

# The power of partnerships

Shadrack Mpondomse

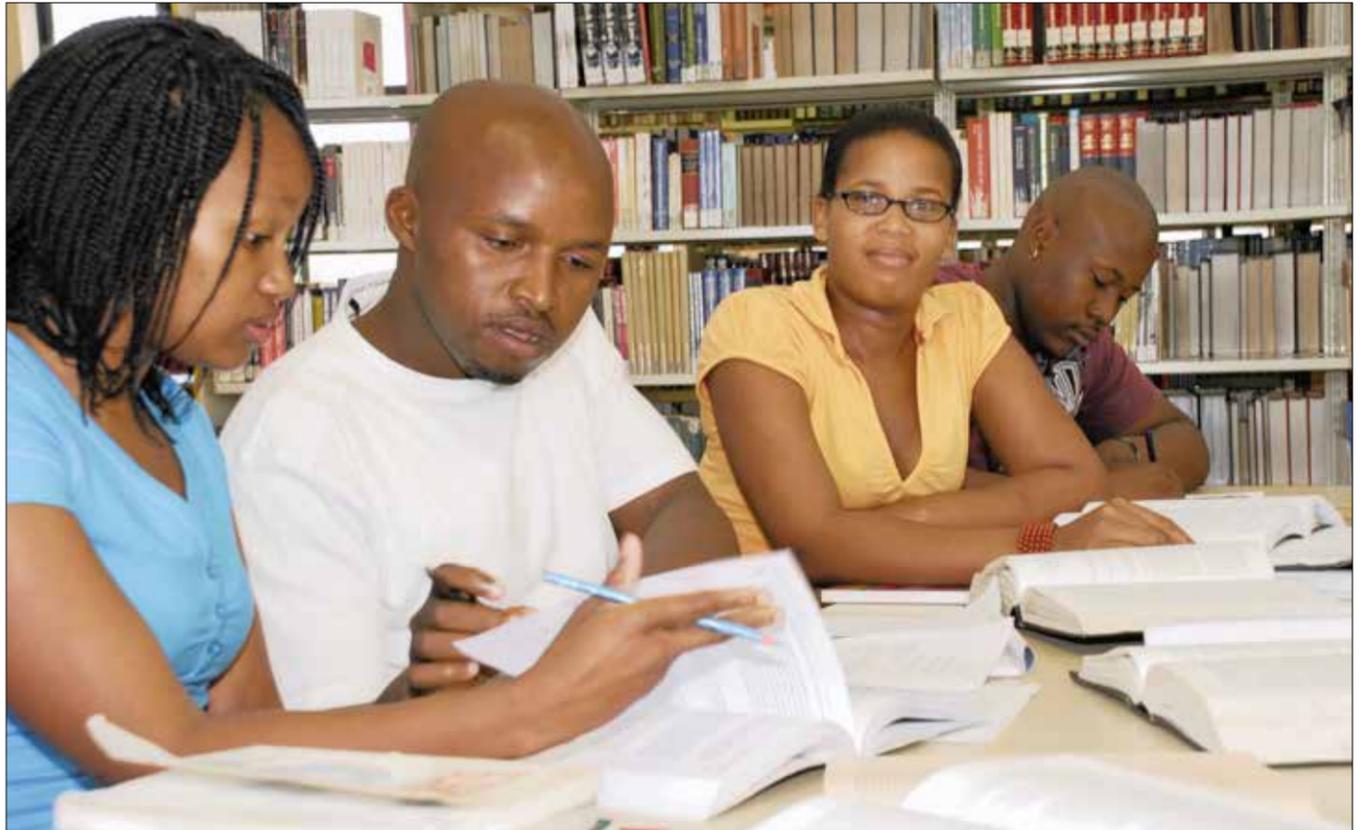
**A**DOPT a TVET” (Technical and Vocational Education and Training) College is an initiative of the Human Resource Development Council (HRDC) that encourages partnerships between TVET Colleges and other stakeholders, primarily the private sector, to enhance the performance of the TVET Sector.

The point of departure for the “Adopt a TVET” initiative is an acknowledgment that low levels of human resource development (education, training, skills and research) among the majority of the formerly disadvantaged population and high unemployment rates, especially among the youth aged 15 to 24 years, still remain one of the country’s most pressing challenges.

The TVET system holds the key to unlock the human resource development challenge, and by extension unemployment, which will ultimately contribute to the broader objective of socio-economic transformation and a more equal society.

Three levels of immediate challenges have been identified in the TVET sector: poor delivery of teaching and learning; poor management and administration of institutions; and limited access to workplace opportunities (during and after studies).

To address the immediate challenges that the TVET sector is currently facing, the Department of Higher Education and Training developed a VCET (Vocational Continuing Education and Training) Turnaround Strategy – of which



**STRIVING TOGETHER:** The aim of the “Adopt a TVET College” strategy is to ensure positive learning and teaching experiences that will lead to accelerated human resource development.

**The aim of the initiative is to ensure positive learning and teaching experiences that will lead to accelerated human resource development – education, training, skills, and research and employment opportunities – for South Africa.**

TVET is an important component.

The “Adopt a TVET” initiative of the HRDC seeks to support the VCET Turnaround Strategy which aims to improve the performance of TVET colleges.

The aim of the initiative is to ensure positive learning and teaching experiences that will lead to accelerated human resource development – education, training, skills, and research and employment opportunities — for South Africa. The “Adopt a TVET”

initiative is focused on leveraging additional support and proactive engagement from business, labour and government to develop activities that will stabilise and support TVET colleges through:

- Identifying industry partners to form partnerships with TVET colleges;
- Improving the existing vocational education and training programmes;
- Partnering TVET colleges with the private sector on learning programmes that will ensure the supply of relevant

high-quality skills to respond to the economic and social needs of the country; and

- Enabling the absorption of TVET Colleges into the labour market.

To facilitate the establishment of meaningful and sustainable partnerships between TVET colleges and partners, a framework to structure partnerships was developed and programme elements identified. Three approaches to select partners are outlined in the framework: a college applies to a company for partnership; a

company approaches colleges; and the HRDC matches and allocates a company to TVET college.

A “partnership fit” is important — that is, partners need to share a common vision and commitment to achieve the same strategic goals.

For more information contact Ms Brenda Ntombela at Ntombela.b@dhet.gov.za

*Mr S Mpondomse is the Director: HRD Council Secretariat*

## Clearing the blockages that stifle development

Keith Loynes

THE Human Resource Development Council (HRDC) is a multi-stakeholder body that creates an enabling, co-ordinated and integrated environment that focuses on improving the human resources development base and ultimately the skills of South Africans.

Chaired by Deputy President Cyril Ramaphosa, the HRDC oversees the country’s Human Resource Development (HRD) strategy. This is a wide-scope strategy that remains the long-term strategy for South Africa for ensuring a pipeline approach to meeting the country’s current and future skills needs.

Now in its second five-year term leading up to the targets determined by the National Development plan for 2030 and with which the strategy is aligned, the HRD strategy

considers the entire HRD system. It gives particular attention to blockages that impede human resource development.

It can be understood that interventions in human resource development represent an essential contribution to promoting the country’s development agenda, now as much as it was first the case with the onset of democracy in 1994. The HRD strategy is informed by the objectives of identifying inefficiencies and opportunities in the HRD system.

The strategy is closely aligned with South Africa’s economic development needs such as the reduction of poverty and the promotion of employment. It is a strategy that impacts on key aspects such as education levels and quality issues such as the promotion of maths and



**STRIDING TOWARDS A BETTER FUTURE:** TVET Colleges are the state’s primary resource for conducting the training component for the development of artisans.

science education. It also impacts on macro HRD determinants such as the demand and supply of skills for the labour market and employability.

TVET Colleges are the state’s primary resource for conducting the training component for the development of artisans as well as being key institutions for realising the objectives of the HRD strategy.

The Medium Term Strategic Framework 2014 – 2020 has brought forward the target of the National Development Plan of

producing 30 000 artisans annually to 31 March 2026. Since South Africa currently produces 13 000 artisans annually, this target would necessitate a growth of 130% over the next ten years leading up to 2026.

The HRDC established a task team in 2012 to look into the challenges surrounding the development of artisans. The task team identified the following:

- The absence of accurate data on artisans and artisan training;
- The lack of a guaranteed single artisan funding model

for all artisan trades; and

- The absence of a system for assistant personnel working in engineering fields to become artisans.

The HRDC responded to the identification of the challenges by:

- Establishing the National Artisan Development Support Centre (NADSC) at Ekurhuleni East TVET College (See the website link at <http://nadsc.dhet.gov.za> or contact the NADSC call centre on 011 736 4400);

- Determining a uniform grant per learner and grant payment system; and

- Initiating the development of a national Artisan Recognition of Prior Learning.

Other areas of interest for the HRDC include: Improving the quantity and quality of professionals in the areas of identified scarce skills; the production of academics and the strengthening of higher education partnerships with Industry; and the advancement of skills development in the Maritime Industry.

*Mr K Loynes is a Project Manager in the Department of Higher Education and Training Learning system.*

**TVET Colleges are the state’s primary resource for conducting the training component for the development of artisans as well as being key institutions for realising the objectives of the HRD strategy.**