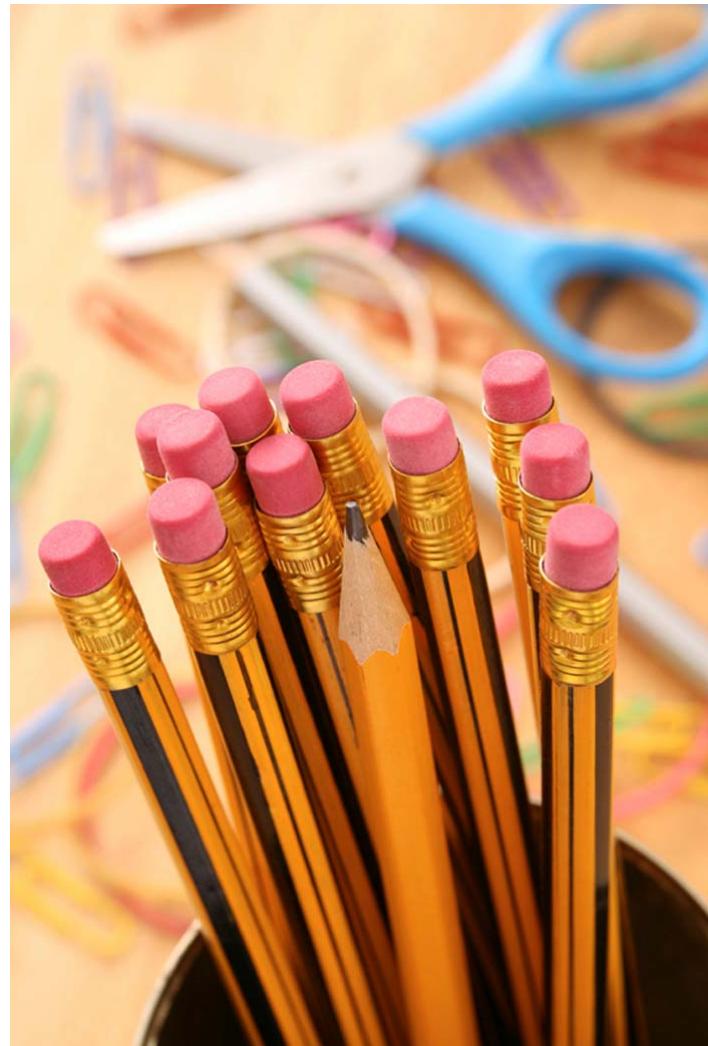


Role of HRDCSA in Driving the Agenda to deliver Competent Human Resources base for SA 2030



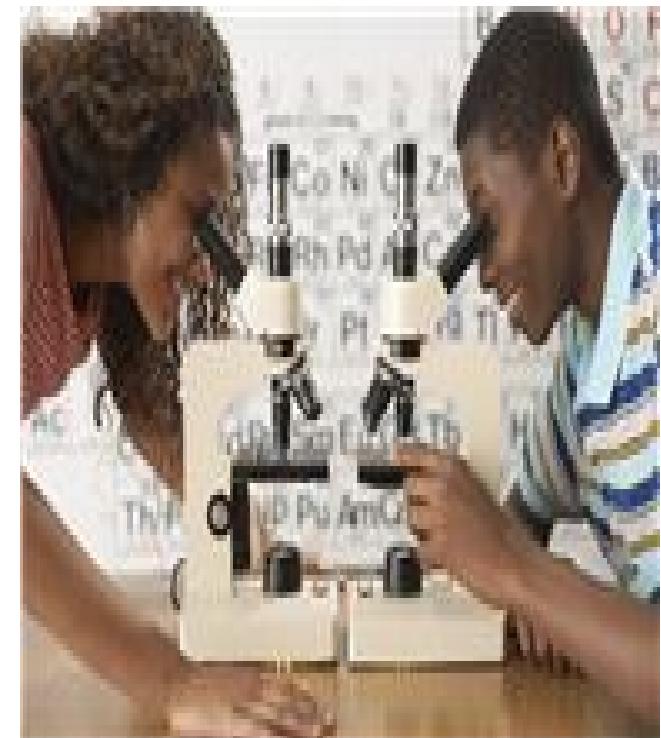
Brenda Ntombela
Head of Secretariat

**Human Resources
Development Council
of South Africa**



Background

- **Centrality of HRD in achieving winning democracy**
- **HRD Strategy of SA (HRDSA) key instrument for liberating South Africans from ignorance, inequality and poverty gaps**
- **Significance of alignment with other policies to influence agendas of relevant stakeholders**



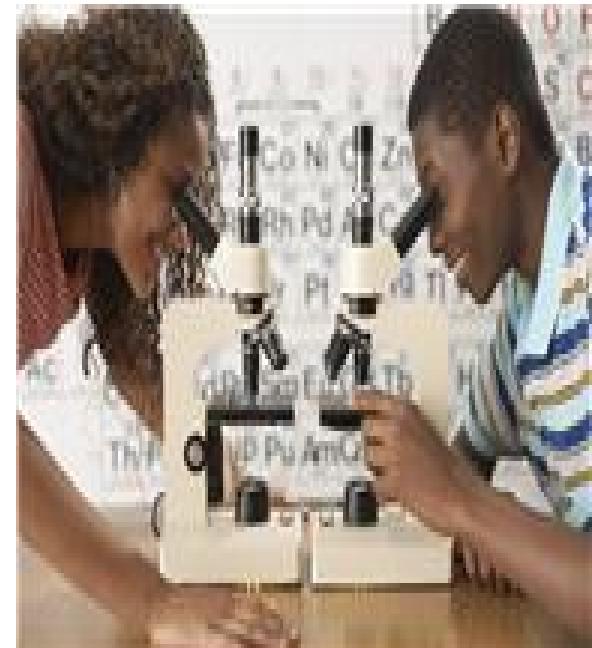
Objectives of the HRD Strategy of SA

- 1. Increase responsiveness of training and education to social and economic development agenda**
- 2. Address quality issues in the education and skills development pipeline**
- 3. Address skills shortages in priority areas**
- 4. Establish institutional mechanism for Coordination, integration, coherence, accountability and reporting**
- 5. Optimise efficacy and outcomes of HRD in respect of SA development agenda**

What the HRDSA aims to achieve

**Supports government objectives
to:**

- Reduce poverty, inequalities and unemployment**
- Create enabling environment for socio-economic growth and development**
- Promote justice and social cohesion**
- Improve HDI and country ranking**
- Improve competitiveness**
- Reduce gini-coefficient rate**

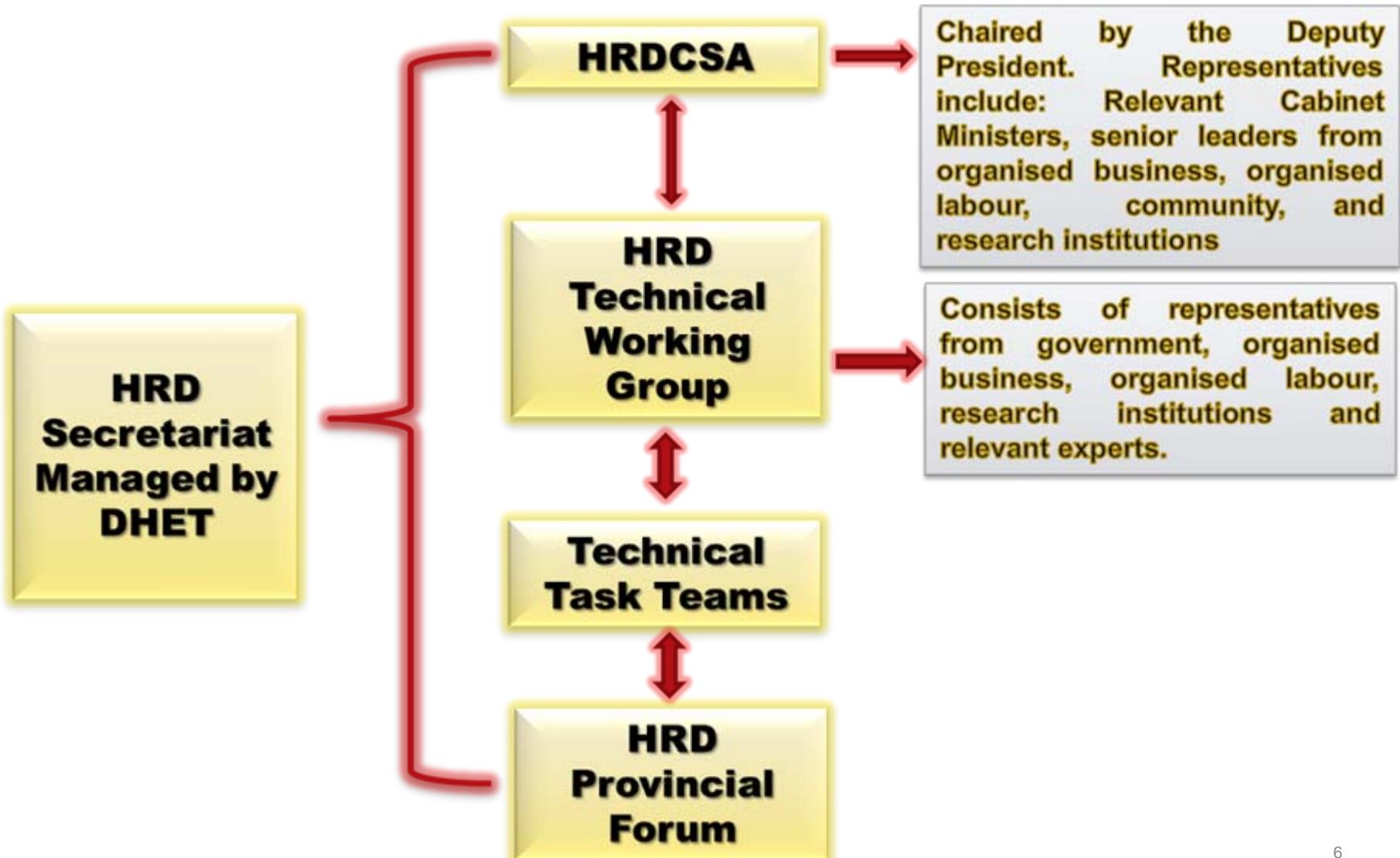


Alignment

- **New Growth Path**
- **National Industrial Policy Framework**
- **IPAP**
- **NSDS**
- **Anti-poverty strategy**
- **HRD Strategy for Public Sector**
- **Immigration Policies**
- **Education Policies**



HRDSA Governance Structures



Technical Task Teams

**Alignment of
HRDSA with NGP**

**Foundational
Learning**

**Artisan
Development**

FET Colleges

**Production of
Academics and
Industry
Partnerships**

**Production of
Professionals**

**Education &
Entrepreneurship**

**Worker
Education**

**Review of Skills
Development
Institutional
Landscape**

Mandate

- Advise DP of implementation of HRD policies and strategies guide and shape the HRD agenda.
- Medium for constant dialogue and consensus building on HRD
- Identify skills blockages and recommend solutions
- Promote knowledge management and benchmarking at enterprise and national level
- Monitoring and evaluation
- Advocacy and communication

NB Role of Council not to implement the strategy, but to create a platform where social partners engage in coming up with solution to address bottlenecks in the development of human resources in South Africa

Commitments

We Will:

1

Overcome shortages in the supply of people with the priority skills needed for strategies to achieve socio-economic growth

2

Increase number of appropriately skilled people to meet demand of current and emerging economic and social development priorities

3

Ensure improved access to quality basic education and schooling

4

Implement skills development programmes to overcome unemployment and poverty

5

Ensure that young people have access to education and training that enhances opportunities and increases their chances for success in further education and vocational training and sustainable employment

6

Improve technology and innovation capability and outcomes within public and private sector to enhance competition in the global economy and to meet our human development priorities.

7

Ensure that public sector has capability to meet priorities of a developmental state

8

Establish effective planning capabilities in the relevant departments and entities for the successful implementation of HRDSA

Five Point Work Plan

1. Strengthen and support FET Colleges to expand access
2. Production of intermediate skills (artisans in particular) and professionals
3. Production of academics and stronger industry-educational partnerships in research and development institutions
4. Foundational Learning
5. Worker Education

Commitments and Pillars

Strategic Objective 1: To build the education and skills base required for a prosperous and inclusive society.

1



COMMITMENT THREE: We will ensure improved universal access to quality basic education and schooling (up to Grade 12) that is purposefully focused on: (a) achieving a dramatic improvement in the education outcomes for the poor; (b) equipping learners with optimal capacity for good citizenship; and (c) the pursuit of post-school vocational education and training or employment.

Strategic Objective 2: To acquire and develop skills needed to build a more competitive and inclusive economy.

2



COMMITMENT ONE: We will urgently overcome the shortages in the supply of people with the priority skills needed for the successful implementation of current strategies to achieve accelerated economic growth.

COMMITMENT TWO: We will increase the number of appropriately skilled people to meet the demands of our current and emerging economic and social development priorities.

COMMITMENT SIX: We will improve the technological and innovative capability and outcomes within the public and private sectors to enhance our competitiveness in the global economy and to meet our human development priorities.

Strategic Objective 3: To enhance the life chances of the youth and unemployed who are already in the economy.

3



COMMITMENT FOUR :We will urgently implement skills development programmes that are purposefully aimed at equipping recipients/citizens with the requisite skills to overcome related scourges of poverty and unemployment.

Strategic Objective 4: To enhance the skills of the public sector.

4



COMMITMENT SEVEN: We will ensure that the public sector has the capability to meet the strategic priorities of the South African Developmental State.

COMMITMENT EIGHT: We will establish effective and efficient planning capabilities in the relevant departments and entities for the successful implementation of the HRDSA.

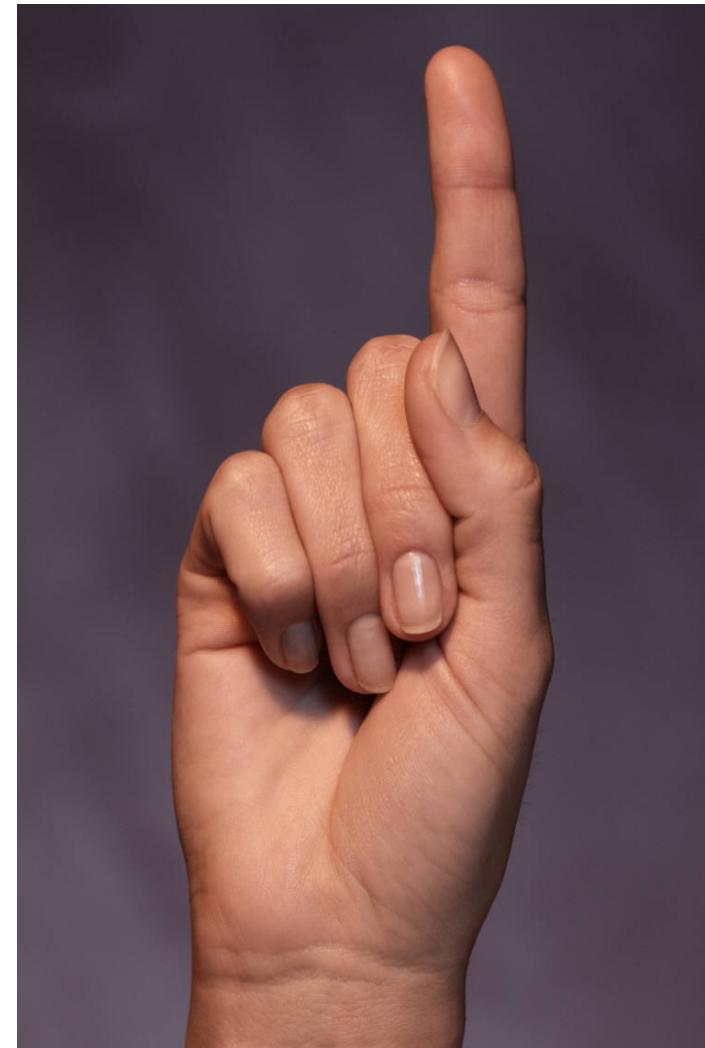


Engagement to date

| Stakeholders | Issues |
|--|---|
| Department of Basic Education | Strategy and Action Plan Annual National Assessments |
| Department of Science and Technology | Strategy and Action Plan |
| Economic Development Department | New Growth Path and its impact on HRDCSA |
| South African Maritime Safety Authority | Maritime Skills Study |
| South African Institute of Chartered Accountants | Thuthuka Model to develop black Chartered Accountants |
| Department of Communications | National E-Skills Plan |
| Department of Higher Education and Training | Integrated Teacher Development Strategy |
| Google | Launch of Woza online for SMME's |

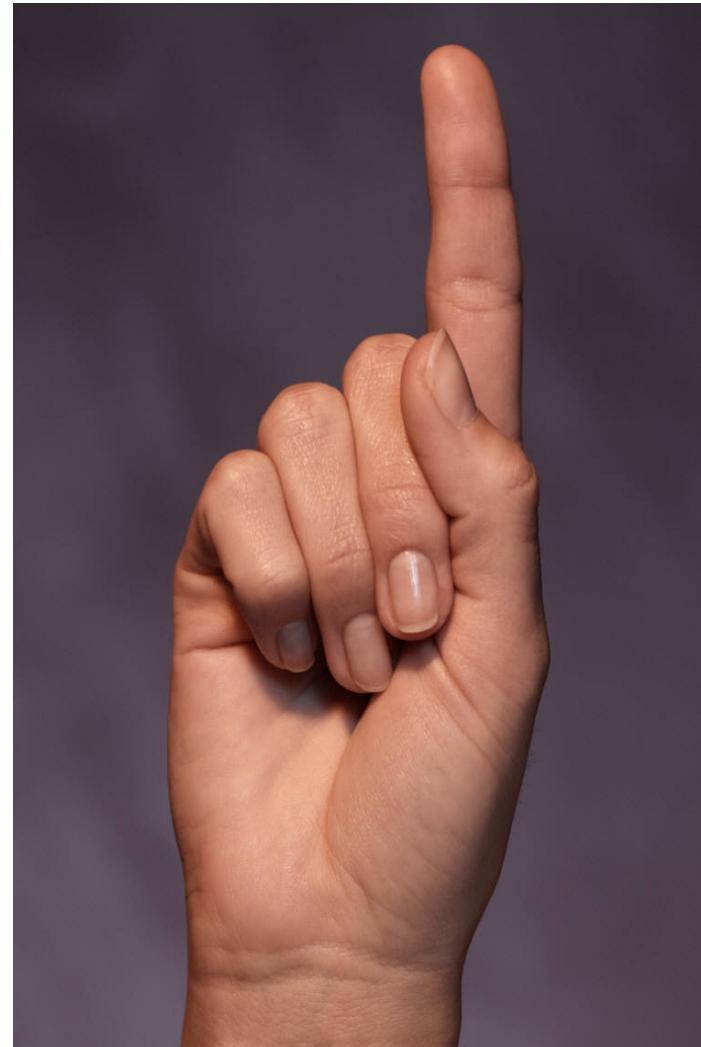
Defining HRD

- Process of increasing the knowledge, the skills, the capacities of all people in a society
- **Economic Terms –** accumulation of human capital and its effective investment in the development of an economy



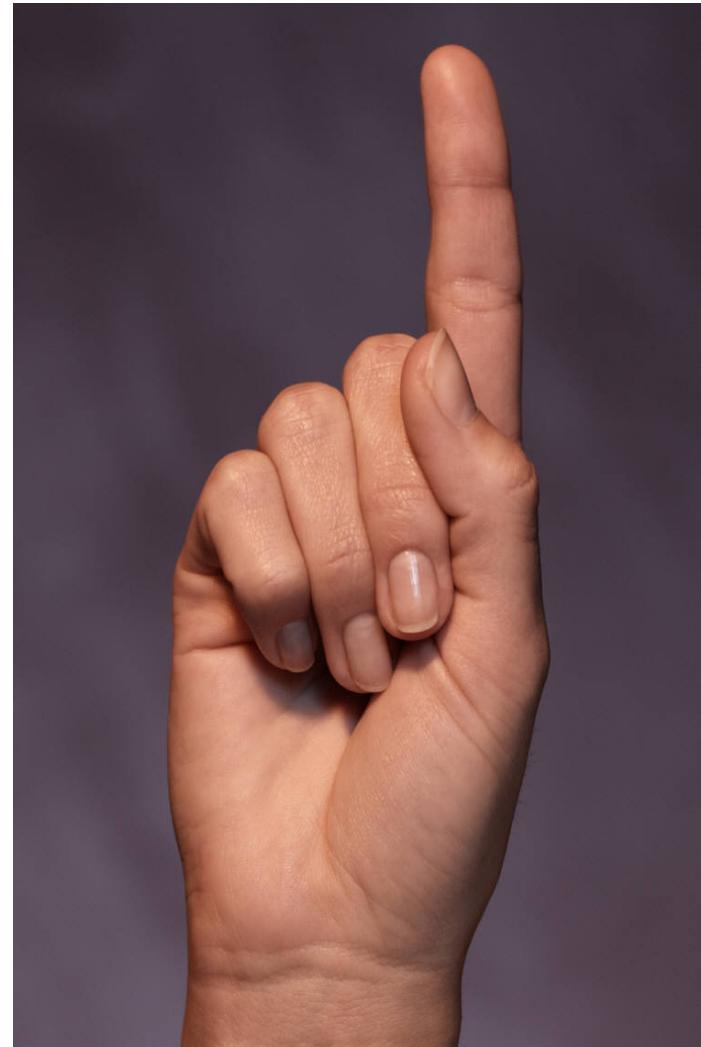
Defining HRD

- **Political Terms** – HRD prepares people for adult participation in political processes as citizens in a democracy
- **Socio-cultural** – HRD helps people to lead fuller and richer lives, less bound by tradition....unlock doors to modernization



Moving Forward

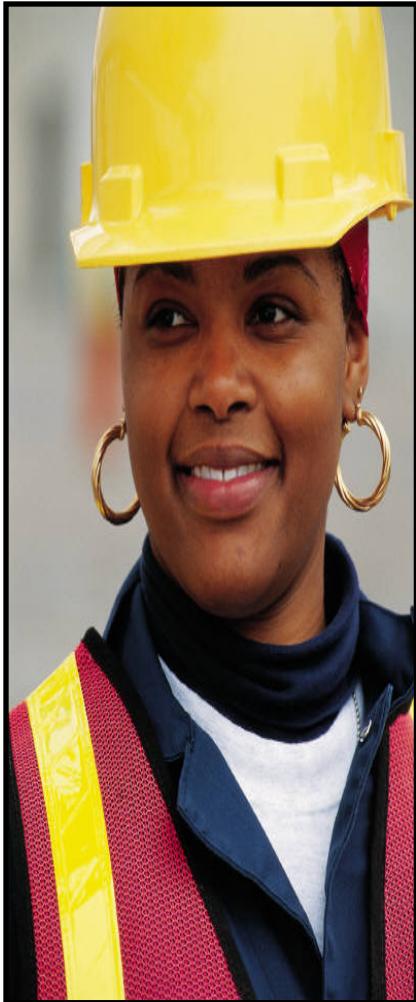
- If we are serious about making sure that SA workers and SA succeed, the single most important step is to make sure that everyone has the best education and skills that the world has to offer.
 - It is the number one thing we can do.



Strongly believe.....

- **Education and Training is an economic issue of our time because we have more than 40% of youth who are not productively engaged (2.8 between 18 and 24 years) neither in employment nor in education and training**
 - **Huge wastage of human potential and a squandered opportunity for social and economic development**

Economic issue



- When nearly 8 in 10 new jobs will require workforce training or a higher education



Economic issue

- When we know well that countries that out educate us today will compete with us tomorrow



Commitment

- HRDCSA and DHET is committed to making sure that nobody is denied higher education, nobody is denied a chance to pursue their dreams



Committed to

- Ensure institutions provide training that respond to the needs of the industry
- On-going training and development of workers
- Give assurance to companies that workers they hire will be up to the job
- Give students the best chance to succeed
- Give SA best chance to thrive and prosper
- Ensure education that open doors to learning and ensure graduation

Committed to

- Education institutions that embrace rapid pace of change to remain relevant
- Curriculum that provide entrepreneurship know how
- Entrepreneurship that open doors to opportunities
- Turn ideas into business and jobs to follow
- Institutions to keep talent fresh in the work-place
- Position education as a cornerstone of our future and the main stimulus enabling us to reach our goals

Strongly Believe

- Investment in education and training is the main key to progress from one level of economic development to another
- Societies which do not gear themselves from now on to learning will find it difficult to progress beyond their present level of economic and social development
- Successful implementation of the strategy requires shared responsibilities from all concerned parties...social contract...Ireland

Strongly believe

Each and every organisation must meet the challenge of sustaining itself as a quality premium product rooted in the excellent skills and know how of its workforce.

Workforce Planning

- **Integral part of competing through people:**
 - Good HRM practices support effective people development
 - Enables premium quality service
 - Set aside a competitive enterprise
 - Sustains profitable business
 - Investment in people equals to profitability

Workforce Planning

- Operating in ever-changing economic and social environment
 - Ongoing need to capacitate human resources to respond to the needs of the new socio-economic environment
 - Ongoing need to ensure that we use our people to enhance organisational competitiveness to better compete in the global market
 - High performance organisations where people want to work and not where they have to work

Workforce Planning

- Ensures that the right people with the right skills are in the right place at the right time
- Match human resources with the anticipated needs of the company

Making it work

- Training of new talent and re-training of those who are already in the job...ways of attracting and developing talent are important to the development of an organisation
- To stay ahead of competition, we need to ensure supply of quality human resources as a key to success

How

- Changing mindset of companies to get needed results

Conclusion

- Investment in education and training is the main key to progress from one level of economic development to another
- Societies which do not gear themselves from now on to learning will find it difficult to progress beyond their present level of economic and social development
- Successful implementation of the strategy requires shared responsibilities from all concerned parties...social contract...

Lesson for HRD

- Imagine if we could operate to same consistently high standards
- Very real opportunity to become competitive and outcompete our competitors

Thank You!!

Contact details

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