

In this issue:

A skilled and capable workforce for the public service sector	1
Linking education and the workplace	2
2nd PSETA Skills Colloquium	3
PSETA PARI Scholarship award-ees	3

Editor's note
Ms Lavhe Mainganye

Welcome to the 2014/15 financial year's last quarter newsletter. We end this financial year with sad news of the passing on of the Minister for Public Service & Administration Honourable Minister Collins Chabane. The minister was a true revolutionary who was extremely passionate about Human Resource Deve-

lopment. At the time of his untimely death, he had just confirmed to address the PSETA 2nd Research and Skills Colloquium. Sincere condolences to his family, the government and people of the Republic of South Africa. May his soul rest in eternal peace.

In this edition we feature the recently held 2nd PSETA Skills Colloquium. The colloquium was held under the theme "towards building skills and capabilities to

to meet the strategic priorities for the national development plan" More information on the colloquium may be found in our website www.pseta.org.za

In this year applicants were invited to apply for the Public Affairs Research Institute (PARI)-PSETA Scholarship. PSETA is delighted to announce the 2015 Public Affairs Research Institute (PARI) – PSETA scholarship awardees and wish them well with their studies.

CEO's desk: a skilled and capable workforce for the public service sector
Ms Shamira Huluman



"Skilled and capable workforce required to achieve a more professional, efficient, effective and development-oriented public service sector"

This is the driving statement behind the work of the PSETA. As a SETA responsible for skills development at the national level, provincial level and public entities it is imperative that building the demand side capacity for skills planning be a focus area. The National Development Plan calls for the building of a "capable state" underpinned by "effectively coordinated state institutions with skilled public servants who

are committed to the public good and capable of delivering consistently high-quality services, while prioritising the nation's developmental objectives."(NDP,2012)

Research on the drivers of organisational performance: critical skills for developing organisational capacity show that, there are a number of departments in the public service that are well functioning organisations able to deliver or their organisational mandate and staffed by personnel who have a strong professional ethos.

The Department of Home Affairs notable performance for example, is linked to giving attention to the administrative and managerial challenges of service delivery, and developing effective training in this regard. Secondly, successful approaches to training and recruitment of new officials has been shaped by a strategic prioritisation of the skills needs of the department but most importantly the improved departmental performance of the department is linked to the strategic posi-

tioning of Human Resources (HR) and Human Resources Development (HRD). An effective and autonomous HR function is important for stabilising administrations and developing clear and attractive career paths for officials.

To ensure a skilled and capable workforce, it is therefore crucial that the development of skills is constrained within a broader organisational and institutional context. Thus, 1) Individual training needs to be linked to organisational contexts, goals and capacity needs 2)Skills development plans must attend to the need for basic organisation building in the public service 3) skills development initiatives of the PSETA should therefore prioritise training that supports organisational development (OD). Other successful training approaches adopted in the public service include; long term secondment of expertise from other departments, and outside the public service prioritised over outsourcing-used to build skills of new staff. Departments also built partnerships with education institutions to provide the most appropriate form of sector specific training for staff.

Minister Nzimande on linking education and the workplace



Honourable Minister Dr Ndzimande—DHET

The White Paper of Post-School Education and Training emphasises that one of the purposes of post-school system is to prepare workers for the labour market or to enable individuals to earn sustainable livelihoods through self-employment. The ultimate aim of South African government is to improve the quality of workplace training, which is why SETAs have a crucial role to play in facilitating such workplace learning and partnerships between employers and educational institutions.

“Public Service is crucial for the future development of the country as outlined in the NDP. Turning the public service into a training space is key instrument for liberating South African from inequality, unemployment, skills and poverty gaps” Dr Ndzimande

South Africa has one of the highest youth unemployment rates and youth adult unemployment ratios of all developing countries. Speaking at the recently held PSETA 2nd Skills Colloquium, Minister Nzimande emphasised on linking education and the workplace with special focus on the PSETA’s role of opening up the public service as a training space. In “opening up the public service sector to act as a training space”, the public service sector becomes a mechanism for capacity building rather than being the direct target of interventions to improve capacity. What is still needed is a clearer articulation of the mechanisms for improving the department’s ability to act as a training space, which I am addressing through a draft strategy to be tabled at Cabinet.

The transition, especially from education to work can be very

difficult for all young people. Many young people have to face unemployment for several months, if not years, before finding their first job after leaving education. Obtaining a first job is a challenge in any context.

Public Service is crucial for the future development of the country as outlined in the NDP. Turning the Public Service into a training space is key instrument for liberating South Africa from inequality, unemployment, skills and poverty gaps. In the State of the Nation address the President highlighted that the public service sector needed to train young people and offer internships; work integrated learning (WIL), learner ships and bursaries.

Government should also offer young graduates the opportunity to complete their traineeships so that they could be certified. The issue of quality mentoring and coaching in workplaces is very central in the entire pipeline of education and training, from school level right up to training in the workplace. The Public Service Sector through PSETA has a huge potential into turning its workplace into a

training space. The issue of quality mentoring and coaching in workplaces is very central in the entire pipeline of education and training in the workplace. The public service sector through PSETA has a huge potential into turning its workplace into a training space.

Furthermore, the White Paper of Post-School Education and Training emphasises that one of the purposes of post-school system is to prepare workers for the labour market or to enable individuals to earn sustainable livelihoods through self-employment. The ultimate aim of South African government is to improve the quality of workplace training, which is why SETAs have a crucial role to play in facilitating such workplace learning and partnerships between employers and educational institutions.

This is further emphasized in the National Skills Development Strategy (NSDS) III which seeks to encourage and actively support the integration of workplace training with theoretical learning to facilitate a journey that an individual makes from school, college or university or during unemployment, to sustained employment and in-work progression. Linking education and training is at the heart of the White Paper for Post School Education and Training. Workplace training and work integrated learning (WIL) must be a central part of our training system.

Lack of work experience is one of the constraints faced by young people in accessing jobs. I therefore urge Government departments and provinces to link the internship programme to their Human Resource Development Strategies to create a talent pool from which to recruit from in order to close vacancies and meet the scarce skills requirement, the minister said

2nd PSETA Skills Colloquium– towards building Skills & Capabilities to meet the Strategic Priorities of the NDP

The PSETA hosted a two day skills colloquium on the 26-27 March 2015 under the theme “Towards Building Skills and Capabilities to Meet the Strategic Priorities of the National Development Plan (NDP)”. The colloquium had three key priorities namely:

- Methodologies for skills planning
- The skills priorities for building a capable state
- Reflections on best practices and training approaches for developing capacity in the public service.

The colloquium was attended by key stakeholders namely, SETA CEOs, heads of government departments, Legislatures, Human Resources Development Managers, Skills Development Facilitators, organized labour, academics, and researchers as well as public and private providers. Identified topics that speakers spoke on include; 1) How to strategically identify priority skills for the public service sector; 2) The public service

Sector as a training space: what does this mean? What will it take?;3) Addressing weaknesses in recruitment ,training, management and HR in order to professionalise the public service; 4) Professionalising the public service what will it take? In her presentation Ms K Sedibe of the Office of the Public Service Commission highlighted the issues impacting the professionalism of the public service. Namely, high and disruptive policy turnover; high skills turnover of the senior echelons of management; shortages of skills in the (priority/ critical skills) professions; the need to build capacity in order to achieve the outcomes of the NDP , that is premised on a capable developmental State.

What our stakeholder say about the colloquium

On the last day of the colloquium stakeholders were asked to evaluate the entire event to assist PSETA improve & meet the expectations of our valued stakeholders. We appreciate your feedback as well as your recommendations. This is what some of our stakeholders had to say:

- *“Presentations were informative, relevant and engaging. There was sufficient interactions with audience and some good output was derived.”*
- *“It’s my first time to attend the colloquium and I strongly believe that it is a good platform to share ideas. Decisions taken here should be formalised subsequently implemented”*
- *“This was a good initiative, however, there is a gap in terms of stakeholder attendance. As much as the Minister is invited, it is important that the HODs be invited.”*
- *“Thank you for an event that was organised and presented very well”*

Meet the three PARI- PSETA Scholarship awardees



Muziwandile Sangweni

Muziwandile Sangweni holds a Bachelor Arts Degree in Political Studies and International Relation from Wits University; Bachelor of Social Sciences; Honors in Political Science (International Relations) from KZN University. Currently pursuing his Master of Arts Degree in Political Studies at the Wits. His application was inspired by the contents of the National Development Plans' Chapter Thirteen which focuses on making the public service a more efficient branch of the State, so that the State's developmental goals may be achieved. Therefore his research aims to interrogate whether or not this is feasible through looking into relationship between Politics (Politicians) and the Public Service in relation to the 'cadre deployment' policy and how it affects capacity building of the public service. As well as investigating skills development within the public service with the objective of identifying mechanisms of skills development.



Ms Thoko Jean Chilenga

Thokozani Jean Chilenga holds a BA Politics, Philosophy and Economics (UJ) BA with Honors, Politics and International Relations (UJ) and in MA Political Studies. Her research interests include the democratic developmental state, public administration, political philosophy and constitutionality. Public administration is a vital part of a state, especially as state that strives to be a democratic developmental state – as the National Development Plan envisions South Africa will be. Therefore the organisation, structure and capability of the public administration to meet development goals. She believes that this scholarship will help her identify the links between public administration and the skills contained within it, and development.



Mr Hanief Ebrahim

Hanief Ebrahim is a Masters PSETA research fellow. His research centres on the elevation of functions in the presidency in order to have a collective vision to deliver a future for all in South Africa. He completed his Honours degree in Value added Tax in 2003. He has worked in corporate Law for a number of years and more recently has worked at the presidency. His interests are in Corporate Law Income Tax and Value Added Tax Advisory, Strategy and Transformation. Mr Ebrahim is currently an adviser to the Minister in the Presidency.



353 Festival Street

Hatfield,
Pretoria,
0028

Telephone: 012 423 5700

Fax: 012 423 5755

E-mail: Communications@pseta.org.za

Growing and Developing People

www.pseta.org.za

facebook.

You Tube

twitter