

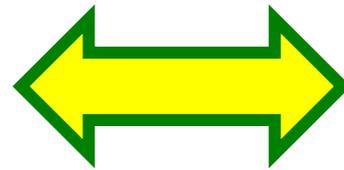


PROVINCE OF KWAZULU-NATAL  
ISIFUNDAZWE SAKWAZULU-NATALI

# PROVINCIAL HUMAN RESOURCE DEVELOPMENT STRATEGY

NATIONAL DEVELOPMENT PLAN 2030

Our future -  
make it work



## Summary of Resolution & Way Forward

# OUTLINE

- 1.General Overview of the Provincial HRD Strategy
- 2.Statistical Analysis
- 3.GOAL 1
- 4.GOAL 2
- 5.GOAL 3
- 6.GOAL 4
- 7.Implementation and Monitoring Framework
- 8.Way Forward

# GENERAL OVERVIEW

1. The age group between 15 – 19 yrs is fewer than any other age groups amongst youth. There is too much spoon feeding leading to dependency
2. Cooperation and partnerships challenges between private and public sector
3. The strategy should clearly indicate implementation timelines
4. Strategy is good in narration, not enough indication on how this will be implemented
5. Current scenarios not considered in the strategy

# STATISTICAL ANALYSIS

1. Need to track performance in private schools vs public schools
2. Need to interrogate causes and implications for fewer number of young people between 15 – 19 yrs. of age

# GOAL 1

1. Need to address the gate keeping in private schools especially in ECD Centres
2. Need to assess the performance of private schools and the performance gap in comparison with public schools
3. Need to define the role of parents and ensure empowerment of parents on their role in the education of children
4. The OSS programme should include youth programmes to ensure youth is actively engage.
5. Ensure that youth is properly prepared for post schools opportunities.
6. HEI need to analyse the use of mother tongue to improve education outcomes especially maths education
7. Track throughput rates for STEM subjects across the education continuum
8. Ensure there are programmes for struggling learners

# GOAL 1

1. Need for career guidance programme to expose learners to industry during school holidays
2. Need to consider language education, Maths and Science to be compulsory subjects
3. Career guidance should be provided starting at grade 8 and 9
4. Need to develop implementation and monitoring framework for career guidance services
5. Need to improve language education to improve educational outcomes
6. Need to digitalise education to ensure young people are prepared to participate in the 4<sup>th</sup> industrial revolution
7. Need to improve the speed at which the change and transform our society through relevant training

## GOAL 2

- 1.The content of the HEI is irrelevant
- 2.HEI need to remove barriers for implementation of RPL
- 3.Need to diversify industries to create more work opportunities
- 4.Need to focus on continuing and up-skilling of farm dwellers
- 5.Industry need to open workplaces for work exposure for students
- 6.Need to explore alternatives to increase access and participation in the PSET
- 7.Training programme need to respond to the skills demand to ensure absorption

## GOAL 2

1. Business is willing to sign cooperation agreement to improve delivery capacity for PSET
2. Need to improve ICT infrastructure (Wifi) to increase access to information
3. Develop flexibility between training institutions and programmes
4. Employers need to recognise the training they offer in workplaces to provide promotional opportunities and improve retention of skills
5. Need to improve the education and skills levels of employees especially by employers
6. Ensure employees has portable skills to minimise negative impact of retrenchment
7. Need to address equity issues in workplaces: Gender, Race and Disability

# GOAL 3

1. Get experts to make deliver the entrepreneurship in schools
2. Consider to develop and implement a cadet programme
3. Need to introduce online learning programme in our PSET sector
4. Province need to provide support resources for higher education to address priority skills programme
5. Province need to support PSET in developing and retention of academics
6. Include ethical leadership in the priority skills required
7. Need to build a culture of accountability in the all citizens especially, public sector employees
8. Transform the public sector to operate as the corporate sector.

# GOAL 3

1. trade unions need to take training and skills development as a priority by participating in relevant structures
2. Need to introduce entrepreneurship in schools.
3. The WSP system is not assisting in improving skills of employees
4. The inequality in compensation of people on the EPWP programme create labour relations tensions
5. The current implementation approach of EPWP programme create environment fertile for discrimination of people due to political affiliations
6. Lack of innovation in the EPWP programme to improve its implementation
7. Need to look into direct involvement of all technical government departments in the development of artisan
8. Need to look into the sustainability of cooperatives models in KZN.

# GOAL 3

1. “Africans in particular” clause in the economic transformation plans need to sufficiently address underlying issues
2. Need to monitor compliance of local companies in compliance with labour laws
3. look into accountability of mentors and incubators in the outcomes of support programmes
4. Provide incentive for rewarding success of mentorship and incubation programme
5. Need to look into the specifics issues within each economic sector and industry
6. There is no role of labour brokers in the economic development system, they only exploit people
7. HR Plans need to review and be evidence based to determine future projections
8. Agricultural Skills and Millwright are scarce skills that needs to be prioritised
9. We need to consider availability of land for the people.

# GOAL 4

# Implementation and Monitoring Framework

1. The Province need a strong coordination approach to ensure the strategy is implemented

# Way Forward

# PROCESS OF CONSULTATION AND APPROVAL OF THE PHRDS

AUG 2017

**draft situational analysis, proposed strategy and proposed implementation framework issued by the HRD Council (21 July 2017)**

**Extended consultations with all district stakeholders**

17 August 2017 – 28 September 2017

**Consultation with PHRDF (Provincial Departments)**

(29 August 2017)

**Round Table Discussion with Business**

(30 August 2017)

**Consultation with TVETs Sector**

(13 September 2017)

**Consultation with Labour**

(22 September 2017)

**Consultation with PSDF**

(28 September 2017)

NOV 2017



# PROCESS OF CONSULTATION AND APPROVAL OF THE PHRDS

AUG 2017

**Consultation with Professional Bodies**

(04 October 2017)

**Consultation with PGDG Action Work Groups (2; 3; 4; 5; 6; 7 & 8)**

(05 October 2017)

**Consultation with State Entities, Agencies & Enterprises**

(10 October 2017)

**Consultation with SETAs**

(11 October 2017)

**Consultation with HEI**

(12 October 2017)

**Consultation with PPC, KZNEC, & HRDC**

(13 October 2017)

**Report back to TWG and KZN HRD Council**

(26 October & 10 November 2017)

NOV 2017

