

## The Minister of Tertiary Education, Research, Science and Technology Pays Courtesy Visit to HRDC



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## Editor's Note



Welcome to our seventh edition of HRDC Insight Newsletter. In this publication we aim to highlight on some of the strategic initiatives carried out during the fourth quarter of HRDC's business plan for 2016/17.

Throughout the newsletter, we also look at a wide spectrum of business related issues that HRDC as a human capital development agency deem as important for stakeholders to embrace, learn and appreciate. The Human Resource Development Council (HRDC) continued to drive its business plan's strategic objectives which are centered on coordination, promotion of the National Human Resource Development Strategy (NHRDS) and driving Botswana's human capital development. During this quarter, HRDC undertook strategic initiatives that primarily entailed; development of tools that will assist the Council to deliver on the mandate, stakeholder

consultation and engagement with myriad stakeholders across Botswana. Our Chief Executive Officer (CEO), **Dr Raphael Dingalo** traversed the length and the breadth of our country engaging Honourable Councillors on the mandate of HRDC and made a plea for them to take HRDC to their communities around Botswana. The Councils visited were; Central, Chobe, Francistown, Kweneng and Gaborone City Council.

Among other achievements, HRDC had an initial handover of the Unemployment Graduates Database (UGD) from the Directorate of Public Service Management (DPSM), awarded 2016/17 Research Grants, unveiled the Top 20 occupations in demand for majority of Sectors and extensively engaged stakeholders across Botswana.

The main highlight during this quarter was staging the first Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics in Francistown and the eighth BHRDS Fair and Career Clinics in Gaborone. The assemblage at both events was phenomenal. Both events were a resounding success.

Following the re-organisation of Government Ministries on the 2<sup>nd</sup> October 2016, we experienced an administration change in the Ministry of Education and Skills Development. HRDC's parent ministry now is the Ministry of Tertiary Education, Research,

Science and Technology (MoTE) which is under the leadership of Honourable **Dr Alfred Madigele**. We are currently on the 10<sup>th</sup> month under the new Ministry's leadership and both the Council and the Minister have been diligently working together in driving HRDC's Strategic Plan (2016 – 2020) which ultimately drives the Ministry's mandate too.

The success of this newsletter is largely based on the support from our clients (Levy Payers, Work – Places, Learners and other valued stakeholders. Therefore we request you as the reader to give us feedback (positive or negative) on the content. Kindly provide us with more information on business issues centered on our mandate as well as success stories from our valued stakeholders who have benefitted from HRDC services.

In compiling this newsletter we would like to acknowledge contributors from different departments and all other members of staff who have helped in putting it together. We welcome your opinions as they will help grow this publication which is released quarterly throughout the year. Send us your input on: [marketingcomms@hrdc.org.bw](mailto:marketingcomms@hrdc.org.bw).

For more information on HRDC's products, services, news and events, tenders and vacancies kindly visit our **Website at [www.hrdc.org.bw](http://www.hrdc.org.bw)**.

*Faith Tuelo*

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# The Minister of Tertiary Education, Research, Science and Technology Pays Courtesy Visit to HRDC



Dr Alfred Madigele addressing HRDC staff

*The Minister of Tertiary Education, Science, Research and Technology, Honourable Dr Alfred Madigele paid a courtesy visit to 'meet and greet' the Human Resource Development Council (HRDC) leadership and staff. This introductory meeting was held on the 7<sup>th</sup> November 2016 at the HRDC Conference room.*

Before meeting all HRDC staff members, the Honourable Minister and his entourage met with the HRDC's Executive Management where the management briefed the Minister on the Council's business and its projects.

This meeting came at the right time as HRDC staff had to be introduced to its new leadership under the new Ministry. In his welcome remarks, the Chief Executive Officer of HRDC **Dr. Raphael Dingalo** introduced the Honourable Minister Madigele to HRDC Staff and indicated his gratitude to the Minister for seeing it imperative in his busy schedule to visit and greet HRDC Staff.

**Dr. Dingalo** assured the Minister that the HRDC staff is committed to carrying out their work diligently and are looking forward to working with the Honourable Minister in propelling the Ministry to greater heights.

In his remarks, Honourable Dr Alfred Madigele emphasised that he is indeed looking forward to working together with the Council in transforming Botswana to its aspired knowledge based economy.

"My Ministry is the ministry of the future. With more dedication, we will be able to produce qualified graduates. HRDC has to interlink with all stakeholders to ensure we produce a qualified workforce with good ethic," added **Dr. Madigele**.

**Dr. Madigele** also noted that he is impressed with HRDC's strategic partnerships with other organisations such as Botswana Unified Revenue Services (BURS), Statistics Botswana (SB) and other industries, which are some of the collaborations that the Ministry needs to be more effective thereby improving service delivery.

The 'meet and greet' meeting, culminated in the Permanent Secretary of the Ministry of Tertiary Education, Science, Research and Technology, **Dr. Theophelius Mooko** echoing that his Ministry is looking forward to working with HRDC in implementing the National Development Plan (NDP 11). He further encouraged HRDC Staff to be innovative in their service delivery and advised them to move to a paperless society.

"The Ministry is aware of the challenges faced by HRDC and will offer the necessary support to ensure work on the mandate is realised, **Dr. Mooko** concluded.



HRDC staff listening to the briefing

# HRDC Awards 2016/17 Research & Innovation Grants



Dr Raphael Dingalo, CEO HRDC giving the Opening Remarks during the Business Breakfast Seminar

*There is need to improve the competitiveness of Botswana's research landscape. The Human Resource Development Council (HRDC) corroborated this noble initiative by encouraging the industry - tertiary education linkages to generate the necessary knowledge needed to transform Botswana from a resource - intensive to a knowledge-based economy through issuance of research grants.*

HRDC through the Department of Statistics, Research Development and Innovation (DSRD & I) held a ceremony on the 14<sup>th</sup> February 2017 to recognise and award the best thematic research proposals for 2016/17 HRDC Research & Innovation Grant Project initiative.

During a befitting and well attended Business Breakfast Seminar, held at Avani Hotel & Casino in Gaborone, **Dr Raphael Dingalo**, the Chief Executive Officer (CEO) of HRDC officially awarded the 14 Research Grant Awardees. This event was held under the theme **'Promoting the Uptake and Utilisation of Research Outputs for Industrial Development'**.

HRDC last year invited researchers, Tertiary Education Providers (TEPs) and learners to submit research project

proposals. HRDC received 41 proposals. Out of 41 proposals that were evaluated only 14 proposals were successfully selected after an intensive evaluation process. All qualifying research proposal projects each received **P50, 000** Grant from HRDC. The evaluation process was conducted by Botswana Innovation Hub (BIH).

**Dr Raphael Dingalo**, Chief Executive Officer of HRDC underscored in his opening remarks, "This Research and Innovation (R&I) Grant Project is critical to drive the envisaged knowledge - based economy and in particular to promote the linkage between the industry and tertiary education institutions."

Speaking at the Grant Awarding Ceremony, **Dr Owen Nkosinathi Sotshangane** from Walter Sisulu

University said, "There is no doubt that sustaining success in innovation and entrepreneurship and establishing industry and academia partnerships are essential and can significantly assist in reducing unemployment, poverty and inequality in most countries. However, it can only be individuals who understand academia and business that can be the driving force behind successful partnerships."



Dr Owen Nkosinathi Sotshangane from Walter Sisulu University (South Africa) presenting at the Grant Awarding Ceremony



Ms. Masego Izoh Mokubung Director, Statistics Research Development and Innovation (DSRDI) giving the objectives of the breakfast seminar



Mr Oabona Enock Nthebolang, Manager Graduate Research and Innovation shedding light on the research projects evaluation process

The 14 Successful Research Proposals are listed in the table below:

	Researcher/s	Institution	Research Title
1	Dr. Baghali G. Mathapa	Botswana University Of Agriculture and Natural Resources (BUAN)	Exploring local seed oils for the development of microencapsulating materials
2	Melusi Nyoni Vincent Akormedie Prof. Oboetswe Motsamai	University Of Botswana (UB)	Design, Manufacture and Testing of a Lablab Bailer Machine
3	Rapelang Marumo	University Of Botswana (UB) & Botswana International University Science and Technology (BIUST)	Commercialisation of Morula Processing Plant
4	Shaun K. Daniel Keineetse Motlhanka	University Of Botswana (UB) & Limkokwing University of Creative Technology	Design and Development of a 3D Printing Fused Deposition Modelling (FDM) Unit
5	Botlhe Phutologo Lillian Okui	University Of Botswana (UB)	UAVs for Geospatial Data Collection in Botswana
6	Taolo Tlale	Botswana International University of Science and Technology (BIUST)	Real Time Integrated Farm Monitoring System Using the Internet of Things in Botswana
7	Dr. Lemme Kebaabetswe Dr. Cosmas Muiva	Botswana International University Science and Technology (BIUST)	Synthesis of doped Silver, Zinc and Titanium Oxide Nanostructures and their antibacterial activity and effects on lung, breast and colon cancer cells (cell lines).
8	Kabo Wale	University Of Botswana (UB)	Bio-synthesis of Silver and Gold Nanoparticles with Potent Microbial Activity Using Lactic Acid Bacteria for Industrial Application
9	Dr. David Nkwe Dr. Florence Nareetsile Dr. Daphne Mapolelo Dr. Melvin Leteane	Botswana International University of Science and Technology (BIUST) & University Of Botswana (UB)	Transition Metal Complexes as Anti-Cancer and Anti-HIV Agents
10	Daniel Loeto	University Of Botswana (UB)	Development of Probiotic Strains from Traditionally Fermented Foods of Botswana with Possible Industrial Applications
11	Gorata Molamoganyi Dr. Adamu Murtala Zungeru Dr. Mmoloki Mangwala	Botswana International University of Science and Technology (BIUST)	Availability and Security issues in Healthcare Cloud Computing
12	Masego Dode Prof. Cecil Patrick	Botswana University Of Agriculture and Natural Resources (BUAN)	Design and Testing of a Manual Sweet Sorghum Juice Extractor
13	Resego Rabalane Gibson Chengetanai Kagiso Motshidisi	Botswana Accountancy College (BAC) & University Of Botswana (UB)	Evaluation of the current status of records management/ERP Systems in Tertiary Institutions in Botswana
14	Onkgopotse Busanang Leungo Golebetswe Douglas Phutego	University Of Botswana (UB)	Production of Bandages Using Bleached Cotton Yarn

Commendably, the Southern African Research and Innovation Management Association (SARIMA) sponsored **Dr Owen Nkosinathi Sotshangane** to train all Research Grant Awardees.

The training for all Research Project Teams of the aforementioned proposals was held at HRDC on the 15<sup>th</sup> and 16<sup>th</sup> February, 2017. The training focused on the importance of Intellectual Property (IP), research ethics and it was during the training that HRDC's expectations were shared with Awardees. As part of research monitoring and evaluation,

all researchers are compelled to submit quarterly progress reports to HRDC. A uniform standard Progress Report Template was developed and shared with all Research Awardees to use when populating research reports for HRDC. Interestingly, in an effort to guide, motivate Grantees and specifically to quality assure the R & I Grant Research Projects, HRDC procured the services of four mentors for the duration of the project. Each mentor was nominated and selected based on their area of expertise and their capacity to offer guidance to all Research Awardees of all

the aforementioned projects. The projects have since commenced under the guidance of the mentors with anticipated applied research outputs. Mentors have also been asked to submit quarterly progress reports to the Council. HRDC team responsible for the Grant Project has also lined up periodic visits for the purposes of engaging research teams and their mentors. Moreover, HRDC will be closely working with Institutions and researchers to ensure accountability and strict financial controls for the projects. There will be submission of financial reports to HRDC

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at the end of the project. Progress report meetings will be held during the course of the research project.

It has since emerged that researchers in Botswana have not fully grasped the importance of conducting research with the uptake and utilisation of their research outputs on their agenda. There is need for paradigm shift from

just presenting research findings at conferences and through journal publications. The prevailing challenge is aggravated by local University Research Strategies aimed at increasing the number of research outputs by University staff, particularly with regards to publications in the scholarly literature. Regrettably, these researches are used as indicators during performance

appraisals as opposed to how research - based knowledge should be utilised. By and larger, it is imperative that University Staff should also contribute to evidence-based policy and practice. Remarkably, HRDC through this Grant Project, intends to coordinate efforts in bringing all key stakeholders together to ascertain increased uptake in research output.

## Unemployed Graduates Database Initial Handover Workshop Held



*Dr Raphael Dingalo - CEO, HRDC and Mrs Ruth Maphorisa - Director, DPSM during the workshop*

*The Human Resource Development Council (HRDC) and the Directorate of Public Service Management (DPSM) held a workshop on the 20<sup>th</sup> January, 2017 to induct HRDC Staff Members on the structure, content and operation of the Unemployed Graduate Database (UGD).*

This was a follow - up of an approval by Government of a Cabinet Information Note of November 2015 which directed that the UGD must be transferred to HRDC as part of the ongoing restructuring of DPSM.

The transfer of the UGD was coordinated by HRDC's Department of Statistics, Research, Development and Innovation (DSRDI). The objective of the workshop was to share experiences on how the UGD has been operating and discuss transition measures. 12 officers from HRDC attended this workshop.

Giving the welcome remarks, DPSM

Director, **Mrs Ruth Maphorisa** expressed her sincere gratitude in handing the UGD over to HRDC. **Mrs Maphorisa** emphasised that Government had resolved that the database would be rightly placed at HRDC in view of its mandate of developing the Country's human capital. She openly shared the challenges that DPSM encountered while managing the UGD and when placing the unemployed graduates for employment within the Public Service.

The Chief Executive Officer of HRDC, **Dr Raphael Dingalo** thanked **Mrs. Maphorisa** and Botswana Government for resolving to transfer the UGD to

HRDC. **Dr Dingalo** emphasised that HRDC's primary role is to ensure that all pertinent Human Resource Development (HRD) policies, strategies, programmes and projects are harmonised to support Botswana's social and economic priorities as outlined in the national development plans. "This is the reason why we hold the same sentiments with Government in transferring the UGD to HRDC since it falls within the Council's portfolio." Said **Dr Dingalo**.

In addition, Dr Dingalo stated that the transfer of the UGD is in line with HRDC's mandate, part of which entails establishment of a fully functional education, training and labour market database including the management of the Labour Market Observatory (LMO) of which the unemployed graduates' database will become a subset.

He concluded by indicating that the transfer of the UGD will thus, allow for the establishment of a more comprehensive database which will also serve as a basis for sectoral human resource plans.



*Some of the HRDC Staff at the workshop*

## HRDC Hosts a Stakeholder Appreciation Dinner in Francistown



Her Worship the Mayor of Francistown Mrs Sylvia Muzila and Dr. Raphael Dingalo HRDC CEO sharing a light moment during the Stakeholder Appreciation Dinner

*It is imperative to keep stakeholders engaged. The Human Resource Development Council strives to keep its myriad stakeholders across the country engaged using different platforms. In this vein, HRDC saw it fit to engage the Northern Botswana Stakeholders.*

The stakeholders engaged were; the City of Francistown Leadership, Decision Makers, Work – Places, Education & Training Providers, the Business Community and the Media. HRDC strategically engaged these stakeholders over a well - attended Stakeholder Appreciation Dinner. The Dinner was held on the 22<sup>nd</sup> February 2017 at Cresta Marang Gardens in Francistown.

The aim of this engagement was to create maximum awareness about HRDC mandate and get to appreciate stakeholders who are the beneficiaries of HRDC services, educate them on Botswana's human capital developments.

Welcoming the guests, HRDC Board Chairperson, **Mr Batho Christopher Molomo** related, "It is with great pleasure and honour to welcome you

to the HRDC Stakeholder Appreciation Dinner. We are simply here tonight, to create awareness about HRDC mandate. I am delighted to see a good blend of our critical stakeholders from the demand-side (Work-Places and the Industry) and the supply-side (Tertiary Education Providers) within the City of Francistown and surrounding places. We will be dialoguing tonight looking for linkages between these two types of stakeholders and reach a common ground for propelling Botswana's human capital development."

In his remarks Dr Raphael Dingalo, Chief Executive Officer of HRDC highlighted that, "As HRDC we are pleased to be in the second city, the City of Francistown (**All Things Precious**) sharing with you our intentions as an organisation. We wish to re - affirm our commitment to ensuring that we deliver our mandate

and objectives and this requires HRDC to continuously engage with you."

**Dr Dingalo** further highlighted "I wish to state that I am excited as next week (February 27<sup>th</sup> to 2<sup>nd</sup> March 2017) HRDC will be bringing the Annual Botswana Human Resource Development and Skills Fair (BHRDS) and the Career Guidance Clinics to the City of Francistown which is expected to service learners in the Northern part of our country. The Fair and Career Clinics come at an opportune time when this country seeks to address the issues of youth unemployment as well as the skills mismatch in the labour market."

Giving a vote of thanks, **Dr Ellah Matshediso**, Director Human Resource Development Planning - Supply thanked all the Stakeholders especially, Her Worship, the Mayor of Francistown **Mrs Sylvia Muzila** and other leaders who graced the event and went an extra mile by asking thought provoking questions during deliberations. In further thanking them she said, "These informative questions and contributions will indeed assist in sharpening HRDC's endeavours in insuring that Botswana becomes a knowledge based economy as envisaged in the National Human Resource Development Plan."



Some of the HRDC Board Members during the dinner

# Northern BHRD Skills Fair & Career Clinics held for the first time



Honourable Assistant Minister of Tertiary Education, Research, Science and Technology (MoTE), Mr Fidelis Molao Presenting the Keynote Address during the Official Opening

*\*Ndibo completed his Botswana General Certificate of Secondary Education (BGCSE) in 2016 and like many of his fellow graduates, he was preparing to travel more than 800km to attend the Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics in Gaborone.*

He had heard from his elder sibling how the annual event proved to be useful in providing career related information. This event aids prospective tertiary students to decide on the programmes of study they want to pursue and the simple fact that majority of Tertiary Education Providers (TEP's) will be available under one roof was a cherry on top.

For the first time since the first Botswana Human Resource Development Skills Fair and Career Clinics in 2010, the Human Resource Development Council (HRDC), staged the very first Northern Botswana Human Resource Development Skills (BHRDS) Fair & Career Clinics in the City of Francistown.

The binary events were held from 27<sup>th</sup> February - 2<sup>nd</sup> March 2017 at Business Botswana Grounds in Gerald Estates, Francistown. They were graced by

several dignitaries ranging from the Assistant Minister of Tertiary Education, Research, Science and Technology (MoTE), Her Worship The Mayor of the City of Francistown, Town Clerk, Business Community and other critical stakeholders.

Giving the welcome remarks at the official opening ceremony held on Monday, 27<sup>th</sup> February 2017, Her Worship **Mrs Sylvia Muzila**, the Mayor of the City of Francistown said, "The Career Guidance Clinics and the Fair organised by the HRDC is a noble event and the only one of its kind in the Northern and the entire SADC Region. I am reliably informed that it is the only one in Africa and amongst many avenues that HRDC is employing to reach out to the prospective learners. I want to applaud them for their efforts."

"We want to improve service delivery and cater for all individuals across the

country by reaching learners as far as Shakawe and Kaudwane." said **Dr Raphael Dingalo**, the Chief Executive Officer of HRDC during his remarks.

Botswana Northern Human Resource Development Skills Fair and Career Clinics Fair is a 'OneStopShop' that brings together different stakeholders namely: Education and Training Providers, professional Bodies, Academics, career guidance practitioners, prospective tertiary learners, parents and captains of industry.

When giving the official opening address, **Honourable Fidelis Molao**, Assistant Minister of Tertiary Education, Research, Science and Technology (MoTE) encouraged learners to introspect, reflect and consult with their parents, career influencers and interact with experts to get meaningful advise in their envisaged programmes of study.

He further said, "It is only after you have had such information that you can informatively choose your programme of study. It is the Government's stated intention that, in our quest to improving services delivery, access and equity for Batswana, every effort will be made to reach them regardless of where they reside".

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Mrs Marianyana Selelo - Manager, Student Welfare interacting with prospective students during one of the Career Clinic's Session



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Therefore, extending the Skills Fair and Career Clinics to other areas of the Country by HRDC and my Ministry signifies an important milestone in realising the determination of the Government of Botswana. Improving service delivery, access and equity are among tenets and imperatives that are espoused in the Botswana's Vision 2036; Education and Training Sector Strategic Plan (ETSSP); and indeed National Human Resource Development Strategy (NHRDS)."

"We wish to thank Her Worship **Mrs Sylvia Muzila** the Mayor of the City of Francistown, her esteemed office, the District Commissioner's Office, the Regional Education Office, the Francistown Organising Committee for their support and dedication in ensuring this event becomes a success." said

**Dr Ellah Matshediso**, Director - Human Resource Development Planning, (Supply).

She further said, "therefore, in your interaction with HRDC Sector Committees and Tertiary Education Institutions be mindful of your passion, academic performance and what the labour market dictates. A balance between these three cannot be over emphasised particularly in the era where the Government and indeed those other Countries are gravitating towards the industry led training and knowledge economy".

Like thousands of learners who had come for the Fair and Career Clinics, \*Ndibo was pleased to have received information from industry experts on marketable programmes to study.

He was also able to visit the stalls of all exhibiting institutions to get information on their accredited programmes and was advised by sector experts at the career clinics on marketable programmes to study. On the overall, one might confidently say the primary aim of facilitating informed choices has been attained.



*Dr. Raphael Dingalo, CEO HRDC giving the Official Opening Remarks*



*Her Worship Sylvia Muzila, Mayor of the City of Francistown giving the welcome remarks*



*All Brilliant Minds Organisation (ALBRIMO) explaining the support services offered to prospective learners*



*Honourable Assistant Minister Fidelis Molao and Senior Government Officials touring the stalls*

# Southern BHRDS Fair & Career Clinics Officially Opened by Honourable Dr Alfred Madigele



Honourable Dr Alfred Madigele Minister of Tertiary Education, Research, Science & Technology (MoTE) giving the official opening address

*Undoubtedly, for the past eight years, the annual Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics remains the biggest Education and Training Sector event targeting Botswana General Certificate of Secondary Education Learners (BGCSE) in Botswana, the Southern African Region and internationally.*

This year the assemblage was amazing across the two events, as it attracted well over **20 000** attendees.

Using the binary approach of Fair and Career Clinics, the Human Resource Development Council (HRDC) together with 12 Sector Human Resource Development (HRD) Committees comprising of Industry Experts facilitated the Career Guidance Clinics thereby fruitfully engaging prospective learners. The aim of the BHRDS and Career Clinics was to educate learners on careers that are deemed as 'Top in Demand' programmes needed by the economy and therefore marketable in Botswana.

Many learners upon completion of their BGCSE are not resolute on the programmes of study they wish to pursue and therefore are in dire need of career guidance to enable them to make informed career choices. This is what HRDC had in store for the learners.

In this vein, BHRDS and Career Clinics, successfully created awareness, educated learners and persuaded them to choose the rightful programmes of study. This noble gesture seeks to curtail issues of skills mismatch and saturated programmes of study that are not needed by the economy.

**Dr. Raphael Dingalo**, Chief Executive Officer of the Human Resource Development Council (HRDC) highlighted in his welcome remarks during the official opening ceremony held on Monday, 20<sup>th</sup> March 2017 said, "This event ladies and gentlemen follows a similar one that targeted prospective tertiary learners in the Northern part of the Country a fortnight ago held in Francistown. You may recall that for the past seven years, the Fair and Career Clinics were held in Gaborone only. Extending it to other areas, HRDC and its parent Ministry signifies an important milestone in improving

access and equity. These are among the key imperatives that are espoused in the Botswana Vision 2036, Education and Training Sector Strategic Plan (ETSSP) and indeed the Botswana National Human Resource Development Strategy."

Giving the official opening address **Dr. Alfred Madigele**, Minister of Tertiary Education, Research, Science & Technology revealed that, "the 2017/18 Ministerial Recurrent budget which includes tertiary education sponsorship stands at P4.25 billion which is 10.7 percent of the overall budget proposed for allocation to my Ministry."

**Hon. Dr Madigele** emphasised that plans to replicate this noble initiative in an equitable and progressive manner to other parts of the country to include the Eastern and Western Parts of the Country are at an advanced stage. This will relieve many prospective learners the burden of travelling long distances and having to incur accommodation and other related costs.

This move will positively impact on learners and their parents coming from afar, financially and otherwise. In conclusion, **Dr. Madigele** implored prospective learners to strive to complete their studies on time and to ensure they use this opportunity to make informed career choices that will enable them to complete their studies on time.



HRDC Board Chairperson, Mr Christopher Molomo, handing Best Overall Exhibitor award to Botswana Accountancy College



## HRDC Espouses Excellence In Education Through Sponsoring St Joseph's College Prize Giving



St Joseph's College students during the Prize Giving ceremony

*The Human Resource Development Council (HRDC) and its strategic partners continue to respond to the national outcry at a critical time when education is facing dire challenges.*

HRDC is entrusted with driving the Country's human capital agenda, therefore will be remiss if it does not contribute towards nurturing the entire education pipeline as envisaged in the National Human Resource Development Strategy (NHRDS).

Prize Giving Ceremonies are some of the academic rewards mechanisms that can spur excellence thereby enhancing Botswana's educational supply chain which ultimately leads to good work ethic. Notably, HRDC believes that prize giving should not only be for learners but also for teaching staff and leadership of the school as reward for excellence and good work ethic towards a knowledge – based society.

On the 6<sup>th</sup> September 2016, St Joseph's College held a prize giving ceremony to celebrate its academic success. HRDC recognised St Joseph's College academic performance through sponsoring its prize giving ceremony

with a total amount of **P 10,000.00**.

Through this sponsorship, HRDC is in support of brilliant efforts geared towards promoting education excellence in Botswana. St Joseph's College has perpetually displayed excellence by attaining first in overall examinations' results for Botswana General Certificate of Secondary Education (BGCSE) since 2012 to date.

This event was graced by the Minister of Environment, Natural Resources Conservation and Tourism, **Honourable Minister Tshekedi Khama**. In his address, Guest Speaker **Honourable Minister Tshekedi Khama** shared his gratitude for being part of this great occasion of celebrating and promoting excellence in Botswana's education.

**Honourable Minister Tshekedi Khama** stated that education and training is one sector that the Government of Botswana considers to be important in contributing towards the Country's economy. He praised the teachers, learners and

parents for their collective and amicable teamwork that continuously ensures St Joseph's College excels in its academic performance.

"Through hard work and dedication which St Joseph's College has consistently displayed for the past years, I praise you all to have contributed towards the good academic performance of the school and I implore you to even do better in future." said **Honourable Tshekedi Khama**.



Hon Tshekedi Khama delivering the keynote address

During the ceremony, St Joseph's College School Head, **Ms Constance Male**, an undoubtedly '**force to reckon with**', applauded the students and school staff for collective efforts in ensuring that the school becomes successful in its academic performance. She has ensured that the school maintains position one and remained at the top of the academic ladder for the past five years.

She proudly asserts, "Academic excellence is a brooch that 'St Joe's teachers as it is commonly called, wear with pride. I am also elated and owe it to my principals who saw it fit to support the school with all befitting resources.

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This smooth sailing ship would not have taken off half a decade ago and it is evidently clear that it has evaded prevailing academic ice-bergs that sunk many schools to the floor of the academic ladder. I thank my team; we are a good team working together."

**Ms Male** also expressed his gratitude to HRDC not only for sponsoring the event, but for its contribution to the School's academic success.

"HRDC, a human capital development organisation is one of the organisations which have been part of our success plan. The organisation has contributed

to our school performance through offering career guidance services to our students. We are therefore delighted for this service and we encourage HRDC to continue contributing towards Botswana's education "jubilantly said **Ms Male**.

Offering a word of encouragement during the prize giving, **Ms Nolwani Warona Kaoya**, attorney at Mogale Legal Practice emphasised that academic excellence is not a sole responsibility of any individual or department but it requires all stakeholders to work together as a team. "The purpose of this event is not only to recognise

and celebrate the achievements of outstanding performers, but also serve as an encouragement to those who may not be doing so well to do better." said **Ms Kaoya**.

St Joseph's College Prize giving is one among many initiatives that the HRDC has supported with an intention to positively contributing to Botswana's education system. It is through supporting these initiatives that HRDC also drives its strategic goal of making Botswana's human resource globally competitive by 2026.



*A proud student celebrating*



*A proud parent posing with her daughter*

# HRDC Capacitates Arts Teachers In The Chobe Region



Mr Meshack J. Tafa - HRDC Chief Operations Officer Officially opening the CAPA Workshop

*In a bid to develop Botswana's Human Capital, the Department of Human Resource Development Planning (HRDP) through the Creative Industries Sector Committee held a Capacitation Workshop aimed at developing Creative & Performing Arts (CAPA) teachers in the Chobe Region.*

The workshop was held from 27<sup>th</sup> – 30<sup>th</sup> March 2017 at Chobe Regional Office in Kasane. The Creative Industries Sector Committee is one of the 12 established sectors of the economy managed by Human Resource Development Council (HRDC).

The aim of the workshop was to develop resources for effective CAPA implementation, to provide hands on training to identify CAPA teachers, explore and analyse the effects and usefulness of the capacities and functions of the teacher/facilitator role that is relevant in unearthing and nurturing natural art talent.

When giving the opening remarks, the Regional Education Officer in the Chobe Region, **Mrs Tekolo Kgokologa** applauded HRDC for hosting this kind of workshop in the Chobe region. She urged the trainees (teachers) to pay more attention and

gather knowledge that will be earnestly imparted to the learners at the classroom. She said at the end of the workshop teachers will become intellectually reflective educators. They will be able to demonstrate clear understanding of the place and importance of the arts in the society and also within the education sector. This workshop will equip them with skills to be able to critically reflect on the learner responses and attitude towards Creative and Performing Arts subjects .

When officially opening the workshop on the 27<sup>th</sup> March 2017, **Mr Meshack Tafa**, Chief Operations Officer of HRDC asserted, "Our Organisation has established 12 Sector HRD Committees, one of them is the Creative Industries which seeks to develop and encourage a vibrant visual and performing arts culture in Botswana." He emphasised the importance of the arts

as part of child development and stated that if well cascaded, Creative and Performing Arts (CAPA) can go a long way towards early identification of learners who are apt towards the arts. This therefore, means they should be channelled through appropriate education streams (multiple-pathways) that will offer them in - depth knowledge and practical experience.

In conclusion, **Mr Tafa** applauded the Creative Industries Sector Committee for piloting the capacitation project in the Chobe region as the subject could be of interest among the young learners at schools. The Workshop culminated in Teachers receiving Certificates of Appreciation at the closing ceremony.



One of the teachers showcasing one of the skills learnt during the workshop



Mr Meshack J. Tafa - HRDC Chief Operations Officer and Dr Fernando Siamisang HRDC Director - HRDP demand admiring display of CAPA skills



Participants showcasing their music skills enhanced during the CAPA workshop in Kasane



# Dr Dingalo Addresses District and Town Councils around the Country



Dr Raphael Dingalo - HRDC CEO, presenting on the organisation's mandate during the Kweneng District Council briefing in Molepolole

*Honourable Councillors around the country have been urged to partake in assisting Botswana to achieve its long term ambitions by coming up with creative and innovative interventions that will assist in the implementation of the National Human Resource Development Strategy (NHRDS). The Chief Executive Officer of the Human Resource Development Council, (HRDC) Dr Raphael Dingalo made a plea while addressing Honourable Councillors around the Country*

**Dr Dingalo** maintained that they were on a mission to engage stakeholders so as to create awareness and educate members on the mandate of HRDC. Furthermore, he told the Council seatings that HRDC was aware of and appreciated the role played by Hon Councillors in the communities they serve and hence the need to dialogue and engage in national conversations with them to assist HRDC to improve service delivery.

He informed Honourable Councillors that HRDC is charged with advising, planning and coordination of the development of Botswana's human capital development. He categorically shared the sectoral approach and revealed that the National Human Resource Development Planning

(NHRDP) has given Botswana's economy the long overdue review as now the skills plans are formulated through linkages with employers.

"During the formulation of the NHRD Sector plans, we consult the employers and experts to assist us to develop priority skills requirements that Botswana needs to grow her economy", noted **Dr Dingalo**.

Currently HRDC has identified 12 Sectors of the economy which will play a significant role in the development of the National Human Resource Development Plan. **Dr Dingalo** further illuminated on the role of the Work - Place Learning and funding which are critical functions of HRDC.

As per the Act, HRDC is entrusted with managing and administering three Funds namely; the Public Tertiary Education Institutions Fund (PTEIF); the Tertiary Students Support Fund (TSSF) and the Human Resource Development Fund (HRDF) popularly known as the Training Levy Fund. The latter, HRDF is in existence and is used for reimbursing employers who train their employees in support of Work - Place Learning.

**Dr Dingalo** revealed that in a quest to find sustainable ways of funding the tertiary education in Botswana, the Ministry of Tertiary Education, Research, Science and Technology (MoTE) and HRDC in October 2016, hosted the First Tertiary Education Pitso which sought to solicit ways of funding Tertiary Education in Botswana. In their comments, Honourable members wanted to know the eligibility of the HRDF claims and cost sharing model in tertiary education provision.

Hon Councillors applauded **Dr Dingalo** and HRDC for seeing the need to engage with them on these critical issues of national interest. In response, **Dr Dingalo** pointed out that Work-Places or Companies that make a turnover of less than **P1 Million** do not pay into the training levy and that only those which make a turnover of **P1 million** and above are levied, and upon training their employees they are reimbursed.



Honourable Councillors listening to HRDC's presentation on its mandate during the Gaborone City Council briefing

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He revealed that of the accumulated Funds, Two and a half (2.5) percent is reserved for Special Groups, One (1) percent for emergent industries, Five (5) percent for Small Micro Medium Enterprises (SMME's) and 20 percent for the Government of Botswana.

He advised the above segmented groups who would have trained to make submissions when HRDC sends out requests, whereas they will be assessed and will be reimbursed accordingly if they meet the set criteria. Prior to addressing the Gaborone City Council,

**Dr Dingalo** briefed Central, Chobe, Francistown and Kweneng District Councils respectively since becoming the CEO of HRDC on the 1<sup>st</sup> of June 2016.



*Honourable Councillors listening to the HRDC presentation during the Central District Council briefing in Serowe*



*Dr Raphael Dingalo (L) noting questions from Honourable Councillors during the Francistown City Council*



*Honourable Councillors listening to the HRDC presentation during the Chobe District Council briefing in Kasane*

# Dr Alfred Madigele Launches the Institutional Planning Workshops



Honourable Dr Alfred Madigele giving the opening address at the workshop

*The need to bring an accord between developments within the Tertiary Education Providers (TEPs) and national-level planning cannot be over emphasised. Institutional Planning enables TEPs to have well - rounded developments and improvements thereby making education productive because it fosters utilisation of available resources within the institution.*

Targeting Heads of both Public and Private Education Institutions, the Department of Human Resource Development Planning (Supply) held a workshop at Phakalane Golf Estate on the 22<sup>nd</sup> – 24<sup>th</sup> November 2016 under the theme 'Institutional Planning: The Gate Way to producing Quality and Employable Graduates'. The well attended workshop was officially opened by the Minister of Tertiary Education, Research, Science and Technology (MoTE), **Honourable Dr Alfred Madigele**.

The objectives of the workshop were to; inform Tertiary Education Institutions (TEIs) of the need to align to the National Human Resource Development Strategy (NHRDS) and the skills needs of the labour market, explain the roles and expectations of both the Human Resource Development Council (HRDC),

Botswana Qualifications Authority (BQA) and Tertiary Education Providers (TEPs), share planning frameworks and process to be utilised for continuous improvement as well as to share the Institutional Planning Roll-out Plan that will serve as a tool for assisting and equipping TEPs with the skills to develop their own plans.

**Dr Raphael Dingalo** the Chief Executive Officer (CEO) of HRDC welcomed workshop attendants from both Public and Private Tertiary Education Providers and indicated that they are partners in educating and training the human capital of Botswana as stated in the National Human Resource Development Strategy (2009-2022). **Dr Dingalo** also highlighted that in realising the National Vision 2036, both public and private TEPs must work closely together to encourage research and innovation.

Giving the key note address, **Dr Alfred Madigele** Minister of Tertiary Education, Research, Science & Technology (MoTE) noted that Tertiary Education Providers assist the Government by providing skilled workforce for national needs. "Gone are the days when as Government we trained our citizens for the sake of training. A country's economic growth is reliant on its productive workforce" said **Hon Dr Madigele**. He further highlighted that recent observations and concerns about the prevailing skills mismatch, employability and youth unemployment have necessitated HRDC to devise innovative strategies to address the situation, hence the multi - pronged approach that entails the profiling of different sectors in the economy.

Further creating awareness on the mandate of HRDC, **Hon Minister Madigele** posits, "HRDC has to ensure that Batswana have equitable access to quality tertiary education system that is responsive and advancing the learner's potential thereby contributing to the development of a globally connected and prosperous nation. HRDC must ensure that there are relevant skills for employability nationally and globally as well as provision of quality and relevant learner support and wellness services."



Heads of Tertiary Education Institutions listening to the presentation



## ICT Sector HRD Committee Partners with Ministry Of Basic Education (MoBE)



Mr Norman Sebonego - Information Communication and Technology (ICT) Sector Committee Chairperson delivering a presentation during one of the meetings

*The Information Communication and Technology (ICT) sector is one of the priority sectors that the Human Resource Development Council (HRDC) has identified as drivers of the Botswana's economy.*

As part of implementation of its five quick wins developed in 2015, the Information and Communication Technology (ICT) Sector Human Resource Development (HRD) Committee entered into a partnership, the same year, with the Ministry of Basic Education on a project that seeks to integrate ICT into everyday teaching and learning.

The Project, commonly known as the 'North East ICT Integration Project' is on a pilot phase at the North East Region. This Project is in line with the Committee's Quick Win Five that advocates for the use of ICT as a medium of instruction in schools with a view to ensuring ICT is quickly diffused into the Botswana economy.

On the 6<sup>th</sup> - 8<sup>th</sup> March 2017, two representatives of the Technical Working Group (TWG) of the ICT Sector HRD Committee assigned to Quick Win five, **Mr. Pontsho Pusoetsile** and **Ms. Keolebogile Rantsetse**

accompanied by the Committee Secretariat, **Ms. Keitumetse Tlhabologang**, embarked on an inaugural three-day monitoring visit to Francistown to appreciate the implementation of the Project.

The visit comprised of meetings with the Project drivers at the Regional Office, focal persons in schools, school visits and observation of lessons in schools as well as feedback sessions from students. A total of nine (9) schools were visited; one (1) senior, five (5) junior and three (3) primary schools between Francistown, Masunga, Mapoka and Mowana villages.

The delegation was welcomed by the Chief Education Officer, North East Region, **Mr. Vumani Luckson** who informed them that the Region houses 63 schools. **Mr. Luckson** also informed the delegation that the Project started off from an Edusite designed and operated by the Social Studies subject and on the basis of its positive impact on the subject

results, was used as a benchmark and later expanded to include four other core subjects in the pilot phase being English, Mathematics, Science and Agriculture.

He apprised them that following consultations with the regional staff and school heads about the intention to pilot the Project in the Region, management of Secondary Schools were then trained on ICT Integration commencing in 2015 while primary schools were roped in at a later stage. Three teachers per school were trained to later cascade the knowledge to the rest of their colleagues in their schools.

The pace of implementation of the Project is slow. Majority of teachers are not integrating ICT into their teaching because of either attitude issues (despite the training they received and their acknowledgement that ICT can assist in improving their results) or lack of resources.

Therefore, in order to address these challenges there is an urgent need for a dedicated supervisor/coordinator for the Project at the Region and the project needs to have people who can develop the content to guide the process and take away teachers from developing content individually but rather at school level then regional level.

In conclusion, **Mr Pontsho Pusoetsile**, ICT Sector Committee Member said, "As Human Resource Development Council (HRDC) we are most impressed by this noble innovation as it adds on our pivotal aim of developing the human resource of this country, starting from the grass root levels. As you may be aware, HRDC is responsible for coordinating Botswana human capital development agenda. ICT

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HRDC Executive Management fielding questions during the BHRDS 2017 Media Briefing: (L-R) Dr Fernando Siamisang (Director, HRDP - Demand), Dr Raphael Dingalo (CEO), Dr Ellah Matshediso (Director, HRDP - Supply) and Ms Masego Mokubung (Director, DRSI)



Her Worship Mrs Sylvia Muzila (pink scarf) posing for photo with other invited Guests



Invited guests during the Research and Innovation Grant Business Breakfast Seminar



One of the exhibitors attending to learner enquiries at the BHRDS 2017



One of the CAPA participants receiving a Certificate of Attendance



Dr F. Siamisang responding to a comment during the Stakeholder Appreciation Dinner in Francistown



HRDC Staff at the Unemployed Graduates Database (UGD) handing over Workshop



BHRDS 2017 Cocktail Dinner in session



Central University of Technology, Free State, South Africa receiving Best International Exhibitor during the BHRDS 2017 Cocktail Dinner



Business Botswana Regional Director, Mr Keabetswe Bogatsu, Francistown Councillor, Mr Andie Boatlile and HRDC Student Planner, Mr Shadrack Botshelo sharing a light hearted moment



A proud moment from Research Grant Awardees, after receiving Grants from HRDC





HRDC staff members celebrating during the 2016 Christmas Party



A prospective learner making an enquiry at the AFDA stall during the BHRDS Fair in Francistown



HRDC stall at the World AIDS Day Commemoration in Gaborone



Ms Kebabonye Molosiwa responding to questions from Shoshong residents



HRDC welcoming the four Barefoot College graduates from India



Ms Masego Mokubung (signing document) inaugurated at the launch of the Gender Commission



HRDC Athletics team proudly showing off their medals



HRDC Executive Management welcoming the Hon Minister of Tertiary Education, Research, Science and Technology (MoTE), Dr Alfred Madigela during his familiarisation visit to HRDC



Exhibitors informing learners about their programme of study during the BHRDS Fair and Career Clinics 2017 in Francistown



A prospective learner making an enquiry at the BUAN stall during the BHRDS Fair in Gaborone



Creative and Performing Arts workshop in session - Kasane

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is one of HRDC's Sector Committees that has been identified by the economy and HRDC has lined up interventions that will address misalignment between supply of graduates and the demand for ICT skills by the labour market. I am pleased to be

here at this auspicious Quick Win Five monitoring visit, I am happy to state that this clearly is a collaborative education and skills training development response that will enable the ICT sector to thrive and succeed from the classroom all

the way to the labour market. These Quick Wins also provide an excellent opportunity for strengthening ICT Sector Committee efforts and commitment for the stakeholders to work together in addressing the country's ICT needs".

## HRDC Participates At The Shoshong Constituency Investment Promotion Show 2016



*Dr Ketan Shukla, High Commissioner of India to Botswana, Honourable Philip Dikgang Makgalemele and Mr Lekwalo Leta Mosienyane, President of Business Botswana asking questions at the HRDC stall*

*The Human Resource Development Council (HRDC) takes into cognisance the fact that community engagement is pivotal as part of its drive towards fostering and enhancing stakeholder confidence and satisfaction amongst communities in Botswana.*

In recognition of the fact that communities around Botswana have the right to be informed, educated, consulted, involved and empowered and ultimately be persuaded, in this vein HRDC participated at the Shoshong Constituency Investment Promotion Show.

During the two - day event that took place from the 25<sup>th</sup> – 26<sup>th</sup> November, 2016, HRDC successfully engaged myriad stakeholders consisting of work – places, levy – payers, learners, Tertiary Education Providers (TEPs) and investors.

Stakeholders simply wanted to know more about the mandate of HRDC as they were eagerly asked questions that revealed that they wanted to know what HRDC 'had in store' for them.

The Constituency Investment Promotion activities started with a fundraising dinner that was held at Shoshong Senior Secondary School (SSSS). The purpose of these activities were to mobilise resources for the Adopt – A – School Programme for the Constituency. HRDC proved its Corporate Citizenship values and contributed **P2, 000.00** towards this noble gesture. The warm morning breeze of the 26<sup>th</sup> November kicked – off with

unveiling of and launch of the Shoshong Constituency Tourism Trail Map. It was then followed by presentations on mining and tourism investment opportunities in the Constituency. Invited participants included Education and Training Providers, Government departments, Parastatal organisations, as well as private companies who exhibited their products and services to members of the community.

Speaking during the official opening, the Member of Parliament for Shoshong and also Assistant Minister of Health and Wellness, **Honourable Phillip Dikgang Makgalemele** highlighted that his Constituency has trained 10 people in Rural Entrepreneurship through the Indian High Commission as well as two women on Solar Electrification. "These Investments are key to job creation and eradicating poverty" he affirmed. Furthermore, **Hon Minister Makgalemele** elatedly said, "Shoshong comes afar with its opulent history, chiefly when it comes to luring investors into the country. It was one of the villages where trade used to take place as early as the 1800s and if it continued with the trade legacy it would be one of the prominent cities or towns in Botswana."

**Ms Elizabeth Makwabe** elaborated on the Kilimanjaro Co-operative Bank Limited (KCBL) whose main objective is to assist people at grassroots level with obtaining adequate financial services. A Co-operative (also known as co-operative, co-op) is an autonomous association of people united voluntarily

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to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled business. **Mr. Lekwalo L. Mosienyane**, a renowned entrepreneur and President of Business Botswana (BB) who was the guest speaker at the event asserted, "I am pleased to see a blue print for investment promotion in the Shoshong area. I am particularly commending you because the past five years of planning has indeed identified areas of improvement. Our country is a peaceful country worth investing in therefore, I am confident that

investors would not hesitate to come forth and create jobs and many other opportunities which would be available for the betterment of the constituency".

These are noble opportunities that undoubtedly assist the citizens of the Shoshong Constituency by taking them out of poverty. He said it was commendable to see people coming together to help develop their village, therefore luring investors and helping local businesses from their constituency reach bigger markets."

In conclusion, **Mr. Mosienyane** further thanked and applauded the Honourable MP's office for inviting diverse business people across the borders of Botswana to invest in agriculture, business, and mining within the Constituency.

The Shoshong Constituency Investment Promotion Show culminated in the launch of a partnership in production of solar power energy that would see the generation of solar energy through village cooperatives improving the lives of the community.

## Lobatse Business Community commits to utilising the HRD Fund



Lobatse Business Community listening attentively to the HRDC presentation

*According to the World Bank, Botswana has made some progress in reducing its dependence on diamonds in the past 20 years, nonetheless the level of economic diversification needed to offset diminishing mineral revenues remains a challenge.*

Through the establishment of the Human Resource Development Council (HRDC), the Government of Botswana has recognised this challenge and acknowledged that there is need for transformation towards a sustainable human resource - based economy.

Amongst its efforts in driving towards a knowledge - based society, HRDC aims

to increase the quality of work based training through utilising the Human Resource Development (HRD) Fund. This fund is used for reimbursing Levy Payers the costs incurred in training their employees. Since there is a challenge of low uptake of the Fund by Levy Payers, HRDC is engaged in consultative campaigns, promoting the utilisation of HRD Fund in order to improve Work-Place Learning.

On the 29<sup>th</sup> November 2016, HRDC engaged the Lobatse Business Community to sensitise (create awareness and educate) them on the HRD Fund as well as Work - Place Learning benefits. The consultative meeting came at a crucial time since Lobatse is one of the ever growing towns and has a potential of growing its economy from the myriad businesses it is endowed with.

During the meeting, Work - Place Planner, **Mr. Kelesitse Maikaelelo** gave a background on HRDC, reflecting on its transition from its previous organisational status as Tertiary Education Council (T.E.C). **Mr. Maikaelelo** noted that the HRD Fund (previously called Training Levy) was transferred from Botswana Qualifications Authority (BQA) to HRDC and now has increased its scope in terms of the level of training.

**Mr. Maikaelelo** informed the attendants about Work - Place learning regulations, underscoring that employers must ensure that they train according to the skills needs required in their work - places. **Mr. Maikaelelo** noted that the solution to the country's outcry for lack

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of skills can only be solved by employers training their employees to increase the volume of skilled workforce in the labour market and that the training should ultimately enhance the work ethic. "HRD Fund functions cannot be isolated from the skills planning," concluded Maikaelelo.

**Mr. Ndiwo Makula**, HRDC's Manager, Claims Assessor gave an overview of HRD Fund elaborating on its administration, reimbursement regulations and submission of claims.

**Mr Makula** emphasised that training activities should be only undertaken at accredited training providers and that their programmes should also be accredited by Botswana Qualifications Authority (BQA). **Mr Makula** stressed that, "Training providers must ensure that they prepare an attendance register for each programme and trainees

must sign for each day of training also delivering the training in accordance to the number of hours stipulated in the Botswana National Qualifications Framework (BNCQF)".

In response, attendees were eager to know more about the HRD Fund, particularly on its regulations and requirements which effectively facilitates reimbursement of claims within reasonable time when correctly adhered to.

The attendees also raised their concerns, including the time that HRDC takes to process their reimbursement claims. The attendees recommended automation approach to HRDC, as a means of enhancing service delivery.

"Automated processes are always the best and convenient in handling claims or reimbursement submissions.

Automation plans are in the pipeline at HRDC, it is a costly exercise that requires consultation and sufficient funding. When all that has been put in place, then HRDC will then automate its services" said Makula.

The meeting was a resounding success and productive as evidenced by discussions that ensued between the two parties.

The meeting culminated in both parties agreeing on mitigation strategies and tactics that will rectify the challenges. The Lobatse Business Community encouraged HRDC to continue disseminating this important information so as Botswana can benefit from the HRD Fund thereby driving Botswana towards a knowledge – based society.



*Mr Ndiwo Makula - HRDC Manager Claims Assessor presenting on the Human Resource Development Fund (HRDF)*



*Mr Kelesitse Maikaelelo - HRDC Work-Place Planner presenting on the organisations mandate*



*Meeting participants listening attentively*



# HRDC Engages Stakeholders at the Global Expo 2016



Ms Lulu Ngakane - HRDC Fund Officer engaging a stakeholder

*As part of its public education activities for the financial year, the Human Resource Development Council (HRDC) showcased products and services and engaged stakeholders during the Global Expo 2016. The event was held from the 23<sup>rd</sup> - 26<sup>th</sup> November 2016.*

The aim of the 10<sup>th</sup> Global Expo was to offer exhibitors and visitors an opportunity to actively promote their businesses and stimulate intra - regional business exchange was intensively used as a marketing and network platform by many exhibitors.

The event was held under the theme 'Unlocking opportunities for Economic Growth.' During the four - day exhibition, HRDC benefitted tremendously as it was able to meet majority of its segmented stakeholders and offered on - spot services and made referrals while expanding its stakeholder database regionally and internationally.



Mr Goitseone Boikepetse - HRDC Fund Office attending to a visitor enquiring about the HRDF claims



Mr Kago Mogotsi - Human Resource Assistant interacting with a stakeholder

# HRDC Hosts a Welcome Dinner for South Korean Volunteers



Ministry of Basic Education (MoBE) Senior Management and HRDC Executive Management posing with the South Korean Volunteers

*In an effort to improve the Mathematics and Science results across primary and secondary education in Botswana, the South Korean Government through its Ministry of Education has availed 15 Math and Science Teachers on volunteering basis.*

The Volunteers will be in Botswana for two years teaching Science and Mathematics in remote regions. The Human Resource Development Council (HRDC) hosted a dinner on the 16<sup>th</sup> January 2017 at the HRDC Gardens to welcome these volunteers.

Giving the welcome remarks, the Permanent Secretary of the Ministry of Basic Education (MoBE), **Mrs Grace Muzila** expressed her gratitude to the South Korean Government for their assistance as the skills of the Volunteers were needed by the country across primary and secondary education in Botswana. She further gave the Volunteers advice on conducting themselves in the country and how their efforts will assist learners to reach their potential.



Invited guests listening to the proceedings





## HRDC Unveils The 20 Occupations In Demand For All Sectors



*The Sector Human Resource Development (HRD) Committees have a responsibility to provide advice to the Human Resource Development Council (HRDC) on emerging economic trends and relevant education and training and skills needs in its sector to enable it to thrive and succeed.*

The Sector Committees have been tirelessly engaged with formulating their Sector Plans and in addition were assigned tasks to develop 'Occupations in Demand' for each sector.

### Lifespan of the List Of Occupations In Demand

The list of occupations in demand will be reviewed and published annually to align it with labour market trends.

It is expected that most of the top occupations will remain in the list as the list includes both current and future skills.

However, as the economy grows, there will be emerging skills needed especially in a knowledge based economy which is driven by science, technology, innovation, research and development. The Labour Market Observatory (LMO) will play a critical role in monitoring

labour market trends and will produce information that will continually update the top occupations in demand. The LMO will also monitor the high impact indicators of graduate employability and level of skills development.

Furthermore, the LMO will provide a platform to link job seekers and employers.

Botswana LMO Website is [www.botswanalmo.org.bw](http://www.botswanalmo.org.bw)

**Table One: Executive Summary of Top Occupations in Demand**

Occup Code	Occupation	Occup Code	Occupation
<b>Health</b>			
2211	Generalist Medical Practitioners	xxxx	Specialist Radiographers
2212	Specialist Medical Practitioners	xxxx	Radiotherapists
2262	Pharmacists	xxxx	Specialist Pharmacists
2221	General Nursing Professionals	xxxx	Nursing Specialists
3213	Pharmaceutical Technicians and Assistants	xxxx	Health Education Professionals
3212	Medical and Pathology Laboratory Technicians	xxxx	Health Education Assistants
5321	Health Care Assistants	xxxx	Perfusionists
2634	Psychologists	xxxx	Medical Physicists
2261	Dentists	xxxx	Orthotics
3251	Dental Assistants and Therapists	xxxx	Biomedical Engineers
2264	Physiotherapists	xxxx	Biomedical Technicians
2266	Audiologists and Speech Therapists	xxxx	Medical Laboratory Scientists
2240	Paramedical Practitioners	xxxx	Occupational therapists
xxxx	General Radiographers		





Occup Code	Occupation	Occup Code	Occupation
<b>Health</b>			
2611	Lawyers	xxxx	Specialist Lawyers
5411	Fire Fighters	xxxx	Procurement (Supply Chain) Professionals
2164	Town and Traffic Planners		
<b>Agriculture</b>			
2631	Agriculture Economists	xxxx	Soil scientists
2250	Veterinarians/Pathologists	xxxx	Beekeepers
8341	Farm machinery operators	xxxx	Beekeeping processors
9213	Farm managers and workers	xxxx	Dairy scientists/technologists
2149	Agriculture engineers	xxxx	Agriculture Climatologists
xxxx	Dentists	xxxx	Feed specialists
xxxx	Dental Assistants and Therapists	xxxx	Artificial Insemination
xxxx	Physiotherapists	xxxx	Plant pathologists
xxxx	Audiologists and Speech Therapists	xxxx	Plant pathologists
xxxx	Paramedical Practitioners	xxxx	
<b>Information and Communication Technology</b>			
2521	Database Designers and Administrators	2511	Systems Analysts
2434	ICT Sales Professionals	2512	Software Developers
2153	Telecommunications Engineers	2513	Web and Multimedia Developers
2656	Announcers on Radio, Television and Other Media	xxxx	Data Centre Managers
2522	Systems Administrators	xxxx	ICT Security Managers
2523	Computer Network Professionals	xxxx	IT Service Managers
2514	Applications Programmers		
<b>Creative Industries</b>			
1349	Arts Managers	2655	Actors
2163	Product and Garment Designers	2659	Creative Directors
2166	Graphic and Multi Media Designers	2654	Film, Stage and Related Directors and Producers
2651	Visual Artists	2161	Building Architects
2431	Advertising and Marketing Professionals	2642	Journalists
2432	Public Relations Professionals	3432	Interior Designers and Decorators
2149	2432	7531	Tailors, Dressmakers, Furriers and Hatters
7532	Garment and Related Patternmakers and Cutters	2149	Sound Engineers
2633	Philosophers, Historians and Political Scientists	2653	Dancers and Choreographers

Tourism			
3434	Chefs	2424	Training and Staff Development Professionals
1412	Restaurant Managers	2162	Landscape Architects
1411	Hotel Managers	2133	Environmental Protection Professionals
5131	Waiters	5419	Security and surveillance officers
5132	Bartenders	9112	Housekeepers
4224	Hotel Receptionists	Hotel Receptionists	Beauticians and Related Workers
2149	2432	7531	Tailors, Dressmakers, Furriers and Hatters
5113	Travel Guides	4221	Travel Consultants and Clerks
Education and Training			
2342	Early Childhood Educators	2320	Vocational and Technical Education Teachers
2352	Special Needs Teachers	xxxx	Special Needs Lecturers
Research, Innovation, Science and Technology			
Occup Code	Occupation	Occup Code	Occupation
1223	Research & Development Managers	xxxx	Intellectual Property Rights Specialists
3314	Statistical, Mathematical and related associate professionals	xxxx	Commercialisation Specialists
xxxx	Science and Technology Researchers	xxxx	Research and Innovation Fund Managers
xxxx	Grant & Contract Specialists	xxxx	Researchers
xxxx	Incubation Specialists	xxxx	Research Technicians
Finance and Business Services			
1211	Finance Managers	3315	Valuers and Loss Assessors
1219	Business Services and Administration Managers	3334	Real Estate Agents and Property Managers
1223	Research and Development Managers	2412	Financial and Investment Advisors
1224	Small Business Managers	2413	Financial Analysts
1346	Chartered Accountants	xxxx	Procurement & Supply Technicians
Transport and Logistics			
3115	Mechanical Engineering Technicians	8211	Mechanical Machinery Assemblers
3153	Aircraft Pilots and Related Associate Professionals	8212	Electrical and Electronic Equipment Assemblers
3154	Air Traffic Controllers	8342	Earthmoving and Related Plant Operators
3155	Air Traffic Safety Electronics Technicians	8343	Crane, Hoist and Related Plant Operators
8332	Heavy Truck and Lorry Drivers	8344	Lifting-Truck Operators
8311	Locomotive Engine Drivers	9333	Freight Handlers
8312	Railway Brakes, Signal, Shatter and Switch Operators	1324	Supply, Distribution and Related Managers



Occup Code	Occupation	Occup Code	Occupation
<b>Manufacturing</b>			
2141	Industrial Engineers	7322	3-D Printers
2145	Chemical Engineers	7532	Fabric Layers/Cutters
7318	Leather Works Specialist	7534	Upholsters
3116	Chemical Technicians	7532	Pattern makers
3115	Mechanical Technicians	7211	Mould makers
3113	Electrical Technicians	7212	Welding/Fabrication Technicians
7313	Jewellery designers & manufacturing	7522	Furniture designers & manufacturers
8153	Sewing machine mechanics	8189	Computer Numerical Control Operators
8342	Machine/Plant/Engine Operators	xxxx	Tool and Die Technicians
8182	Furnace maker/Operators	xxxx	Powder coating Technicians
2163	Production Designers	xxxx	Embroiders
xxxx	Nano Technologists	xxxx	Product Appraiser and Quality Assurance Specialist
xxxx	Textile Technologists	xxxx	Food Science & Technologists
xxxx	Industrial Technologists		
<b>Construction</b>			
7112	Bricklayers	7126	Plumbers
7123	Plasterers	7113	Stonemasons
7114	Shutter/form workers	7212	Coded welders
7214	Steel fixers	7215	Riggers
7115	Carpenters	xxxx	Special coaters
7121	Grass roof thatchers		

Source: Occupation codes are derived from- Statistics Botswana (2015) Botswana Standard Classification of Occupations. Note xxxx refers to occupations with no codes that will be discussed with Statistics Botswana



# Collaboration Between Botswana and Swedish TEIs on the Cards



(L-R) Dr Andreas Gothenberg (STINT), Mr Boikanyo Sekwati, Mr Oabona Nthebolang and Ms. Masego Mokubung (HRDC) during the meeting

*In a quest to acquire sustainable innovative solutions, policy makers around the globe are expected to encourage adoption of internationalisation approach.*

This will enable Work-Places and researchers to access world class knowledge across strategic markets. Researchers should ensure that there is value creation resulting from international science and technology cooperation.

On the 10<sup>th</sup> February 2017, the Human Resource Development Council (HRDC) through the Department of Statistics, Research, Development and Innovation (SRDI) hosted this critical meeting with STINT's Executive Director, **Dr. Andreas Gothenberg**. The Swedish Foundation for International Cooperation in Research and Higher Education (STINT), was set up by the Swedish Government in 1994. STINT is responsible for internationalising Swedish higher education and research.

STINT promotes knowledge and competence development within internationalisation and invests in internationalisation projects proposed by researchers, educators and leaderships at Swedish universities.

STINT promotes internationalisation as an instrument to; enhance the quality of research and higher education, increase the competitiveness of universities and strengthen the attractiveness of Swedish universities. The purpose of this meeting was to discuss the possibilities of STINT establishing collaborations and partnerships with Botswana Tertiary Education Providers in the area of research.

During the meeting, the Director - Statistics, Research Development and Innovation (DSRDI), **Ms Masego Mokubung** expressed her gratitude to STINT for considering Botswana as a possible partner in research.

"I am delighted to host STINT at HRDC more so that the research function in this department is still relatively new, It is my singular belief STINT will assist HRDC in promoting internationalisation as an instrument to enhance the quality of research in our local Tertiary Education Providers thereby increasing the competitiveness of institutions and ultimately strengthening the

attractiveness of Botswana Tertiary Education Institutions across the global sphere" said **Ms Mokubung**.

**Ms Mokubung** noted that there is need for research collaborations as well as Tertiary Education – Industry Link Research, that HRDC is responsible for its promotion, coordination and support and with STINT collaboration, surely research in TEPs will grow exponentially using the internationally recognised standards.

In his remarks, **Dr. Andreas Gothenberg** enlightened meeting attendants about internationalisation projects proposed by researchers, educators and leaderships across Swedish universities.

**Dr. Gothenberg** elaborated, "STINT promotes internationalisation as an instrument to enhance the quality of research and higher education, increase the competitiveness of universities as well as strengthen the attractiveness of Swedish universities and it is our singular wish to inculcate internationalisation among research institutions in Botswana". **Dr. Gothenberg** noted that that STINT is on a mission to encourage renewals within internationalisation through new collaboration forms and new partners, therefore consider Botswana as one the potential partners in Research and Higher Education.

The meeting culminated in both parties agreeing to have a follow - up meeting where STINT Board of Directors will have an opportunity to interact with personnel from both the Human Resource Development Planning Demand and Supply-Side.



# New Staff Appointments



*Mr Vassilidias was appointed Director Information Communication & Technology in the Department of (ICT) effective 1<sup>st</sup> March 2017.*

## John Vassilidias

### Director ICT

John obtained BSC degree in Computer Science at University of Botswana (UB). He also possesses Postgraduate Certificate in Telecommunications Regulation from University of Westminster in the United Kingdom (UK). John further pursued Masters in Information Security and Intelligence from Edith Cowen University in Australia.

John's former employer was Central Government, having served under two Ministries being; Office of the President and the Ministry of Transport and Communications. In HRDC Vassilidias' roles among others include; planning; organising and coordination of the provision of Information Technology (IT) service in an effective and efficient manner that will ensure maximum access to users.

He is responsible for creating proper work environment for the team and manages its resources for achieving the goals. He further participate in formulating,

defining, reviewing and updating ICT strategic directions of HRDC. John provides inputs on the preparation of HRDC's strategic operating plans and budgets.

He is also responsible for developing and coordinating the implementation of the relevant policy and strategy for the ICT department.

John also advises Chief Executive Officer, Chief Operations Officer and Departments on matters relating to IT. He ensures that there is effective management, development and compliance to established ICT systems, rules regulations, procedures, guidelines and instruments within HRDC.

Furthermore, he is responsible for ensuring that management of information systems and provision of IT support is rendered at all times and leads the development and review of the strategic information plan.



*Ms Tsie was appointed Database Administrator in the Department of ICT effective 1<sup>st</sup> January 2017.*

## Tsheboeng Faith Tsie

### Database Administrator

**Faith** holds a Bachelor of Business Information Systems from University of Botswana (UB). She is also a Microsoft Technology Associate in Database Fundamentals. She is currently pursuing Microsoft Certified Solution Expert Programme in Data Management and Analytics. Prior to her appointment, **Faith** was a Staff Development Fellow (SDF) – Database Administrator for almost a year, and IT Support Technician for two (2) years. She was also a Research Assistant (Information Technology) for Five (5) years. **Faith** joined the then Tertiary Education Council (T.E.C) as an Intern in the Information Technology Unit in 2010 and grew professionally through the ranks.

**Faith's** roles is to plan, implement and supervise the installation, upgrade and maintenance of the HRDC's computer systems and servers. Her duties are to control access permissions, implement procedures for access, monitor user access and detect attempts to fiddle with the system and database.

She ascertains the availability and performance of the database technical problems as and when they arise. Faith ensures that standard and customised reports can be generated from the data as per users' requirements.

She is also responsible for ensuring that storage, archiving, back up and recovery procedures are in place, thoroughly documented, tested and implemented correctly. **Faith** manages the development, testing and production of databases and liaises with IT services providers as and when required. She also upgrades the databases to newer versions as and when necessary.



## Kefilwe A. Kalayakgosi

### Research Analyst

**Kefilwe** was appointed Research Analyst in the Department of Statistics, Research Development and Innovation (DSRDI), effective from 1<sup>st</sup> March 2017.

He holds a Bachelors of Arts (Social Sciences) majoring in Statistics and Economics and a Masters in Economics (2015) both from the University of Botswana.

Prior to this appointment, he served as Research Assistant in the DSRDI from 01<sup>st</sup> September 2014 to 28<sup>th</sup> February 2017. As Research Analyst, **Kefilwe's** roles amongst others include preparing statistical tables and reports for internal analysis.

He is also responsible for producing analytical reports based on data and statistics, submitting for review feed information into the database and maintaining up to date data. Furthermore, he provides relevant, timely and quality data in response to both anticipated needs as well as specific requests from internal and external customers.

He also liaises with research institutions to share and exchange research information that are clinical for analysis. **Kefilwe** further advises on survey designs and data collection instruments for primary and secondary data where required.



## Kenneth Segobye

### Research Analyst II

**Kenneth** was appointed Research Analyst II in the Department of Statistics Research, Development and Innovation (DSRDI), effective March 1<sup>st</sup> 2017.

His experience also includes one year working as Research Assistant at the Ministry of Local Government in 2011 and Botswana College of Distance and Open Learning (**BOCODOL**) in 2013.

Prior to this appointment, he served as Research Assistant in the Department of Statistics Research Development & Innovation (DSRDI) from July 2014 - February 2017. As a Research Analyst he develops, documents, maintains and implement methodologies, statistical tools and guidelines for processing, compilation and analysis of data.

**Kenneth** performs quality control to verify accuracy and integrity of data for analysis and reporting. He also explores and recommends new and improves methods and ideas of data processing, analysis, reporting and dissemination. Furthermore, he applies statistical techniques and methods in the processing and analysis of data, and perform necessary statistical routines related to the collection, processing, compilation, analysis and reporting of statistical data.

**Kenneth** also prepares statistical tables and reports for internal analysis.



## Kabo Bakwena

### Research Analyst II

**Kabo** was appointed Research Analyst II in the Department of Statistics, Research Development and Innovation (DSRDI), effective March 1<sup>st</sup> 2017.

**Kabo** holds a Bachelor of Arts Degree in Social Sciences with a double major in Economics and Demography obtained from the University of Botswana. Prior to this appointment, she worked as a Temporary Research Assistant under the Department of Human Resource Development Planning (Demand).

Her role entailed providing administrative support towards the development of the National Human Resource Development Sector Plans. **Kabo** has also worked as part of the team that was engaged in data entry for the Job Vacancy Database.

Her current role as a Research Analyst II which involves operationalising the Labour Market Observatory (LMO) and its subsidiaries; the Labour Market Information System (LMIS) and the LMO Website.

Her role also involves resuscitating and facilitating the activities of the LMO Committee and periodically updating the LMIS with the latest statistics including manning the website amongst other duties like providing relevant, timely and quality data in response to both anticipated needs as well as specific requests from internal and external customers.





**Lucky  
Kgosithebe**

**Student and Welfare Planner**

**Lucky** was appointed Student and Welfare Planner in the Department of Human Resource Development Planning (Supply) effective 1<sup>st</sup> September 2016.

Prior to this appointment he served as Staff Development Fellow under the same department. **Lucky** has previously worked for T.E.C. as a Research Assistant and also as a board member in the council representing students. He has worked with tertiary education Students for over 10 years.

During his tenure as the T.E.C. Board Member, he assisted with the establishment of Student Representative Councils (SRC), the drafting of their constitutions and played a role in development of the generic Tertiary Education Students Charter.

As Student and Welfare Planner, he identifies the direct tangible outputs that the plans have delivered following their implementation.

He assesses the outcomes against targets, monitors and evaluate whether the planned activities have been completed on time and within the budget and identifies status of incomplete activities. He also provides guidance and assistance to implementing bodies for executing their plans as and when required.

## HRDC Joins The World In Commemorating World Aids Day 2016



*HRDC Staff interacting with a stakeholder during World AIDS Day*

*World Aids day is held on the 1st of December annually and it serves as an opportunity for people worldwide to unite in the fight against HIV epidemic, to show their support for people living with and affected by HIV and commemorate people who have unfortunately died from this pandemic (AIDS).*

The Human Resource Development Council (HRDC) through the Wellness Committee joined other Government Ministries, Parastatal organisations, Private and Public Institutions in honouring World AIDS Day 2016. This event was held at Gaborone Senior Secondary School (GSS) Grounds on the 1<sup>st</sup> December 2016.

In contribution to the commemoration of Wold AIDS Day, HRDC staff members participated in a 4.8 kilometer walk from Molapo Crossing Mall to Gaborone Secondary School (GSS) Grounds. Additionally, HRDC had a stall during the event to showcase interventions that are in line with promoting safe sex and behavioural change that could lead to the spread of the HIV virus.

HRDC considered it imperative to participate in the commemoration of World AIDS Day, because it reminds the public and Government that HIV does still exist, therefore critical to invest in interventions that increase awareness, fight prejudice and improve education.

Giving the keynote address, His Excellency the President of the Republic of Botswana, Lieutenant General Dr Seretse Khama Ian Khama said, "This year's theme, 'Hands up for #HIVprevention', has come at the right time when we as a country are reinvigorating our HIV prevention resolve to arrest the trajectory of the AIDS scourge. This theme encourages countries to assess their programmes as to how HIV prevention efforts can be better tailored towards the vulnerable groups of our society.

It also resonates with our values at independence of self - help, particularly taking into consideration that exactly two months ago Batswana celebrated 50 years of independence."

"While Batswana endured pain and suffering, we steadfastly refused to falter and pulled together to conquer the virus. We pioneered the best nation-wide treatment programme in the world and triumphed in our quest to save babies from transmission of HIV.

*Continued to Page 34...*

*Continued from Page 33...*

Currently we are speaking of a mother to child transmission rate of about 1.6 percent, having dropped from a high of 40 percent since 2001" concluded President Khama.

Although World AIDS Day is a great day to talk about HIV, it is important to keep the momentum going all year round. Therefore, HRDC together with other organisations in Botswana upheld an

obligation to continue showing support to and solidarity towards many people living with HIV (infected and affected).

## HRDC Embraces Work - Life balance through Athletics



HRDC team proudly posing for a snap shot with Botswana's Celebrated Athletics Legend Amantle Montsho, after the Botswana Life Classic Run

*The Human Resource Development Council (HRDC) athletics team was first established in 2014, with only four members on board. Staff members continued to embrace this sport as membership increased along the years, reaching a total number of 30 by end of the financial year 2016/17.*

The team did not only achieve an increase in the number of members, but also experienced a significant improvement in the level of commitment, passion and participation in the sport by members.

The year 2016/17 was a great success for the HRDC's long distance athletics team, due to the increased and consistent participation rate from team members in different athletics competitions and registering wins in some challenges.

It was only in 2016/17 that the team managed a podium finish at Botswana Classic Run, Airport Junction Run and Gaborone Half Marathon finishing in 3<sup>rd</sup> position for the three (3) events.

The team participated in a number of local marathon challenges including; PPC King of the Hill (15kms); Lady Khama Obstacle Challenge; Botswana Independence Half Marathon (10 and 21.1kms); Lady Khama Run 21(10 and 21.1km) and Diacore Gaborone Marathon (10, 21.1 & 42.2kms).

On international level, the team participated at (3) three marathon challenges all hosted in South Africa, those including, the 9<sup>th</sup> edition of Groot Marico Myl Marathon (42.2 km) in North West, the 27<sup>th</sup> edition of Old mutual Om Die Dam Ultra Marathon (50kms) in Hartesbeespoort and the Comrades Marathon (89.23kms), Petermarisburg. Participation in sport is very important

as it introduces an element of physical fitness lifestyle, which is important to individual's wellbeing. The same sentiments were shared by the late, former president of the United States of America, **John F Kennedy** when he said, "Physical fitness is not only one of the most important keys to a healthy body, it is the basis of dynamic and creative intellectual activity".

It is anticipated that more HRDC staff members will join the athletics club and remain active in many wellness and fitness activities.



Team members finishing The Lady Khama Marathon



Another successful completion of Diacore Gaborone Marathon 2017





# HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL

## 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; and
- Plan and advise on tertiary education financing and workplace learning

## Vision

To make Botswana's human resource globally competitive by 2026

## 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

- Accountability
- Botho
- Excellence
- Teamwork
- Transparency

## 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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