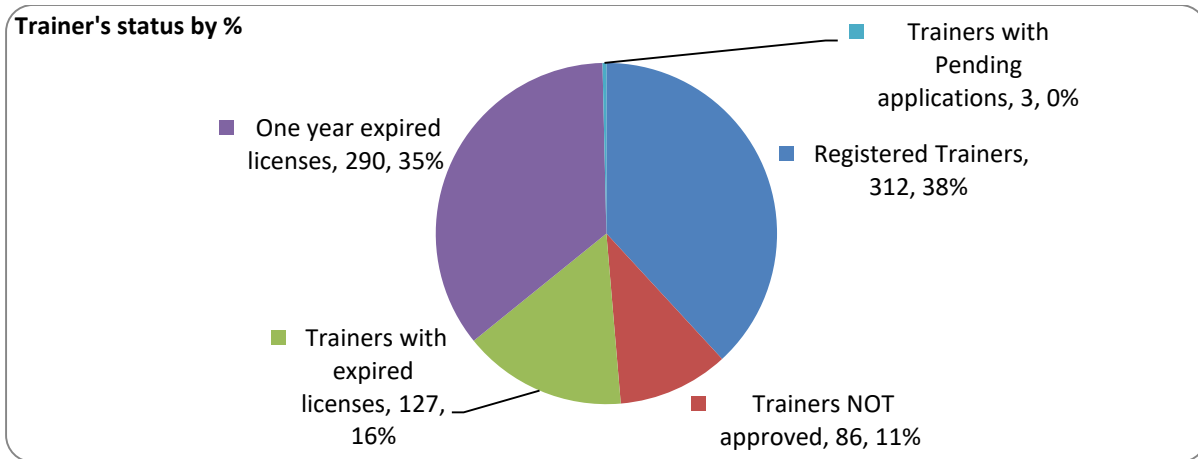
No	NAME	ADDRESS	REMARKS
1	Banjul Institute of Professional Studies (BIPS)	Kairaba Avenue	No effort on compliance made by the centre
2	MJ Hairdressing Express Salon & Skills Training Centre	Brikama	Operating without license.
3	Emamos Computer Training Institute & Professional Studies	London Corner Serekunda	No effort on compliance made by the centre.
4	Batukunku Nursing School	Batukunku Village	Operating without license
5	International Business College	Kotu	Operating without license
6	I Click US (Sunhitech)	Kanifing South	Closed

7	Management Development Institute (MDI)	Kanifing South	Application Forms purchased
8	Rural Development Institute	Mansakonko	No effort on compliance made by the centre
9	Armitage Secretarial School	Janjanbureh	No effort on compliance made by the centre
10	Gambia Songhai Initiative	Kerewan	Operating without license
11	Rural Community Information Centre	Mansakonko	Operating without license
12	Gambia Technical Training Institute	Old Jeshwang	Application Forms purchased.
13	G.T.T.I. Rural Skills Training Centre	Mansakonko	Application Forms purchased
14	Soma Scouts Skills Training Centre	Soma	Application Forms purchased
15	West African Insurance Institute	Kololi	Operating without license
16	Girls Guide Skills Training Centre	Mansakonko	Operating without license
17	Gaye Nyorro Skills Training Centre	Farafenni	Application Forms submitted
18	Bakanding Jammeh Memorial Institute of Information Technology & Skills Training Centre	Kombo Kerewan	Closed
19	Jollof Tutors	Kairaba Avenue	Operating without license

Training Personnel

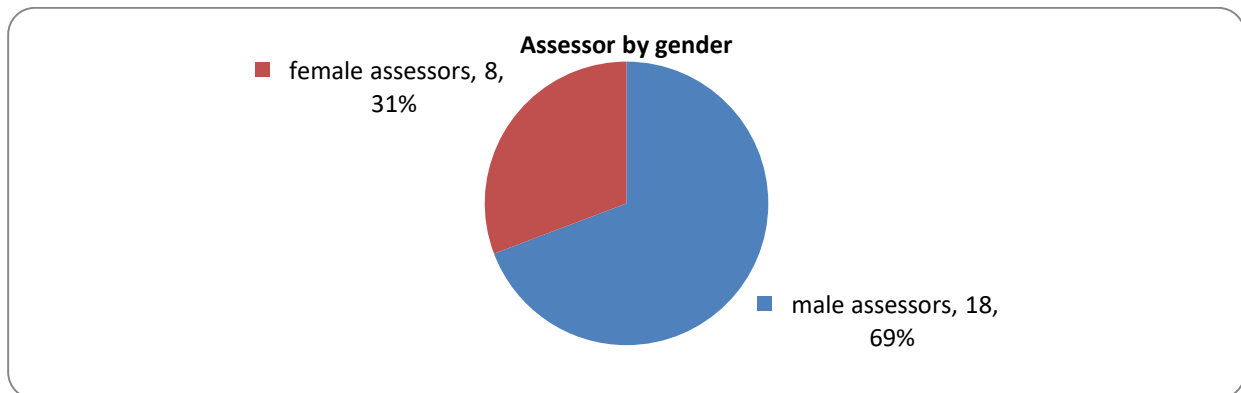
As at the beginning of the year, a total of two hundred and sixty two (262) were licensed. The chart below shows the number of trainers' licenses by various categories.

Figure 3: Registration status of TVET trainers



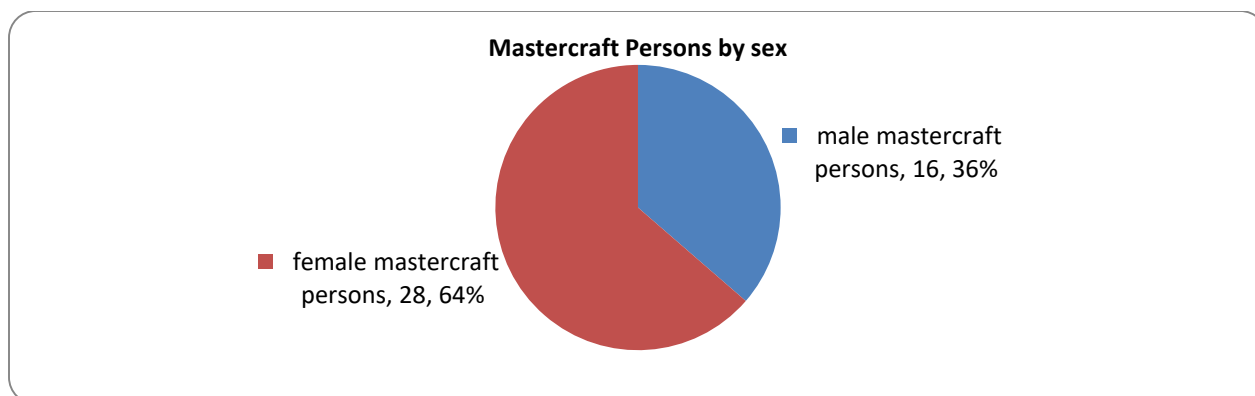
The above diagram depicts the current trainers' status by percentage. Registered trainers constitutes three hundred and twelve (312), one hundred and twenty seven (127) with expired licenses, two hundred and ninety (290) with over one year expired licenses, twenty one (21) under three months for their licenses to be expired, three (3) pending applications and eighty six (86) applicants had their applications rejected.

Figure 4: Distribution of Registered Assessors by Gender



The total number of Assessors with valid licenses is twenty six (26). Eight (8) out of this number are female representing 31% of the overall total and the remaining eighteen (18) constituting the 69% are male.

Figure 5: Registered Master Craft Persons by Gender



There is a total number of forty four (44) Master Craft Persons with valid licenses. Twenty eight (28) out of this number are female representing 68% and the remaining sixteen (16) constituting the 32% are male.

Quality Audit Visits

Quality Audit Visits are aimed at supporting institutions to continuously improve on service delivery. During the period, twenty-three (23) registered and accredited training providers have been quality audited as part of the registration and accreditation process.

The unit still has challenges in ensuring all training providers are quality audited at least once every year; however, there is a significant increase in the total of training providers visited during the course of the year compared to previous years.

Standard Development Unit

Standards and Qualifications

The activities of the year were mainly centered on reviewing the standards in response to the qualification requirements of computing programmes, and domestication of the Australian Hospitality standards as well as writing of standards on NAQAA template.

The 43 standards reviewed in the computing field were in the areas of Information Technology, Networking, PC Repair, Data Base and Web Development as shown in the table below. The review was necessitated by shortage of the required credits as per GSQF.

Table 9: Number of standards and credits that was worked on in 2014 but finalized in 2015

Standards	Info/tech		Networking		PC Repairs		Web Develop		Database	
	Std	Crd	Std	Crd	Std	Crd	Std	Crd	Std	Crd
Level 1	4	16	3	12	5	25	5	25	4	16
Level 2	4	16	3	12	6	30	5	25	4	16
Total	8		6		11		10		8	

GRAND TOTAL	43
--------------------	-----------

As shown on the table below, at the end of the review sessions, a total of 83 standards were validated.

Table 10: Showing the number of standards worked on by the group

Standards	Info tech		Networking		PC Repairs		Web Develop		Database	
	Std	Crd	Std	Crd	Std	Crd	Std	Crd	Std	Crd
Level 1	7	32	6	32	8	32	8	32	8	32
Level 2	8	32	5	32	10	40	10	40	7	44
Total	15		11		18		18		15	
GRAND TOTAL							83			

NB; Crd – Credit; Std - Standards

Domestication and Validation Hospitality Standards

Gambia Tourism and Hospitality Institute (GTHI) in the drive to upgrade the status of the institution and relevance of programmes to labour market needs conducted a review of curriculums. The reviewed process adopted and adapted the Australian Hospitality Programme during the pilot phase.

NAQAA supported the validation with a view to domesticate it and provide a common curriculum across institutions conducting training in Hospitality.

All validated standards were subsequently aligned to the NAQAA standards template.

Table 11: Number of standards worked on and validated

Qualifications	Hospitality	Cookery & Pastry	Bar and Restaurant	Front Office	House Keeping
Level 1	5	12	3	5	12
Level 2	5	9	7	10	16
Level 3	5	14	9	12	7
Level 4	9	12	7	4	8
Total	24	47	26	31	44
GRAND TOTAL			172		

Labour Market Information Unit

In the drive to provide up-to-date and relevant labour market information to the public, the Labour Market Information Unit (LMIU) embarked on a series of related research activities. The conducted activities include job vacancy analysis, post-secondary data collection and a survey on the contribution of TVET to job creation in The Gambia.

The Job Vacancy Report was derived from vacancies advertised in three daily newspapers - Daily Observer, The Point Newspaper and Foroyaa. The information collected between April and May, 2015, was sanitized before being analyzed.

The Authority in collaboration with MoHERST developed a detailed data collection instrument to collect relevant and realistic information from all post-secondary education institutions and training providers that will inform proper planning and evidence-based policy decision making within the tertiary and higher education.

A preliminary report showed the list of registered and non- registered training institutions across the country that offer TVET related programmes.

NAQAA actively took part in the National Employment Forum and Job Fair organized by the Ministry of Trade, Industry, Regional Integration and Employment to raise awareness and help youth deal with unemployment challenges.

The labour market unit also paid courtesy visits to the following departments/units/institutions that have similar functions to the work of the unit so as to facilitate the exchange of information and ideas concerning post-secondary education.

- I. The Directorate of Planning, Policy and Budget Analysis, MoHERST
- II. The Department of Labour, Ministry of Trade, Industry, Regional Integration and Employment (MoTIE);
- III. The Employment Unit, MoTIE; and
- IV. Gambia Bureau of Statistics (GBoS).

The authority in collaboration with Voluntary Services Overseas (VSO) commissioned a research title “Critical Analysis of Technical and Vocational Education and Training (TVET) and its contribution to job creation in The Gambia”. After the validation of the report by stakeholders, a work plan was developed for the implementation of recommendations.

Findings of the research

The findings include the following:

1. 60.6% of TVET graduate respondents has been employed and about 39.9% were unemployed which shows that TVET is a positive pattern for employment creation.

2. 76% of the respondents argued that there is no available tracking systems/tools on TVET developments, 22.6% acknowledged the availability of tracking system and only 1.4% were not aware (do not know or had no idea).

3. Among the TVET employed categories of respondents, 38.2% gained employment within 12 months or more, after graduation; 23.5% were employed within a period of 1-3 months; 20.4% were employed either during training or within 1 month of graduation; 9.4% got employed between 9 to 12 months and 8.5% between 3 to 6 months respectively.

4. However in choosing a career path most respondents preferred university education but notwithstanding, 32.6% cited TVET as an opportunity for self-employment which can reduce poverty and enhance economic growth.

5. The survey further revealed that driving (trucking), beauty therapy, aquaculture, computer literacy, electronic servicing, mechanic (motorcycle and bicycle repairing; panel beating and spraying), sales/marketing, well digging, wood carving and sculpture, plumbing among others are the major skills identified to be delivered through the informal arrangement of apprenticeship.

6. The findings indicated skill centers in Brikama, Kanifing, Banjul, Basse and Mansakonko are located within a radius of 0 – 5km from the respondent's area of residence, whereas those in Kuntaur and Kerewan have skill centers located more than a radius of 11km from their area of residence.

Analysis of advertised job vacancies from April to June 2015 revealed the following:

- 195 vacancies were advertised. 156 (80%) were permanent and 39 (20%) were temporary or consultancies. 65 (41.7%) of the permanent vacancies do not require work experience whereas 91 (58.3%) required an average work experience of 3.6 years.
- 39 (61.5%) temporary/consultancy vacancies on average required work experience of 6 years whereas (38.5%) of the temporary/consultancy jobs required work experience was not stated.
- The findings showed that the Public Sector (central government) advertised more jobs than other sectors with a proportion of 41.0 percent of the advertised jobs, International Organizations 21.0 percent, Parastatal (semi-public) 20.5 percent, Private Sector 15.9 percent, and the Non-Governmental Organizations (both national and international) accounted for 1.5 percent of the advertised jobs.
- By the International Standard Classification of Education (ISCED) fields of education, Business and Administration accounted for 16.4 percent,

followed by computing 11.3 percent, Architecture and building 7.7 percent, Agriculture, forestry and fishery 4.1 percent; Teacher Training and Education Science as well as Social Services each recorded 3.6 percent of the advertised jobs whereas as the following fields of education recorded the least advertised jobs; Arts, Law, Physical sciences and Personal services each recorded 0.5 percent. The vacancies that cannot be categorized into a single field of education accounted for 37.9 percent of the advertised jobs.

- The minimum educational requirement for most of the advertised jobs is a bachelor's degree (32.8%), followed by Diploma 20.5 percent, Master's degree (18.5%); Certificate 5.6 percent and then WASSCE/Secondary Certificate 2.6 percent. 20.0 percent of the advertised jobs did not specify minimum educational attainments.

Admin & Human Resources

A special taskforce mandated to develop the structural establishment of the National Accreditation & Quality Assurance Authority was constituted by the Ministry of Higher Education Research Science & Technology comprising ten personnel from MoHERST, NTA, PMO and GCCI. The taskforce formed three subcommittees namely: Finance, Human Resource and Assets.

Human Resource subcommittee was tasked to develop an Organogram and recommended for review of the NTA Service Rules for adoption by NAQAA. In addition the committee was also to develop a Human Resource and Recruitment Plan.

The Assets Subcommittee presented a relocation budget including the procurement of furniture and fittings, equipment and machinery for the newly build office complex. The subcommittee also coordinated the movement of assets to the new premises.

The Finance Subcommittee presented a final budget factoring the proposed salary and allowance structure for NAQAA, the relocation cost of furniture and fittings and equipment; and all work programmes of the various departments of the Authority.

Construction of NAQAA Office

The Authority paid part of the Annual Rental fee of the defunct NTA Office premised at 98 Kairaba Avenue in anticipation that the new building would be completed before the end of June 2015.

The construction was completed on time with minor snacks remaining and an arrangement was made by the contractor and engineering consultant to allow the office to move into the new building whilst these snacks were being completed.

We are pleased to report that a magnificent three storey edifice both in design and architecture was finally handed over by the Contractor on Wednesday 30 June 2015 to house the newly established National Accreditation & Quality Assurance Authority mandated to regulated Tertiary and Higher Education in the Gambia.

Recruitment of Chief Executive Officer, Directors and Procurement Clerk for NAQAA

Following approval of the proposals made by the taskforce the position of Chief Executive Officer and Directors were advertised.

The short listings were done but interviews and subsequent appoints overlapped into the New Year. The Authority in October 2015 finalized the appointment of a Procurement Clerk in fulfillment of GPPA requirement, and recommendations from past PAC PEC sittings.

Staff Training and Development

The Authority continues to explore avenues to address some of the most urgent staff training and development needs for effective functioning and execution of its mandate.

The Apprenticeship Training Assistant continues to pursue an undergraduate degree in Business Management at the NIILL University in Mumbai, India, under a scholarship awarded by the Indian Government. She updates the Authority with regular progress reports and is expected to complete her studies in June 2016.

The Authority has also made follow ups with the Management of National Records Services for a place in their next In-service Records Management Training identified for one of the Driver/Messengers to be redeployed to the records office as an Assistant.

It was also recommended by the Governing Council as per the Authority's staff development strategy, that a comprehensive needs assessment of all staff in permanent and pensionable positions be conducted and develop a training plan for staff.

Procurement

Office Equipment and Printed Materials

Printed materials such as File Covers, Training Provider/Trainers Application Forms, Attachment log books and Assessment Materials were procured and delivered on time. Activities for procurement of office furniture and equipment, as well as Laptop computers for the Chief Executive Officer and Directors were completed during the period under review.

Medical Insurance

The staff medical insurance cover expires in December, 2015 and as usual, request for quotations were sent to all insurance service providers in the Gambia to participate as per the GPPA regulations. Takaful Insurance Co Ltd was awarded based on the contracts committee's recommendation for the following year.

Fire & Allied Perils Insurance

The insurance cover for the defunct NTA office premises and equipment with International Insurance Company Ltd expires 31 July 2015. However, with the movement to the newly built office, the contractors – Lerr Group Construction – shall be responsible for the Insurance of the premises until the expiry of the defect liability period of one year from the time of handing over.