

Mr Immanuel S. Heita
Obombili



APPENDIX 1: The cover letter sent to the questionnaire respondents.

Dear Respondent,

This letter is an introduction to the main reason as to why your participation in this interview is required.

This study is a research study on the thesis title "An Exploration Study on the Effectiveness and Impacts of CLDC Training Programme as Catalysts in Enhancing Entrepreneurial Competencies for Self-Employment in the Knowledge-Based Economy: A Case Study of Khomas Region. It is in partial fulfilment for the attainment of bachelor's Honors degree in Lifelong Learning & Community Education from the University of Namibia, where I am currently taking on my studies.

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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,



Lydia Shaanika (UNAM student)

Respondent's Signature 

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

A comprehensive introduction and explanation of the purpose of the study to the interviewers will be done at first. The researcher will then introduce data collection tools (voice recorder, notebook) to the participants.

SECTION A: PERSONAL INFORMATION

Collect demographic information (gender and age).

1. Gender:

- ☒ a) Male
- b) Female

2. Age

- a) 10-18
- b) 19-25
- ☒ c) 26-35
- d) 36-45
- e) 46-55
- f) 56-65

3. Educational level

- a) Primary
- b) Secondary
- ☒ c) Tertiary
- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Notice Board at the Councillor's office

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- ☒ a) Dishwashing

- b) Paper Beads
- c) Perfume
- d) Baking
- e) Tailoring
- f) Knitting

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies? *Positively i acquire new skills, especially on how to be a business person, considering marketing research before coming up with a business*
2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial? *skill Dishwashing Soap & Perfume making skills [Participated earlier in dishwashing]*

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?
Yes, Financial challenge
2. How do you think these challenges could be addressed or mitigated?
The Ministry must help the participants with start up materials
3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?
4. Is there anything else you would like to share about your experience with CLDC programme?

Thank you for your time and participation!

3. Continue training
 - Improve the channel of communication (consider social media platform).
 - Mentorship and follow up.
 - Consider combining two trainings per day e.g perfume and dish washing to enhance market advantage.
 - { Competitive advantages }
4. Training was top notch.

Name: Nongeheni Ekandjo
District: Hereroland



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

Lydia Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

The researcher was unable to travel to Windhoek rural due financial constraints, hence respondent was not able to sign

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

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SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Communicated by the literacy promoter

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

I stay in rural environment, people here don't sell such products, this training is very important here.

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Positively, I now know how to make dishwash

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

How to make dishwasher

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

NO, it was clear

2. How do you think these challenges could be addressed or mitigated?

No challenge

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? Should be organized twice

4. Is there anything else you would like to share about your experience with CLDC programme?

Careful to acquire skills

Thank you for your time and participation!

Name: Kayene Simen
Location:
Cell:



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature

Kayene

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

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SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

I hear this program by my friend who attended family Literacy. They were told by their promoter to tell people in the location those who are interested

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

☒ a) Dishwashing

and who want to make their own boss

Diswashing Soap Training, This is the best training for me as we speak I am the my own boss, selling soap for the community and those wedding they use to offer their Soap container from me. However, There is other training like Perfume making which I did, The but it's not in demand.

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

2. How do you think these challenges could be addressed or mitigated?

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?

4. Is there anything else you would like to share about your experience with CLDC programme?

Thank you for your time and participation!

Section C

① This contribute a lot, as I really acquire more knowledge and skills on how to make my diswashing Soap and Perfume to my own and for safe purposes. This help to rise funds to pay a daycare fees for my child.

② It was very hard when I hear people making their own perfum and diswashing Soap, I really get skills on how to mix oil and alcohol to make my perfume. I also have skills on how to make diswashing soap following all the step by step

Section D

- ① This is not easy as financial is a challenge to buy all the ingredients to start up this business. It's hard for me to get this money as I don't have income at all. I try to borrow from my friends which also bring problem as in the first money months customers were daughting about buying my products. as time goes Everything is going well.
- ② I am pleasing the ministry to provide Their trainers with a small loan that they can pay back without interest. By doing this They will be unemployment and it will lead to decrease in higher crime rate in the country.
- ③ As I ~~to~~ said already that, I heard this training to my friend who attend family literacy. I hope it's not ~~too~~ enough. They need to come up with awareness campaign in the community and make them understand the aim and benefit if you attend this training.

4. NO



Martha M. Lungameni
CS1 3442080



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature M.M.L

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

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SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?
I participated in Adult Skills Development for self employment offered by the ministry, then I registered for CLDC.
2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?
 - a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

All trainings are in demand based on an individual's interest, however Knitting, outstanding them since it's not really common compared to others.

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Contributed good.

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

Paper beads skills was obtained before knitting.

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, Financial challenge

2. How do you think these challenges could be addressed or mitigated?

Ministry to reconsider losing for the (as a start up capital) for the participants.

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?

Awareness

4. Is there anything else you would like to share about your experience with CLDC programme?

perhaps the ministry can consider purchasing participants products and re-sell them even to foreigners since some of the participants have products but they are finding it difficult to sell.

Thank you for your time and participation!

Solomon → Katamba
Kahangy → Pdk



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A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature _____

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- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

from the Counsellors office

2. What specific training did you find most valuable in enhancing entrepreneurial competencies

Perform simply because the competition is not high in perfume production compared to other which are common

a) Dishwashing

- b) Paper Beads
- c) Perfume
- d) Baking
- e) Tailoring
- f) Knitting

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies? *trained skills in produces production and*
2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial? *marking and pricing*

Dishwash making skills

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme? *No*
2. How do you think these challenges could be addressed or mitigated? *No*
3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? *N/A*
4. Is there anything else you would like to share about your experience with CLDC programme? *Provide all trainings all regions*

No
Thank you for your time and participation!



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Yours faithfully,



Lydia Shaanika (UNAM student)

Respondent's Signature 

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- a) Primary
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- c) Tertiary
- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

At the council's office

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- a) Dishwashing

b) Paper Beads

c) Perfume

(d) Baking

e) Tailoring

f) Knitting

Cooking is very important

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies? *positively. I get new skill which will enable me to start up the business.*
2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial? *dish wash skills*
Perfume making skill about this last training was oil dish wash

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?
Yes, financial challenge
2. How do you think these challenges could be addressed or mitigated?
The ministry must consider assisting participants with money to start-up business.
3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?
4. Is there anything else you would like to share about your experience with CLDC programme?
NO

Thank you for your time and participation!

3. It will be more effective if the ministry consider the issue of language barriers as some participants can not understand official language, having translators in other languages will enable them to acquire knowledge.

Name: Petrus:

Okuryangava



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

L. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature Petrus

Participant only signed, the questionnaire was completed by the researcher as he was not able to write the Neither speak the official language. Interview was conducted in Oshana-mbe.

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SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

I heard it from our literacy teacher & promoter

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

Perfume is the one that is important and mostly wanted

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

The training gave me an opportunity to get skills, whereas not having

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I took part in three trainings, Perfume, dishwash and paper beads
hence I have three skills, but this one was particularly for dishwash

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

NO

2. How do you think these challenges could be addressed or mitigated?

N/A

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? All is well the ministry should continue to offer trainings

4. Is there anything else you would like to share about your experience with CLDC programme?

NO

Thank you for your time and participation!

Name: Gloria Kayoo
Location: Otjomuise - Khomasdal District
Cell: 081 3411 556



UNAM
UNIVERSITY OF NAMIBIA

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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Respondent, decided to be interviewed through a phone-call, hence was unable to sign. Questionnaire was completed through by noting down during the conversation, hence respondent was unable to sign.

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SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Informed by my friend

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- a) Dishwashing

b) Paper Beads

c) Perfume

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☒ e) Tailoring

f) Knitting

I like tailoring and it's very an important training compared to others, I will even have opportunity to make dresses for important events e.g weddings.

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Training contributed well (good), since I have skills that I can use in the future to come-up with a business.

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I learnt how to make paper beads

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, lack of financial support, to buy required materials.

2. How do you think these challenges could be addressed or mitigated?

I think the Ministry need to provide start up capital to potential participants.

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? Just to continue offering different trainings and follow-up.

4. Is there anything else you would like to share about your experience with CLDC programme?

No

Thank you for your time and participation!

Name: Helena Andjane

Location: Grootaube

Cell :

[Interview conducted through the phone^{call}]



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UNIVERSITY OF NAMIBIA

APPENDIX 1: The cover letter sent to the questionnaire respondents.

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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Conducted through the phone, participant was not able to sign, since she stays in Windhoek-Rural & the researcher was unable to travel due to financial constraints.

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

A comprehensive introduction and explanation of the purpose of the study to the interviewers will be done at first. The researcher will then introduce data collection tools (voice recorder, notebook) to the participants.

SECTION A: PERSONAL INFORMATION

Collect demographic information (gender and age).

1. Gender:

a. Male

☒ b. Female

2. Age

a) 10-18

b) 19-25

c) 26-35

d) 36-45

e) 46-55

☒ f) 56-65

3. Educational level

a) Primary

☒ b) Secondary

c) Tertiary

d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Get to hear the information at Katutura Community Hall [I took part in a particular training at the hall & the CLDC program information was communicated]

2. What specific training did you find most valuable in enhancing entrepreneurial competencies

for self-employment? And why?

a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

Why? They are in demand [important], perfumes are a bit expensive

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Effective, I acquire new skills which I was not having, I will be able to start up business provide for my family's needs

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

Perfume making, Dishwashing making

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, start-up capital [unable to start up the business, due to finances]

2. How do you think these challenges could be addressed or mitigated?

The government must provide financial support

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?

4. Is there anything else you would like to share about your experience with CLDC programme?

The ministry does not provide participants with certificates as promised.

Thank you for your time and participation!

3. Assist the participants with support, mentorship and guidance, after the training we are left stranded

Name: ELIZABETH
District: Deidabis
Cell: 081 2752428



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Researcher was unable to travel to Windhoek Rural, hence interview was conducted and noted through a phone-call, participant was not able to sign.

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

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1. Gender:

- a. Male
- ☒ b. Female

2. Age

- a) 10-18
- b) 19-25
- ☒ c) 26-35
- d) 36-45
- e) 46-55
- f) 56-65

3. Educational level

- ☒ a) Primary
- b) Secondary
- c) Tertiary
- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Communicated by relative

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- ☒ a) Dishwashing

- b) Paper Beads
- c) Perfume
- d) Baking
- e) Tailoring
- f) Knitting

It's very far from windhoek to purchase dishwash

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Very good, I got skills on dishwashing and I have started a dishwashing business.

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I have gained skills on how to make dishwash I started my business and able to generate income, I have also gained skills in perfume making

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

No, Everything is all right

2. How do you think these challenges could be addressed or mitigated?

No challenge

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? NO

4. Is there anything else you would like to share about your experience with CLDC programme?

Thankful for the training

Thank you for your time and participation!

Respondent: 4 Khomasdal [called]
Hermina Keramin : 0817285302
Refer to the recording, to complete well



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

Lydia Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Respondent, opted for a phone-interview due to time, hence she was not able to sign.

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

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Collect demographic information (gender and age).

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2. Age

☒ a) 10-18

b) 19-25

c) 26-35

d) 36-45

e) 46-55

f) 56-65

3. Educational level

a) Primary

☒ b) Secondary

c) Tertiary

d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Through the radio

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

a) Dishwashing

b) Paper Beads

c) Perfume

(d) Baking

e) Tailoring

f) Knitting

Because most people like baked products and it's in demand than others

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Positively, I get new skills and encouraged to start a business to generate income

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I acquired skills in baking and dishwashing making I was done before

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, getting the products is expensive

2. How do you think these challenges could be addressed or mitigated?

Consider giving participants start up-products or loan

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? Yes, in terms of finances

4. Is there anything else you would like to share about your experience with CLDC programme?

No

Thank you for your time and participation!

Name: Calista Manga

Location: Katutura

Cell : 081 6802859



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APPENDIX 1: The cover letter sent to the questionnaire respondents.

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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

Lydia Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Interview was conducted through the phone as per the respondent's request, hence she was unable to sign.

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

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Collect demographic information (gender and age).

1. Gender:

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2. Age

a) 10-18

b) 19-25

c) 26-35

d) 36-45

☒ e) 46-55

f) 56-65

3. Educational level

a) Primary

☒ b) Secondary

c) Tertiary

d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

In the radio

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

Because most people in Katutura like to buy hand-made things

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Effective, it's an interest for adults and important for upgrading to get empowered in a business as a woman.

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

Paper beads and perfume making skills

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, financial challenge to start up the ~~pre~~ business

2. How do you think these challenges could be addressed or mitigated?

I do not have products, a place to sell them [finished] products
Ministry must provide start up products and a place to sell them

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? Provide machinery

4. Is there anything else you would like to share about your experience with CLDC programme?

I have the ability to mentor upcoming entrepreneurs.

Thank you for your time and participation!

Name: Gara Lipinge
District/Location: Katutura
Cell : 081 23 16 955



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Aidia Shaanika (UNAM student)

Respondent's Signature-----

Interview conducted through the phone as per the respondent's /description, hence she was not able to sign (notes were taken by the researcher).

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Collect demographic information (gender and age).

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- ☒ b. Female

2. Age

- a) 10-18
- b) 19-25
- c) 26-35
- d) 36-45
- ☒ e) 46-55
- f) 56-65

3. Educational level

- a) Primary
- ☒ b) Secondary
- c) Tertiary
- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

As a participant in ALIPE class, it was communicated by the teacher

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

I will be able to come up with a business & be independent financially.

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

The training contributed positively, skills are valuable

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I took part in two trainings (tailoring and paper beads), therefore I now know how to make beads and ~~the~~ sewing clothes.

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

Yes, am unemployed and I am not able to buy the materials to put my skills into practice.

2. How do you think these challenges could be addressed or mitigated?

I think giving participants start up products/materials will be better or offer them money to buy them.

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?

Consider interested individuals in the age group of 40-54, since most youths register but do not partake, limiting elders who are interested.

4. Is there anything else you would like to share about your experience with CLDC programme?

Thank you for your time and participation!

3. ~~If only the Ministry can open up a center where participants can~~

34. If possible the ministry must open up a center a center where participants will be able to put in practice their skills acquired and sell products there to generate income.

Finally, the Ministry should offer options

Example: 1. Deliver start-up products such as different types of beads (colours) or tailoring materials to those who are willing to work at home.

Secondly, those who are willing to work in groups can agree to do that.

Name: Jacob E. Shomooshi
Cell: 081 26 97 85 1



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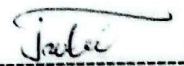
Thank you for your time, co-operation and contribution to my study.

Yours faithfully,



Lydia Shaanika (UNAM student)

Respondent's Signature



APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

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- c) 26-35
- ☒ d) 36-45
- e) 46-55
- f) 56-65

3. Educational level

- ☒ a) Primary
- b) Secondary
- c) Tertiary
- d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

REFERED BY A FRIEND / CLOSE RELATIVE

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

- ☒ a) Dishwashing

b) Paper Beads

c) Perfume

d) Baking

e) Tailoring

f) Knitting

In demand

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies? *HUGE CONTRIBUTION, I GAIN NEW SKILLS & ABLE TO TRAIN OTHERS VERY WELL*
2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial? *DISASTROUS*

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme? *YES, TRAINING SO FAST TO AN EXTENT THAT THE PARTICIPANTS DID NOT CAPTURE THE WHOLE CONTENT AND IT'S A FINANCIAL CHALLENGE*
2. How do you think these challenges could be addressed or mitigated?
- FINANCIAL ASSISTANT OR MATERIAL
- FEEDBACK REGARDING TRAINING CERTIFICATE
3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies?
4. Is there anything else you would like to share about your experience with CLDC programme?

Thank you for your time and participation!

③ - COMMUNICATION & MENTORSHIP
- ENSURE THAT THERE'S ENOUGH INFORMATION IN THE PUBLIC

④ - IMPORTANT TO COMMUNITY
- OPPORTUNITIES TO ACQUIRE SKILLS & KNOWLEDGE
- CATER FOR UNEMPLOYED GRADUATE

Name: Katrina Gowases
District: Tobias Hainyeko



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Thank you for your time, co-operation and contribution to my study.

Yours faithfully,

A. Shaanika

Lydia Shaanika (UNAM student)

Respondent's Signature-----

Conducted through the phone, notes
were taken and respondent was
not able to sign.

APPENDIX 2: Interview Guide: Assessing the Effectiveness of CLDC Training Programme in Enhancing Entrepreneurial Competencies in Khomas Region.

Introduction and Participant Background

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Collect demographic information (gender and age).

1. Gender:

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2. Age

a) 10-18

b) 19-25

☒ c) 26-35

d) 36-45

e) 46-55

f) 56-65

3. Educational level

☒ a) Primary

b) Secondary

c) Tertiary

d) Others

SECTION B: Key Components and Approaches of CLDC Programme

1. Where did you hear about CLDC programme before participating?

Referral from a relative who once participated

2. What specific training did you find most valuable in enhancing entrepreneurial competencies for self-employment? And why?

☒ a) Dishwashing

- b) Paper Beads
- c) Perfume
- d) Baking
- e) Tailoring
- f) Knitting

Is the best

SECTION C: Contribution of CLDC Programme to Entrepreneurial Competencies

1. How do you believe participation in the CLDC programme has contributed to your development of entrepreneurial competencies?

Helps alot, since I was not have the knowledge on what business to start

2. Can you provide examples of skills or knowledge gained through the programme that have been particularly beneficial?

I gained knowledge on how to baking and make dishwash I was done first I

SECTION D: Perceived Barriers and Challenges

1. Have you encountered any barriers or challenges in applying the entrepreneurial competencies acquired through the CLDC programme?

NO

2. How do you think these challenges could be addressed or mitigated?

N/A

3. Are there any areas where you feel the programme could be improved to better support participants in developing entrepreneurial competencies? Should provide certificate as proof

and each town must have CLDC trainings.

4. Is there anything else you would like to share about your experience with CLDC programme?

NO

Thank you for your time and participation!