



# KZN HUMAN RESOURCE DEVELOPMENT COUNCIL

KZN HRDS GOAL 4  
IMPROVING GOVERNANCE AND MANAGEMENT OF HRD

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## KWAZULU-NATAL HUMAN RESOURCE DEVELOPMENT COUNCIL WITH PERMANENT SECRETARIAT

F.M.A. SAFLA  
GM: KZN PPSTA

# PURPOSE OF PRESENTATION

To inform stakeholders of the KwaZulu-Natal Human Resource Development Council (KZN HRDC) as mechanism to improve governance and management of HRD in the Province

# HRD STRATEGY FOR SA (HRDSSA)

The importance of HRD demands a response that has a sense of urgency. It demands a comprehensive and determined response from Government.

**However, the scope and importance of the HRD project extends beyond Government:**

- It requires collective will and purposeful action from **all stakeholders** in society
- It requires the determination, commitment and accountability of individuals to invest time and effort in their own development
- It requires the commitment of **all enterprises and organisations** to invest time and resources in HRD toward the public good

It is only through concerted efforts in HRD in the country as a whole that we can create suitable foundations for institutional and corporate missions. **The urgency of the challenges and priorities, and the importance of the outcomes we seek to achieve, obliges us as South Africans to forge a social compact which will promote demand-driven HRD in the country.**"(HRDSSA)

# KZN PGDP

Strategic Goal 2 related to human resource development in the KwaZulu-Natal Provincial Growth and Development Strategy (PGDS) *“seeks to highlight the need to look at the whole education continuum starting with early childhood development, school education, artisan and technical skills, as well as professional education rendered at University level”*. To achieve the outcomes of the strategic goal Human Resource Development, **it is critical that all stakeholders in the sphere of Human Resource Development work together to achieve the strategic objectives as set out in the Provincial Growth and Development Plan (PGDP), namely:**

- Improve early childhood development, primary and secondary education
- Support skills alignment to economic growth
- Enhance youth and adult skills development and life-long learning

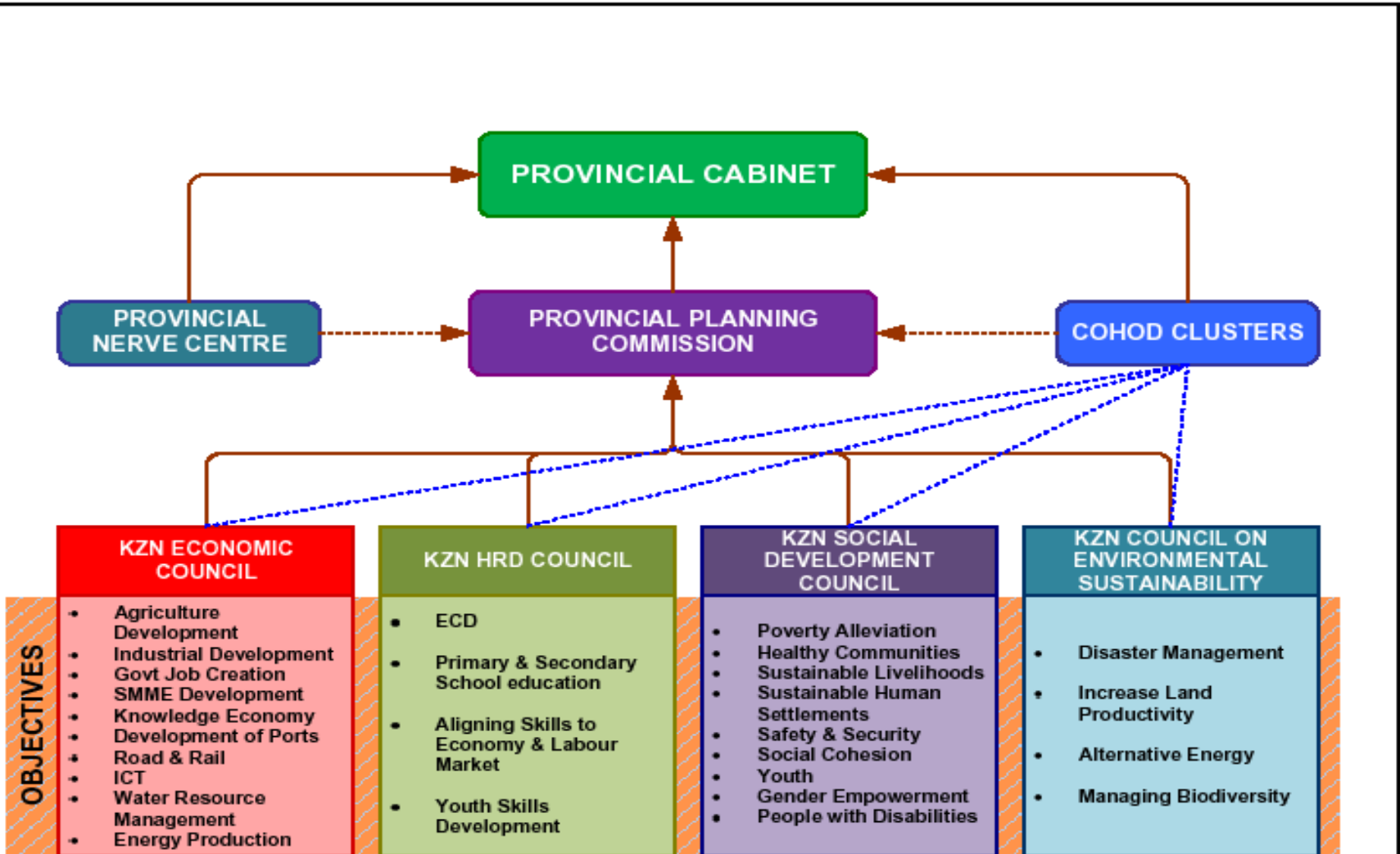
# RATIONALE FOR EST. OF COUNCILS IN THE PGDP

- According to the PGDP the intention of creating Councils is to entrench the shared ownership of the PGDS and PGDP
- It sends a signal to the people and stakeholders in the Province that the promotion of growth and development in the Province is not the prerogative of Government and Government Structures,
- It is a shared responsibility amongst the key social partners and formations and interest groups in society that are willing and able to participate in the implementation process.

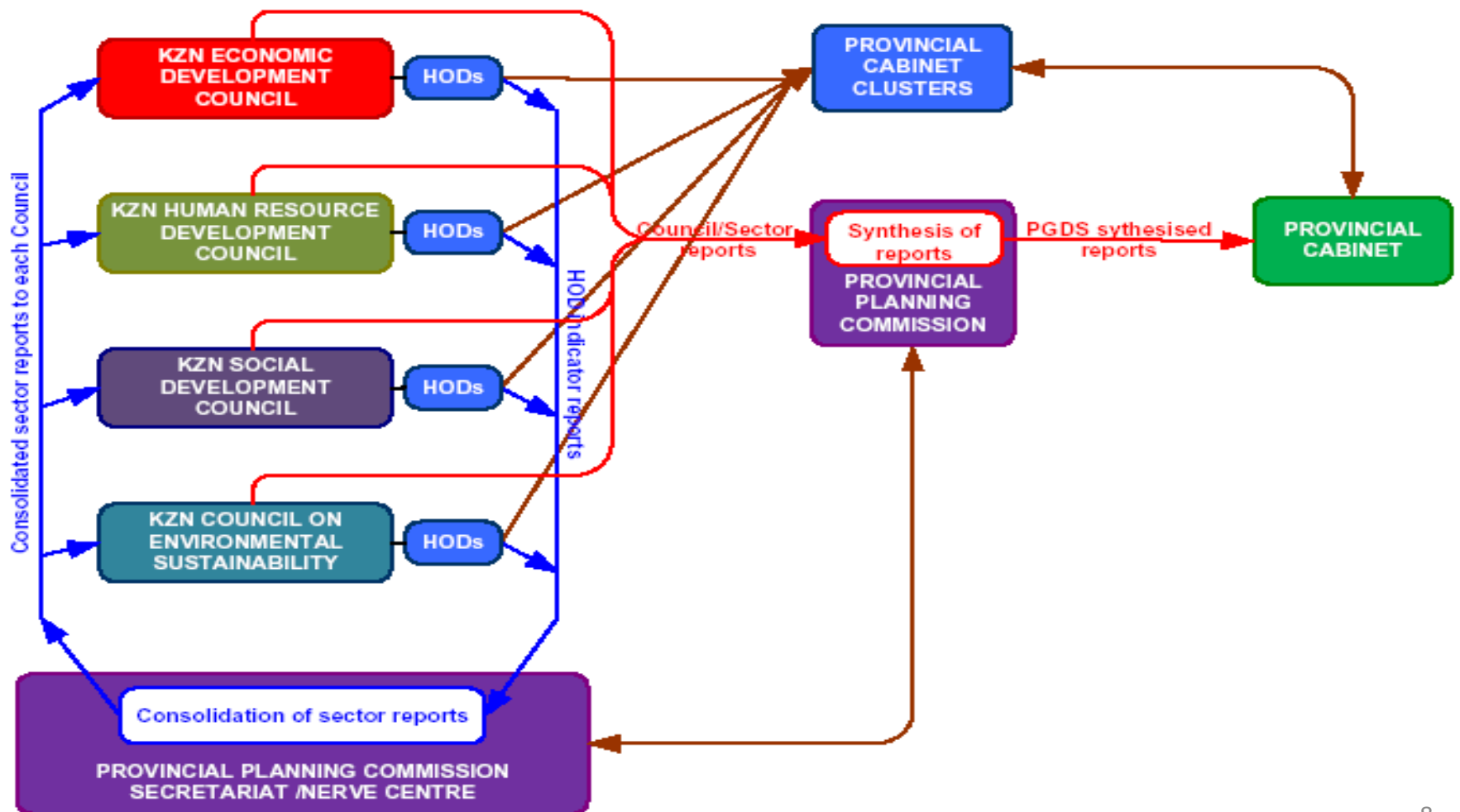
# RATIONALE FOR EST. OF COUNCILS IN THE PGDP continued

- the councils be structured and managed in a manner that will allow and encourage stakeholders to participate in the planning, implementation and monitoring of the interventions in the PGDP and interventions that may be added in the future.
- Each council should have representation from each of the social partners – Government, business, labour and community sector.
- Other interest or stakeholder groups should be invited to participate in the councils based on criteria formulated by the Provincial Planning Commission.  
(PGDP

# PGDP INSTITUTIONAL FRAMEWORK



# COUNCIL REPORTING MECHANISM





# COMPOSITION OF THE KZN HRDC

- The Premier of the Province – Chairperson
- MECs from key line Departments
- Director-General
- Organised Labour
- Organised business
- SETA representatives
- Vice Chancellors of provincially located HEI's,
- Public TVET Colleges and CETCs
- Private TVETs and Higher Education Institutions
- Civil society
- Heads of professional bodies
- National Department of Higher Education and Training (DHET)
- Department of Labour

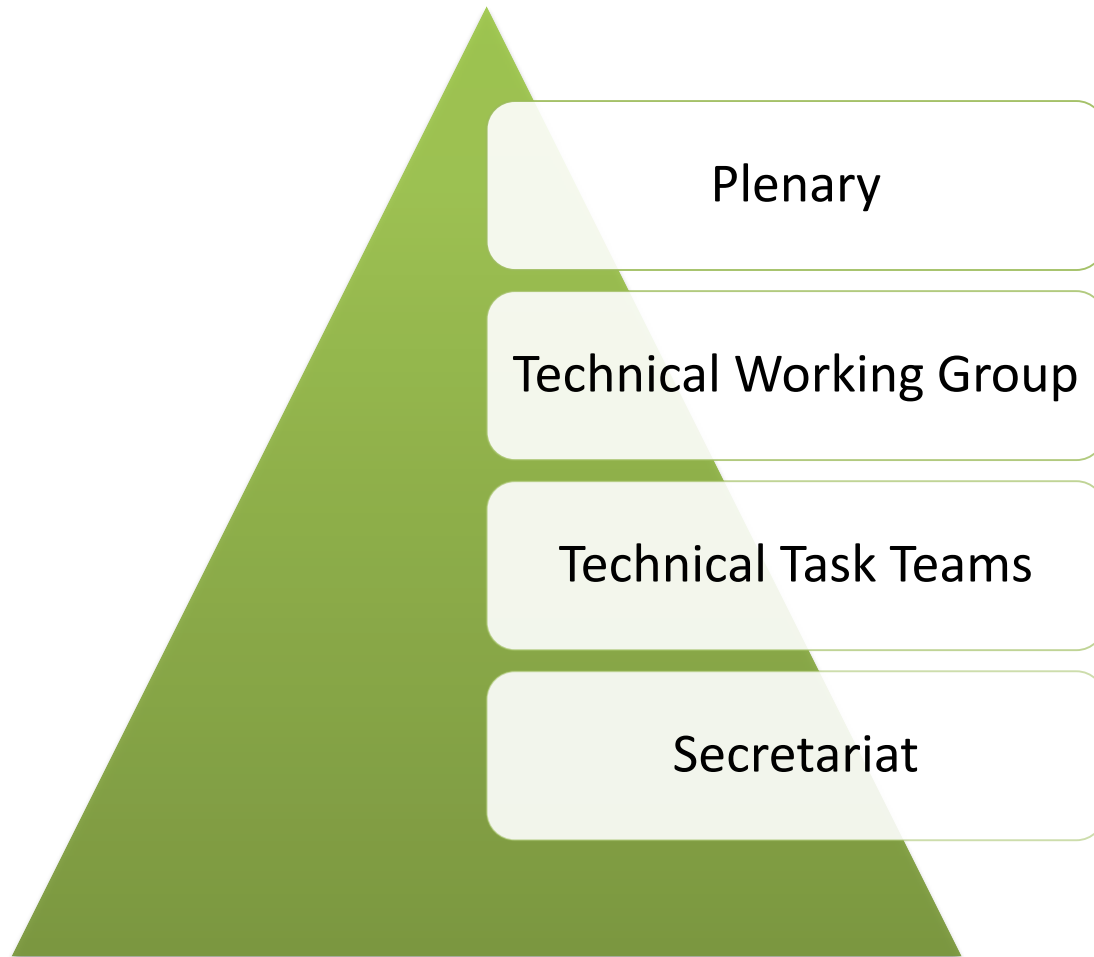
# ROLE OF THE KZN HRDC

- Advise the Provincial Government (Provincial Cabinet through the HRD Council Chairperson and Chairperson of the Planning Commission) on HRD related matters.
- Endorse and coordinate the development, review and implementation of the Provincial Human Resource Development Strategy.
- Identify bottlenecks (institutional, organizational, financial, etc.) to ensure the optimal functioning of the KwaZulu-Natal HRD system.
- Provide a platform for dialogue and strategic partnerships on matters related to HRD
- Define and co-ordinate implementation of a research agenda around HRD and facilitate resourcing of identified priority interventions.

# ROLE OF KZN HRDC CONTINUED

- Mobilise and leverage for technical and financial resources in support of government as well as business to implement prioritised interventions.
- Provide coordination and implementation mechanisms for Council resolutions. Oversee the development and implementation of suitable monitoring and evaluation tools to ensure sustainability of implemented priority interventions.
- Promote functional integration between Government Departments and across spheres of government with respect to a holistic and comprehensive approach to HRD.
- Recommend approval of the Provincial Skills Development Plan

# Structure of KZN HRDC



# PLENARY

The Plenary is constituted  
by the Council chaired by  
the Premier and  
members set out in slide  
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# TEHCNICAL WORKING GROUP

- The *TWG* is a *committee* whose primary function will be to advise the Council on matters relating to human resource development and to execute the decisions of the Council
- Will be constituted of representatives of members from the Plenary
- Will include Co-opted members

# Technical Task Teams (TTTs)

As and when necessary, the *TWG* shall enlist additional expertise through setting up Technical Task Teams. The *TTTs* are accountable to the *TWG*. Their composition will depend on the nature and scope of the work that the *TWG* tasks them to undertake. They provide expert advice and carry out the decisions of the *TWG* regarding the following:

- Education, training and skills development;
- Research, monitoring and surveillance of job/labour market trends;
- Communications; and
- Any other areas as directed by the *TWG*.

# Technical Task Teams (TTTs)

Five Technical Task Teams were established in May 2016.  
They are:

- Early Childhood Development and STEM;
- Vocational Education, Technical Training, Knowledge Economy and Innovation;
- Empowering Youth, Women and People with Disabilities;
- Building the Capacity of the State; and
- Continuing and Worker Education.



# SECRETARIAT

- The *Secretariat* is accountable to the *Plenary*.
- The Secretariat will undertake administrative, logistical and technical functions as directed by the Plenary, the Chairperson and the Deputy Chairperson.
- The Secretariat will facilitate the implementation of the overall KZN HRDC resolutions and decision's



THANK YOU  
NGIYABONGA

Working With Speed, Ensuring a Better Quality of Life for all