Country: Namibia

Background:
The Namibia National Youth Service was introduced in 1999 as a pilot program and was finally established as a fully fledged institution under the National Youth Service Act, Act No. 6 of 2005.

Legal status:
The Service operates under the provisions of the National Youth Service Act, Act No. 6 of 2005.

Mandate of the NYS - The mandate of the NYS is to offer skills training and personal development programmes to the youth. In return, the youth will offer national (voluntary) services to the nation through specific voluntary service assignments or through participation in the Service’s business activities that would contribute to national socio-economic development efforts.

Vision of the NYS - The NYS vision is to be the dynamic and sustainable youth service institution of choice contributing to socio-economic development.

Mission of the NYS - The mission of the NYS is to deliver relevant national voluntary services and to offer recognized skills training and personal development programmes to the youth through attaining the requisite institutional capacity, while engaging in profitable business ventures in line with national development goals.

Core Values of NYS - The NYS will be guided in its engagement of stakeholders and provision of service to its customers by the core values of professionalism, patriotism, transparency, voluntarism, integrity, creativity, equity and fairness.

Youth Recruitment:
The Namibia National Youth Service is a voluntary youth institution. All Namibian youth from all the 13 regions of the country are afforded an opportunity to voluntarily apply for recruitment into the Service. The recruitment and selection process ensures that there is an equal number of youth from each constituency, and equal number of males and females.

There is also a special recruitment process of youth from marginalized communities and groups, such as orphans, whose names are forwarded to NYS by the Ministry responsible for the well-being of children, and gender equality.
**Duration of service:**
The National Youth Service has three phases, namely, Civic Education, National Service, and Skills Training.

*a) Civic Education (Three months)*
The youth are trained into regimental format, and taught various subjects on laws of the country, human rights, national development programs and their civic rights and responsibilities as Namibian citizens, including but not limited to the principles of disciplinary and ethical behaviors.

*b) National Service (Three months)*
This is the phase that enables the youth to offer their voluntary services to the nation under NYS. They participate in various NYS programs within the Service projects and programs, and/or in public service such as public hospitals, national farms, community health services and other specific assigned responsibilities.

*c) Skills Training Phase*
The youth apply to be enrolled in skills training and courses of their choice. Depends on the proficiency and academic records of the youth, the youth apply to be enrolled in medical related courses such as nursing, pharmacy, medical technician, etc, while other fields of study include technical fields, hospitality, management, information technology and other traditional vocational courses.

   The duration of a youth in this phase depends on the field of study chosen by the youth, and the youth academic performance.

1. **Number of youth recruited per annum:**
The Namibian National Youth Service currently undertakes to have two intakes per annum of 500 per intake, but may vary, subject to infrastructure availability within NYS operational Centers.

2. **Benefits:**
NYS provides accommodation, meals, transport and uniforms to the youth, and the NYS youth receives free medical services from public hospitals.

   NYS youth receives monthly allowances (as determined from time to time), and are covered against accidents while under NYS.

   During their last phase within National Youth Service, the youth are offered skills training at various fields of their own choice. The skills training levels varies based on individual’s academic level, proficiency and qualifications.
3. **Budget:**
   The National Youth Service budget is mainly funded through national appropriation by Parliament. However, NYS is empowered to seek sources of revenue from donors, public, and private institutions, and by generating own revenue from sales of own products from own business activities.

4. **Structure:**
   The National Youth Service is under the Office of the President, who may assign it to be under any Minister of State. It has a Board that gives policy directives to the administration of the Service, headed by the Commissioner as Chief Executive/Accounting Officer of the Service.

5. **Evaluation:**
   The National Youth Service of Namibia has just commenced as a fully fledged institution in terms of its structures and operations and it is still engaged in basic operational activities of creating infrastructure, policies and programmes. But its contribution to the nation through its national service has been noted and appreciated.

   NYS skills training have been noted, with various institutions and organizations offering to recruit directly from NYS, at times even before the youth are through with all of their NYS training phases.