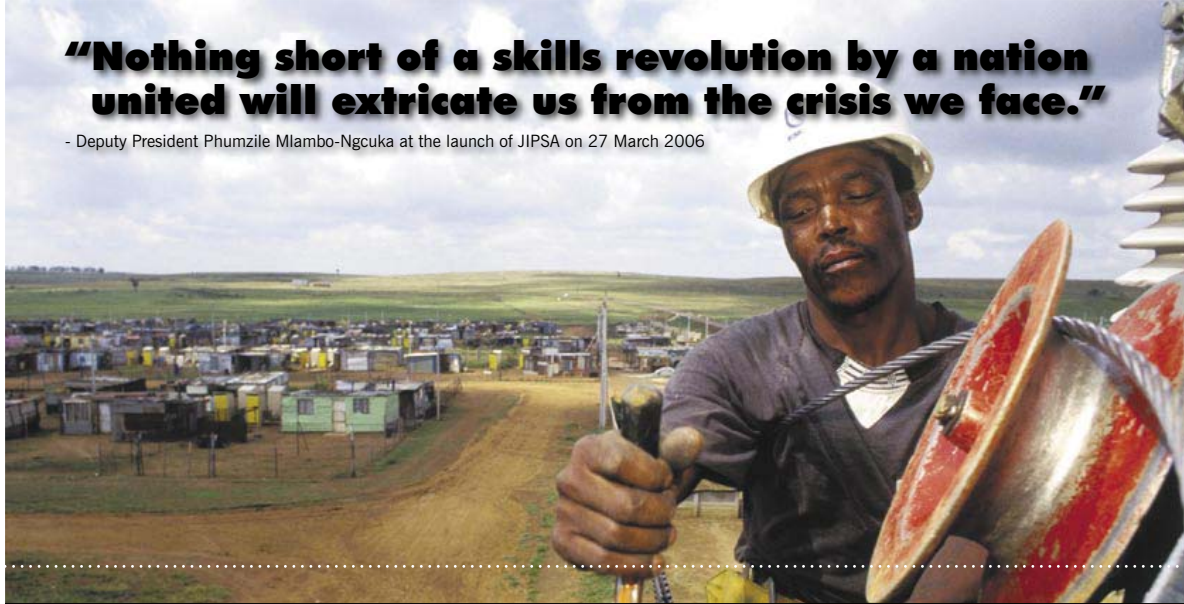


# “Nothing short of a skills revolution by a nation united will extricate us from the crisis we face.”

- Deputy President Phumzile Mlambo-Ngcuka at the launch of JIPSA on 27 March 2006



A township outside Johannesburg receives electricity. The acquisition of artisan and technical skills for energy development is a medium to longer-term objective of JIPSA. Photo: Graeme Williams/South Photos/The Big Picture.

## Q: What is JIPSA?

- A:** The Joint Initiative on Priority Skills Acquisition (JIPSA) is a high-level initiative led by the Deputy President to identify solutions to skills shortages in critical areas over the next three years. JIPSA is a joint initiative between government, labour and business.

## Q: How does JIPSA relate to ASGISA?

- A:** The Accelerated and Shared Growth Initiative for South Africa (ASGISA) has identified six factors that constrain growth in South Africa. One of these is the shortage of skills. JIPSA will develop strategies for fast-tracking skills delivery in priority areas, and unblocking obstacles so as to support ASGISA's objectives of promoting economic growth, and halving poverty and unemployment by 2014.

## Q: Who sits on the JIPSA Joint Task Team?

- A:** The Joint Task Team is headed by Deputy President Phumzile Mlambo-Ngcuka and comprises 26 members, including nine government ministers, and senior leaders from business and labour. See [www.info.gov.za/asgisa/](http://www.info.gov.za/asgisa/).



A construction site at a mine in the Free State. The development of artisan and technical skills for infrastructure development is a medium to longer-term objective of JIPSA. Photo: Graeme Williams/South Photos/The Big Picture.

The development of ICT skills is one of JIPSA's short-term objectives. Photo: Paul Henning/South Photos/The Big Picture.

## Q: What are JIPSA's objectives?

- A:** While there are many skills requirements, the following have been identified as priorities for economic growth and development in the short to medium term:

### Short-term skills requirements:

- 1 The acquisition of intermediate artisan and technical skills for the ASGISA infrastructure development programme.
- 2 The development of ICT (information and communications technology) skills, which is a priority area for ASGISA.
- 3 The recruitment, retraining and employment of unemployed graduates.

### Medium to longer-term skills requirements:

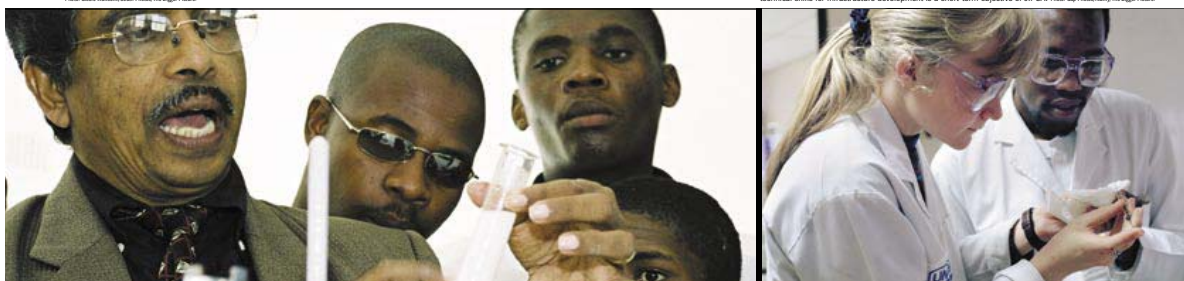
- 1 High-level, world-class engineering and planning skills for the transport, communications and energy industries.
- 2 City, urban and regional planning and engineering skills.
- 3 Artisan and technical skills – specifically in infrastructure development, housing and energy.
- 5 Management capacity in education and health.
- 6 Mathematics, science, ICT and language competence in public schooling.

## Q: How will JIPSA resolve the constraints to skills delivery?

- A:** Under the leadership of the Deputy President, the Joint Task Team is strengthening cooperation and coordination across key government departments and institutions, and between the public and private sectors, to resolve blockages and fast-track skills delivery in critical areas. The following issues will receive particular attention:
- Sector education and training authority (SETA), National Skills Fund (NSF) and government department funding for JIPSA-related initiatives.
  - Alignment between SETA skills plans and JIPSA and ASGISA objectives.
  - The implementation and outcomes of learnerships, apprenticeships, internships and bursary schemes.
  - The composition and functioning of SETA boards.
  - A critical analysis of the balance between higher and further education and training, in terms of expenditures, outcomes and the needs of the economy.

A teacher demonstrates an experiment in a science class at Xolilizwe Sangoni High. Science competence is a medium to longer-term objective of JIPSA. Photo: Graeme Williams/South Photos/The Big Picture.

Laboratory technicians monitor water quality samples from KwaZulu-Natal. The acquisition of intermediate technical skills for infrastructure development is a short-term objective of JIPSA. Photo: Gae Photos/any/The Big Picture.





A surveyor works at the construction of the Bafokeng Stadium in Rustenburg. The acquisition of intermediate artisan and technical skills for infrastructure development is a short-term objective of JIPSA. Photo: David Gossard/South Press/The Big Picture



Learners participate in a science class at Kollifve Sangeni High. Science competence in public schooling is one of JIPSA's medium to longer-term objectives. Photo: Gosa Wubayem/South Press/The Big Picture



A road building project in the Eastern Cape. The development of artisan and technical skills for infrastructure development is a medium to longer-term objective of JIPSA. Photo: Peter Iturza/Alamy/The Big Picture

### Q: How is JIPSA funded?

- A: JIPSA will focus on unlocking funding that is currently available, and on mobilising additional state, private sector, donor, and other funding. Business through the Business Trust has provided funding to support the activities of the secretariat.

### Q: Does JIPSA enjoy the support of the trade unions and the business community?

- A: Yes. The country's two largest trade union organisations – Congress of South African Trade Unions (Cosatu) and Federation of Unions of South Africa (Fedusa) – as well as top business leaders are participating in the JIPSA Task Team. In addition, the private sector as well as trade union representatives are contributing in various JIPSA work streams.

### Q: What is the relationship between JIPSA and the National Skills Development Strategy?

- A: The National Skills Development Strategy is a five-year strategy that forms part of South Africa's human resources development policy framework. JIPSA is a short to medium-term mechanism to fast-track the objectives of the National Skills Development Strategy, and to prioritise the acquisition of skills necessary for accelerated and shared growth.

### Q: How does JIPSA relate to the BEE score cards?

- A: JIPSA will provide incentives to companies to meet scorecard targets. The recruitment of skilled people into critical positions will enable companies to accelerate the recruitment and training of black South Africans, and will have a positive impact on economic growth.

### Q: What is JIPSA's time frame?

- A: The JIPSA programme will be implemented in phases, with the first phase expected to be completed in 18 months. The complete life span of the initiative is set at three years.

### Q: How can organisations become involved?

- A: Institutions and organisations are encouraged to partner with JIPSA. For example, public, private sector and state-owned enterprise training centres all have a vital role to play in meeting the country's priority skills requirements. ASGISA is asking such providers to train beyond their immediate needs to assist in meeting national skills requirements.

The development of ICT competence in public schooling is one of JIPSA's medium to longer-term objectives. Photo: Gisela Wulfsohn/South/The Bigger Picture.



### Contact

To comment or obtain further information, contact the JIPSA Secretariat, National Business Initiative, tel 011 544 6000, fax 011 484 2765 or e-mail [glen@nbi.org.za](mailto:glen@nbi.org.za). You can also visit [www.info.gov.za/asgisa/](http://www.info.gov.za/asgisa/).

National Business Initiative, PO Box 294, Auckland Park, 2006, South Africa  
Compilation and editing: Philanie Jooste and Helene Perold, Helene Perold & Associates, Johannesburg

Design and typesetting: Manik Design, Johannesburg

## Joint Initiative on Priority Skills Acquisition (JIPSA)

A working project to prioritise skills for accelerated and shared growth



THE PRESIDENCY  
REPUBLIC OF  
SOUTH AFRICA

# Frequently Asked Questions