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Upcoming Events

Rural Youth Development Project learners graduations:

- 23rd May 2014 in MUYEXE, GIYANI
- 31st May 2014 in MSINGA, KZN

Editor's note



Mr. JS Jiyane-CSE

The new year began on a great start and PSETA is still in the pursuit to carry out its mandate for the year 2014.

PSETA and many of its stakeholders have come to the end of the financial year and are antici-

pating a successful financial year throughout 2014/2015 .

In this issue we report on the events that have impacted PSETA, and that will allow it to venture into new horizons within the public service sector.

We report on the National Integrated Human Resource Development Plan and PSETA's commitment to support and facilitate initiatives in order to create and open up public sector workplaces for

placements.

On page 3 we cover the Sector Skills Plan feedback and planning workshops to report on the findings and to highlight the changes effected on the Management Information System (MIS).

We feature an interview with a learner funded by PSETA to complete her Learnership programme in Public Finance and Management Administration.

More on the PSETA flagship projects which were launched in 2012 will be featured in the next

CEO's desk



Ms Shamira Huluman

The National Integrated Human Resource Development Plan, was officially launched on the 4th March 2014 by the Deputy President Honourable Kgalema Motlanthe, at the Human Resource Development Council Summit. The plan seeks to achieve a responsive and demand-driven approach informed by South Africa's development policies and strategies.

The Human Resource Development Plan (HRDP) has set out five strategic goals and five programmes to achieve these goals. The programmes linked to each strategic outcome oriented goal are: Foundational Learning, Higher Education & Training Vocational & Continuing Education & Training, Enabling Entrepreneurship and

meeting the skills needs of the labour market. The following strategic outcome-oriented goals have been identified:

Goal 1: Universal Access to Quality Foundational Learning.

Goal 2: Expanded Access to the Post-Schooling Education System

Goal 3: Capable Public Sector with Effective & Efficient Planning & Implementation Capabilities.

Goal 4: Production of Appropriately Skilled People for the Economy.

Goal 5: Improved Technological Innovation & Outcomes.

Goal number 3 with the programme focused on meeting the skills needs of the Public Service, speaks directly to the mandate of the PSETA. The programme of Meeting the Skills Needs of the Labour Market is linked to strategic outcome-orientate goal number 3 and 4. This Programme is divided into four sub-programmes with the following goal statements:

1) Put in place a skills development systems that meets the current and future needs of the South African Economy.

2) Determine and critically analyse the current level of alignment between skills and supply and the needs of the economy.

3) Develop artisan and other middle-level skills to meet economic needs.

4) Ensure effective monitoring systems are in place to report on progress and enable blockages to be addressed.

5) Develop and implement a National Worker Education Framework and Implementation Plan.

6) Revise the public service HRD strategies and plans in line with the vision of the National Development Plan (NDP) for professional and capable service and,

7) Turn the public sector into a training space .

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Our Sectors

- National Departments falling within scope of PSETA
- Provincial Departments falling within scope of PSETA
- Parliament
- Provincial legislatures
- Participating Public Entities



From left to right: Deputy President of the Republic of South Africa, Honourable Kgalema Motlanthe, Minister in the Presidency: National Planning Commission, Minister Trevor Manuel and Mr Seamus Needham at the HRDC Summit 2014.

With the sub-programme “capable public service” PSETA will play a significant role as a supporting partner to the DPSA. The DPSA is a leading department with the aim to drive the building of requisite capabilities in public service in order to drive the developmental agenda of the country.

The unevenness in capacity is the main challenge, thus leading to uneven performance at local, provincial and national government. The ultimate vision is to have a well-run and effectively co-ordinated state institution with skilled public servants committed to the public good and capable of delivering consistently high quality services.

PSETA will provide support in professionalising the public service in addressing weaknesses in recruitment, training, management & HR. This can be achieved with a more coherent & integrated approach to ensure workplaces provide a conducive environment for skills development.

PSETA will also support and facilitate the initiatives in order to create and open up public sector workplaces for placement of Technical, Vocational, Education & Training (TVET) and University of Technology students & graduates so that they can get workplace experience.

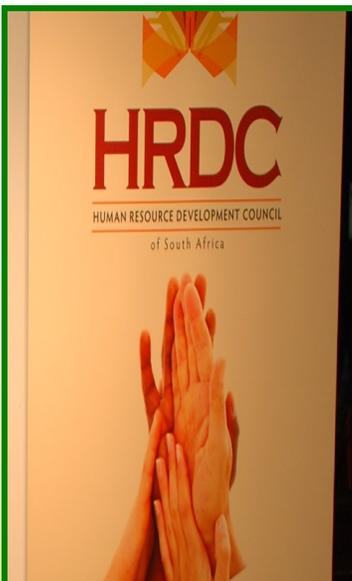
A comprehensive skills development strategy for the public service requires attending to: Skills vacancies in the public service – especially in the area of *scarce technical and professional skills* – including artisans i.e. shortages in the number of people with these kinds of skills. The National Planning Commission mentions acute shortages of technical and administrative skills within departments and a reliance on outsourcing for professional and technical services (SSP 2013/14).

Skills deficits of the employees already in the public service. HR Connect data shows that “many public service sector employees are vastly under qualified or/and under skilled to perform their jobs efficiently.” (DPSA, 2013). Demands for new skills or capabilities created by new government policies

– for example, as created by increasing policy focus on the green economy, or by the rollout of the Strategic Integrated Projects (SSP 2013/14).

Effectively providing for the skills development demands requires an effective and coordinated education and training sector in South Africa to improve the general education of people entering the public service and receiving top-up training. It also requires the ability for the public service to act as a “training space” – to be able to effectively mentor and train employees and to effectively socialise public servants into workplace cultures that are accountable and professional. This includes the ability to draw in unemployed graduates and provide effective workplace training for interns.

In light of this, the PSETA will plan efficiently towards ensuring professionalization of the public service, drive the building of capabilities to pursue the developmental agenda and create an enabling environment for turning the entire public service into training space.



Sector skills planning in the public service

In accordance with the Skills Development Act section 10(1)(a) each SETA is required to develop a Sector Skills Plan (SSP) within the framework of the National Skills Development Strategy (NSDS). SSPs are five year Sector Education and Training skills development reports prepared by SETAs aimed at identifying; the skills shortages; skills gaps and skills supply based on the standard industrial classification codes allocated to individual SETAs and possibilities and constraints in the effective utilization and development of skills in relation to government's priorities. Thus an annual update is conducted and provide a SETA with the opportunity to update and align information with changes that might have occurred in the sector after the submission of the five (5) year SSP or previous update; monitoring and analyzing skills demand (scarce skills) together with an analysis of the drivers of change in demand; and reporting achievements and remaining challenges in skills development priority areas.

For the purpose of updating the SSP for the public service, consultative workshops are held bi-annually with stakeholders. The key purpose of the workshops for SDF's, training committee members and labour representatives is to provide feedback on SSP findings and to highlight the changes effected on the Management Information System (MIS) as well as to do a demonstration of the system functionality. This platform also allow for stakeholders queries, comments, inputs and recommendations. During the recent consultative sessions it was raised that :-

- scarce skills information is not a true reflection of the department needs, and

- Information supplied on the SSP does not talk to the information within departments, meaning that there is still an issue of compliance with regard to submitting the Workplace Skills Plan .

In order to eradicate these discrepancies, going forward the PSETA will conduct a skills audit among all government departments. The audit will be constantly conducted using Annual Training Reports, Quarterly Monitoring Reports and data submitted via the Management Information System.

"Cutting Edge skills for quality public services" PSETA Vision



Sector Skills Plan workshop held at the Office of the Premier: Gauteng



Marcia Sombani: PSETA Learnership beneficiary

Marcia Sombani, a 28 year old from the rural area of Giyani, was privileged to be in the eighteen months Learnership Programme that was facilitated by Talent Emporium and funded by the PSETA, in Limpopo. Marcia is one of the beneficiaries of a Rural Youth Development Project which was launched in 2012. The project is aimed at providing young people in rural communities with the requisite skills to secure formal workplace employment and create a livelihood for themselves.

Marcia did a Work Integrated Learning at Greater Giyani Municipality, for her programme in Public Finance and Management Administration. During her training she acquired computer skills, communication skills and learnt to work independently. Marcia has now found permanent employment at CSIR and is grateful for the opportunity PSETA has given to her.

"Being disadvantaged is not the end of the world because there are many opportunities out there, and that hard-work does pay out." Said Marcia



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