



# Alignment and Coordination of skills initiatives.

*Presentation to the WSLG*

June 2009

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# Core Group

- 27 May 2009
- Officials meeting: Core group
- Task Team for Skills development
- Interim tasks: HRDSA linkages with
  - HRDSA??
  - HRD 2025
  - 2020
  - Other



# Background

- Skills shortage challenge: 2001 first attempt when the National Human Resources Development Strategy of South Africa
- Introduced as a national strategic response to human resource development challenges.
- Assisted in bringing the skills issue to national attention, it however fell short of realising its objectives, *inter alia*, owing to:
  - Lack of engagement of other social partners to form part of the joint solution;
  - Lack of coordination, integration and accountability within departments;
  - Lack of monitoring and evaluation mechanism to assess the extent to which the priorities set were achieved; and
  - Very little high political leadership was a prerequisite, which is vital for driving the process forward.



# Response to Education and Skills Development

## Water for Growth and Development Framework

- 2025 Vision for HRD
- Learning Academy
- 2020 Vision for WSEP
- Regulation's Aqua Enduro, Working for Water
- WSSCU/Sanitation Deployment
- The proposed unemployed graduate programme
- ESETA/ LGSETA
- Other DWAF initiatives for Education and Skills development
  - National Sanitation Programme Unit and Vulindlela Academy
  - Training on Job creation project in sanitation
- Sectoral Initiatives on education & skills development
  - Dinaledi Project: DOE and DST
  - FET Water



## Main Findings

- **There is not a clear strategic link and consciously designed alignment between water literacy, skills development, education and training.**
- The cyclical and reinforcing link between skills, education, training and public awareness should be better articulated and more efficiently implemented.
- Resolution 4 of the municipal indaba acknowledges the need to conduct robust campaigns and to have a strong focus on schools.



## Main Findings

- Part of the skills shortage and low water literacy challenges can be attributed to an **UNSUSTAINABLE** and fragmented approach to education, training and public awareness within DWAF.

*Sector is worse off??*

*“Reported service delivery failures. Lack of guided learning. Various skills development interventions currently underway but fragmented & uncoordinated that waste resource”*

- The HRD/ Skills development visioning exercise confirmed this fragmented approach and raise the questions of sector leadership, the location of responsibility, etc.
- The 5 municipal indaba skills resolutions require a coordinated education, training and public awareness programme.
- The Skills Action Plan which flow from the Municipal Actions Implementation and Monitoring Framework needs to be located in an all-inclusive strategy that is guided by the WfGD Framework.
- The municipal indaba skills resolutions are substantive steps forward. However, the resolutions focus on human resource processes such as workplace skills plans, retention strategies, etc as disjointed from a broader education and training strategy. Thus, it is geared more towards “managing” skills shortages and less geared towards having a “sustained response” to it.



# Why the Review?

- Substantial concern raised in the consultations was that there was no implementation plan with timeframes, targets and responsibilities.



# HRDSA 2010-2030

- Minister of Education by Cabinet in 2005,
- Cabinet Lekgotla recommendation of July 2007 and July 2008, and the 2008 Economic Cluster Programme of Action.
- In March 2009, Cabinet approved the new strategy with effect from 1 April 2009.
- An HRD Council will be established for the stewardship of the HRDS-SA,
- This structure will be supported on a technical level by directors general at national level and HODs at provincial level.
- The HRD Council will be accountable to the HRD Sub Committee of the Cabinet Investment and Employment Committee



water & forestry

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What is the  
Essence of a new  
HRDSA?



# HRDS-SA – Medium Term Key Priorities

The HRDS-SA is essentially about building South Africa's human resources to ensure human development by:

- Increasing access to and quality of basic education for all, especially from poor households
- Increasing access by young people to education and training that leads to employment
- Building priority skills for accelerated economic growth
- Ensuring training and education match needs of the development state and needs for economic growth
- Improving public sector performance through effective education and training
- Improving training output for technology and innovation to increase global competitiveness
- Ensuring effective data collection, generation and management for effective planning in departments to implement HRDS-SA





# Position Taken

- We have benefited from the experience gained from the implementation of the 2001 HRD Strategy for South Africa, and have carefully analysed the new priorities that have emerged since the formulation of that strategy.
- The new HRD strategy has thus been formulated to meet the following objectives:
  - To replace the existing HRD strategy (2001) with an updated version;
  - To address the shortcomings in the existing strategy; and
  - To optimise the efficacy and outcomes of HRD in respect of South Africa's Development Agenda.



## HRDS-SA - Implications for DWA

- It is the basis for and a firm foundation for all sector education and training programmes
- It lays the foundation by increasing both access to and quality of basic education.
- Sustainable resolution of the skills shortage must address education and training systematically – involving the entire education and training pipeline; whilst implementing short term strategies
- It supports need for effective skills sector intelligence – by prioritizing the development of effective data collection and management to guide implementation of the HRDS



# Going Forward

- HRD-SA: government departments to account in terms of new strategy, therefore DWA to own, monitor and account and report
- DWA as sector leader and needs to lead and own a strategic response
- Fragmented approaches, projects, activities within sector need to be brought together for maximum impact – in a strategic way
- Ownership needed in DWA – sufficient authority and resources to lead, participate, influence, represent @ HRD Council, SETA, DOE, sector groups, etc
- Whilst important role for sector partners, DWA is accountable and must ensure partnerships and accountability by relevant role players



# Way forward

- Task Team to convene
- Areas of commonality
- Implementation plan
  - Short term,
  - Medium Term and
  - Long term interventions
  - Report to WSLG and Economic Cluster



Thank you