



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF COMMERCE, HUMAN SCIENCE AND EDUCATION

DEPARTMENT OF TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING

QUALIFICATION: DIPLOMA IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING: TRAINER	
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SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
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INSTRUCTIONS
<ol style="list-style-type: none">1. Answer ALL the questions.2. Read all the questions carefully before answering.3. Number the answers clearly

THIS QUESTION PAPER CONSISTS OF _5_ PAGES (Including this front page)

SECTION A

Question 1: Multiple Choice questions

[10]

- 1.1** How does professional development benefit organizations? (1)
- a. By ensuring employees have limited skills that can be easily replaced
 - b. By increasing employee morale, motivation, and retention
 - c. By reducing the cost of training programmes
 - d. By limiting the exposure to new technologies and industry trends
- 1.2** Which of the following is the primary responsibility of TVET trainers according to the Code of Conduct? (1)
- a. To ensure that training programmes are only for individuals with prior work experience
 - b. To maintain high standards of teaching and ethical behaviour
 - c. To prioritize personal opinions over professional ethics
 - d. To limit the number of trainees in each class to improve performance
- 1.3** Which of the following is NOT typically included in a Continuous Professional Development Plan (CPDP)? (1)
- a. Identifying professional goals
 - b. Setting specific timelines for learning activities
 - c. Developing a strategy to update technical skills
 - d. Ignoring feedback from mentors or supervisors
- 1.4** Which of the following activities is most likely to take place during the "Review" phase of the Professional Development Cycle? (1)
- a. Engaging in networking activities
 - b. Evaluating the effectiveness of the development activities and progress toward goals
 - c. Conducting performance reviews with a supervisor
 - d. Creating a new set of learning objectives for the next cycle

- 1.5** Which of the following is a common barrier to professional development? (1)
- a. Having a clear career path
 - b. Limited access to learning resources
 - c. Supportive leadership
 - d. Regular feedback from colleagues
- 1.6** Which of the following is NOT one of the four levels of Kirkpatrick's Evaluation Model? (1)
- a. Reaction
 - b. Learning
 - c. Participation
 - d. Behaviour
- 1.7** Which of the following is the first stage in Kolb's Experiential Learning Cycle? (1)
- a. Reflective Observation
 - b. Concrete Experience
 - c. Active Experimentation
 - d. Abstract Conceptualization
- 1.8** Which component of transformative learning involves evaluating one's personal assumptions and biases? (1)
- a. Disorienting dilemma
 - b. Critical reflection
 - c. Rational discourse
 - d. Action
- 1.9** Maslow's concept of self-actualization refers to: (1)
- a. The need for social acceptance and belonging
 - b. The achievement of financial stability
 - c. Realizing one's full potential and personal growth
 - d. The need for recognition from others

1.10 According to the "Experience" assumption in Andragogy, how do adults approach learning? (1)

- a. Adults forget their past experiences and focus only on new information
- b. Adults rely on theoretical knowledge and neglect practical experience
- c. Adults bring a wealth of life experiences that enhance the learning process
- d. Adults prefer learning through passive observation rather than active participation

SECTION B

Question 2: Matching [5]

Match the Level of Maslow's Hierarchy with its correct Description.

Maslow's Level	Description
1. Physiological Needs	A The need for friendships, relationships, and belonging to a group.
2. Safety Needs	B The need for self-fulfillment, achieving potential, and personal growth
3. Love & belonging	C The need for food, water, sleep, and other basic survival necessities.
4. Esteem Needs	D The need for security, stability, health, and financial safety.
5. Self-Actualization	E The need for recognition, respect, confidence, and personal achievement.

Question 3: True/False [5]

Identify the True and False statements. Include the reason for the statement being true or false.

- 3.1 Reflective practice should be an ongoing and regular habit. (1)
- 3.2 You do not need feedback from others to practice reflection. (1)
- 3.3 Reflective practice can help identify biases and assumptions. (1)
- 3.4 Reflective practice always leads to immediate improvement. (1)
- 3.5 Only teachers and trainers benefit from reflective practice. (1)

SECTION C

Question 4 [15]

Outline and describe five (5) TVET Trainer professional development benefits.

Question 5 [15]

Outline and discuss the key characteristics of a professional TVET trainer. Your answer should include at least five (5) essential characteristics. Discuss how each characteristic contributes to effective vocational education and training.

Question 6 [15]

State five (5) strategies used for the professional development of TVET trainers and explain how each contributes to improving trainer effectiveness.

Question 7 [20]

Explain how Kirkpatrick's Four-Level Evaluation Model can be applied to evaluate a TVET Trainer Programme. For each level, describe the key focus and provide relevant examples of how data can be collected and used for improving the programme.

Question 8 [15]

8.1 Define *andragogy* and explain how it differs from *pedagogy*. (4)

8.2 Outline and discuss four (4) key principles of adult learning according to Malcolm Knowles' theory of andragogy. (8)

8.3 Explain how an understanding of andragogy can improve the effectiveness of a TVET trainer when working with adult learners. (3)

END OF PAPER

[100 MARKS]