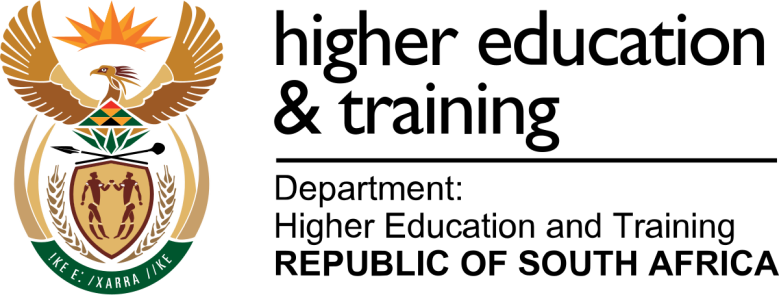


National Skills Conference and Awards 2019

Conference Booklet

14 – 15 March 2019

*“Building a demand-led skills development system that focuses on inclusive economic growth”*



# Enquiries

**Name** National Skills Authority

**Physical address** Room 611, 6th Floor, Ndinaye House,

178 Francis Baard Street,

Pretoria, 0001

**Postal address** Room 611, 6th Floor Ndinaye House,

178 Francis Baard Street

Pretoria, 0001

**Telephone** (012) 312 5066

**Website** www.nationalskillsauthority.org.za

**Enquiries to be sent to:** Dr Thabo Mashongoane

Executive Officer of the NSA Secretariat

Mashongoane.T@dhet.gov.za



Mr Zukile Mvalo

Deputy Director General DHET Skills Development Branch



Mrs Naledi Pandor

Minister of Higher Education and Training

Mr Buti Manamela

Deputy Minister of Higher Education and Training



Mr Gwebinkundla Fellix Qonde,

Director-General Higher Education and Training

It is with great pleasure that, on behalf of the Director-General: Higher Education and Training, Mr Gwebinkundla Fellix Qonde, the Deputy Director General: DHET Skills Branch, Mr Zukile Mvalo, the Chairperson, Mrs Lulama Nare, and Board of the National Skills Authority, and the Executive Officer: National Skills Authority Secretariat, Dr Thabo Mashongoane, I welcome you to the 2019 National Skills Conference and Awards.

I would also like to extend my gratitude to everyone who has worked tirelessly to bring you this exciting conference on the future of skills development in South Africa.

As stakeholders and partners in *“Building a demand-led skills development system that focuses on inclusive economic growth”* I wish you a successful and fruitful conference.

Mrs Naledi Pandor, Minister of Higher Education and Training



Minister of Higher Education and Training, Naledi Pandor, and the members of the fourth NSA Board

# Foreword

*Chairperson of the National Skills Authority*

*Ms Lulama Nare*

Since 1994 significant progress has been made in skills development although notable challenges are still there. It is very appropriate to have a conference of this magnitude that builds up on the previous three conferences that were held in 2013, 2015 and 2017. In the two days of this conference will be focusing on our theme, which is “***Building a demand-led skills development system that focuses on inclusive economic growth***”

It is pleasing to note that all the stakeholders headed the call to attend the national skills conference to engage and to make valuable contributions in terms of advancing the skills development strategy and policies. The conference will highlight key achievements, blockages and weakness in the implementation of our policies and set a ground for the implementation of the National Skills Development Plan.

In the two-day discussions we will be able to engage on the extent to which the previous conference recommendations have been implemented. Furthermore, we will present the NSDS III evaluation study which gives a synopsis of the work done in the past five years. It is envisaged that formidable partnerships will be created or forged as successful implementation relies highly on the collaborative support provided by all role-players.

***I hope you will enjoy and actively participate in this conference.***

# Welcome Message

*Executive Officer of the National Skills Authority*

*Dr Thabo Mashongoane*

It is a great pleasure to be part of the skills development revolution for so many years and I feel honoured that the NSA in conjunction with the Minister of Higher Education and Training, Mrs Naledi Pandor, is again hosting the National Skills Conference and Awards. It has become a culture of stakeholders in skills development system to take advantage of this kind of a platform to network for joint collaboration or partnerships, showcase best practices and achievements in the implementation of the skills development and other HRD related initiatives.

The NSA is highly delighted with the support provided by the SETAs, the Department and other organisations with monetary and in-kind support to ensure the success of this conference. The outcomes of the conference will provide a strategic direction and way forward for the improvement of skills development as a strategic contributor to capacitating the South African workforce for inclusive economic growth path.

Let me take this opportunity to thank all the Conference organising and preparations teams and all the participants for the willingness and commitment in shaping the skills revolution agenda of our country. I also wish all the awards nominees the best of luck and further encourage wider participation in future awards.

Beyond the conference, a comprehensive report will be produced which will capture the key deliberations of this conference and the recommendations that can be taken forth to improve our skills development system and provide advice to the Minister.

**YOU ARE WELCOME!!!!**

# Background

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| **2011 NATIONAL SKILLS CONFERENCE AND AWARDS** |

The NSA and the Minister of Higher Education and Training hosted the first conference in 2011 under the auspices of the newly established Ministry of Higher Education and Training since the skills development function shift from Department of Labour. The conference sought to:

* Deepen the understanding of the post-school system and quality councils
* Deepen understanding of the role of SETAs and skills development funding models
* Strengthen skills development in a post-school system including work integrated learning
* Promote youth, women and people with disability in productive work for inclusive growth
* Fast tracking artisan development and international best practices on skills development
* Develop skills for the growth of the economy and creating employment opportunities.

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| **2013 NATIONAL SKILLS CONFERENCE AND AWARDS** |

The second conference was held in 2013 under the theme “*together turning every workplace into a training space*”. The conference was held in conjunction with the Minister of Higher Education and Training Dr Blade Nzimande. The objectives of the 2013 conference were to receive progress on the implementation of the NSDS III, Skills Accord and National Skills Fund funded projects as well as other interventions on skills development.

High level delegates graced the previous conferences with speakers from the Deputy President, Minsters, Deputy Ministers, international and local speakers. The conferences attracted more than 1000 delegates nationally and the continent. The Exhibition centres which were running parallel to the conference were showcasing Sector Education and Training Authorities, Further Education and Training Colleges, Technical Vocation Education and Training, private providers and several companies that have partnerships with the institutions. Learners from Gauteng visited the exhibition centre, who came from a 100km radius from the conference venues.

The previous conference deliberations led to an achievement of a number of activities which are:

* Review of the skills development legislative framework
* Mobilisation of business, government, communities and labour to take full ownership of the NSDS III
* Support of the post school education and training that encourages a capable developmental state
* Revision of the monitoring and evaluation functions of the NSA and strengthen governance of the SETAs
* Research that influenced policy review and development.

The National Skills Conference has set the direction for post school public learning institutions to become fully resourced and skilled, in order to spearhead mass acquisition of technical and vocational qualifications. State owned companies have committed to set a benchmark for Work Integrated Learning programmes, by making opportunities available to thousands of learners. Stakeholders from business, labour, government and special interest groups must work in partnership to ensure that all elements of skills development complement each other. A convergence of strategies, policies and systems, create an environment where, ‘together, we can turn every workplace into a learning space’.

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| **2017 NATIONAL SKILLS CONFERENCE AND AWARDS** |

The third conference was held on 23 and 24 March 2017 at Saint George Hotel, Irene in Pretoria. Amongst the high delegation was the Deputy President Cyril Ramaphosa who applauded the conference for putting skills development at the centre of the country’s agenda. The conference theme was “*Skills Development for an integrated and differentiated post-school education and training*”. The conference held an awards ceremony which celebrated excellence by recognising best skills development practices across skills development implementers and National Skills Fund funded projects in various categories.

The focus point of the discussions were on the role of the post school education and training sector in the attainment of the NDP goals and the goals of the White Paper on Post School Education and Training.

**KEY OUTCOMES OF THE 2017 NATIONAL SKILLS CONFERENCE**

* Improve skills planning and forecasting
* Strengthen governance of SETAs and ensure legislative alignment and separation of powers
* Develop an NSDS monitoring and evaluation framework
* Strengthen the NSA Oversight role to monitor the implementation of the NSDS
* Post 2020 NSDS to focus on long term planning, ensure integration pf NSDS to key national strategies e.g. HRD Strategy , NDP
* Regulate and develop a WPBL policy
* Prioritise lecturer development for TVET Colleges
* Investigate the effectiveness and employability/destination of TVET Programmes
* Strengthen the involvement of community colleges in the post-school education and training system
* Acceleration of recognition of prior learning programmes and consideration of E-Learning
* The need for NSA visibility and provincial footprints
* Constituencies pledged their support towards the implementation of the NSDS and post-school education system.

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| **2019 NATIONAL SKILLS CONFERENCE AND AWARDS** |

**PURPOSE OF THE 2019 NATIONAL SKILLS CONFERENCE AND AWARDS**

The purpose of the skills conference is to bring together all education and training and skills development role players to solicit solutions to the challenges and blockages experienced in the implementation of skills development interventions.

**OBJECTIVES OF THE 2019 NATIONAL SKILLS CONFERENCE AND AWARDS**

* Communicating the new National Skills Development Plan (NSDP) and the Seta landscape beyond March 2020;
* Aligning skills development strategies with national key priorities and F fourth industrial revolution by strengthening collaborations of labour market institutions with education and training institutions (TVETs, CETs and Universities)
* Fast tracking occupations in high demand and encourage international best practice on skills development;
* Give social partners a platform to pledge support and commitment to implement the strategy and
* Create a platform for skills development stakeholders to showcase their organisations and to disseminate information.

**EXPECTED OUTCOMES**

* To secure work placement opportunities for 20 000 learners and graduates from Universities, TVET Colleges, Community Colleges, and Private Institutions annually. This initiative has to be facilitated and financially supported by SETAs 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 conference forward.

### Programme

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| DAY ONE |

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| Programme Director: Mr Thulani Tshefuta :Deputy Chairperson NSA | |
| Starts  07:00- 08h25 | **Registration** |
| 08:30 –09:15 | **Exhibition and Walkabout:** Minister of Higher Education and Training: Mrs Naledi Pandor and NSA Chairperson: Ms Lulama Nare |
| 09:20 –09:35 | **Opening Ceremony and Launch of National Skills Conference** |
| **Entertainment:** Performing Arts & Music Group |
| 09:35 –09:40 | **National anthem** |
| 09:40 –09:50 | **Welcome Address:** NSA Chairperson: Ms Lulama Nare |
| 09:50 –10:05 | **Introduction of the Minister of Higher Education and Training:** Deputy Minister of Higher Education and Training : Mr Buti Manamela |
| 10:07 –10:22 | **Introduction of the Conference Theme** **“Building a demand-led skills development system that focuses on inclusive economic growth”:** Minister of Higher Education and Training : Mrs Naledi Pandor |
| 10:25 –10:35 | **Entertainment - Performing Arts & Music Group and working Tea/Coffee break** |
| 10:40-11:40 | * **National Skills Development Strategy (NSDS) III 2011-2016 Evaluation Study Launch:** Minister of Higher Education and Training: Mrs Naledi Pandor and NSA Chairperson: Ms Lulama Nare **(20min)** * **Presentation on the NSDS III Evaluation study Recommendations** : Mr Richard Jewison and Mr Matungoe Chidi **(10min)** * **Presentation on the Organisation for Economic Co-operation and Development** (**OECD) Report** : Ms Marieke Vanderweyer and **Community Education and Training (CET) Report release**: Minister of Higher Education and Training: Mrs Naledi Pandor and Deputy Director General CET : Mr Bheki Mahlobo **(10min)** * **National Skills Development Plan (NSDP) Release**: **Deepening understanding of stakeholders on the National Skills Development :** Director General : Mr Gwebinkundla Qondeand DDG Skills Branch:Mr Zukile Mvalo **(10min)** |
| 11:40-11:45 | **Entertainment - Performing Arts & Music Group** |

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| Programme Director: Mr Mustak Ally (NSA Deputy Chairperson) and Ms Nombulelo Nxesi (CEO: ETDPSETA) | | | | |
| 11:50 -11:57 | **Introduction of the Minister in the Presidency Planning Monitoring and Evaluation:** Deputy Minister of Higher Education and Training: Mr Buti Manamela | | | |
| 11:57 -12:15 | **Promoting efficiency through Monitoring and Evaluation**: Minister in the Presidency Planning Monitoring and Evaluation: Dr Nkosazana Dhlamini-Zuma | | | |
| 12:20 :13:00 | **Panel presentations (10 min each)**   * **Future of Work**: Ms Laura Brewer (International Labour Organisation) * **Stats SA Perspective**: Mr Risenga Maluleke (Statistician-General : Stats SA) * **Labour Market Information** : Prof Haroon Bhorat (UCT) * **HSRC report on LMIP 1** : Dr Vijay Reddy (HSRC) | | | |
| 13:00-13:05 | **Announcements of Commissions:** Dr Thabo Mashongoane/Ms Olwethu Nyewe | | | |
| 13:05 –13:55 | **LUNCH** | | | |
| 14:00 –17:15 | **Presentations of Conference Papers and Discussions in Commissions** | | | |
| 14:05 –17:15 | Standard Programme for Commission Breakaway Sessions | | | |
| 45-60 minutes | | Presentation by commissioned speakers (10 min each) | |
| 1 hour 30-45 minutes | | Discussions and debates | |
| 30-45 minutes | | Compilation and consolidation of Commission reports | |
| **Reports** to be presented on Day 2 | | | |
| DAY ONE – COMMISSIONS | | | | |
| COMMISSION 1: Labour Market Dynamics and Trends | | | | |
| Topic | | **Presenter** | | **Facilitator, Discussant, Coordinator, Scribe** |
| Community perspective (Service Delivery)  Labour perspective  Business perspective | | TBC  Ms Lebohang Molaise (COSATU)  Ms Tanya Cohen (CEO:BUSA) | | **Facilitator:** Ms Selaelo Elizabeth Lekoloane  **Rapporteur/ Discussant :** Ms Melissa Erra and Dr Angelique Wildschut  **Coordinator:** Mr Sabelo Shabangu/ Ms Rakal Govender  **Scribe:** Ms Refiloe Mohlakoana |
| Skills levy in the context of skills system | | Mr Mvuyisi Macikama (Executive Officer: National Skills Fund) | |
| Promotion of Employment Growth and productivity | | Mr Mothunye Mothiba (CEO: Productivity South Africa | |

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| COMMISSION 2: Implication of Fourth Industrial Revolution for understanding skills supply and demand (Future of Work) | | |
| Topic | **Presenter** | **Facilitator, discussant, coordinator, scribe** |
| Preparing the nation on the age of automation | Prof Thomas Thurner  (Cape Peninsula University of Technology) | **Facilitator:** Mr Bhabhali Ka Maphikela Nhlapho  **Rapporteur/Discussant:** Mr Basiami Disipi  **Scribe:** Mr Xolisa Njikelana  **Coordinator:** Mr Menzi Mthethwa |
| Implications of 4IR | Prof Banu Sena Paul (University of Johannesburg) |
| Operationalizing 4IR from the podium to the people , converting policy to practice | Dr Colin Thakur  (Durban University of Technology) |

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| COMMISSION 3: How does skills development contribute into the NDP 2030 and future skills? | | |
| Topic | **Presenter** | **Facilitator, discussant, coordinator, scribe** |
| How do the three streams of learning support quality learning in terms of achieving the NDP and future skills required? | Dr Shirley Lloyd (NQF) | **Facilitator:** Mr Zamokwakhe Khuzwayo  **Rapporteur/Discussant :** Dr Tsiliso Tamasane and Ms Brenda Ntombela  **Coordinator:** Ms Lebohang Moshoadiba  **Scribes:** Ms Josie Singaram |
| Collaborative approaches to achieving demand-led system: reflections on occupations in high demand | Prof Mike Rogan (Rhodes University) |
| Working in partnership and collaboration to achieve the goals of NDP and future skills needs | Mr Blessing Mkhwanazi (CEO : Wholesale and Retail SETA) |
| Considering Green Skills and Occupations in achieving the NDP and future skills sets required | Prof Eureta Rosenburg  (Rhodes university) |

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| COMMISSION 4: Strengthening capacity of skills development institutions in the public and private space | | |
| Topic | **Presenter** | **Facilitator, discussant, coordinator, scribe** |
| Transforming Community and Vocational Education and Training for sustainable development (CET & TVET) | Ms Carla Pereira (JET) | Facilitator: Mr David Diale  Rapporteur/Discussant: Dr Anshu Padayachee and Mr Olwethu Siphuka  Coordinator: Ms Bellinah Molaudzi  Scribe: Ms Weziwe Sikaka |
| Role of universities in supporting a demand-led skills system | Prof Thabo Israel Pudi (TUT) |
| Role of private in supporting a demand-led skills system | Ms Cynthia Reynders (APPETD) |
| Accessing skills development opportunities for people with disabilities | Mr Bruno Druchen (DEAF SA) |

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| COMMISSION 5: Promoting efficiency through Monitoring and Evaluation | | |
| Topic | **Presenter** | **Facilitator, discussant, coordinator, scribe** |
| Development of a SETA Monitoring and Evaluation Framework | Prof Eureta Rosenburg  (Rhodes university) | **Facilitator:** Ms Thandi Lewin  **Rapporteur/Discussant:** Mr Lumka Maliviwe and Mr Mabuza Ngubane  **Coordinator:** Mr Kabelo Masilo  **Scribe:** Mr Lennox Malaka |
| Strengthening governance and accountability | Dr Takalani Rambau (Auditor General) |
| Strengthening Research and M&E capacity at SETAs to enable effective planning and reporting | Dr Bangani Ngeleza (GTAC) |

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| 17:15 – 17:00 | Handing Over of Token of Appreciation to Speakers: Ms Conti Matlakala (NSA) , Ms Weziwe Sikaka and Ms Josie Singaram |
| 17h30- 18h00 | **Meeting with Scribes:** Ms Olwethu Nyewe and Dr Tsiliso Tamasane |

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| 18:30 – 21:00 | NATIONAL SKILLS DEVELOPMENT AWARDS AND DINNER  Programme Director: Dr Victor Ramathesele |
| **Entertainment - Performing Arts & Music Group** (10 minutes) |
| **Welcome Speech –** Ms Lulama Nare (NSA Chairperson) (5 minutes) |
| **Introduction of the Minister** **of Higher Education and Training :** MrGwebinkundla Qonde (Director-General of DHET) (5 minutes) |
| **Address – Minister of Higher Education and Training: Mrs Naledi Pandor** (15 minutes) |
| **Profiling of recipients and issuing of awards** ( 1 hour and 45 minutes)  **Adjudication process (Mr Percy Mongalo - NSA and Auditor) – 5min** |
| **Issuing of Awards**   * Categories 1 – 21 (Deputy Minister, NSA, DG, DDG and SETAs Chairs/CEO) * Category 22 (Bronze, Silver and Gold) * Category 23 –NSA Chairperson: Ms Lulama Nare * Category 24 – Minister of Higher Education and Training: Mrs Naledi Pandor |
| **Vote of thanks –** Deputy Minister of Higher Education: Mr Buti Manamela (5 minutes) |
| **Entertainment - Performing Arts & Music Group** |

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| DAY TWO |

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| Programme Director: Mr Zukile Mvalo: (Deputy Director General DHET Skills Branch) | |
| 09:00-09:15 | **Opening and Welcome –** Mr Gwebinkundla Qonde (Director-General of DHET) |
| 09:15- 09:30 | **Reflections on Day 1-** Ms Dikeledi Ntingane (NSA) |
| 09:30 – 09:40 | **Entertainment** |
| 09:40– 09:55 | **Introduction of DG of Small Business and Development** |
| 10:00-10:30 | **The role of SMME’s in Skills development towards economic growth-**  Mr Lindokuhle Mkhumane : DG : Department of Small Business and Development |
| 10:35-10:50 | **TEA/COFFEE** |

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| 10:50-11:40 | Commission Presentations   * COMMISSION 1: Deepening understanding of stakeholders on the NSDP * COMMISSION 2: Labour market * COMMISSION 3: Implications of Fourth Industrial Revolution for understanding skills supply and demand (future of work) * COMMISSION 4: Strengthening capacity of skills development * COMMISSION 5: Promoting efficiency through Monitoring and Evaluation | |
| 11:40-12:00 | **Questions and discussion** | |
| 12:00-12:15 | **Conference rating and musical item** | |
| 12:15– 12:45 | **Pledge by Constituency Principals**  (5 minutes each) | **NSA Constituencies:**  Community  Providers  State  Business  Labour |
| 12:50– 13:00 | **Conference Outcomes –** Dr Thabo Mashongoane : NSA Executive Officer | |
| 13:00-13:10 | **Vote of Thanks -** Ms Lulama Nare : NSA Chairperson | |
| 13:10– 13:20 | **Closing remarks –**Mr Buti Manamela : Deputy Minister of Higher Education and Training | |
| 13:30 | **LUNCH and DEPARTURE** | |

# Commissions

**COMMISSION 1: Labour Market Dynamics and Trends**

* Strategies to promote decent work and poverty reduction
* Strategies to improve labour market outcomes
* Ensuring training through Skills levy

**COMMISSION 2: Implications of 4th Industrial revolution on skills planning and development across different sectors and how it will affect skills demand and supply (Future of Work)**

* Understanding the implications and impact of 4IR
* Operationalising 4IR

**COMMISSION 3: CONTRIBUTION OF SKILLS DEVELOPMENT INTO THE NDP VISION 2030 AND FUTURE SKILLS**

* Promoting access to education of the highest quality that caters for the different needs of the economy and produces highly-skilled individuals
* Encourage employers to contribute significantly to skills development (YES Project)

**COMMISSION 4: STRENGTHENING CAPACITY OF SKILLS DEVELOPMENT INSTITUTIONS**

* Strengthening research and curriculum development for increased responsiveness and relevance of training and development in meeting the desired results
* Building a credible institutional mechanism for skills planning through the establishment of a skills planning unit
* Improving systems development and capacity for the institutions to fulfil training and development

**COMMISSION 5: PROMOTING EFFICIENCY THROUGH MONITORING AND EVALUATION**

* Reviewing of the Skills development monitoring and evaluation framework
* Sharing best practices in M&E

# THE NATIONAL SKILLS AWARDS

The National Skills Awards are aimed at mobilising and promoting involvement of all skills development implementers and stakeholders to ensure the realisation of the National Skills Development Strategy (NSDS) III goals.

## THE OBJECTIVES OF THE AWARDS

* To recognise best skills development practices in promoting the training and development of people in the workplace, the unemployed and those not in training through the various learning programmes such as artisan development, TVET graduate placement, universities graduate placement, learnerships and internships.
* To encourage better use of workplace-based skills development.
* To mobilise business, government, community and providers to take full ownership of the NSDS III.

## NOMINATIONS

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| **EDTP SETA Nominations** | **Location** |
| False Bay TVET College | Cape Town |
| Umfolozi TVET College | Richards Bay |
| College of Cape Town | Cape Town |
| **CHIETA Nominations** | **Address** |
| Media Works Interactive Tutor | Cape Town and Port Elizabeth |
| **CHIETA Nominations** | **Address** |
| SAPREF | Isipingo Beach |
| Africa Skills Village | George |
| **FP&M SETA Nominations** | **Address** |
| Thandeka Vocational Education Trust | Cape Town |
| Umgungundlovu TVET Indaleni Community Development Skills Centre | Pietermaritzburg |
| Aranda Textile Mills | Randfontein |
| **MQA Nominations** | **Address** |
| Zurel Bros SA Pty Ltd | Polokwane |
| Tendele Coal Mining Pty Ltd | Mtubatuba |
| Glencore Operations South Africa- Eastern Mines | Sandton |
| **PSETA Nominations** | **Address** |
| SARS | Pretoria |
| Department of Finance North West | Mmabatho |
| Ekurhuleni East TVET College | Springs |
| **TETA Nominations** | **Address** |
| Transnet Group | Midrand / Parktown Branch |
| Algoa Bus Company Pty Ltd | Port Elizabeth |
| Networx for Career Development | Fairlands |
| **Construction SETA Nominations** | **Address** |
| Vikinduku Ngola Trading | Pietermaritzburg |
| Namuntlha Training and Development Pty Ltd | Limpopo |
| Pro-Earth Pty Ltd | Centurion |
| **MERSETA Nominations** | **Address** |
| Toyota South Africa Motors | Sandton |
| Ford Motor Company | Pretoria |
| ArcelorMittal SA | Pretoria West and Vanderbijlpark |
| **W&R SETA Nominations** | **Address** |
| Guest Resource Services | Clarina |

## NOMINATIONS: CATEGORY 24

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| **Category 24 Nominees** |  |
| Mr Puvendra Akkiah | Ms Felleng Yende |
| Mr Mike Pneuma | Mr Karel Dampies |
| Mr Isaac Boshomane | Dr Wilma Guest-Mouton |
| Mr Xhobani Qina |  |
| Ms Nonhlanhla Mhlungu |  |

# Conference Aims

Olwethu Nyewe: Deputy Director: National Skills Authority

***Building a demand-led skills development system that focuses in inclusive economic growth***

There are many drivers of economic growth and it has been argued that technological change and innovation have been one of the most important determinants of South Africa’s growth level and trajectory (Bhorat and Jacobs, 2010).

There are questions we need to ask ourselves which are: “what is the nature of economic growth in our country? And we need to try and understand the nature of this economic growth path in South Africa, in terms of its impact in labour demand trends in general, and the demand for skilled workers in particular and the returns to our households.

It is of that reason that our focus now has been on the implications of fourth industrial revolution and the country’s readiness to these technological changes. The National Skills Conference and Awards 2019 is a platform for engagements and, hopefully, to come up with clear recommendations of how we can contribute towards economic growth.

***What is the current labour demand in our country?***

In the past few years, there has been a steady decline in the demand for unskilled workers and a significant increase in the demand for highly skilled workers. It would be interesting to hear how the industry has prepared itself for these structural changes that have a negative impact on production.

Labour demand shifts in an economy can be ascribed to three contributing factors. These are output growth, structural changes, and production method shifts (Bhorat et. al .2010).

***What are the current occupation shifts?***

South Africa moved away from primary sector activities towards more secondary and tertiary sector production. Production method changes in these occupations can be linked to technological advances which substituted human labour with capital. Now that this transition has taken over how is labour market advanced and how are the various sectors and firms adapting to these occupational shifts and demands. A report from DHET will give a brief synopsis of how the country has prepared itself for the occupation in high demand.

***Increased economic growth***

A high level of economic growth is essential for poverty reduction. The poverty rate is currently at 55% (Poverty Trends in South Africa, 2017). However as much as we essentially want the economic growth, we cannot ignore the fact that economic growth comes with some change in the levels of income inequality, which in turn has negative effect for the poor. As a country we have set policies in place to guard against this unprecedented effect. For example the Medium-Term Strategic Framework 2014 –2019 (“the MTSF”) acknowledges that growth requires an ‘economic environment that encourages business investment and rewards competitiveness, especially in sectors that can catalyse longer term growth and job creation’

Amongst our speakers and line-up we will hear how absolute growth is defined, changes in household expenditure or/and income levels of the poor.

Education plays a pivotal role on the fight of poverty, inequality and unemployment. It has been evident that “income gains from employment have been concentrated, overwhelmingly, amongst better educated households” (Bhorat e.t al., 2010). It is notable that highly skilled people create jobs and suitably skilled people can be absorbed into employment when jobs are created.

It is in times like these where we need to engage as key role players from various sectors, policy makers and industry about an integrated approach , for example how our higher education institutions are preparing learners into their final labour market destinations and curriculum determining the probability of finding employment. It is shameful to accept that the rate of unemployment is 27.1% (Labour Force Survey: Quarter 3, 2018) and yet we had anticipated these changes a long time ago. We need to have a disruptive effective integrated approach. Let’s increase our efforts in creating more employment opportunities regardless of race, background or economic statutes.

**Economic Transformation**

Our country requires economic transformation to achieve and maintain a competitive economy, secure inclusive growth and employment. The National Development Plan seeks to ensure Economic Transformation through a virtuous cycle of development, and places emphasis on the role of a social compact between Government, business, labour and society. BUSA (2017) asserts that “economic transformation, together with securing the necessary conditions for inclusive growth, will enable participation by all South Africans in the economy and enable the economy to grow sustainably”. This can only be achieved by formidable partnerships and dedication from business, government and key social partners like organised labour. In the previous conferences these key social partners made a pledge towards this initiative and would be interesting to see them recommitting towards economic growth this year.

**National Skills Development Strategy 2011-2016 Evaluation Study**

Various interventions have been set in place through the skills development pipeline and the report on the evaluation of the National Skills Development Strategy 2011-2016, will give you an overview of the efforts to accelerate quality education and skills development, with a particular focus on the key transformative imperatives, particularly among black youth, women and people living with disabilities.

# Biographies – Plenary Session

| No | Presenter | Organisation/Role | Biography |
| --- | --- | --- | --- |
| 1. | Minister Naledi Pandor | Minister  Department of Higher Education and Training (DHET) | C:\Users\mongwe.p\Desktop\naledi-pandor.jpgMs Pandor was appointed as the Minister of Higher Education and Training on 27 February 2018. Ms Grace Naledi Mandisa Pandor was the Minister of Science and Technology of the Republic of South Africa from 26 May 2014 until 26 February 2018. She has been a Member of Parliament since 1994 and a member of the National Executive Committee of the African National Congress (ANC) since 2002.  Ms Pandor matriculated at Gaborone Secondary School in Botswana in 1972. She holds a Masters degree in Education from the University of London obtained during the period 1978 and 1979. She also holds a Masters degree in General Linguistics obtained from the University of Stellenbosch in 1997; a Bachelor degree and Certificate for Continuing Education from the University of Botswana and Swaziland obtained between 1973 and 1977; a Diploma in Education from the University of London obtained between the period 1977 and 1978; a Diploma in Higher Education, Administration and Leadership from Bryn Mawr Summer Programme in 1992, and a Diploma in Leadership in Development from the Kennedy School of Government, Harvard University obtained in 1997. |
| 2 | Ms Lulama Nare | Chairperson  National Skills Authority (NSA) | Lulama Nare is the Chairperson of Commission for Gender Equality. She has a degree in Industrial Psychology and Education with experience in Management, Evaluation and Knowledge management; Monitoring and Evaluation and Capacity Building. Conversant with ICT processes and overall convenor of the Nedlac Community Constituency. Commissioner Nare is the Chairperson at the National Skills Authority and head Of Department at the SADTU’s (South African Democratic Teachers Union) Gender Unit. She has a higher Education Diploma in Business Management and Education.  She is committed and passionate about issues of equality, civil and human rights; and that led her to pursue an activist role in various spheres of society. In her leadership capacities she works effectively with locally elected officials, organizations, churches, and citizens, garnering their support for civil rights and access of essential services within the Republic of South Africa. Lulama Nare is also a member of Presidential Working Group on the Global Economic Crises.  As part of her responsibilities as a Commissioner, she has served as the internal Chairperson of Human Resources Oversight Committee, member of the Research and Education Committee and as a member of the Information and Communications Technology Committee of the CGE. In her current tenure as Chairperson, Commissioner Nare sits on the Strategy Planning and Good Governance Committees. |
| 3 | Mr Buti Manamela | Deputy Minister  Department of Higher Education and Training (DHET) | Mr Buti Manamela born Buti Kgwaridi Manameli, is a South African politician and is currently serving as the Deputy Minister of Higher Education and Training, having previously served as the Deputy Minister for Planning and Monitoring in the Presidency since 26 May 2014.  Image result for buti manamela biographyHe obtained his National Senior Certificate in 1997. Upon completing his Senior Certificate, Manamela went on to study Electronics Engineering at Mamelodi College. He holds a qualification in Policy and Development Management from Wits University (2008).  In 1995 he worked for ‘The Post’, his hometown’s bilingual newspaper as a contributor of community news, and in 2001 he worked as an Organiser for the South African Catering, Commercial and Allied Workers’ Union (SACCAWU) and was responsible for; recruitment, negotiations, representation of workers and political induction of Shop-Stewards. He is a constant contributor to the YCL’s biweekly publication – The Bottomline, SACP’s – Umsebenzi Online and the ANC’s weekly online publication – ANC Today. He also constantly contributes to various local daily and weekly newspapers. |
|  | Mr Gwebinkundla Qonde | Director General  Department of Higher Education and Training (DHET) | A former school principal, Mr Gwebinkundla Fellix Qonde was appointed Director-General in September 2011. He holds a Master’s degree in Education, as well as Bachelors in Education and Bachelor of Arts degrees and a Diploma in Labour Law. Mr Qonde started his career as an educator, moving through the ranks of management to become the Principal of Harry Gwala Secondary School. He has also served as a special advisor on education to the Minister of Higher Education and Training, Dr Blade Nzimande.  Other leadership positions include serving as a Councillor within the City of Cape Town. His local government experience at strategic management level spans six years in the positions of Executive Director for Corporate Services and Deputy Municipal Manager for the Cape Winelands District Municipality. During his tenure at Cape Winelands it won an award for the best run municipality in South Africa. Mr Qonde initiated the Khayelitsha Development Forum and has served on many structures with the aim of developing and uplifting communities. |
|  | Mr Richard Jewison | Senior Researcher  Mzabalazo Advisory Services | Richard has worked in skills development since the 1990s. He managed skills planning and learnerships in the ETDP SETA before joining a team of skills specialists to establish MAS.  For ten years MAS has been involved in assisting SETAs with their SSPs and has worked with the NSA and National Department of Higher Education and Training on various processes to improve planning, reporting and M&E. MAS has conducting reviews of the skills system for the HRD Council, the national artisan programme for National Treasury and is involved in an evaluation of the NQF Act for the DPME and DHET. MAS and REAL have been appointed to conduct an evaluation of NSDSIII from 2011-2016. |
|  | Mr Matungoe Chidi | Researcher  Mzabalazo Advisory Services | Mr Matungoe Chidi is a researcher with experience in financial services, ICT and the public sector. He was also involved in the development of South Africa’s Integrated HRD Plan and fourteen year ago was part of a team developing the code of good practice on employment equity. Matungoe’s experience includes management roles in consulting as well as managing business and technology initiatives at a leading South African insurer. He is involved in a Wits University Research Chair partnership focussing on the political economy of skills and recently part of a multiyear research partnership between DHET and UWC. |
|  | Dr Vijay Reddy | Human Sciences Research Council (HSRC) | Dr Vijay Reddy is a Distinguished Research Fellow in the Education and Skills Development research programme. She holds a PhD in science education from the University of KwaZulu-Natal. She has extensive experience in successfully managing and overseeing large-scale, long-term collaborative research projects such as the Trends in Mathematics and Science Study (TIMSS), from 2003 to 2011 (ongoing), the Literacy and Numeracy Research Programme funded by the Royal Netherlands Embassy (RNE), which started in 2007 and will be concluded in December 2011, and the Department of Labour Critical Research Projects (2007-2008) with follow-up research, Impact Assessment of National Skills Development Strategy II, awarded by the Department of Labour following a competitive application process.  Before joining the HSRC, Dr Reddy initially worked as a school science teacher, then in NGOs involved in in-service education for science teachers. Thereafter she taught chemistry in university bridging programmes, and worked for an evaluation and monitoring NGO. Immediately before joining the HSRC, Dr Reddy was responsible for graduate programmes at the University of KwaZulu-Natal.  Dr Reddy has extensive experience in social scientific research, especially in the areas of research design and methodology, planning and management of large-scale surveys, and life history research. She has undertaken projects for organisations such as the National Research Foundation (NRF) and the United Nations Educational, Scientific and Cultural Organization (UNESCO). |
| 8. | Ms Marieke Vanderweyer | Deputy Director- General  Community Education and Training | Marieke Vandeweyer is a labour market economist in the Employment, Labour and Social Affairs Directorate of the OECD. Since joining the organisation in 2014, she has worked on a range of issues, including skills, activation policies and labour market reforms. She currently works on the OECD’s Getting Skills Right project, analysing the match between skills demand and supply. She is actively involved in work related to the responsiveness of adult learning systems to changing skill needs, and the measurement of skills imbalances. Marieke holds a MSc in Business Engineering and a MSc in European Politics and Policies, as well a PhD in Economics from the University of Leuven (Belgium). |
| 10. | Dr Nkosazana Dhlamini Zuma | Minister in the Presidency Planning and Monitoring and Evaluation | Dr Nkosazana Clarice Dlamini Zuma was appointed as the Minister in The Presidency: Planning, Monitoring and Evaluation on 27 February 2018. Dr Nkosazana Clarice Dlamini Zuma was previously the Minister of Home Affairs of the Republic of South Africa from 11 May 2009 until Sept 2012.  Prior to her appointment as Minister of Home Affairs, Dr Dlamini Zuma served as a Minister of Health from 1994 to 1999 and as Minister of Foreign Affairs of the Republic of South Africa from 17 June 1999 to 10 May 2009.  She is a member of ANC Women's League National Executive Committee; member of the Socialist International Commission on Climate Change and a Co-convenor of the National Progressive Women's Movement of South Africa from 2006. She is also a member of the African National Congress (ANC) National Executive Committee (NEC) and National Working Committee (NWC).  Dr Dlamini Zuma was elected by the African Union Commission as its chairperson on 15 July 2012, making her the first woman to lead the organisation (including its predecessor, the Organisation of African Unity). She was in office from 15 October 2012 until 30 January 2017.  Dr Dlamini Zuma holds a BSc degree in Zoology and Botany from University of Zululand 1971; MB ChB from University of Bristol 1978 and a Diploma in Tropical Child Health from School of Tropical Medicine, University of Liverpool 1986. She Matriculated at Amanzimtoti Training College in 1967 |
| 11. | Ms Laura Brewer | Senior Skills and Employment Specialist  International Labour Organization | Laura Brewer is currently the Senior Skills and Employment Specialist for Eastern and Southern Africa (ILO Pretoria). Her knowledge generation and sharing, technical assistance and capacity building focuses on strengthening TVET policies and systems, building national capacities to better match skills demand with supply, and enhancing the employability of disadvantaged youth. Her experience in this area has grown since joining the Skills and Employability Department of the ILO Geneva in 2008.  Laura holds a PhD in Public Policy from the Australian National University, a Master’s degree in Criminology from Carleton University, Ottawa, Canada and a BA in Sociology from the University of Western Ontario. She has held academic posts at several universities in Canada and Australia. |

| No | Presenter | Organisation/Role | Biography |
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| 12. | Mr Risenga Maluleke | Statistician-General and Head  Statistics South Africa (Stats SA) | Mr Risenga Maluleke was appointed to his current position in October 2008. He holds a BSc in Mathematical Statistics from University of Limpopo. Mr Maluleke has worked for Statistics South Africa (Stats SA) for some 15 years, serving as a manager for Stats SA in Limpopo, as head of the statistics division for the Department of Economic Development in Limpopo, and as executive manager in the Office of the Statistician-General. He has worked with the Southern African Development Community, the United Nations Statistics Commission, the Economic Commission for Africa, the African Development Bank, and the African Union Commission.  Mr Maluleke has also served on the advisory board on Stats SA and the Statistical Commission for Africa. He formed part of the negotiations and later implemented a foreign training programme for Stats SA employees and members of the public at the East African Training Centre in Tanzania, the Institute of Statistics and Applied Economics in Uganda, and the College for Statistical and Economic Applications in Cote d’Ivoire. |
| 13. | Prof Haroon Bhorat | Director  Development Policy Research Unit  University of Cape Town | Prof Haroon Bhorat is Professor of Economics in the School of Economics and Director of the Development Policy Research Unit (DPRU), at the University of Cape Town, South Africa. His research interests cover labour economics, poverty and income distribution. He has co-authored and co-edited a number of books on labour market and poverty issues in Africa, including co-editing The Oxford Companion to the Economics of South Africa. Haroon has published more than 150 academic journal articles, book chapters and working papers. He was recently appointed to the editorial advisory board of the World Bank Economic Review.  Haroon has his PhD in Economics through Stellenbosch University in South Africa. He studied at the Massachusetts Institute of Technology and was a Cornell University research fellow. He holds the highly prestigious National Research Chair under the theme of Economic Growth, Poverty and Inequality: Exploring the Interactions for South Africa. Haroon is a Non-resident Senior Fellow at the Brookings Institution affiliated to the Global Economy and Development Program, and the Africa Growth Initiative (AGI). He is also a Research Fellow at IZA, the Institute for the Study of Labour in Bonn, and an Honorary Research Fellow at the Human Sciences Research Council (HSRC). He is a member of the Board of the UNU World Institute for Development Economics Research (UNU-WIDER), and was recently appointed to the National Research Foundation (NRF) Board.  Haroon consults with international organizations such as the ILO, the UNDP, the World Bank, Ratings Agencies and emerging market fund managers. He was a member of the World Bank’s Advisory Board of the Commission on Global Poverty as well as a member of the Program Committee of the 2017 International Economic Association (IEA) World Congress. He is on the Advisory Committee of the joint United Nations and World Bank Policy Study on the role of Development in the Prevention of Violent Conflict. He is also a member of the UN/WHO’s High Level Commission on Health Employment and Economic Growth. Haroon previously served as a member of the UN Commission on Legal Empowerment of the Poor (LEP), and was Head of Research for the UN’s High-Level Panel on the Post-2015 Development Agenda.  Haroon has undertaken extensive work for several South African government departments – most notably the South African Department of Labour, the Presidency and the National Treasury. Haroon was recently appointed an Advisor on the South African Parliament’s High Level Panel on Acceleration of Change and Transformation. He was an economic advisor to two past Ministers of Finance, and previous Presidents Thabo Mbeki and Kgalema Motlanthe, formally serving on the Presidential Economic Advisory Panel. |
| 14. | Dr Thabo Mashongoane | Executive Officer National Skills Authority (NSA) | Dr Thabo Mashongoane is currently the Executive Officer in the NSA and is responsible for the coordination of the work of the NSA and for advising the Minister on strategic and policy matters including National Skills Development Strategy (NSDS) and the monitoring of performance and governance of the Sector Education and Training Authorities (SETAs). Besides SASCE, he sits on other various councils and boards including the Quality Council for Occupations and Trades (QCTO), the Public Service Trainers’ Forum (PSTF).  Dr Mashongoane previously worked in the automotive industry in the early 80s as a Fitter and Turner apprentice, quality assurance instructor and inspector for six years. He qualified as an artisan then moved to a technical college where he was employed as an instructor and a lecture for the engineering trades and later became the head of division responsible for 16 different trades. Exposure to senior management experience started in 1997 as a Principal of a Technical College, as well as a manager for cluster of colleges for various portfolios such as Student Support Services, Human Resources, Linkages to Industry and Learnerships. He also worked as the deputy Director in the FET-Policy Planning and curriculum development in the National Department of Education and was later appointed as the Chief Executive Manager for the National Skills Authority (NSA) in the Department of Labour and transferred to the Department of Higher Education and Training in the same portfolio.  Dr Mashongoane holds 5 diplomas, one higher diploma, one degree and masters’ degree in qualifications ranging from technical background, educational, management, human resources, business management, business administration and doctoral degree in educational management. He completed the M&E PGD at Wits University. |

# Biographies – Commissions

| No | Presenter | Organisation/Role | | Biography |
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| Commission 1 | | | | |
| 15. | Ms Tanya Cohen  **Topic:** Labour market – Business perspective | Chief Executive Officer  Business Unity of South Africa (BUSA) | | C:\Users\mongwe.p\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\3TVC2E8S\Tanya Cohen-BUSA CEO.jpgTanya Cohen was appointed as CEO of Business Unity South Africa (BUSA), at the start of January 2017. Before joining BUSA, Tanya was the managing director of the Retail Association, and prior to that worked at Woolworths in stakeholder relations, transformation, HR and employee relations. During this time, she has been engaged in social dialogue at a multilateral and international level where she has worked with the ILO on many projects.  Tanya holds her BA, LLB, LLM from Wits and has served as chairperson of the CCMA Governing Body and as a Commissioner of Employment Equity. Tanya’s focus at BUSA is to ensure that BUSA, together with its members, is positioned to influence the necessary conditions for inclusive growth and employment – this involves transformation in its broadest sense. |
| 16. | Ms Lebo Molaise | COSATU | |  |
|  | Mr Mvuyisi Macikama  **Topic:** Skills levy in the context of skills system. | Executive Officer  National Skills Fund (NSF) | | Mr Mvuyisi Macikama is the Executive Officer of the National Skills fund in the Department of higher Education and Training. He graduated at the then University of Western Cape, where he received B. Comm. in Accounting and also studied at the University of Cape Town where he obtained a Higher Diploma in Tax Law.  Mvuyisi’s career started at Old Mutual in 1995, where he worked as a Tax and Accounting Specialist until 2004. He went on to work for Metropolitan Life as a Tax Specialist. His expertise in Finance led to his appointment at the Western Cape Department of Community Safety as the Chief Financial Officer from 2006 until 2007. He returned to Metropolitan Life as Head of Group Tax Compliance until 2011 when he was appointed as the Executive Officer of the National Skills Fund in 2011.  Mvuyisi has also been involved in community development, where in 2008 to 2011 he volunteered in an NGO of young professionals, named “Can we help”, which visited high schools in the Cape Metro to provide career guidance and counselling, in partnership with companies for which members worked. He also participated in the Khayelitsha Development Forum (KDF), whose main objective is to co-ordinate and facilitate development in Khayelitsha and surroundings, through fostering partnerships between the community, government and private sector and also through securing consistent community buy-in and participation in all aspects of socio-economic, education and infrastructural development in Khayelitsha. He is currently serving in the board of the Unemployment Insurance Fund (UIF) as one of two members representing the State. |
| 18. | Mr Mothunye Mothiba  **Topic:** Promotion of Employment growth and productivity. | Chief Executive Officer  Productivity South Africa | | C:\Users\Motsoene.A\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\F2L8GL9N\MP PHOTO 1 (2).jpg Mothunye has a career spanning over thirty-one (31) years twenty-two (22) of which were at senior management and executive level in various sectors, including education as head master, Public Administration in the Labour Market up to Chief Director level, the Gambling Industry as Chief Operations Officer and (NWGB) as COO; and Business Development & Management Consulting Services as CEO of Productivity SA.  His interests lie in strategic management, the socio-economic and industry policy, Labour Administration and Labour Market Policy and Programmes including in labour inspections and public employment services, Enterprise Competitiveness and Sustainability Models and Frameworks, and human capital development and empowerment. Served on the Boards of Public Entities, including Osizweni Education and Development Trust, the South African Qualifications Authority, as CEO of Productivity SA, and currently the Pan Africanist Productivity Association (PAPA) including as General Secretary since April 2016. |
| Commission 2 | | | | |
| 19. | Professor Thomas Thurner  **Topic:** Preparing the nation on the age for automation. | | Research Chair for Innovation in Society  Cape Peninsula University of Technology (CPUT) | CPUT has appointed Prof Thomas Thurner as the new Research Chair for Innovation in Society. Thurner will develop and support research activities in the Faculty of Informatics and Design and the Faculty of Health and Wellness Sciences.  C:\Users\Motsoene.A\Pictures\1b157bffd6a7913753b1bb0cbd7838e0_XL.jpgHe joined CPUT in April from the Higher School of Economics in Moscow, Russia, where he established himself as a leading researcher in innovation management with a specific focus on state-owned enterprises. His research has been published in leading journals like the International Journal of Innovation Management. AT CPUT, Thurner will focus on collaborative innovation processes through communities of practice. Such informal communities include a wide number of actors and organisations active in a field and cross over different levels and types of knowledge. |
| 20. | Prof Babu Sena Paul  **Topic:** Implications of the Fourth Industrial Revolution | | Associate Professor and Director  Institute for Intelligent Systems University of Johannesburg | Babu Sena Paul received his B.Tech and M.Tech degree in Radiophysics and Electronics from the University of Calcutta, West Bengal, India, in 1999 and 2003 respectively. He was with Philips India Ltd from 1999-2000. From 2000-2002 he served as lecturer of Electronics and Communication Engineering Dept. at SMIT, Sikkim, India.  **C:\Users\Motsoene.A\Pictures\Paul_BS.jpg**He received his Ph.D. degree from the Department of Electronics and Communication Engineering, Indian Institute of Technology Guwahati India. He has attended and published over sixty research papers in international and national conferences, symposiums and peer reviewed journals. He has successfully supervised several postgraduate students and post-doctoral research fellows. He joined the University of Johannesburg in 2010 where he served as the Head of the Department at the Department of Electrical and Electronic Engineering Technology from April 2015 to March 2018. He is the currently serving as an Associate Professor and Director to the Institute for Intelligent Systems, University of Johannesburg.  He was awarded the IETE Research Fellowship and is a life member of IETE and a member of IEEE. |
| 21. | Dr Collin Thakur  **Topic:** Implications of the Fourth Industrial Revolution. | | Director  KZN e-Skills CoLab: Durban University of Technology (DUT) | Dr Colin Thakur is the KZN e-Skills CoLab Director. He has just been appointed Research Chair: Digitization by BankSeta. He has nine Masters and 3 Phd students in 3 different faculties in multiple disciplines.  C:\Users\Motsoene.A\Pictures\collin.pngHe has severed in almost every ICT body of consequence in the country including Computer Society (Chairman multiple times), BITF, ICASA (inaugural member of CCC) etc. He spent the first decade of his life in Industry undertaking statistical and computer modelling for the Sugar and Dairy Industries. Both these positions were research-based with a 24-hour standby consequence, which is where he learned to walk-the-talk. The next two decades he spent in academia, although he still consults carefully for the industry. This is where he acquired a Doctorate in ICT and is one of the only e-Democracy e-voting specialists in the continent consulting to Electoral Boards such as South Africa, Nigeria and UNDP. He is a Social Media expert and writes on this in his technology column which is covered by up to eight newspapers. He also blogs for Innovate Durban. |
| Commission 3 | | | | |
| 22. | Dr Shirley Lloyd  **Topic:** How do the three streams of learning support quality learning in terms of achieving the NDP and future skills required? | | Former Director  National Qualification Framework (NQF) Directorate  Department of Higher Education and Training (DHET) | **C:\Users\Motsoene.A\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\F2L8GL9N\IMG_3147.JPG** Dr Shirley Lloyd is a former Director of the NQF Directorate at DHET. In this position, she was responsible for the overarching support and advice to the Minister about NQF matters, and all other matters related to policy development, monitoring and evaluation and implementation of NQF.  Dr Lloyd has a Philosophiae Doctorate in Management of Technology and Innovation (MOTI) from the Da Vinci Institute, Johannesburg. |
| 23. | Dr Michael Rogan  **Topic:** Collaborative approaches to achieving demand-led system: reflections on occupations in high demand. | | Senior Researcher  Neil Aggett Labour Studies Unit (NALSU)  Institute of Social and Economic Research (ISER) at Rhodes University | Mike Rogan ProfileDr Michael Rogan is the academic coordinator of Theme 5 of the Labour Market Intelligence Partnership (LMIP), which is a national research consortium led by the Human Sciences Research Council.  He is Senior Researcher at the Neil Aggett Labour Studies Unit (NALSU) at the Institute of Social and Economic Research (ISER) at Rhodes University and an Honorary Research Fellow at the Education and Skills Development Research Programme of the Human Sciences Research Council (HSRC). |
| 24. | Mr Blessing Mkhwanazi  **Topic:** Working in partnership and collaboration to achieve the goals of NDP and future skills needs. | | Chief Executive Officer  Wholesale and retail SETA (W&RSETA) | Mr Tom Mkhwanazi is the Chief Executive Officer of the W&RSETA. Prior to joining the W&RSETA Tom was General Secretary for the Motor Industry Bargaining Council. Tom held a number of board directorship positions to three Motor Industry Provident Funds and was the chairperson of the Foodbev SETA. He has worked for merSETA where he served as Company Secretary and Chief Operations Officer: HR, Strategy and Compliance.  Tom comes with a wealth of experience in the public sector, having held various positions in different levels for over 20 years with more than 12 years in a strategic management role. In 2017 he was appointed in the School of Business and Economics, Monash University to lecture as Adjunct lecturer on corporate governance programme.  Mkhwanazi’s holds a BA Honours and an HDE from University of Durban Westville, post-graduate diplomas in Public Management, Labour Law, Interpreting and Drafting of Contracts and Corporate Law in Pension law from various Universities. |
| Commission 4 | | | | |
| 25. | Ms Carla Pereira  **Topic:** Transforming Community & Vocational Education and Training for sustainable development (CET & TVET). | | JET Education Services | Image result for carla pereira Carla Pereira has a Masters Degree in Research Psychology from the University of the Witwatersrand. She has gained vast experience in research, monitoring and evaluation in South Africa and has managed both many large- and small-scale research and evaluation projects focussing in the education sector both in the schooling and TVET sector. Her experience in leading and designing large-scale research projects involving assessment methodologies and teacher training facilitated her roles in the 2007 Systemic Evaluation and the 2008/9 Gauteng Provincial Assessment study which involved 250 000 learners and 1400 schools.  As the Strategic Operations Director at JET Education Services, her responsibilities include the development and implementation of JET’s business and research strategies, co-ordination and oversight of various strategic projects, drawing up funding proposals and research/project management of large-scale projects.  Ms Pereira is currently the principle investigator on the New Skills For Youth Initiative, a global initiative of the JP Morgan Chase Foundation; the external evaluation of the Public Schools Partnership Pilot Programme and the Programme Director for the Anglo American South Africa Education Programme**.** |
| 26. | Ms Cynthia Reynders  **Topic:** Role of private in supporting a demand-led skills system. | | Chief Executive Officer  APPEDT | Ms Cynthia Reynders’ career encapsulates 16 years as Laboratory Manager in the Maths, Stats and Physics department at Wits Technikon; Lecturer in Eng. Studies and Manager of Computer Aided Learning Centre at Ekurhuleni FET (3 years); eDegree as FET Manager (3 years), CEO of Minerals & Energy Education & Training Institute (MEETI); National Training Director with ECASA (4 years); and the position of CEO at MEETI (2 years). She is currently CEO of APPETD. This has allowed Cynthia to gain valuable experience within the ETDP sector in different delivery methodologies and artisan training.  Ms Reynders has various qualifications including OBE, ICDL, LMS, ACCA Leadership skills for woman, Brain Power Peak Performance Training, Best Practice in Leading & Managing Exceptional NGO`s and Association Board, Project Management, Corporate Governance & Board Effectiveness, University of Cambridge Business and Environment executive program, Executive MBA in Leadership. During her journey she also obtained academic support to empower and sustain the experience and practical component of her career including various computer certificates and qualifications in Analytical Chemistry, Microbiology, Astronomy, Ancient Studies, RPL, Assessor, SDF, and Intel Teach to the Future.  Cynthia serves on the following forums: NSA Board & Exco, ETDP HER Committee, SASCE Board, SACE Endorsement and evaluators committees, World Skills SA Committee to name but a few. |
| 27. | Bruno Druchen  **Topic:** Accessing skills development opportunities for people with disabilities. | | National Director  Deaf Federation of South Africa (DeafSA) | Mr Bruno Druchen served in several leading roles in my professional career before my appointment at DeafSA, such as being a Director of a television programme in South Africa and Deaf Youth Leadership Training.  C:\Users\mongwe.p\Desktop\Mr-Bruno-Druchen.jpgAs the National Director of DeafSA, I am tasked with providing strong leadership to DeafSA by working with the Management and National Executive Committee to establish short and long-term goals, plans and strategies. I am responsible for the entire workforce of 82 staff members, managing budgets and make sure resources are allocated properly. I am making sure departments and provinces meet their individual goals and are responsible for overall accountability to Government and the general public. I am encouraging business investment from the businesses and act as the spokesperson of the DeafSA nationally and internationally. In addition, I have an entrepreneurial mindset and adapt quickly to changes in the marketplace. I played a significant role in developing a strategy for HIV and AIDS in South Africa in the disability sector and securing sustainable funding for the training of SASL interpreters and Deaf Social Auxiliary Workers. |
| Commission 5 | | | | |
| 28. | Prof Van Rosenburg  **Topic:** Development of a SETA Monitoring and Evaluation Framework. | | Chairperson  Environment and Sustainability Education and Director of the Environmental Learning Research Centre: Rhodes University | Prof Rosenberg is the Chair of Environment and Sustainability Education and Director of the Environmental Learning Research Centre at Rhodes University. Her qualifications include an M.Sc. in Medical Science (Hematology), an Honours in Psychology and an M.Ed. in Education. Her PhD, which she obtained in 1995 as Eureta Janse van Rensburg, focussed on transformative research methodology. Her other scholarly interests include evaluation that supports organisational learning; strategic planning; ethics of care; green work and learning and skills for sustainability. She has worked in these and other areas both as academic (1991-2000 and again from September 2016) and as independent consultant (2001-2016).  Prof Rosenberg collaborates with Wits University’s Centre for Research in Education and Labour (REAL) to coordinate a Green Skills Systems Building Programme in South Africa, focussed on building the capacity of government, employers and education institutions to plan and provide for skills for an inclusive, greener economy and a sustainable, just society. This programme has resulted in a number of research reports and skills |
| 29. | Dr Takalani Rambau  **Topic:** Strengthening governance and accountability. | | Senior Manager  Academy of Science of South Africa (ASSAf) | C:\Users\mongwe.p\Desktop\download (3).jpg Dr Takalani Rambau is a Senior Manager for Performance Audit at the Auditor-General South Africa and serve as an educational specialist. Before Joining the Auditor-General od South Africa, Dr Rambau worked at the Academy of Science of South Africa as a Senior Manager for Strategy and Liaison and served also as the Executive Secretary for the Committee of Heads of Research and Technology Organisation. He spent some time at the South African Revenue Service as a Skills Development Facilitator and Team Leader. He also worked for the Sun International, Morula Sun and The Carousel as a Training Officer responsible for Workplace Skills Plan and Annual Training Reports preparation and execution. He has a Master’s Degree in Education and Training and a PhD Degree in Curriculum and Instructional Design.  Takalani hailed his time at ASSAf as rewarding and enlightening as he had the opportunity to interact with many stakeholders at different levels. ”I have benefited from the interactions and acquired knowledge and skills that would help me excel within the AGSA Centre of Excellence as an Education Specialist. I owe my gratitude to the ASSAf Council, Executive Officer and all colleagues at ASSAf,” he says. |
| 30. | Dr Bangani Ngeleza  **Topic:** Strengthening Research and M&E capacity at SETAs to enable effective planning and reporting. | | Principal Technical Advisor  Government Technical Advisory Centre (GTAC) | Dr. Bangani Ngeleza holds a Doctorate and a Masters in Business Leadership from the UNISA School of Business Leadership and a Master of Science in Climatology from the University of Cape Town. Bangani is a specialist in strategic management and organisational development. Over the past 20 years he has assisted a number of organisations, including government departments and development agencies with designing their organisations for effectiveness, including the development of their strategies. He is also an experienced evaluator, with extensive programme evaluation experience both locally and internationally. Over the past 8 years he has been associated with the Government Technical Advisory Centre of National Treasury, serving as Principal Technical Advisor for Education. He chairs the ministerial panel that assesses SETA plans and has long experience working in the Post Education and Training Sector. |

# Conference Coordinators and Events Management

## National Skills Authority Secretariat

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| --- | --- | --- |
| Contact | Telephone | Email |
| Ms Olwethu Nyewe | 012 312 5709 | Nyewe.o@dhet.gov.za |
| Mr Fhedzisani Mashau | 012 312 6001 | Mashau.f@dhet.gov.za |
| Ms Candice Perumalsami | 012 312 5329 | Perumalsami.c@dhet.gov.za |

All information is accessible on our website at [www.nsa.org.za](http://www.nsa.org.za)

## LSM Communications

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| --- | --- |
| Contact | Email |
| Siyabonga Magadla | pr@lsmcommunications.co.za |

# Acknowledgement

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| C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\hwseta high res colour logo.jpg | | C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\LGSETA Logo-stacked fc on white.jpg |
| C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\LOGO for Vertical High Resolution.jpg | C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\CHIETA_Vector_BIG_logo.jpg | |
| C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\BANKSETA logos_CUT OUT.jpg | Image result for merseta logo | Related image |
| EWSETA, sponsor of The Solar Show Africa 2019 | Image result for national skills authority logo | C:\Users\Heidi\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\P8T7BU9F\Rand Water Logo.jpg |