



**HUMAN  
RESOURCE  
DEVELOPMENT  
COUNCIL  
of BOTSWANA**

OUR PEOPLE • OUR FUTURE



The Official NewsLetter

# Insight

Issue No. 13

September 2019

## THE NATIONAL HUMAN RESOURCE DEVELOPMENT (NHRD) CONFERENCE 2019



NHRD Conference Successfully Held

Stanbic Bank Botswana Sponsors NHRD Conference

HRDC Host Business Breakfast Seminar and Open Day in Lobatse

Ground Breaking Ceremony for the Corporate Social Responsibility Build - a - House Project in Mmankgodi



Inside



**Welcome to the 13<sup>th</sup> Edition of the Human Resource Development Council (HRDC) Insight Newsletter.**

The Human Resource Development Council (HRDC), through its mandate undertakes its strategic function of driving the Human Resource Development (HRD) through a process that engages and accommodates the input and broad participation from its myriad stakeholders. In the third quarter of the 2019/20 financial year, the Council undertook various strategic initiatives that contributed towards achievement of its strategic achievements.

One of the strategic initiatives that the Council undertook during this quarter, was successfully hosting the second Biennial National Human Resource Development (NHRD) Conference. It was held in collaboration with different strategic partners in the private sector such as Stanbic Bank Botswana who sponsored the conference. The NHRD Conference was held with an aim to avail a platform for information sharing between stakeholders on best practice

and innovations for transformation to a knowledge economy. The Conference also presented an opportunity for trainers, educators, learners, employers, public and private establishments to showcase their products and services that are part of the human capital value chain. The Conference was a success as it attracted experts both locally and internationally who presented noble ideas on how to drive Botswana from a resource-based economy to a knowledge-based economy through highly skilled employees/workers development.

HRDC is responsible for ensuring that all pertinent Human Resource Development (HRD) policies, strategies, programmes, projects, interventions and efforts are harmonised, streamlined, optimised and coordinated to support Botswana's social, capital and economic priorities. In this regard, the Council continues to engage its different stakeholders with an effort to create synergies that drive towards a knowledge - based economy. In this quarter, in support of the Presidential Drive for Research and Innovation, which is part of the country's economic transformation agenda, HRDC in collaboration with African Intellectual Property Authority (ARIPO), hosted an Intellectual Property (IP) awareness workshop for its stakeholders in Gaborone and Francistown. The workshops were attended by representatives from Tertiary Education Providers (TEPs),

Research and Development (R&D) Institutions, Government Departments, Private Companies and the Media.

The Council continued to engage with its stakeholders by hosting a Business Breakfast and Open Day in Lobatse. During the two engagements, Lobatse business community and the public were informed about the HRDC mandate and its strategic functions. Other stakeholder engagement activities that the Council undertook during the third quarter include: Botswana Global Expo; Business Botswana Northern Trade Fair; Shakawe Senior School Career Guidance; Workplace Appreciation Visits and Student Leadership Training just to name a few.

Besides delivering on its mandate, HRDC continued to touch lives through its active Corporate Social Responsibility (CSR) Programme. In supporting its adopted school (Malatswae Primary School), the Council continued to provide the school with the necessary resources needed to advance learning at the classroom. HRDC is currently building a house for a needy family in Mmankgodi. Over and above these CSR initiatives, HRDC continued to reachout to communities in Shoshong, Tswagare and families in Malatswae by donating goods and services from HRDC staff.

Happy Reading.

*Faith Tuelo*

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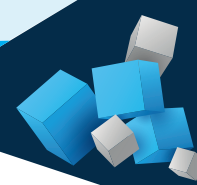
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## THE NATIONAL HUMAN RESOURCE DEVELOPMENT (NHRD) CONFERENCE 2019 SUCCESSFULLY HELD



Dr Raphael Dingalo, CEO HRDC giving the Conference overview



Invited guests touring stalls at the NHRD Conference

The Human Resource Development Council (HRDC), successfully held the National Human Resource Development (NHRD) Conference from the 22<sup>nd</sup> - 23<sup>rd</sup> May 2019 in Gaborone, Botswana at the Gaborone International Conference Centre (GICC). The theme of the Conference was, 'Competitive Human Resource - A Leading Driver for the Economy in the 21<sup>st</sup> Century'.

The main objective of the NHRD Conference was to provide a platform for information sharing between Human Resource Development (HRD) stakeholders on best practice and innovations for transformation to a knowledge-based economy and to present an opportunity for trainers, educators, learners, employers, public and private organisations to display their products and services related to human capital development.

In line with the National Human Resource Development Strategy (NHRDS), presentations addressed the following sub-themes: Relevant Education and Skills for Employability and Entrepreneurship; Sustainable

Financing for Human Resource Development.

The Relevant Education and Skills for Employability and Entrepreneurship sub-theme addressed issues relating to labour market demand and supply, entrepreneurship development and employment creation and research and innovation for economic diversification.

The Sustainable Financing for National Human Resource Development sub-theme addressed issues relating to innovative higher education funding models for Africa, Cost-Benefit Analysis for educational policy in developing countries alongside the financing and accessibility of Technical and Vocational Education and Training (TVET).

Targeted audience and participants for the NHRD Conference included research luminaries, learners, publishers, employers and many other stakeholders within the research landscape.

The Conference was delivered in collaboration with various stakeholders. A call for abstracts was issued locally

and internationally.

Welcoming the Conference participants, the then Minister of Tertiary Education, Research, Science and Technology (MoTe), Honourable Thapelo Olopeng said, "We have in our midst different experts from various backgrounds to deliberate on issues that can help our country to move towards a knowledge-based economy. Some of these speakers and delegates come from different countries, which is a great indication that social and human capital are important in helping us to achieve this transformation agenda. I want to take this opportunity to welcome all our speakers more especially foreign speakers and delegates to this Conference."

Officially Opening the Conference on behalf of His Honour The Vice President Of the Republic of Botswana Mr Slumber Tsogwane, Hon Nonofu Molefhi, who was the then Minister of Presidential Affairs, Governance and Public Administration said, "This theme is therefore more relevant than ever as it urges us to adopt a unified and coordinated approach to produce

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workforce anchored on investment in education and skills development for employability and entrepreneurship while we pursue sustainable financing of human capital development." He further said that to undertake meaningful and informed research as a nation, we need to establish and maintain up to date systems and databases on the labour market, education and training including profiling of human capital. The Minister stated that the Government is currently working on developing a Labour Market Observatory (LMO) that monitors labour market patterns and trends.

Hon Molefhi further said, "This Conference is a key step to realisation of this commitment. I implore all of you and indeed the whole nation to continuously exploit to the fullest, your knowledge capacities and capabilities."

The Chief Executive Officer of HRDC, Dr Raphael Dingalo delivered a presentation on Human Capital Development and The Drive to a Knowledge Economy. Addressing the Conference attendants, Dr Raphael Dingalo said, the Council is mandated to support the Government's agenda of transforming Botswana from a middle-income to a high-income status as well as necessitate its transition from a resource -based to a knowledge - based economy.

He said to achieve this goal, we need to pay close attention to the time frame as well as have the right strategies and plans for it to be achieved."Transformation from a resource - based economy to a knowledge-based economy is not something we can obtain overnight, but we need to put in desired mechanisms to be able to reach our destination. We need to strengthen our funding and invest in teachers. The challenge we have is that teachers are lowly paid. There is

need for harmonious working relations between Government, parastatals, trade unions and others. There is also need to focus on creativity and innovation as they are paramount and also to invest in research institutions," says Dr Dingalo.

In partnership with the private sector, Stanbic Bank Botswana, positively heeded HRDC's call by coming upfront and sponsored the event to the tune of P250 000.00. "In our collaboration with HRDC, we acknowledge the fact that no single individual or institution can in isolation create the impact and reach that is needed to address the issue of youth employability. There is an urgent call for collaboration to drive a national agenda where we get like-minded corporates and institutions to collaborate with HRDC to address this problem. This collaboration is a viable force to support and deliver on its mandate," said Stanbic Bank Chief Executive, Mr Sam Minta.

The two-day Conference was well attended with over 400 delegates. The diverse stakeholders who attended the Conference included; education and training luminaries, employers, the public and private sector. The Conference culminated in Mr Vusi Thembakwayo, a renowned South African motivational speaker urging Conference attendants to implore new ways of thinking and adapting to new ways of doing things more so that we are living in the Fourth (4<sup>th</sup>) Industrial revolution.

He said, "I have listened to the majority of speakers outlining their solutions towards building Botswana to become a winning nation or a nation at work with its people employed in high skill high- value jobs. In order for Botswana to achieve this, there is need for action, that is we need to move forward and espouse ways of advancing the human capital agenda thereby realising the knowledge-based economy aspirations."

He further said we stand on the brink of a technological revolution that has fundamentally altered the way we live, work, and relate to one another. We do not yet know just how it will unfold, but one thing is clear: the response to it must be integrated and comprehensive, that is involving all stakeholders of the global polity, from the public and private sectors to academia and civil society.

The event was sponsored by Stanbic Bank Botswana (Platinum Sponsor), Fairground Holdings (Service Sponsor), Medical Rescue International (Service Sponsor), Boitekanelo College (Service Sponsor), Weekend Post (Media Sponsor) and Duma FM (Media Sponsor).



NHRD Conference participants attentively listening to the presentations

## STANBIC BANK BOTSWANA SPONSORS NHRD CONFERENCE 2019



Mr Sam Minta, Chief Executive, Stanbic Bank Botswana, giving their business overview during the Conference

The Human Resource Development Council (HRDC) values partnership with different stakeholders in pursuit of promoting a knowledge-based society. In this regard, the Council invited different organisations to partner towards hosting the 2019 National Human Resource Development (NHRD) Conference which was held on the 22<sup>nd</sup> - 23<sup>rd</sup> May, 2019.

Stanbic Bank Botswana is one of the organisations that heeded this invitation by sponsoring the event at a total amount of P250,000.00 hence served as a platinum sponsor of the NHRD Conference.

Stanbic Bank Botswana is a member of the Standard Bank Group, and its heritage demonstrates its commitment to skills development across the different sectors of the economy.

Stanbic Bank Botswana is regarded

as the largest banking entity on the continent and has called Africa 'Home' for over 156 years, operating in over 20 African countries and with strategic global presence. The Bank employs over 50,000 people globally and over 600 are located in Botswana. Giving an overview of their business during the Conference, the Chief Executive of Stanbic Bank Botswana, Mr. Sam Minta stated that, "We consider ourselves to be more than just a bank. As we reflect on our purpose, we say in all humility that Africa is our home and we drive her growth. Our purpose is wholly linked to Botswana and her growth."

Mr. Minta acknowledged that, for the effectiveness of the collaboration, the NHRD Conference should be a platform to reflect on the implementation of the National Human Resource Development Strategy (NHRDS) and ultimately develop tangible and measurable

resolutions and recommendations by all stakeholders. "I reaffirm the support of Stanbic Bank Botswana to a long term and sustainable partnership with the HRDC to support the dream of a single digit youth unemployment rate," said Mr. Sam Minta.

In retrospect, the Chief Executive Officer of HRDC, Dr Raphael Dingalo expressed his gratitude to Stanbic Bank for heeding to the Council's invitation to sponsor and partner with HRDC on hosting the NHRDS Conference. Dr Dingalo applauded and encouraged Stanbic Bank Botswana to uphold their commitment by fully supporting the HRDC in their efforts to deliver on their mandate of promoting human resource development in Botswana.



## HRDC ENGAGES STAKEHOLDERS AT THE BUSINESS BOTSWANA NORTHERN TRADE FAIR (BBNTF) 2019



Mr Lucky Kgosithebe - Student Planner, HRDC engaging with stakeholders at the Business Botswana Northern Trade Fair 2019

Business Botswana (BB) celebrated its 25<sup>th</sup> Anniversary of successfully hosting the Northern Trade Fair in Francistown from the 29<sup>th</sup> May - 2<sup>nd</sup> June 2019. In support of this great milestone, the Human Resource Development Council (HRDC) participated by showcasing its products and services at the Fair as a way of heightening publicity and sharing its footprints in the Northern part of Botswana. The theme of this year's Trade Fair was 'Innovate-Integrate-Industrialise.'

The official opening of the fair was held on the 31<sup>st</sup> May 2019. Giving the welcome remarks, the President of Business Botswana, Mr. Gobusamang Keebine, emphasised the importance of the Business Botswana Northern Trade Fair by stating that the Fair has evolved over the years to become a gateway for many businesses to promote their products and services to diverse customers and stakeholders in the northern part of the Country. Mr. Keebine professed, "For Francistown to position itself as an investment hub, collectively, we must

prioritise industrialisation as key to economic growth for Francistown and Botswana and must ensure that citizens participate in building the economy." Mr Keebine further stated that the Business Botswana Northern Trade Fair is the largest exhibition in the northern region and over 150 exhibitors participated at the Fair. He said business sectors in attendance amongst others included; service providers, financial institutions, hotels, insurance, education and manufacturing.

The theme resonated well with the National Human Resource Development Strategy (NHRDS) as it advocates for delivery of a range of national, societal, Government, private sector, civil societal and institutional reforms necessary to guarantee Botswana's future status as a 'Winning Nation' especially that the desired outcomes of the NHRD are economic diversification and societal advancement. The majority of Fair attendees that visited the HRDC stall were more interested in knowing the mandate of HRDC for which Mr. Lucky

Kgosithebe, Ms. Agnes Manthe and Mr. Lebotsang Mohutsiwa were on site to engage all stakeholders on the same.

In an effort to maximise the presence of the business community in Francistown, Business Botswana organised a number of interesting activities such as the business networking forum, golf tournament, dinner and dialogue, Business-to-Business meetings, fashion show, wine & cheese tasting and many more.



## GROUND BREAKING CEREMONY FOR THE CORPORATE SOCIAL RESPONSIBILITY (CSR) BUILD-A-HOUSE PROJECT IN MMANKGODI



Dr Raphael Dingalo, CEO - HRDC (second left) with dignitaries marking the ground breaking ceremony of the Mmankgodi Housing Project

Speaking at the ground-breaking ceremony for the Mmankgodi Housing Project that was held on the 14<sup>th</sup> June 2019, Dr Raphael Dingalo, the Chief Executive Officer of the Human Resource Development Council (HRDC) highlighted that HRDC values the human capital and advocates for the need to invest in people for them to realise their potential.

He further indicated that, His Excellency the President of the Republic of Botswana, Dr Mokgweetsi Eric Keabetswe Masisi advises that Botswana needs to transform into a knowledge-based economy, therefore HRDC believes that one of the key drivers of a knowledge economy is human capital development.

In 2018, the HRDC Corporate Social Responsibility (CSR) Committee through the approval of the Board

and Executive Management initiated a project to raise funds towards the construction of a house for a needy family. This project was funded from the proceeds of the CSR Gala Dinner held on the 19<sup>th</sup> October 2018 at Travelodge in Gaborone. The Committee worked tirelessly raising funds through selling dinner tickets to both public and private organisations.

The event was graced by the First Lady of the Republic of Botswana, Mrs Neo Jane Masisi. During the gala dinner, Mrs Masisi said, "The planned shelter will definitely bring both social and economic upliftment to the beneficiary, as not only shelter will be granted but dignity will be restored."

Through the CSR Gala Dinner, HRDC raised well over P391 300.00 for the project. HRDC identified the beneficiary family through the Ministry of Local

Government and Rural Development and the Mogoditshane -Thamaga Sub-District Council. The Beneficiaries were identified by Social Workers in the area who understand the needs of the family.



Dr Raphael Dingalo, CEO - HRDC officiating at the Ground Breaking Ceremony

## HRDC DONATES TO SHOSHONG SENIOR SECONDARY SCHOOL



Shoshong Senior Secondary School officials receiving the donated printers from HRDC

In an effort to continuously implement its CSR Programme, HRDC donated a heavy duty photocopier and a 4-in-1 printer to Shoshong Senior Secondary School on the 12<sup>th</sup> September 2019.

Giving the welcome remarks during the donation ceremony, Mr. Peter Moalosi, School Head, said the photocopier and the printer came at an opportune time as they were preparing for exams and as such they will conveniently reproduce the revision material for the learners. "Sometimes we had to drive from Shoshong to Mookane just to make copies because the surrounding schools would not be having the copiers. Therefore, it is a privilege and honour to receive such a donation from HRDC," reiterated Mr. Moalosi.

When handing over the copier and the printer, Mr. Meshack Tafa, HRDC Chief Operations Officer stated that the Council endeavours to positively impact the learning environment for learners across the country. Nevertheless, Mr. Tafa advised,

"The school management must be focused and persistent as they impart knowledge to the learners more so that the world has now embraced the invent of the fourth industrial revolution. The Fourth (4<sup>th</sup>) Industrial Revolution (4IR) dictates that people have to be techno savvy in order to be globally competitive, therefore, information technology should be inculcated at a young age."

Mr. Tafa made an undertaking to return to the school at a convenient time to engage and motivate teachers and supporting staff on how they can work as a team in executing their duties and responsibilities. The handing over ceremony was graced by representatives from the School Parents Teachers Association (PTA).



Mr Meshack Tafa, COO - HRDC (Middle) handing over the printers to Shoshong Senior School



## HRDC DONATES TO MALATSWAE VILLAGE AND PRIMARY SCHOOL



Dr Raphael Dingalo, CEO - HRDC (right) handing over the donations to Malatswae Primary School

The Human Resource Development Council (HRDC) embraced Corporate Social Responsibility (CSR) as one of its major objectives towards implementation of its mandate. Corporate Social Responsibility (CSR) means that an organisation takes steps to ensure that there are positive social and environmental effects associated with the way it operates. This approach entails touching the lives or reaching out to the needs of the community.

Businesses or organisations that actively engage in CSR initiatives often take stock regarding the way they operate in the business environment to incorporate cultural and social issues, with the aim of benefiting both in the process.

Not only can CSR models increase business and revenue, they promote change and progress throughout the world, which often involves helping people with less or no resources.

As a medium-term initiative, HRDC adopted Malatswae Primary School in 2017 under the "Adopt-A-School" Programme as envisioned by the Ministry of Basic Education (MOBE). The main objective of this initiative is to improve the social and educational environment of the school so as to enhance the performance of the learners. Since 2017, HRDC staff has been selflessly donating stationery, toiletries and clothing to the school as well as to the community of Malatswae village on a regular basis.

The support from HRDC and the community has yielded some positive outcome as the school's Primary School Leaving Examination (PSLE)

performance has improved from about 30 percent to more than 80 percent since HRDC's adopted Malatswae Primary School.

On the 13<sup>th</sup> May 2019, HRDC staff donated clothing, blankets and food amenities to Mokomota family in Malatswae after their three houses were gutted by fire and could not salvage anything from the burnt houses. This noble gesture was coordinated by Malatswae Primary School in partnership with the village leadership and the community in general and this demonstrates a harmonious working relationship between the school and the community.



Dignitaries during Malatswae Primary School Prize giving ceremony

## ARIPO CONDUCTS INTELLECTUAL PROPERTY AWARENESS WORKSHOP FOR HRDC STAKEHOLDERS



Mr Emmanuel Sackey (Intellectual Property Development Executive, ARIPO) facilitating discussions during the Seminar

The successful creation and commercialisation of Intellectual Property (IP) can lead to economic diversification and financial gains for the tertiary institutions and external benefits for surrounding communities. The traditional underdevelopment of technology markets in Botswana has often been explained in terms of lack of capacity and skills among research professionals. Botswana research and innovation space is handicapped by lack of capacity to facilitate technology transfer and commercialisation.

There is general lack of expertise to manage the technology transfer process that spans the stages from Research and Development (R&D) to commercialisation and beyond. Due to severe consequences for economic development and industrial growth, this situation can be addressed through massive investment in a capacity building drive of IP professionals.

Botswana through the Companies and Intellectual Property Authority (CIPA)

is a member of the African Regional Intellectual Property Organisation (ARIPO) which is constituted of 19 African States as members. ARIPO was mainly established to pull the resources of its member countries in Intellectual Property matters together in order to avoid duplication of financial and human resources.

The HRDC established through the HRDC Act No 17 of 2013, is charged with amongst others coordination, promotion and support of tertiary education-industry linked research and innovation activities.

In an endeavor to improve the competitiveness of Botswana's industry and generate the knowledge needed to transform it from a resource-intensive to a knowledge-based economy, HRDC partnered with ARIPO to facilitate an Intellectual Property (IP) Awareness Seminars held from the 16<sup>th</sup> - 17<sup>th</sup> September 2019 in Gaborone and from the 19<sup>th</sup> - 20<sup>th</sup> September 2019 in Francistown.

In this regard, the Human Resource Development Council (HRDC) considers ARIPO as one of its strategic partners because it is well placed to help advance the Council's function of promoting and supporting tertiary education-industry linked research and innovation activities which includes effective use of intellectual property & technology transfer culture and entrepreneurship.

The seminars were attended by representatives from Tertiary Education Providers (TEPs), Research and Development (R&D) Institutions, Government Departments, Private Companies and the Media. Among others, the seminars were intended to induct stakeholders on: the concepts and principles of IP; technology transfer and commercialisation of research outputs; leveraging on Academic and Research Publication through Copyright, and using trademarks and industrial designs as tools for branding and value addition to University outputs.

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During his welcome remarks, the HRDC Chief Operations Officer, Mr Meshack Tafa stated that, as countries progressively shift towards knowledge-based economies, TEPs are increasingly playing a central role in economic growth, wealth creation, employment and competitiveness. "There is a changing demand on academia to contribute directly towards tangible economic development, therefore, this calls for research initiatives beyond just basic research. Societal expectations of academia now go beyond research, teaching, and public service", said Mr Tafa.

The seminars were facilitated by representatives from ARIPO, Mr Emmanuel Sackey, Intellectual Property Development Executive, Dr Byson Sebola, the Training Officer and Dr Outule C. Rapuleng, Head, ARIPO Academy. On his presentation about fostering the use and Exploitation of IP in Academic and Research Institutions, Mr Sackey stated that Universities play a crucial role in developing knowledge economy/society through education by training highly skilled labour force; research through creating new knowledge community engagement and knowledge transfer to industry/

society.

Mr. Sackey noted that University/ Research Institutions should take necessary and appropriate measures to commercialise their protected IP assets. "The University and R&D Institutions should recognise the role of Traditional Knowledge (TK), Traditional Cultural Expressions (TCEs) as well as Genetic Resources in the development of inventions, innovations, new plant varieties and creative works", added Mr Sackey. He also noted the importance of Universities to facilitate the identification, documentation, and protection of TK, TCEs and biological resources of local and indigenous communities.

On the way forward, ARIPO facilitators submitted that Universities, Research and Development (R&D) Institutions should take a proactive role in adopting institutional IP strategies and policies as well as establishing IP Management Offices. The facilitators also advised that Universities and R&D Institutions should undertake vigorous awareness initiatives for researchers and students, introduce the teaching of IP (Modules, subject or Post-graduate courses) as well as Conduct IP Audits and Protect

identified IP assets. The facilitators also encouraged participants to develop partnerships with relevant institutions for support and effective exploitation of IP such as World Intellectual Property Organisation (WIPO) and ARIPO.

Giving a vote of thanks, the Director of Statistics, Research, Innovation and Development (DSRDI) at HRDC, Dr. Tlamele Sekambo emphasised that the workshops provided an opportunity to feed ideas into how to improve Botswana's national innovation ecosystem for innovative enterprises especially on the protection of intellectual property related inventions.

"This will facilitate the creation of new ventures and spin - offs from our Universities and Research Institutions", added Dr Sekambo. She also acknowledged the support by ARIPO and stated that she is hopeful that in the long run, HRDC and ARIPO will formalise their collaboration through a signing of Memorandum of Understanding (MoU) which is aimed at supporting the Presidential Drive for Research and Innovation as part of the country's economic transformation agenda.



ARIPO Seminar attendants in Gaborone posed for a group photo after the workshop

## HRDC ENGAGES LEARNERS AT SHAKAWE SENIOR SECONDARY SCHOOL CAREER GUIDANCE DAY

Career Guidance and Counselling is crucial in helping learners to acquire the knowledge and skills necessary to identify options, explore alternatives in choosing careers. In this regard, the Human Resource Development Council (HRDC) continues to work in collaboration with Education and Training Providers (TEPs), other stakeholders in the Education and Training sector and Career Guidance specialists to offer Career Guidance and Counselling to learners across the Country.

HRDC commits to undertake strategic initiatives such as Career Guidance and Counselling to deal with human capital development particularly aligning skills needs and the supply of graduates. The idea towards this approach is to advise learners about programmes of study which are relevant to Botswana's labour market as identified by HRDC. This undertaking should help reduce the degree of mismatch between the demand and supply of skills in the labor market.

Since to research for potential careers may be an overwhelming exercise, information on the skill sets and education needed for a particular career may be contradictory or difficult to find,

HRDC plays a crucial role in assisting learners through providing valuable information in these areas and others through Career Guidance and Clinics.

On the 6<sup>th</sup> August 2019, HRDC participated at the Shakawe Senior Secondary School Career Guidance Day. This event was intended to encourage academic excellence which will prepare learners to effectively make informed career choices.

The Council also undertakes these career guidance activities to share Occupations in Demand as identified by the HRDC with learners as well as sharing the mandate and its functions. Learners are regarded as one of HRDC's strategic stakeholders, therefore it is the Council's responsibility to constantly interact with learners across the Country on matters and issues pertaining to education and training.

During the Shakawe Senior School Career Guidance Fair, Mr Lucky Kgosithebe, HRDC Student Planner informed learners that in order to work towards making informed career choices, they need to reflect on their academic strengths, passion, acquire Top Occupations in Demand information

from HRDC and research more on their preferred career choices. "It is important to critically reflect on these factors as they will help you process your preferred career choice. In this regard, HRDC facilitates making informed career choices by sharing with you the Top Occupations in Demand which are relevant to Botswana's labour market" said Mr Kgosithebe. During the event, learners were interested to know more about the different Top Priority occupations identified by HRDC and also further enquired about the HRDC mandate and its functions.

Since this initiative is beneficial to learners, HRDC will continue to address learners at different schools across the Country including those preparing for at Botswana General Certificate of Secondary Education (BGCSE), Junior Secondary and Primary School Examination (PSLE) particularly those from underserved far-flung areas. This initiative is an extension of the Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics held annually in Gaborone, Francistown and Maun and are organised by HRDC and its strategic partners.



Mr Lucky Kgosithebe, Student Planner - HRDC addressing the learners of Shakawe Senior School



Learners attentively listening during presentations during the Career Guidance Fair at Shakawe Senior School

## HRDC LEADERSHIP AND STAFF UNDERTAKE APPRECIATION VISITS ACROSS BOTSWANA TO PROMOTE WORKPLACE LEARNING



HRDC Workplace appreciation visit at Flotek in Lobatse

The Chief Executive Officer of HRDC Dr Raphael Dingalo together with his staff went on a familiarisation tour of the workplaces to advocate for the development of the Work Skills Training Plans (WSTP) aligned to the industry skills needs as well as utilisation of the Human Resource Development (HRD) Fund.

Furthermore, the Workplace visits were meant to give the CEO and his team first-hand information on the challenges workplaces encounter in a bid to train their employees. The workplace visits were undertaken at Botswana Meat Commission (BMC) Lobatse; Flo-Tek Lobatse; Orapa Debswana Mine; and Lucara Botswana in Letlhakane.

Presenting during the appreciation visits, Dr Dingalo encouraged Workplaces to always compile and submit their Work Skills Training Plans to HRDC for approval before embarking on their training. "The Works Skills Training Plans serve as a guideline to your Organisation's Training and Skills Development Strategy that will help to meet your overall objectives and targets," emphasised Dr Dingalo. He also stated that it is critical for the industry to undertake workplace learning as it supports and promotes acquisition

of relevant skills at workplaces.

Through workplace learning, organisations will be able to align skills and competencies to the National and Sector Human Resource Development Plans. Dr Dingalo also shed light on the need for collaboration between the Industry and the Education and Training Providers (ETPs), as it is eminent that they both promote demand driven skills development and industry-linked research and innovation.

During discussions, Workplaces cited some of the challenges that prevented them from fully undertaking their workplace learning initiatives and utilising the Human Resource Development Fund (HRDF). They indicated that competing business priorities meant training budgets were constrained.

The workplaces decried of no mechanisms in place that accredit short non-credit bearing courses, especially, the much-needed product related training. They also pointed out that in most instances the quality of accredited local trainers is sub-standard which necessitates them to engage trainers from outside the Country and ultimately missing out on reimbursement from the

HRD Fund.

It was agreed that, in order to mitigate some of the challenges, HRDC in collaboration with Botswana Qualification Authority (BQA), will develop an effective reimbursement system that will accommodate Original Equipment Manufacturers (OEM) functions at workplaces. Additionally, HRDC will assist workplaces with Annual Training Skills Planning process that is also consistent with the requirements of the HRD Fund in order to alleviate budgetary constraints.

In conclusion, it was recommended that HRDC should initiate a structured collaboration platform between the Industry and ETPs as a way of encouraging partnership between the parties in all aspects including policy reviews; curriculum development; student internship or system review. Dr Raphael Dingalo assured the workplaces that he will continuously visit them so as to understand their challenges and he further thanked them for engaging on very constructive deliberations.

## HRDC GALLERY



Young Poet entertaining guests during the official opening of NHRD Conference



Members of the HRDC CSR Committee at Mmankgodi ground breaking ceremony



NHRD Conference 2019 in an aerial view



Workplace appreciation meeting in session at Orapa Debswana Mine



ARIPO workshop group picture in Francistown



Dr Raphael Dingalo, CEO - HRDC handing over donated items to Malatswae Primary School



HRDC Athletics Team at the Airport Junction run



HRDC delegates touring Orapa Mine Training Center



Mrs Marianyana Selelo, Manager, Student Welfare - HRDC presenting a certificate to one of the SRC Representatives

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Malatswae pupils during the Reception Class of 2019 Graduation



NHRD Conference attendants listening to presentations during the cocktail dinner



Mr Vusi Thembekwayo , South Africa's renowned motivational speaker presenting on 4IR during the NHRD Conference



Mmankgodi Ground Breaking Ceremony graced by the HRDC and Village Leadership



Mr Samuel Minta, Chief Executive, Stanbic Bank Botswana presenting at the NHRD Conference



Members of the HRDC Athletics team at the Diacore Marathon



Mr Oabona Nthebolang (HRDC) and Dr Matthews Phiri (HRDC) during the NHRD Conference

## STUDENT LEADERSHIP TRAINING SUCCESSFULLY HELD IN PALAPYE



HRDC Management flanked by Students Representative Council members after the Leadership Training in Palapye

Leadership is an intriguing concept that comes from time immemorial. It has been subjected to countless researches and debates in different contexts ranging from religion, monarchies, politics, schools etc. One cross-cutting factor is that, its presence and absence have fascinating outcomes. There is substantive literature that indicated that tribes and nations fought tortuous and unending wars to prove their leadership acumen and strength. As some scholars/researchers would assert, the reason Africa is still lagging behind even five decades after independence, is by and large, due to inefficient or poor leadership.

Strong and effective leadership is therefore regarded as a necessary catalyst for the success and prosperity of both individuals and collectives. The buzzword is transformative leadership, which is an approach that causes change in individuals and structural set up that bind our societies. According to James MacGregor Burns (1978), transformational leadership is used mostly in organisational psychology. Burns (ibid) argues that transformational leadership is a process in which 'leaders

and followers help each other to advance to a higher level of morale and motivation'. As old as this argument, transformative leadership is very applicable in modern day societies and it is fitting for institutions and enterprises to deliberately invest in leadership if they aspire to be amongst the best in business.

However, it is not necessarily the practice to find substantive investment in leadership. This is also apparent in our Tertiary Education Institutions (TEIs) which one might think could act as leadership training grounds as they host prospective future leaders. Arguably, universities could realise great returns for investing in student leadership development not only for preparation for future leadership roles but also to create undisruptive learning environment through co-governance.

In this model, students, through their democratically voted student leaders are involved in decision making. Of utmost importance is that students view themselves as problem solvers as opposed to fault finders. As some scholars juxtapose, 'A good leader will

take little credit but more of the blame'.

HRDC hosted the Student Leadership Training from the 25<sup>th</sup> - 26<sup>th</sup> September 2019 in Palapye. During this interaction with the Tertiary Education Institutions (TEIs), HRDC realised that there is need for proper structured leadership training, coaching and mentorship. This is premised on the fact that leadership is best inculcated at formative stages of growth so that learners can grow with knowledge of what it entails to be a leader.

They also need to note that there is an increasingly challenging environment that needs leaders who can adapt and be able to 'stir the ship off the storm', should the need arise. Needless to say, leadership holds the answer not only to the success of individuals and organisations, but also to the global world.

It is against this background, that HRDC adopted a developmental route to capacitate the TEIs in Botswana with the hope that, they will ultimately embrace the concept of leadership for student community. The training amongst other

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things was meant to inculcate leadership skills to assist student leaders to discharge their duties effectively and focuses more on various aspects of transformative and progressive leadership such as negotiation skills, conflict management, effective communication, emotional intelligence, leading a vision and inspiring others as these are vital and relevant attributes for the 21<sup>st</sup> century leader. The outcome of this training in the medium to long term

is to assist in moulding of young leaders who are able to sustain institutions that they lead and more importantly to lead amidst inherent leadership challenges.

For the second year running, under the theme *'Tomorrow's Leaders Begin Today'* HRDC partnered with the University of Botswana (UB) Faculty of Business, Department of Leadership and Management and has so far trained a total of 53 SRC leaders from 45

institutions comprising of private and public institutions. It is envisaged that the trainees together with their institutional management would cascade the training to other student leaders in their respective settings and more importantly strive for harmonious relationship through co-governance structures and therefore less uprisings in the Botswana Education & Training Institutions.



Dr Ellah Matshediso, Director HRDP (Supply) - HRDC handing the certificates of attendance to SRC members



Mr Rebana N. Mmereki, University of Botswana presenting during the SRC Leadership training



Student Representative Council (SRC) members listening attentively during training

## MALATSWAE PRIZE GIVING CEREMONY FOR 2018 BEST ACADEMIC PERFORMANCE



Dr Raphael Dingalo, CEO - HRDC handing over prizes to Malatswae Primary School Learners and Parents

On the 26<sup>th</sup> September 2019, Malatswae Primary School hosted their annual Prize Giving Ceremony that was held in the village to celebrate an 85 percent pass rate in the 2018 Primary School Leaving Examinations (PSLE).

In 2017, The Human Resource Development Council (HRDC) entered into a Memorandum of Understanding (MoU) with Malatswae Primary School through the Ministry of Basic Education (MoBE). The aim of this agreement is to support the School with their stationery needs for each academic term from (2017-2020). The support that has been provided to the School is in line with the National Human Resource Development Strategy (NHRDS) which calls for all Batswana to realise their potential.

Further, the support provided to the School has been through the HRDC Corporate Social Responsibility Committee (CSR) initiatives. HRDC staff amazingly, has always supported this project from the onset by also extending

their contribution towards the welfare of Malatswae Community. They have so far generously contributed stationery, clothing, toiletry, toys and other items to the community.

Officiating as the guest speaker at the Prize Giving Ceremony, the Chief Executive Officer of HRDC Dr Raphael Dingalo highlighted, "Through education, the Country's citizens are accorded the ability to determine their future as well as become agents of societal transformation and advancement.

It is therefore for the same reason that Government spends a greater share of the national budget towards advancing education."

Kgosi Bosigo of Malatswae appreciated the efforts of the HRDC management and Staff for supporting the school in its endeavour to educate its learners. He further encouraged the learners to continue to work hard to ensure they utilise the opportunity they have been provided to improve their lives and their community.



Malatswae Primary School Reception Class Graduates performing during the Graduation ceremony

## SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATHEMATICS (STEAM) HAILED AS A CATALYST FOR 4IR READINESS

In collaboration with other strategic partners, the Human Resource Development Council (HRDC) and Ministry of Basic Education (MoBE) hosted the 16<sup>th</sup> Regional Conference for Mathematics, Science and Technology Education in Africa (COMSTEDA 16) from the 5<sup>th</sup> - 9<sup>th</sup> November, 2019 in Maun Lodge. COMSTEDA provides a forum for educators to interrogate issues, share ideas, practices, and challenges relating to teaching and learning mathematics, science and technology in respective countries. This is undertaken with an aim to improve the quality of education and its related impact.

The Conference brought together educators, policy makers, researchers, teachers, NGOs, public & private sector stakeholders. The desire to increase Science, Technology, Engineering and Mathematics (STEM) education in Africa continues to grow as the demand for STEM skills to meet developmental challenges increase. COMSTEDA 16 focused on competencies and skills in STEM learning environment in relation to teacher professional growth resonating on issues of policy, teacher professional development, curriculum, and learner interactions for improved classroom practices.

Presenting during the Conference, HRDC Chief Operations Officer (COO), Mr. Meshack Tafa stated that in line with the changing global trends, the National Human Resource Development (NHRD) Plan has identified the need to incorporate the role of the Arts in STEM, hence changing to Science, Technology, Engineering, Arts and Mathematics- STEAM for short. "HRDC recognises the role of the Arts, which

represents humanities, design and languages that are believed to be vital for the development of a STEM learner today, thereby promotes learners to create, research, present and arrive at conclusions," said Mr Tafa.

Mr Tafa emphasised that STEAM can bring together sciences such as engineering with other fields, e.g. social sciences and humanities to address economic and social challenges. He added that there is need to introduce STEAM curricula from pre-primary to tertiary education and incentivise girls and women to join STEAM fields to bridge existing gaps in the system.

In this regard, STEAM can be a catalyst towards our readiness for the 4<sup>th</sup> Industrial Revolution (4IR) and all the disruptive technologies.

Mr Tafa informed the Conference attendants that Education is at the heart of preparing present and future generations to thrive. "As a result, it is vital that we have an education that

develops human potential rather than pits it against machines" he added.

He concluded by noting that an education system designed for an industrial economy that is now being automated requires transformation from a system based on facts and procedures to one that actively applies that knowledge to collaborative problem solving. Governments, educators and parents alike must ask the question about how they can prepare present and future generations to thrive in this transforming world.



## BUSINESS BREAKFAST SEMINAR AND OPEN DAY HELD IN LOBATSE



Ms Bofelo Lekoko from HRDC Student Welfare Unit, explaining the Top Occupations in Demand to the learners

Successful relationships with stakeholders are essential to any organisation's success and that relation is built on working together towards a common goal. However, it takes hard work and vision to build these strong liaisons. Consequently, the Human Resource Development Council (HRDC) decided to embark on a robust journey to engage its diverse stakeholders across the country.

HRDC held a Breakfast Seminar and an Open Day in Lobatse on the 9<sup>th</sup> and 10<sup>th</sup> August 2019 respectively. The main objectives of the two events were to create awareness and educate stakeholders about the mandate, functions and strategic initiatives undertaken by HRDC as well as to seek buy-in from Lobatse stakeholders towards driving the implementation of the National Human Resource Development Strategy (NHRDS).

When giving the overview of HRDC during the Breakfast Seminar, Dr Raphael Dingalo, the Chief Executive Officer - HRDC stated that HRDC acts as Government's advisor in relation to human resource development matters therefore provides a platform for all sectors of the economy to work coherently in driving the National

Human Resource Development Strategy (NHRDS). "As we implement the NHRDS, it is critical to underpin the national priorities as espoused in the Vision 2036 especially the objective to diversify our economy from a resource to a knowledge-based economy as well as moving from a middle-income to a high-income status country", highlighted Dr Dingalo. He further advised the attendees on the inevitable impact of the Fourth (4<sup>th</sup>) Industrial Revolution on the new skills requirements of doing business especially that the 4IR is mostly based on Information Communication and Technology (ICT). As a result, it requires skills development and training which is more inclined to ICT.

Speaking during the Breakfast Seminar regarding the Human Resource Development Fund (HRDF), Ms Kebabonye Molosiwa, Manager, Claims Assessor, emphasised that the HRDF is a training fund that has been established for skills development in the country. "The HRD fund is a levy grant system where companies pay a levy into the HRD fund and are reimbursed costs that they have incurred in training their employees," said Ms Molosiwa. Nevertheless, she decried the low uptake of the HRD fund by some levy payers. As a way of motivating levy

payers to utilise the HRD fund, HRDC has established a Contact Centre that is solely dedicated to receiving and processing claims and this initiative has yielded some positive results as turnaround time for processing claims has reduced drastically from six months to two to four (2-4) weeks.

Ms Doreen Kokorwe, the Manager, Workplace Learning at HRDC advised that one of the key requirements for a company to claim from the Human Resource Development Fund (HRDF) is to develop training plans and submit them to HRDC at the end of March every year. "Our biggest discomfort in that regard, is that the submission rate is low, therefore we encourage companies to submit their training plans so that they can be assisted accordingly and ultimately claim from the HRD Fund," said Ms Kokorwe during the Business Breakfast seminar. Skills training has become an important factor of production as it enhances employees' competencies in performing their responsibilities, hence improving productivity in the workplace.

Ms Kokorwe highlighted that HRDC supports workplaces in developing their training plans by conducting workshops and support visits around the country.



## CLOSING DATE FOR SUBMISSION OF HUMAN RESOURCE DEVELOPMENT FUND REIMBURSEMENT CLAIMS FOR THE YEAR 2019/2020.

**ATTENTION EMPLOYERS!**

All eligible employers wishing to submit claims for reimbursement from the training Levy Fund are informed that the deadline for submission of reimbursement claims to HRDC will be the **30<sup>th</sup> June 2020** for training that took place from **1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020**. Organisations are advised to submit the claims before the stated deadline to avoid long queues. Clients are advised to refer to the HRDC website ([www.hrdc.org.bw](http://www.hrdc.org.bw)) for guidelines on how to complete a reimbursement form. And the HRDF Reimbursement form Issue No.3 is downloadable on the website [www.hrdc.org.bw](http://www.hrdc.org.bw) and also obtainable from the Contact Centre.

### New developments:

Clients are advised that HRDC uses Sampling method where clients are expected to submit 30% of copies of learner IDs, certificates and payslips for trainings with at least ten (10) Trainees per training. The Learners will be selected by HRDC randomly from the attendance register. (The attendance register and the spreadsheet are to be emailed to the contact centre for sampling purposes before submitting claims)

HRDC is reimbursing for product related trainings and the guidelines to follow are obtainable from Workplace Learning Unit at email: [workplacelearning@hrdc.org.bw](mailto:workplacelearning@hrdc.org.bw)

In a bid to bring services to the public and ease the submission process, HRDC will be consulting and collecting claims from the respective Clients offices at the following locations on the dates stipulated;

Location	Dates	No of days	Contact Number
Maun	11 - 15 May 2020	5	71707120
Kasane	18 - 22 May 2020	5	72730511
Letlhakane	25 - 29 May 2020	5	75030126
Francistown	01 - 05 June 2020	5	75030126
Palapye	08 - 12 June 2020	5	71707120
Jwaneng	17 - 19 June 2020	3	72730511

Those in Gaborone are encouraged to submit their claims to the HRDC Contact Centre, Monday to Friday between 07:45 to 12:45 and 14:00 to 17:00hrs up to the 30<sup>th</sup> June 2020.

For more information on the claims process and any other matter relating to the HRDF, contact HRDC at: -  
 Contact Centre Direct line: 3162169  
 Contact Centre extensions: 3646361/67/73/6293  
 Email: [hrdfclaims@hrdc.org.bw](mailto:hrdfclaims@hrdc.org.bw)

## HRDC SCOOPS 1<sup>ST</sup> POSITION AT BOTSWANA DEFENCE FORCE (BDF) HALF MARATHON

Physical fitness is an important aspect in healthy living. It is an indicator of whether one has the ability to perform and enjoy the day to day physical and mental activities with ease. This is generally achieved through physical exercise coupled with good nutrition and sufficient rest.

Therefore, in view of a healthy workforce, it has become a norm for most high performing organisations to encourage their employees to get involved in physical activities such as sports and also indulge in healthy eating. Good nutrition, physical activity, and a healthy body weight are

essential components of any person's overall health and wellbeing. Together, these can help decrease a person's risk of developing chronic conditions such as high blood pressure, high cholesterol, diabetes, heart disease, stroke, and cancer. (Office of Disease Prevention and Health Promotion, 2016).

HRDC staff has implemented a number of initiatives in that regard such as putting a gym in place. This has yielded some positive results on the wellness of employees. Apart from utilising the gym, the Athletics Team has consistently participated in local and international

marathons throughout the year. In the last six (6) months the team has competed in local marathons such as Selibe-Phikwe Orange Marathon, Botswana Life Classic Marathon, Airport Junction Marathon and BDF Marathon in which they performed very well under the Corporate Challenge category.

Marathons encourage staff members to engage on physical activities, network and develop social relationships which enhances team work and work performance for the success of the organisational mandate.



HRDC Team celebrating their victory after scooping position one at the BDF Marathon



HRDC Team celebrating after obtaining position two at Botswana Classic Run



Ms Batsalelwang Tladi (middle) receiving the prize for position one under the Veteran Ladies category at the BDF Marathon

## POSTPONEMENT OF THE BOTSWANA HUMAN RESOURCE DEVELOPMENT SKILLS (BHRDS) FAIR AND CAREER CLINICS 2020

Following His Excellency, The President of the Republic of Botswana, Dr Mokgweetsi Eric Keabetswe Masisi cautionary message regarding the spread of the Corona /COVID - 19 virus especially in crowded environs, the Human Resource Development Council (HRDC) has taken a decision to postpone the annual Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics until further notice. The BHRDS Fair and Career Clinics were scheduled to be held from the 23rd – 27th March, 2020 in Gaborone.

As stakeholders are aware, the BHRDS Fair and Career Clinics attracts more than 10, 000 prospective tertiary education learners and exhibitors under confined spaces. In following the precautionary measures, it is not advisable for HRDC to proceed and host the event.

HRDC sincerely apologises to its valued stakeholders and the general public.

By HRDC Board and Management

## HRDC GRACES 53<sup>RD</sup> INDEPENDENCE DAY IN TSWAGARE



Mr Meshack Tafa, COO - HRDC flanked by Tswagare Village Leadership during the 2019 Independence Celebrations

Community engagement remains at the top of Human Resource Development Council (HRDC) agenda. This is where stakeholder engagement interventions that drive the human capital development are unearthed. Tswagare Village leadership invited HRDC to its local 53<sup>rd</sup> Botswana Independence Celebrations. HRDC Chief Operations Officer, Mr. Meshack Tafa represented HRDC as the key note speaker at the event.

In delivering the key note speech, Mr Tafa raised awareness about HRDC as a vanguard on issues pertaining to driving the knowledge-based society and that it is an organisation that oversees the process of human resource development (HRD) demand driven mechanisms. He further added that HRDC provides opportunities for all Batswana to realise their full potential across all stages of HRD life cycle in order to build a stable and globally competitive nation.

He urged the youth to be progressively innovative and that they should have the desire to look for programmes that avail opportunities for academic and professional growth in order to also join the nation's concerted efforts of eradicating poverty and creating employment. Tswagare Village is located in Borolong area in the Southern District in Council and has a population of less than 1000 citizens.

HRDC also donated Information Communication and Technology (ICT) related equipment to the village leadership which will go a long way in assisting the residents to keep in touch with the world.



Mr Meshack Tafa COO - HRDC delivering the key note address during the event



## STAKEHOLDERS ENGAGED AT THE GLOBAL EXPO 2019



Ms Lulu Ngakane, Fund Officer - HRDC engaging stakeholders at the Global Expo 2019

In an effort to continuously engage with businesses that contribute toward the Human Resource Development Fund (HRDF), the Human Resource Development Council (HRDC) participated at the Global Expo 2019.

The Expo was held from the 6<sup>th</sup> – 9<sup>th</sup> August 2019 at Fairground Holdings under the theme 'Harnessing the Power of Emerging Markets for Economic Growth' which was

coordinated by the Botswana Investment and Trade Center (BITC). In its 14<sup>th</sup> edition, the event was officially opened by His Excellency the President of the Republic of Botswana, Dr Mokgweetsi Eric Keabetswe Masisi.

Part of the mandate of the Human Resource Development Council (HRDC) is to support workplace learning in businesses to uptake skills development through the (HRDF).

The HRD Fund is operated through a levy grant system where companies that pay a levy into the HRD Fund are reimbursed costs they have incurred in training their employees.

Exhibitions such as the Global Expo present a unique opportunity for HRDC to dialogue with valued stakeholders regarding its mandate and acquire their customer experiences that serve as feedback on how

## STAFF MOVEMENTS



**Keletso Ngwakomonye**

Fund Officer - Department of Funding

Ms Ngwakomonye was appointed Fund Officer at the Department of Funding. She was previously a Personal Assistant at the Department of Statistics, Research Development & Innovation (DSRDI).

Her new role entails: answering queries from employers and training institutions on applications for reimbursement from HRD

fund; receive and scrutinise applications for reimbursement from the HRD Fund, as well as accompanying documentation; check whether the claimants have submitted the appropriate supporting documentation with their application and contact the in case of any missing or incomplete information; prepare files and support

documentation for appeals regarding HRD Fund; compile and consolidate applicants and supporting documentation for evaluation and processing; calculate entitlements for reimbursements, fill in supporting forms and submit to the Fund Assessor for review.

## NEW STAFF APPOINTMENTS (INTERNS)



**Boikago Ramokate**

**Intern - Workplace Learning,  
Department of Human Resource  
Development Planning (Supply)**

Boikago obtained a Bachelor of Business Administration in Marketing at Gaborone Institute of Professional Studies (GIPS).

She has previously worked as an Office Assistant at Webland Internet Engineers.

Her current role at HRDC include: provision of support to the Department and workplaces in developing Work Skills Training Plans (WTPs); assisting in preparation of workshops and support visits; support processing of pre-approvals and training request from workplaces.

Boikago also maintains records of Work Skills Training Plans and learner records / pre-approvals requests and assists in the implementation of BHRDS Fair and Career Clinics.



**Kagiso Segobai**

**Intern - Workplace  
Learning, Department of  
Human Resource Development**

Kagiso completed Bachelor of Business in Marketing Management at ABM University through Anglia Ruskin University (UK).

He previously worked as a Sales Person for Bolsos Production (PTY) LTD. Upon completion of his studies, he volunteered to tutor learners in his community at Selibe Phikwe West whilst still looking for job opportunities.

His role at HRDP-Supply include: providing support to the department and Workplaces specifically by assisting in developing Work Skills Training Plans (WTSP's); assists with preparing workshops and support visits; support processing of pre-approvals of training requests from workplaces.

Kagiso is also responsible for maintaining Work Skills Training Plans and learner records / pre-approvals as well as assisting on the Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics.



**Lethogonolo Itseseng**

**Intern - Procurement , Department  
of Corporate Services**

Lethogonolo obtained a Bachelor of Business Administration in Logistics and Supply Chain Management from the University of Botswana (UB).

She was part of the Executive Team of the newly formed Logistics and Supply Chain Management Association at UB. She has previously worked as an Intern at Sefalana Hyper Store.

Her current role at HRDC include: assisting with the procuring of goods and services; preparing receipt and issuing of stock and monthly preparations of procurement reports.

## NEW STAFF APPOINTMENTS (INTERNS)



**Rita Phuti**

**Intern- Department of Statistics, Research, Development and Innovation (Information Resource Centre).**

Rita obtained a Masters in Library and Information Studies from University of Botswana and Honours in Information Technology.

She has previously worked as a temporary Information Technology Officer at Ministry of Agricultural Development and Food Security for a year.

Rita has presented research findings and published in international journals with recommendations aimed towards Information and Knowledge Management (the attainment of sustainable development goals and knowledge-based economy).

Rita's current role at HRDC includes: updating and retrieving HRDC records from LIBWIN system; assisting to induct new and existing HRDC staff on the use of Active Connect and ProQuest Central Database; requesting and receiving publications from HRDC stakeholders and maintaining an updated mailing list.



**Emmanuel Leseane**

**Intern - Department of Funding**

Emmanuel obtained Bachelor of Science (Honours) in Accounting from Botho University.

His current role at HRDC include: receiving reimbursement application forms from levy payers and processing them; registering and filing the applications; capturing claims; assist with the preparations for stakeholder engagements with workplaces and also sensitising stakeholders about reimbursement requirements.



**Nametso Khumalo**

**Intern - Graphic Design, Marketing and Communications Unit**

Nametso obtained a Bachelor Honours in Creative Multimedia from Limkokwing University of Creative Technology (LUCT) through the Gaborone Campus.

She was previously engaged as an Intern in Graphics at the Department of National Service and Internship in the Ministry of Youth Empowerment, Sports and Culture.

Her role at HRDC include: creating visual aspects of marketing collaterals; developing the overall layout and production design for the organisation's publications such as brochures, business cards, invitations, media placements and newsletters.



## Mandate

The Objectives of the Council are to:

- Provide for policy advice on all matters of National Human Resource Development
- Co-ordinate and promote the implementation of the National Human Resource Strategy
- Prepare the National Human Resource Development Plans
- Plan and advise on tertiary education financing and workplace learning

## Vision

To make Botswana's human resource globally competitive by 2036

## Mission

To advise, plan, fund and coordinate the development of Botswana's human resource to achieve a knowledge based economy by engaging and integrating stakeholders.

## Values

- Botho
- Excellence
- Teamwork
- Transparency
- Accountability

## Functions

1. Education & Training Financing
2. National Human Resource Development Strategy
3. Institutional Capacity Building
4. Workplace Learning
5. Human Resource Development Planning
6. Internship & apprenticeship
7. Education and Labour information
8. Human Resource Development Policy Advice
9. Research and Innovation

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