



A NATION AT WORK FOR A BETTER LIFE FOR ALL

Media Briefing by Prof Kader Asmal, Min of
Education, on behalf of Human Resource
Development Strategy Cluster, 13 February 2001

***A Human Resource Development Strategy
for South Africa***

- **Ministry of Education**
- **Ministry of Labour**
- **Ministry of Arts, Culture, Science and Technology**



The HRD Strategy

**The strategy lends support to the President's
vision of
“A nation at work for a better life for all”**

The mission is:

**To maximise the potential of the people of South Africa,
through the acquisition of knowledge, skills and values,
to work productively and competitively in order to
achieve a rising quality of life for all,
and to set in place an operational plan, together with the
necessary institutional arrangements, to achieve this.**



Overarching goals

Three overarching goals have been set:

- to achieve an improvement in the UNDP Human Development Index for South Africa, as a result of improvements to the social infrastructure
- to reduce disparities between the rich and the poor, reflected in an improved “Gini co-efficient” rating
- to improve the country’s position in the International Competitiveness League



Strategic objectives

To achieve these overarching goals there are five strategic objectives:

- to improve the foundations for human development
- to improve the supply of high quality skills, especially scarce skills, which are more responsive to social and economic needs
- to increase employer participation in lifelong learning
- to support employment growth through industrial policies, innovation, research and development
- ensuring that the above four initiatives are linked.



Improving the foundations for human development

An improvement in the foundations requires the following:

- **improving health and nutrition levels, through improved delivery of social services such as water and sanitation**
- **expanding participation in early childhood development**
- **breaking the back of illiteracy**
- **increasing participation in adult education**
- **improving the quality of General Education (age 6-15)**
- **improving results in Mathematics and Science**



Improving the supply of skills

The focus is on high quality skills, especially scarce skills, which are responsive to social and economic needs. To achieve this, we need to:

- **increase participation in Further and Higher Education**
- **promote learning in areas of scarce skills through incentives to institutions, study bursaries and learnerships**
- **recruit foreign skilled workers, where necessary, in the short term**
- **increase the amount of scientific innovation occurring in Further and Higher Education Institutions, in response to social needs, and in collaboration with industry**
- **improve information flows regarding subject and career choices, through provincial Skills Development Forums.**



Increasing employer influence and participation in lifelong learning

Employers need to signal their skills needs, and undertake their own training in support of these. This requires the following:

- the commitment of public sector employers to education and training in support of service delivery
- the commitment of all employers to the National Skills Development Strategy, including the payment of levies to a SETA, the implementation of Workplace Skills Plans, and creating opportunities for learnerships
- the development of specific skills for small businesses (SMME's)
- the development of skills for social development.



Supporting employment growth

Employment growth must be supported by industrial policies of innovation, research and development. These will be achieved by:

- identifying and supporting economic sectors with growth and employment potential
- increasing research and development through targeted support by Science Councils
- increasing the number of “Science – Industry partnerships”



Linking the four pillars

The success of the strategy depends upon a successful linking of the four pillars. This will be achieved by:

- **the establishment and functioning of SETAs in all 25 economic sectors, including the participation of government departments**
- **the collection and analysis of data in relation to 25 indicators, which will measure progress on human resource development**
- **regular reporting to Cabinet to ensure that the overall direction is in support of government policy**



Priorities for 2001/2001

Five priority areas have been identified for this year. They are:

- to enhance public service delivery
- to identify and respond to areas of scarce skills
- to support skills which will promote SMME's
- to promote learnerships, with a view to having 3 000 young people in learnerships by March 2002
- to promote literacy and ABET programmes, so that 70% of workers are at NQF Level 1 by 2004.



Monitoring and reporting

The HSRC has been charged with the responsibility of monitoring selected indicators and reporting on these. This will enable government to continually re-assess the strategy and intervene where necessary. These indicators are:

Objective 1: Improving the foundations for human development

Levels of ECD participation
Levels of ABET and literacy participation
Levels of Adult Education participation
Levels of General Education participation
Examination pass rates
Mathematics and Science results

Objective 2: Improving the supply of skills

Employment placement rates after completing studies
Labour migration trends
Higher Education participation rates
Higher Education enrollments
Adult participation in Further and Higher Education
Participation rates at Technical Colleges.
Enrollments in Science and Engineering fields



Monitoring and reporting (continued)

Indicators

Objective 3: Increasing employer participation in lifelong learning

Changes in the labour market structure
New skills requirements
Skills shortages
Overall unemployment rates
Youth unemployment rates
Current and new training requirements
Public sector skills needs
SMME sector skills needs
Skills for social development initiatives

Objective 4: Supporting employment growth through industrial policies

Research and development trends
Science-Industry partnerships
Emergent economic sectors



Conclusion

The strategy is to put in place a linked system to make sure our human resources match the needs of society and the economy. It looks like this:

