TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) PITSO 2021

DATE: 13th - 14th OCTOBER, 2021

VENUE: BOTHO UNIVERSITY/ VIRTUAL

Theme: “Transforming TVET For The 4IR”
IMPACT, GOALS AND OBJECTIVES OF THE TVET PITSO

1. Technical Vocational Education and Training (TVET) PITSO

A platform to engage stakeholders to interrogate Technical Vocational Education and Training (TVET) in order to come up with solutions aimed at curbing TVET challenges that continue to plague the National TVET Sub-Sector.

2. IMPACT

A prioritised TVET Sub - Sector through stakeholder commitment, adequate resourcing, increased uptake by prospective candidates and enhanced graduates’ employability

3. GOALS

a) Develop interventions to address issues regarding lack of recognition, inadequate funding and low absorption of TVET graduates by labour market.
b) Create a platform for dialogue with key stakeholders within TVET Sub - Sector.

4. OBJECTIVES

a) Prioritise TVET through policy advice and resourcing.
b) Promote participation of the industry in TVET reforms and provision.
c) Promote recognition and uptake of TVET by prospective Learners.
d) Advocate for quality and relevance of TVET in a bid to enhance graduates’ employability
e) Monitor and evaluate the implementation of the action plan on TVET reforms
f) Provide feedback on implementation of TVET Pitso 2019

5. THEME FOR THE EVENT

Transforming TVET for the Fourth Industrial Revolution (4iR).

6. SUB-THEMES

Six (6) thematic areas were identified as the leading concepts to inform and guide the TVET PITSO deliberations.

- Skills Needs for the Fourth Industrial Revolution (4iR)
- Integrating Entrepreneurship in TVET Programmes
- Integrating Information Communication and Technology (ICT) in TVET for Economic Digitisation readiness
- Capacitating TVET Resources to deliver 4iR competencies (ATINGI Platform)
- Promoting innovation and creativity in graduates
- Collaboration and Partnerships in TVET: In the Era of 4iR
INTRODUCTION

Technical and Vocational Education and Training (TVET) as a Sub – Sector is committed to promoting quality and relevant education that is aligned to the Fourth Industrial Revolution (4IR), as such its potential to facilitate industrialisation and economic development cannot be over emphasised. Botswana like many other countries, has aligned and prioritised TVET as evidenced by His Excellency’s the President of Botswana Dr Mokgweetsi Eric Keabetswe Masisi’s Top Agenda, where he seeks to invest in human capital. President Masisi has deliberately undertaken measures to create jobs and reduce unemployment among the youth, a move that has attracted widespread attention from various stakeholders.

There is heightened interest to have TVET strategically positioned to sustain the economy by purposely according our graduates decent jobs hence the reason the Human Resource Development Council (HRDC) and its partners have seen it fit to host yet another National TVET Pitso following the 2019 edition. The TVET Pitso 2019 did set the tone and commendable strides have been made in the implementation of its Action Plan. The TVET Pitso 2019 was anchored on two pillars namely; to create a platform for dialogue by key stakeholders within the TVET Sub - Sector and to instigate appropriate interventions aimed at addressing challenges that were noted as inhibiting the performance of TVET which entail; lack of recognition, inadequate funding, and low absorption rate of TVET graduates into employment. The TVET Pitso is a dialogue platform endeavours to come up with findings and recommendations that seek to transform the quality of TVET. The participants are drawn from key stakeholders who by virtue of their mandates and functions, were seen to be having vested interest in skills training and development. This included Human Resource development organisations, Training Authorities, workplaces, government ministries and Departments as well as Education and Training Providers (ETPs).

Transforming the quality of the National TVET system significantly contributes to the national ideals enshrined in Botswana’s Vision 2036. A knowledge - based economy and being globally competitive is achieved through the country’s education, training and skills development system that is aligned to enhance science, innovation and technology. It is through the TVET Pitso platform that we envisage some effective collaborative partnerships which will drive, power - up and help diversify the economy. The United Nations Sustainable Development Goals, challenge member states to improve the status of the world’s human development by amongst others ensuring “TVET programmes are relevant to the skills needs of the world of work by infusing Innovation and Technology in the learning space”.

We are looking forward to cutting – edge solutions from this two – day national engagement.

Let us engage!
# Technical and Vocational Education and Training (TVET) Pitso Programme

**Directors of Ceremony:**

Mr Ralecha Mmatli - Human Resource Development Council (HRDC)
Ms Neo Mmadintsi - Ministry of Employment, Labour Productivity and Skills Development (MELSD)

<table>
<thead>
<tr>
<th>DAY ONE</th>
<th>NO</th>
<th>TIME</th>
<th>ACTIVITIES</th>
<th>RESPONSIBLE</th>
</tr>
</thead>
</table>
| 1       | 1  | 08:30 - 09:00hrs | - Registration  
- Arrival of Guests                                          | - Organising Committee – National Technical Vocational Education and Training (TVET) Advisory Committee (NTAC)  
- Local Committee  
- Chief Usher/Ushers                                             |
| 2       | 2  | 09:00 - 09:05hrs  | Welcome Prayer                                                              | Mr. Baboloki Batshidi - HRDC                                                |
| 3       | 3  | 09:05 - 09:15hrs  | Introduction of VIPs                                                        | Director of Ceremony                                                        |
| 4       | 4  | 09:15 - 09:30hrs  | Welcome Remarks                                                             | Mr Meshack J. Tafa - Acting Chief Executive Officer - HRDC                  |
| 5       | 5  | 09:30 - 09:50hrs  | Official Opening                                                            | Professor Nelson Torto – Permanent Secretary - Ministry of Tertiary Education, Research, Science and Technology (MoTE) |
| 6       | 6  | 09:50 - 10:05hrs  | Update of the Implementation of TVET Pitso 2019                             | Dr Ellah Matshediso - Director, Human Resource Development Planning (HRDP) Supply – HRDC |
| 7       | 7  | 10:05 - 10:25hrs  | Key Note Address                                                            | Hon. Dr Douglas Letsheletsebe - Minister of Tertiary Education, Research, Science and Technology (MoTE) |
| 8       | 8  | 10:25 - 10:45hrs  | Guest Speaker                                                               | Ms. Sarah Elson-Rogers - Team leader for the Innovation and Future of TVET Programme UNESCO - UNEVOC |
| 9       | 9  | 10:45 - 10:55hrs  | Appreciation of the role of UNESCO-UNEVOC in TVET                          | Hon. Mr Mpho Balopi - Minister for Employment Labour Productivity, and Skills Development |
| 11      | 11| 11:15 - 11:30hrs  | HEALTH BREAK                                                                |                                                                           |
|         |    |               | ENTERTAINMENT                                                                |                                                                           |
|         |    |               | PROMOS                                                                      |                                                                           |

**FIRST PRESENTATIONS**

| FIRST PRESENTATIONS | | |
|---------------------|---------------------|
| I2                  | Presentation One: TVET as a catalyst for economic sustainability |
|                     | Mr Mathogonolo Mohlahapadi - Director, Teacher Training and Technical Education (TT&TE) - MOTE |

(Continues to Page 5)
## NO  | TIME     | ACTIVITIES                                                                 | RESPONSIBLE                                                                                           |
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<tr>
<td>13</td>
<td>11:30 – 12:10hrs</td>
<td><strong>Presentation Two:</strong> Education and Training Provider - Responsiveness of education and training providers to the Fourth Industrial Revolution (4IR): Myth or Reality</td>
<td><strong>Dr Olefile Molwane</strong> - Deputy Dean – Faculty of Engineering – University of Botswana (UB)</td>
</tr>
<tr>
<td>14</td>
<td>12:10 – 12:45hrs</td>
<td>Discussions, Comments, Reactions and Suggestions</td>
<td><strong>ALL Participants</strong></td>
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<tr>
<td>15</td>
<td>12:45 – 1:00hrs</td>
<td><strong>HEALTH BREAK</strong></td>
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### NO  | TIME     | ACTIVITIES                                                                 | RESPONSIBLE                                                                                           |
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<tbody>
<tr>
<td>16</td>
<td>14:00 – 14:15hrs</td>
<td><strong>Sub-Theme One:</strong> Skills Needs for The Fourth Industrial Revolution (4IR)</td>
<td><strong>Mr Golekanye Setume</strong> - Chairperson, Education Sector - Business Botswana (BB)</td>
</tr>
<tr>
<td>17</td>
<td>14:15 – 14:30hrs</td>
<td><strong>Sub-Theme Two:</strong> Integrating Entrepreneurship in TVET Programmes</td>
<td><strong>Mr O'brian Mkhali</strong> - Senior Lecturer - Botho University</td>
</tr>
</tbody>
</table>
| 18   | 14:30 – 14:45hrs | **Sub-Theme Three:** Integrating ICT in TVET for Economic Digitalisation Readiness | 1. **Professor Abraham Atta Ogwu** – Deputy Vice Chancellor – Research, Development and Innovation – Botswana International University of Science and Technology (BIUST)  
2. **Professor Patricia Makepe** – Director of the Centre for Business Management Entrepreneurship and General Education Support (BIUST)  
3. **Dr Dimane Mpoeleng** - Acting Director of Technology Transfer (BIUST) |
| 19   | 14:45 – 15:00hrs | **Sub-Theme Four:** Capacitating TVET Resources to deliver 4IR competencies (ATINGI Platform) | **Diplomat Peter Reger** - Head of Programme For Strengthening Emolyment Relevance (SER TVET II) – GIZ Botswana |
| 20   | 15:15 – 15:30hrs | **Sub-Theme Five:** Promoting Innovation and Creativity in Graduates      | **Mr Obakeng Segwagwe** – Programmes Manager, Entrepreneurship Development Programme - Botswana Digital and Innovation Hub (BDIB) |
| 21   | 15:30 – 15:45hrs | **Sub-Theme Six:** International Perspectives on Collaboration and Partnerships in TVET in the era of 4IR | **Dr Ellah Matschediso** - Director, Human Resource Development Council [HRDP] Supply – HRDC          |
| 22   | 15:45 – 16:30 | Discussions, Comments, Reactions and Suggestions                           | **ALL Participants**                                                                                   |

---------- END OF DAY ONE  ----------
## DAY TWO

<table>
<thead>
<tr>
<th>NO</th>
<th>TIME</th>
<th>ACTIVITIES</th>
<th>RESPONSIBLE</th>
</tr>
</thead>
</table>
|    |            | Registration, Arrival of Guests                                 | - Organising committee (NTAC)  
- Local Committee  
- Chief Usher/Ushers                                                                 |
| 1  | 07:45-08:00hrs |                                                                 |                                                                                                                                         |
| 2  | 08:00-10:00hrs | GROUP ONE: Sub-Theme: Skills Needs for Fourth Industrial Revolution (4IR) | Mr Olefile Mochotli - Deputy Director Department of Skills Development, Ministry of Employment, Labour Productivity and Skills Development (MELSD) |
|    |            | GROUP TWO: Sub-Theme: Integrating Entrepreneurship in TVET Programmes | Mr. Lentilele Matswagothata - Coordinator, Education and Training Sector Strategic Plan (ETSSP) Ministry of Basic Education (MoBE)           |
|    |            | GROUP THREE: Sub-Theme: Integrating Information Communication and Technology (ICT) in TVET in readiness for economic digitalisation | Mr John Vassiliadis, Director, Department of Information Communication and Technology (DICT) - HRDC                                      |
|    |            | GROUP FOUR: Sub-Theme: Capacitating TVET Resources to deliver The Fourth Industrial Revolution (4IR) competencies (ATINGI Platform) | Mrs Sheila Barungwi - Director, Product Development & Standards - Botswana Examinations Council (BEC)                                           |
|    |            | GROUP FIVE: Sub-Theme: Promoting innovation and creativity in graduates | Mr Sabryn Tsie - Chief Executive Officer (CEO) - Construction Industry Trust Fund (CITF)                                                 |
|    |            | GROUP SIX: Sub-Theme Collaboration and Partnerships in TVET: In the Era of 4IR | Dr Tlamelo Sekambo - Director, Statistics, Research Development and Innovation (DSRDI), HRDC                                               |
| 3  | 10:00 – 10:30hrs | HEALTH BREAK ENTERTAINMENT PROMOS |                                                                                                                                          |
| 4  | 10:30 – 10:45hrs | Presentation One: Group One: Sub-Theme: Skills Needs for 4IR | Mr Olefile Mochotli - Deputy Director Department of Skills Development, Ministry of Employment, Labour Productivity and Skills Development (MELSD) |
| 5  | 10:45 – 11:00hrs | Presentation Two: Group Two: Sub-Theme: Integrating Entrepreneurship in TVET Programmes | Mr. Lentilele Matswagothata – Coordinator, Education and Training Sector Strategic Plan (ETSSP)                                          |
| 6  | 11:00 – 11:15 | Presentation Three: Group Three: Sub-Theme: Integrating ICT in TVET for Economic Digitalisation Readiness | Mr John Vassiliadis - Director, Department of Information Communication and Technology (DICT) - HRDC |

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**e - GROUP DISCUSSIONS**

<table>
<thead>
<tr>
<th>TIME</th>
<th>ACTIVITIES</th>
<th>RESPONSIBLE</th>
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<tbody>
<tr>
<td>08:00-10:00hrs</td>
<td>GROUP DISCUSSIONS</td>
<td>Mr Olefile Mochotli - Deputy Director Department of Skills Development, Ministry of Employment, Labour Productivity and Skills Development (MELSD)</td>
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<tr>
<td>Time</td>
<td>Session</td>
<td>Presenter/Role</td>
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<tr>
<td>11:15 – 11:30hrs</td>
<td>Presentation Four:</td>
<td>Mrs Sheila Barungwi - Director Product Development &amp; Standards, BEC</td>
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<td>Group Four: Sub-Theme: Capacitating TVET Resources to deliver 4IR competencies (ATINGI Platform)</td>
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<tr>
<td>11:30 – 11:45hrs</td>
<td>Presentation Five:</td>
<td>Mr Sabryn Tsie - Chief Executive Officer, Construction Industry Trust Fund</td>
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<tr>
<td></td>
<td>Group Five Sub-Theme: promoting innovation and creativity in graduates</td>
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<tr>
<td>11:45 – 12:00hrs</td>
<td>Presentation Six:</td>
<td>Dr Tlamelo Sekambo - Director, Department of Statistics Research Development and Innovation (DSRDI), HRDC</td>
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<tr>
<td></td>
<td>Group Six Sub-Theme: Collaboration and Partnerships in TVET: In the Era of 4IR</td>
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<tr>
<td>12:00 – 12:30hrs</td>
<td>Discussions, Comments, Reactions and Suggestions</td>
<td>All Participants</td>
</tr>
<tr>
<td>12:30 – 12:45hrs</td>
<td>Findings and Recommendations</td>
<td>Mr Lentikile Matswagothata - Coordinator, Education and Training Sector Strategic Plan (ETSSP), Ministry of Basic Education (MoBE)</td>
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</tbody>
</table>
The Ministry of Tertiary Education, Research, Science and Technology was established in October 2016. Its primary mandate is to transform Botswana from a resource based to a knowledge based economy.

Vision
A knowledge based society enabling prosperity for all.

Mission
To provide and build knowledge and innovation through the development and implementation of policy on tertiary education, research, science and technology to transform Botswana into a knowledge-based society through effective stakeholder collaboration.

FUNCTIONS (DPS)
1. Corporate Services
2. Policy Development & Transformation
3. Policy Review
4. Research and Innovation
5. Tertiary Education

Departments
1. Corporate Services
2. Institute of Health Sciences
3. Radiation Protection Inspectorate
4. Research, Science and Technology
5. Teacher Training and Technical Education
6. Tertiary Education Financing
7. Procurement and Project Management
8. Procurement Oversight (Government Buyer)

Relations with UNESCO
1. MoTE houses Botswana National Commission for UNESCO

Institutions (TT&TE)

COLLEGES OF EDUCATION:
1. Molepolole College of Education (MCE)
2. Serowe College of Education (SCE)
3. Tlokweng College of Education (TkCE)
4. Tonota College of Education (TCE)

TECHNICAL COLLEGES:
1. Botswana College of Engineering and Technology (BCET)
2. Francistown College of Technical and Vocational Education (FCTVE)
3. Gaborone Technical College (GTC)
4. Oodi College of Applied Arts and Technology (OCAAT)

Institutions (DIHS)

INSTITUTES OF HEALTH AND SCIENCES:
1. Bamalete Lutheran School of Nursing
2. IHS Francistown
3. IHS Gaborone
4. IHS Lobatse
5. IHS Molepolole
6. IHS Serowe

Parastatals
1. Botswana Accountancy College (BAC)
2. Botswana Digital and Innovation Hub (BDIH)
3. Botswana Institute for Technology, Research and Innovation (BITRI)
4. Botswana International University of Science and Technology (BIUST)
5. Botswana Open University (BOU)
6. Botswana Qualifications Authority (BQA)
7. Human Resource Development Council (HRDC)
8. University of Botswana (UB)
PROFILES

HON DR. DOUGLAS LETSHOLATHEBE

Honourable Dr. Douglas Letsholathebe is the Minister of Tertiary Education, Research, Science and Technology (MoTE), and a Member of Parliament for Tati East Constituency. Honourable Letsholathebe was appointed to head MoTE at the beginning of November 2019.

His portfolio mandate within the Ministry of Tertiary Education, Research, Science and Technology is to provide and build knowledge and innovation through the development and implementation of policy on Tertiary Education, Research, Science and Technology in order to transform Botswana’s economy through harnessing of knowledge to enhance processes that optimizes value of natural resources through effective stakeholder participation. The Ministry of Tertiary Education, Research, Science and Technology is responsible for policy on student financing, tertiary institutions and coordinating research and technology development in the country.

Hon Dr. Letsholathebe is a seasoned scholar whose experience and offerings cover secondary as well as tertiary education. He holds a PhD in Physics acquired from the University of Botswana. He also holds a Master of Science and a Bachelor of Education, both obtained from the University of Botswana. The Hon Minister was a prolific researcher who published extensively and internationally in the area of Material Science, with special expertise in Thin Film Fabrication. He has also played various roles associated with a researcher of his caliber in the peer review and mentorship space.

Hon Dr. Letsholathebe’s vision is to transform tertiary education so as to ensure that there is transparency and quality for both funding and accreditation within the National Credit Qualification Framework. He aspires for a Botswana with an energized research and innovation community that begins to generate knowledge and intellectual property that will usher new industries characterized by various 4IR pursuits that will include, the internet of things, solar of things as well as beneficiation of the country’s endowment in natural resources. To this end, he sees the need for a transformed technical cadre that will serve a Smart and Entrepreneurial Botswana.

HON MPHIO BALOPI

Honourable Mpho Balopi is the Cabinet Minister of Employment, Labour Productivity and Skills Development and a Member of Parliament (MP) for the Gaborone North Constituency.

He was voted to Parliament in October 2019 and subsequently appointed to Cabinet in November 2019. He is an active and seasoned politician who is currently serving in the ruling Botswana Democratic Party’s (BDP) Central Committee as Secretary General.

His Cabinet portfolio involves the facilitation of employment, harmonious labour relations, workplace health and safety, vocational skills development and promotion of productivity and work ethic.

Honourable Balopi has an extensive experience in the corporate world: with a passion for integrated brand and communication solutions, which are geared towards creating, evolving and growing business brands around Botswana and the Region. He has held many positions of responsibility in enterprise and decision-making. He is keen on business projects aimed at empowering young entrepreneurs.

He holds a Master’s of Science Degree (Msc) in Strategic Management from the University of Derby-United Kingdom.
PROFESSOR NELSON TORTO

Prof. Nelson Torto is a transformative leader and a pan African science, technology and innovation (STI) ambassador. He is currently the Permanent Secretary in the Ministry of Tertiary Education, Research, Science and Technology and former Executive Director of The African Academy of Sciences in Nairobi, Kenya. He is the founding Chief Executive Officer of the Botswana Institute for Technology Research and Innovation, former Professor of Analytical Chemistry and Head of Chemistry at Rhodes University. His career started at BCL Limited before joining the University of Botswana (UB) as a staff development fellow where he subsequently rose to the rank of Associate Professor in Chemistry.

Nelson has vast experience in STI, including; executive leadership, board membership, Botswana government delegate, consultancy, advisory, panelist, editorship, chairing conferences or workshops; giving colloquia in Africa, the Americas, Europe and Asia, thesis examination, evaluating Professorial candidates and teaching at University level. He is the founding Secretary General for the African Network of Analytical Chemists and founding Director for the Centre for Scientific Research Indigenous Knowledge and Innovation at UB. Nelson has published over 130 papers and several book chapters, won several awards including the American Chemical Society Young Separation Science award, has PCT and several South African registered Patents and has graduated 19 PhDs.

He has an h-index of 37 and has been cited over 3400 times in the area of Analytical chemistry, Material science and Nanotechnology. He has a BSc Hons from the Chemistry School of Hons of the University of Manchester Institute of Science and Technology (UMIST), MSc in Analytical Chemistry from UB and a PhD from Lund University, Sweden. Nelson is a qualified and accredited Time To Think Coach and Time To Think Facilitator. He is an Ontology Practitioner and Coach, inaugural Fellow of the Botswana Academy of Sciences, Fellow of the African Academy of Sciences, Fellow of the Royal Society of Chemistry and a Salzburg Fellow.

MR GAEIMELWE GOITSEMANG

Mr. Gaeimelwe Goitsemang is the current Permanent Secretary in the Ministry of Employment, Labour Productivity and Skills Development (MELSD). He is mainly responsible for facilitating employment, workplace health and safety; promoting productivity and work ethic in the workplace, as well as labour administration and industry focused skills development.

Mr. Goitsemang holds a Master of Business Administration (MBA) from Cavendish University in Zambia; a Bachelor of Arts in Political Science and Public Administration from the University of Botswana, a Diploma in Public International Law from Holborn College in the United Kingdom; another Diploma in Professional Business Writing from The Writing School in Canada, as well as a Professional Course for Foreign Diplomats from the Foreign Service Institute in New Delhi, India.

His career spans over twenty five (25) years under the Ministry of International Affairs and Cooperation (MIAC). Mr. Goitsemang started out as a young Foreign Officer at MIAC and rose through the ranks to serve as First Secretary at the Botswana Embassy in Stockholm, Sweden; Counselor/Deputy Head of Mission and Charge d’ Affaires at the Botswana High Commissions in Lusaka, Zambia and Abuja, Nigeria respectively. Upon his return from the Foreign Service, he served at MIAC as Senior Manager Corporate Services (2010-2011), Deputy Permanent Secretary (2011-2015) and Permanent Secretary (2015-2021), respectively. He was redeployed to MELSD as Permanent Secretary on the 19th April 2021.

Over the 25 years of his professional career, Mr. Goitsemang has therefore amassed vast experience in diplomatic practice, management and leadership acquired through uninterrupted service in various capacities at the Ministry Headquarters and Botswana’s Diplomatic Missions.
DEPARTMENT OF SKILLS DEVELOPMENT (DSD)

The Department is responsible for Institutional Vocational Training in 36 institutions. These institutions offer short and long term courses under full government sponsorship.

**Services offered by DSD:**
- Registration and placement of students for vocational training
- Provision of vocational skills training

**Minimum Requirements:**
- Minimum educational requirements; Junior Certificate
- 16 - 35 years old
- Special Education Needs inclusive

The table below is a list of all Brigades and Certificate offering Technical Colleges with contacts.

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<th>NO.</th>
<th>BRIGADE</th>
<th>TELEPHONE</th>
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<td>1.</td>
<td>Barolong</td>
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<td>2.</td>
<td>Bobonong</td>
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<td>2610045/2613431</td>
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MINISTRY CONTACT DETAILS

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Email: melsdp@gov.bw
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Opening hours: 7.30 am to 12.45 and 13.45 to 16.30 Monday to Friday, except for public holidays.
Mr Meshack J. Tafa is the acting Chief Executive Officer (CEO) of the Botswana Human Resource Development Council (HRDC) while his substantive position is Chief Operations Officer or Deputy CEO. His vast experience spans three decades across a number of sectors covering; education, mining, consulting, manufacturing, automotive, financial services, international civil service, financial regulation and project implementation. Across these industries, he has acquired exceptional knowledge in the areas of organisational design, strategy execution, organisational transformation, project management and general management. He has held a number of senior management positions at Debswana, Volvo-Swedish Motor Corporation, Botswana Life Insurance and the Southern African Customs Union (SACU) in Windhoek. Among his business qualifications, Mr Tafa possesses Master of Business Administration (MBA) from De Montfort University, United Kingdom (UK), Advanced Diploma in Human Resources Development, Diploma in Marketing, Intermediate Certificate in Insurance, Certificate in Company Law. He is a Chartered Communications Practitioner, Balance Score Card Practitioner and a member in good standing of a number of professional bodies including the Institute of People Management (IPM) and Public Relations Institute of Southern Africa (PRISA).

Dr Ellah Manyana Matshediso is the Director, Human Resource Development Planning (Supply) at Human Resource Development Council (HRDC). Her roles entail advising and coordinating on institutional planning to tertiary education and training institutions and workplaces on implementation of the National Human Resource Development Strategy (NHRDS).

Dr Matshediso has previously worked for the Government of Botswana under Ministry Health & Wellness, Ministry of Local Government & Rural Development, United Nations Population Fund (UNFPA) and University of Botswana (UB).

Sarah Elson-Rogers joined UNESCO-UNEVOC in July 2021 as Team Leader for the Innovation and Future of TVET programme, which includes the Bridging Innovation and Learning in TVET (BILT) project. The team supports efforts to strengthen TVET systems in UNESCO’s Member States with a focus on the themes of digitalization, greening, migration and entrepreneurship.

Prior to starting at UNESCO-UNEVOC, Sarah worked in various national and international TVET contexts. She has worked for the UK Department of Education and the EU Centre for the Development of Vocational Education and Training (CEDEFOP). She has led projects on TVET financing and reporting on TVET policy trends. More recently, Sarah has worked with bilateral and multilateral donors to design, implement and evaluate their TVET and labour market projects. She has worked in the EU, Africa, the Middle East and Eurasia with policymakers, researchers and TVET practitioners.

Dr Ellah Manyana Matshediso is the Director, Human Resource Development Planning (Supply) at Human Resource Development Council (HRDC). Her roles entail advising and coordinating on institutional planning to tertiary education and training institutions and workplaces on implementation of the National Human Resource Development Strategy (NHRDS).

She is a public health specialist, behavioural scientist and policy advisor with gradations on Doctor of Literature and Philosophy in Public Health Studies (D Litt et Phil) from University of South Africa, Master of Public Health from the University of Massachusetts, Amherst, USA, and Bachelor of Education in Health Education from the University of Toledo, Ohio, USA. She has extensively published in peer reviewed journals on population health mostly on HIV and AIDS disciplines, sexual and reproductive health, monitoring and evaluation and education.

Dr Matshediso has previously worked for the Government of Botswana under Ministry Health & Wellness, Ministry of Local Government & Rural Development, United Nations Population Fund (UNFPA) and University of Botswana (UB).
Mr. Golekanye Setume is a Deputy Pro Vice Chancellor, Communications at Botho University, where he is responsible for a wide range of portfolios such as overall coordination of the institutions branding, marketing and communication, admissions and recruitment of new students and stakeholder relations. Prior to that he served as an Executive Director, at Permanent Secretary level at the Botswana Public Service College (BPSC), where he provided policy direction to ensure the college delivers cutting-edge quality executive programmes meant to develop a world-class public service, Deputy Permanent Secretary (DPS) at the then Ministry of Education and Skills Development where he was responsible for advising the Permanent Secretary on Tertiary Education Policy (TEP) formulation, development as well as its implementation. He has previously held an illustrious career in the teaching service where he served as a teacher, Deputy School Head, School Head and Deputy Chief Education Officer responsible for supervision of schools in a region. Mr Setume is also the Chairperson of the Business Botswana Education Sector which comprises all education levels from pre-primary to tertiary and this position involves lobbying government on policies and regulatory framework that are conducive to private education sector development. Mr Setume holds a Master’s degree in Professional Development from Northern College in the United Kingdom (UK), a Bachelor’s Degree in Education (Mathematics) and a Diploma in Secondary Education (Mathematics) from the University of Botswana (UB).

Mr Matlhogonolo Moltahapadi is the Director of Teacher Training and Technical Education at the Ministry of Tertiary Education, Research, Science and Technology (MoTE).

He possesses a Master of Education in Mathematics from the University of Botswana. He had previously attained Bachelor of Education in Science also from the University of Botswana. He had in earlier years obtained Diploma in Secondary Education in Science.

Dr Olefile Bethuel Molwane is the Deputy Dean and a Senior Lecturer at the University of Botswana (UB) in the Faculty of Engineering and Technology, Department of Industrial Design and Technology. Dr Molwane has been the Head of Department of Industrial Design and Technology for six (6) years from January 2008 to December 2013 and several other years as Head of Department before joining UB.

He has a vast experience in the areas of Teacher Education and Design Education. He has also been involved in the transformation of Technical, Vocational Education and Training (TVET) in Botswana and has been influential in ETSSP Policy document with regards to TVET.

Dr Molwane holds doctorate degree (PhD) from the University of London. He is a researcher as well as experienced in consultancies. He also serves in the Institutional Review Committees of the University as with the Bio-Medical Ethics Committee as a vice-Chairperson. He is also tasked with Quality Assurance at his institution.
Presenters

Professor Abraham Atta Ogwu a British Citizen, is the current Deputy Vice Chancellor for Research, Development and Innovation with Botswana International University of Science and Technology (BIUST). He holds the following educational qualifications, BSc (Hons) IFE, MSc (Manchester), PhD (Manchester), Executive Management Education (MIT, Sloan School of Management, USA), Pg. Dip Marketing (Ulster).

He is a Fellow of the institute of Physics, U. K (FinstP) and served on the Fellowship election panel of the institute (2007 to 2011). He is also a Fellow of the U.K. Institute of Materials, Minerals and Mining (FIMMM). He previously held academic appointments in three different U.K. Universities spanning more than 20 years and was a full tenured Professor for 16 years. He was previously a Rector/Vice-Chancellor of a TVET based university in Africa (2008 to 2010) and previously a University Vice-President in Kazakhstan.

Dr Dimane Mpoeleng is currently the Acting Director of Technology Transfer. He possesses a Bachelor of Science (BSc) Hons from the University of Botswana (UB) obtained in 1995, and a Master of Science (MSc) Computer Science from the University of Newcastle, UK, obtained in 1997, PhD Computer Science from the University of Newcastle, UK, obtained in 2004.

Dr Mpoeleng has pioneered several Information Communication and Technology (ICT) academies in Botswana including the Cisco Networking Academy (U of Botswana), Huawei Networking Academy (BIUST) and Oracle ERP Academy (BIUST). He has also supervised several post-graduate students at the MSc and PhD level.

Professor Patricia Maltepe is currently Director of the Centre for Business Management Entrepreneurship and General Education support with Botswana International University of Science and Technology (BIUST). He obtained PhD Agricultural Economics from the Michigan State University (USA) in 2003, as well as Master of Science (MSc) in Agricultural Economics also from the Michigan State University (USA) in 1996.

She had previously attained Bachelor of Science (BSc) Hons from the University of Zimbabwe (UZ) in 1992. Currently, she is the Deputy Chairperson and Board Member at the National Development Bank (NDB) of Botswana since 2015 to date. Professor Maltepe is an experience international expert with interest in economics, business and entrepreneurship as well as e-Business and e-Commerce.
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Diplomat Kaufmann Peter Reger is the Head of Programme for Strengthening Employment Relevant TVET (SER TVET II) in GIZ-Botswana Development Cooperation which started in 2020 and will be ongoing up to 2023. He has previously held several positions including Head of Component Local Economic Development in the SEDIN Programme GIZ – Nigeria. His responsibilities included but not limited to management, moderation, coordination, operational and budget planning and controlling, evaluation and monitoring.

He is an international consultant especially on private sector development, strengthening MSME business environment, business development services, entrepreneurship skills development, renewable energies & green growth, sustainable transport, climate change, project management, vocational education, job creation, trade and investment, enterprise creation and innovation amongst the many things he does. Other previous positions include amongst others: Senior Advisor Business Support, Entrepreneurship, Training and Sustainable Development Indonesian Chamber of Commerce and Industry – the leading private sector organization. Vice-Chairman of the Vocational Education Committee of the German Chamber of Commerce and Industry in Jakarta (EKONID) amongst others.

Diplomat Reger has obtained Master of Business Administration, with focus on Management, organisation and human resources, marketing, consumer behaviour, development politics, business Spanish and French providing education and training from the Free University of Berlin.

Mr Mkali is a former Head of Department and was a Lecturer at Harare Institute of Technology.

He has also worked as a Principal Lecturer at Limkokwing University of Technology (LUCT) from Feb 2008 – Dec 2009, and was also Deputy Chief Executive Officer at Zimbabwe Institute of Management (ZIM) from Jan 2006 – Nov 2009.

Mr Obakeng Segwagwe is currently the Programmes Manager for the First Steps Venture Centre (FSVC) at the Botswana Innovation Hub. FSVC is the flagship technology entrepreneurship development programme within the Botswana Innovation Hub to support entrepreneurship and innovation through technology transfer. FSVC identifies, develops and nurtures viable technology oriented start-up businesses with potential to grow locally and into international markets.

Mr Segwagwe prior to joining Botswana Innovation Hub, was with the Local Enterprise Authority (LEA) as a Senior Manager responsible for initiating, planning and developing policies and strategies for the divisional functions of the business services provided by LEA within the SME policy strategy. Mr. Segwagwe has been a mentor and a coach in various programmes such as SLUSH, Female in Bio Sciences & SeedStars World.

Mr Segwagwe attained his Master’s Degree in Business Administration (MBA) from the University of Botswana in 2007.
CALL FOR THE SUBMISSION OF APPLICATIONS FOR THE RECOGNITION OF NON-CREDIT BEARING SHORT COURSES (NCBSC)

The Human Resource Development Council (HRDC) informs its valued stakeholders, customers, clients and Education and Training Providers (ETPs) that HRDC will be accepting applications for the recognition of Non-Credit Bearing Short Courses (NCBSCs) from Botswana Qualifications Authority (BQA) accredited ETPs. Engagements with ETPs through capacitation workshops will also commence on the 4th to the 5th October 2021. All ETPs are therefore informed of the following:

i. NCBSCs Guidelines, Application Forms and Fee payment schedule can be downloaded from the HRDC Website [www.hrdc.org.bw](http://www.hrdc.org.bw) effective 4th October, 2021

ii. Applications for the renewal of existing NCBSCs that were previously approved/accredited/recognised under Botswana Qualifications Authority (BQA) Quality Assurance Standard 6 (QAS 6) and were to expire in 2021, are hereby granted a waiver to offer the courses under the same accreditation until the 31st March 2022.

iii. Virtual Capacitation Workshops for ETPs are scheduled from the 4th to the 5th October, 2021. The workshop link will be shared with Registered members only.

iv. To confirm attendance of the virtual capacitation workshop, all registered and accredited ETPs are requested to complete the registration form found in the HRDC Website and forward to [ncbsc@hrdc.org.bw](mailto:ncbsc@hrdc.org.bw)

In line with the COVID-19 Protocols, ETPs are to submit their applications online through this email address: [ncbsc@hrdc.org.bw](mailto:ncbsc@hrdc.org.bw)

Kindly note that all enquiries should be directed to NCBSCs Help Desk Officer at the HRDC Resource Centre on: Telephone +267 3930741 and Fax: +267 3930740
MR OLEFILE MOCHOTLHI

Mr Olefile Mochotli is currently the Deputy Director at the Department of Skills Development under the Ministry of Employment, Labour and Skills Development (MELSD). He holds Commonwealth Executive Masters in Business Administration obtained from Botswana Open University (BOU).

He also possesses a Bachelor of Science (BSc) in Design and Technology from the University of Sunderland in United Kingdom (UK).

MR JOHN VASSILIADIS

Mr John Vassiliadis is the Director Information & Communication Technology in the Department of Information and Communication Technology (DICT) at the Human Resource Development Council (HRDC).

He pursued his studies at the University of Botswana (UB) where he obtained his Bachelor of Science (BSc) in Computer Science and then proceeded to University of Westminster in the United Kingdom (UK), where he studied for his Postgraduate Certificate in Telecommunications Regulation. In furthering his studies, Mr Vassiliadis pursued his studies at Edith Cowen University in Australia where he obtained his Master’s in Information Security and Intelligence.

MR LENTIKILE MATSWAGOTHATA

Mr Lentikile Matswagothata is the Coordinator of Education and Training Sector Strategic Plan (ETSSP) at the Ministry of Basic Education (MoBE).

He obtained a Bachelor of Arts in Music from the University of Pretoria in South Africa. He had previously earned a Diploma in Secondary Education from Molepolole College of Education (MCE) in Botswana.
Ms. Sheila Boitshwarelo Barungwi holds a position of Director, Product Development and Standards at the Botswana Examinations Council (BEC). She obtained her Master of Science (Msc) in Strategic Quality Management (SQM) from the University of Portsmouth in United Kingdom.

Ms. Barungwi also possesses a Master of Education in Mathematics from the University of Bristol still from the United Kingdom. Prior to that she attained Bachelor of Science (BSc) from the University of Botswana (UB) which was followed by Post Graduate Diploma in Education from the same institution.

Mr Sabryn K Tsie is the Executive Director at the Construction Industry Trust Fund (CITF). He earned his Master of Science (MSc) in Performance Management and Workplace Learning with the University Leicester in the United Kingdom (UK).

He also pursued a Management Development Programme (MDP) with the University of Stellenbosch and also Leadership Development Programme (LDP) (cum laude) at the University Johannesburg. He had previously pursued a Bachelor’s degree in Adult and Vocational Education (BAdVocEd) at University of Tasmania in Australia, where he also pursued a Higher National Diploma in Electrical and Electronics Engineering (HND). Mr Tsie also underwent extensive electrical training course in the UK.

Mr Tsie also obtained a Bachelor’s degree of Technology in Human Resource Development (B-Tech HRD) through the Vaal University of Technology (VUT) in South Africa.

Dr Tlamelo Sekambo is the Director, Department of Statistics, Research Developments and Innovation (DSRDI) at the Human Resource Development Council (HRDC).

She holds a Doctor of Philosophy in Development Economics, Master of Science in Research Methods and Research. Prior to that she attained a Bachelor’s degree in Economics and Sociology from the University of Botswana (UB).
OUR VISION

To transform Botswana into a Globally Competitive Human Resource Hub by 2036.

OUR MISSION

To drive the development of Botswana’s Human Resource to achieve a Knowledge Based Economy through the provision of Policy Advice, Planning, Funding, Coordination and Effective Collaboration.

CORE VALUES

- Excellence
- Effective Communication
- Teamwork
- Innovation
- Integrity
- Accountability

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