7. Private Sector Education and Training in the Fourth Industrial Revolution (4IR) Era: A South African Overview (Gezani Mazibuko)

Education and training has long been critical to human welfare, but it is even more so in time of rapid economic and social change. The questions to be asked are: Does our current private education and training system address issues surrounding technological innovation and the new knowledge-based economy? Secondly, how can more private sector participation in providing education and training skills be encouraged? Under what conditions can private sector businesses provide more on the job training? Investigating these questions will help government leverage scarce national resources for public investments, and to support, vulnerable groups, while enabling the private sector to take on the bulk of education, training and skills provision. In the Fourth Industrial Revolution (4IR), the private sector is becoming a force for public education and training. In this context, it is vital to share on how the private education and training sector is adapting to new and emerging skills needs and requirements, and workforce training needs to ensure that everyone can find a place in the 4IR era. Improving educational outcomes at scale requires unorthodox approaches. One optimising, yet largely neglected approach, is to systematically leverage the private sector’s education and training agenda. Specifically, what can private education and training contribute to the 4IR? This paper uses a qualitative research methodology to collect secondary data for public, private education and training, nationally and internationally.

The full paper is available on the following link:


Author: Dr Gezani Mazibuko is the Group Executive of Thumeka Strategy and Project Management Consulting (PTY) Ltd (Hlohlo@lantic.net).