****

**NORTHERN CAPE**

**SKILLS DEVELOPMENT ROUND TABLE DISCUSSION**

**10 OCTOBER 2017**

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**1. Background**

Currently, the South African labour market is characterised by low levels of education and skills. Many of those leaving formal education do so without adequate foundational educational skills - literacy, numeracy and problem solving skills. Those entering the labour market with acceptable levels of education (Matric or a Bachelor’s degree) are often viewed by employers as being inadequately prepared for the world of work.

The cause of this problem is twofold. Firstly, problems within the schooling system mean that the foundational base is not at a level that enables learners to pursue higher level programmes and occupations. Secondly, the skills system is not performing as it should. A very large proportion of young people are now unemployed and not engaged in education or training, which creates a serious challenge for any economy. Many of these youth are in disadvantaged areas, including rural communities, where opportunities are limited.

The Northern Cape Province, similar to the rest of the country; is facing the challenge of poverty, inequality and a growing unemployment. Change is not happening as rapidly or as effectively as required. Alarmingly, the slow economic growth experienced of late does not bode well for the alleviation of the socio-economic challenges plaguing the province. As such a need places itself at the door step of Provincial Government, Civil Society, Organised Labour as well as Organised Business to find solutions to improving the challenges bedevilling the Province.

The recent Stats SA unemployment reports indicates that the province has the highest rate of unemployment, therefore a different approach to ending the scourge of unemployment, poverty and inequality needs to be sought.

To achieve accelerated economic growth in the province, the co-operation and collaboration between all stakeholders is paramount in that correct skills and competencies are developed to improve the economy of our province and country.

**2. Problem Statement**

There is widespread agreement that the economy of South Africa is not as strong as is needed, nor is it expanding and diversifying in the manner required to replace jobs being lost in traditional industries such as mining and agriculture. Quality education and increasing skills levels is a key enabler of economic growth as highly skilled people create jobs and suitably skilled people can be absorbed into employment where jobs are created.

The Skills Development and HRD policies of the country encourages and actively supports the integration of workplace training with theoretical learning to facilitate the journey individuals make from school, college, university, or even periods of unemployment to sustained employment and in – work progression.

The emphasis is mainly on those who do not have relevant technical skills or adequate reading, writing and numeracy skills to enable them to access employment. Furthermore the NSDS 111 seeks to promote a skills development system and architecture that effectively responds to the needs of the labour market and social equity.

Therefore forging of strong partnerships is required as government cannot do this alone. In trying to respond to the above the Office of the Premier coordinates and monitors the implementation of skills development interventions in the province. Governance structures such as the PSDF and HRD council has been put in place to drive skills development in the province; through integrated planning and sharing of resources to accelerate skills development for economic growth.

Even though structures are in place and there is some form of working in a coordinated and integrated manner there are still major challenges that create blockages in improving the skills levels of the citizens in the province hence the high unemployment rate recorded.

Sector Education and Training Authorities (SETA) are required to facilitate the delivery of sector - specific skills interventions to help achieve the goals of the NSDSIII, address employer demand and delivery results. Full participation of all SETAs in the province remain a challenge. Amongst the SETA challenges is limited funding directed to the province which limits their reach, their impact in contributing to the increase of skills due to the programmes offered, credibility of data for reporting and the availability of workplaces for experiential learning?

This therefore calls for a situational analysis that will determine the magnitude of the problem and come up with possible solutions.

**3. Purpose**

The purpose of the round table discussion is to bring together all skills development role players within the province to discuss the challenges and blockages experienced in the implementation of skills development interventions and find possible solution on how to unblock them.

**4. Objectives**

The round table seeks to encourage thoughts/discussion on:

* Fostering a common understanding of the roles and responsibilities of various stakeholders in the skills development landscape.
* Skills development challenges confronting the province.
* Building partnerships between all spheres of government and the private sector to enhance maximum participation of all sectors.
* Commission research to determine the magnitude of SETA challenges and the value of their contribution within the province.
* Possible interventions for the identified challenges,
* Developing an action plan with clear timeframes on resolutions captured

**4.1 Immediate output**

To secure work placement opportunities for 1000 learners and graduates from Universities, TVET Colleges, Community Colleges, and Private Institutions annually within the province. This initiative has to be facilitated and financially supported by SETA’s with business, government, trade unions and community constituents collaborating in opening up workplaces.

All SETAs, Employers, Organised labour and State to pledge their support in taking the recommendations of the roundtable forward.

**5. Participants**

The event is aimed at bringing together **200** representatives from government, business, organised

labour, SETAs, NGO’s, CBO’s, institutions of higher learning and private training providers, etc.

**6. Financial implications**

The hosting of the round table is collaborative effort between the Office of the Premier (OTP) and the National Skills Authority (NSA). NSA will cover all costs related to the venue, catering and all other conferencing related matters with no financial implications for the OTP.

**7. Expected outputs**

 It is envisaged that the discussion will lead to the following:

* A clear understanding of the skills development challenges facing the province
* The challenges facing all role players in the implementation skills development in the province
* Clear understanding of stakeholder roles and responsibilities
* Learning of best practices
* Defined possible interventions for identifies challenges
* Strengthening of partnerships with the possibility of signing MoUs
* Clearly defined action list with timeframes
* A clearly defined situational analysis of challenges faced by SETA’s with solutions
* Commitment by all stakeholders to host learning

**8. Programme & Speakers**

 See the draft below

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|  **ESSION 1****PART 1*** PROGRAMME DIRECTOR**: Ms M Marais-Martin – Public Service Commissioner**

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| ***Time*** | ***Item*** | ***Speaker/Facilitator*** |
| **09:00 – 09:15** | Opening and Welcome  | **DDG : Ms G Matloapane** |
| **09:15 – 09:30** | Introduction of the Premier | **MEC: Ms. M Bartlett** |
| **09:30 – 09:50** | Keynote Address | **Premier: Ms. Sylvia Lucas**  |
| **09:50 – 10:15** | Overview of the Provincial Skills Development and HRD initiatives  | **Mr J Bekebeke – Director General** |
| **10:15 – 10:30** | Linking education and workplace | **NSA Chairperson: Ms Lulama Nare** |
| **10:30 – 10:45**  | **TEA BREAK** |
| **PART 2** |
| **Panel Presentations(10min each)****Facilitator: NSA Acting Executive Officer – Dr TS Mashongoane** |
| **10:45 – 11:45** |  |  |
| **Institutions of Higher Learning** * Sol Plaatje University
* TVET Colleges/ Community College
* Private Providers
* SETAs
 | **Prof. Y Ballim****Mr. Siyengo****Mr. M Koeberg****Chairperson of SETA CEOs (ETDP CEO)** |
| **11:45 – 12:00** | Questions and discussions | **All** |
| **PART 3** |
| **Panel Presentations** (10min each)**Facilitator: FPM SETA CEO** |
| **12:00 – 12:50** | Business LabourStateCommunity constituency | **NOCCI/NAFCOC** **COSATU/FEDUS****Director General****NYDA** |
| **12:50 – 13:00** | **Questions and discussions**  | **All**  |
| **13:00 – 14:00** | **LUNCH** | **LUNCH** |
| **14:00 – 14:30** | **Panel presentation 3** | **Facilitator: QCTO CEO** |
| 1. NSF/DHET presentation on WIL and how it is supported | **DHET: Ms Nyawa Dikwayo: Director NSF** |
|  | 2. SETA presentation on linkages, partnerships with business/government for WIL purposes  | **DHET : Mr Maliviwe Lumka – Chief Director: SETA Coordination** |
| **14:30 – 14:45** | **Questions and discussions** | **All** |
| **14:45 – 15:00** | **Presentation of pledges and signing :****Facilitator: PSDF Chairperson**Government, Business, Labour, Youth, SETA’s, TVET’s, University, Private Providers & CETC’s | **All**  |
| **15:00 – 15:30** | Vote of Thanks and Closure | **Ms M Tlaletsi – Chief Director - OTP** |

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