

Progress report on Jipsa

The Presidency
August 2008

Jipsa's purpose

- Joint Initiative for Priority Skills Acquisition set up (within AsgiSA) under the Deputy President in March 2006 to address one of the key constraints to shared growth: the shortage of skills at various levels
- Jipsa has:
 - a top level Joint Task Team chaired by the DP,
 - a Technical Working Group of senior officials, experts and project owners chaired by Bheki Ntshalintshali (Deputy GS of Cosatu)
 - and a secretariat located at the National Business Institute and funded at about R10m p.a. by the Business Trust headed by Makano Morojele

Jipsa's methodology

- Its *modus operandi* is to focus on a few most urgent challenges in the HR arena that are resistant to conventional methods of solution
- These issues are first subjected to research by the best local researchers we can find
- The Joint Task Team agrees on how to address the problem after reviewing the evidence and recommendations by the TWG
- Project leaders commit themselves voluntarily to meet self-binding targets to address the key challenge that has been identified (e.g. the DoL and the need for more artisans)

Original areas of focus

- Engineers, plus high level engineers for network industries
- Artisans
- Urban and regional planners
- Technicians and technologists
- Managers for education & health care
- Maths and science competences in schools
- Skills in support of the sector priorities of AsgiSA and Industrial Policy Action Plans
- Cross-cutting skills in financial and project management and in ICTs

Progress in Jipsa

- The second annual Jipsa progress report released in April 2008 examined progress and challenges
- Important milestones achieved in a range of priority areas: e.g. engineers and artisans
- However, our accomplishments so far are needed to encourage us to address the immense challenges that remain
- In July, the JTT decided to continue with most focus areas, but some were dropped because they were being addressed elsewhere (e.g. ICT & BPO) or because the Jipsa approach was not suitable (health management)
- One major additional area: *agricultural and rural development skills* was adopted as a new focus

Progress by area of focus

- Engineers
 - On track for 2000 p.a. by 2010, a 33% increase from 2006, but still below expected required levels
 - More attention now for "intermediate engineering" schools through U of Ts and FETs
 - Jipsa has planned a study of engineering teaching staff needs at all three levels
 - Need to exploit opportunities to "train the trainer"
 - Jipsa also exploring issues of registration and professional associations

Progress by area of focus

- High level engineers and planning
 - Two background papers on high level engineering and planning skills prepared for Jipsa
 - Remains an area of concern, usually addressed directly by firms
 - Siyenza Manje and similar efforts to mobilise retirees should be further strengthened
 - For high level engineers and other disciplines in short supply, while Home Affairs has made real progress, a more systematic approach is required to immigration
 - The appointment of an Immigration Advisory Board would assist

Progress by area of focus

- Technologists and technicians
 - There are shortages of these skill groups: the key issue is throughput—enrolment has already grown
 - Also issues of qualifications standards and professional registration
 - Jipsa dedicated Working Group is exploring these challenges
 - Private sector has stepped forward to provide experiential learning opportunities
 - Companies can support conversion of technicians and technologists into engineers

Progress by area of focus

□ Artisans

- SA needs at least 50 000 more artisans by 2010
- DoL has finalised the four training routes to artisanship (Skills Development Act Amendment Act recently passed through Parliament)
 - **1. Apprenticeship, 2. Learnership, 3. Internship + National Certificate V, & 4. Recognition of prior learning**
- DoL has agreement of SETAs for 22 000 artisans to register for training this year
- Business has "CEO Commitment" to artisan development and the Technical Business Skills Partnership (for example) is training 5 400 artisans and operatives over 3 years

Progress by area of focus

□ Artisans continued

- DoL and National Treasury finalising tax incentive for artisans (to balance learnerships)
- Still need an agreed approach to employers who are prepared to train above their own skills needs
- DoL is working to make up assessor shortage at Indlela and at decentralised assessment centres around SA (also in SDA Amendment Act)
- Challenge of availability of trainers and assessors needs to be grappled with, including much better use of "train the trainers" offers

Progress by area of focus

- Town and Regional Planners
 - Jipsa found that the main reasons for a shortage of planners was not supply issue but derives from regulatory confusion, accreditation and registration issues, and the career environment for planners
 - A working group convened by Jipsa including the key stakeholders has been convened
 - Activation of SACPLAN by the DLA is a key element
- Tourism
 - Jipsa has supported the DEAT in developing and reviewing a HRD Strategy for tourism
 - DEAT has several innovative specific initiatives, linked to 2010
 - The effectiveness of THETA needs to be monitored

Progress by area of focus

- Education Management and Planning
 - Jipsa is supporting efforts in the DoE to develop planning capacity in the education system through a study of the education planning system and its options
- Maths, Science and Language competence in public schools
 - Jipsa is participating in Deputy Minister Surty's Maths and Science Education Quality Reference Group
 - Will bring in expertise to review DoE plans to train and support additional maths and science teachers for current and future needs in public schools

New area of focus

- Skills for agriculture and rural development
 - The Joint Task Team agreed that the one major additional field to be addressed by Jipsa will be skills for agriculture and rural development
 - This will begin with a survey of skills needs and skills availability
 - This will be followed with an urgent discussion of what measures need to be taken to address deficiencies in the system

Placement programmes

- Local Placement
 - The local placement programme is for unemployed youth and is managed by the UYF through its JOB programme and the DOL using ESSA
 - UYF life skills programmes help equip youths for the job market
 - More companies and government departments should be involved in this programme
- International Placement
 - Placements abroad since inception in 10 countries
 - But the opportunity is constrained by the lack of a strong system to manage placements
- Need to make the investment to institutionalise the placement programmes

Challenges ahead

- Though Jipsa has achieved, the challenges ahead remain greater than the achievements so far
- Even where we have achieved (e.g. engineering and artisans) there is still much to do
- A major challenge not yet addressed sufficiently is “training the trainer”
- While the private sector supports Jipsa and some companies have contributed through training programmes and placements, much more remains to be done by private firms (compared globally)
- There are still significant weaknesses in our placement programmes—taking up offers, recruitment, selection, orientation, support, targeting the “able but poor”—these can only be addressed through a strong dedicated agency

Transition from Jipsa to HRDS-SA

- The HRDS-SA has been approved in broad terms by cabinet and is due to run from April 1st, 2009
- Jipsa engages regularly with the HRDS-SA architects at the DoE to provide support and input
- The Jipsa secretariat should continue for at least one year after April 1st 2009, and will increasingly act as a resource for the HRDS-SA
- The Jipsa stakeholder structures will be incorporated into the HRDS-SA in a suitable way maintain the momentum of Jipsa
- Need to consider issue of location of different aspects of the post- Jipsa HRDS system to maintain stakeholder commitment

ENDS