

HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL

NATIONAL AND SECTOR HUMAN RESOURCE DEVELOPMENT PLANNING



INFORMATION BOOKLET - 2017

INTRODUCTION

The Human Resource Development Council (HRDC) is responsible for providing policy advice on all matters of national human resource development; coordination and promotion of the implementation of the National Human Resource Development Strategy (NHRDS); the development of the National and Sector Human Resource Development (HRD) Plans; and planning and advising on tertiary education financing and workplace learning.

In implementing the National Human Resource Development Strategy, HRDC has embarked on developing the National and Sector Human Resource (HRD) Plans which seek to address the misalignment between the supply of graduates and the demand for skills from the labour market. Lack of requisite skills to meet job requirements of employers has been identified as one of the major reasons attributed to graduate unemployment. HRDC believes that through a truly demand driven system of skills development, problems of unemployment caused by the mismatch of skills in the labour market would be addressed.



In line with the realization of the National Human Resource Development Strategy (NHRDS) vision which states that “ By 2022 it will be universally accepted that the quality, productivity and motivation of its people will be Botswana’s single greatest and most valuable resource ”, the Human Resource Development Council (HRDC) has adopted a Human Resource Development (HRD) planning Approach which is demand/ industry driven. The approach is a divergence from the Manpower Planning Approach which used to be undertaken by the Ministry of Finance and Development Planning.

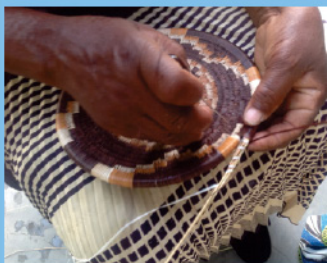
HRDC has commenced the development of Sector based Human Resource Development plans through Sector HRD committees. The HRD plans are aimed at addressing the misalignment between the supply of graduates and the demand for skills from the labor market.



BENEFITS & STRENGTHS OF HUMAN RESOURCE DEVELOPMENT PLANNING

The benefits of HRD planning include, but not limited to:

- * Ensuring planning is strategy driven and properly contextualizes the broader policy environment.
- * Considering occupation specific education and training programmes and also focusing on generic skills and competencies
- * Matching labour market and education programme profiles
- * Aligning student funding with the required skills/occupation in demand, which will address the problem of overproduction of skills.



ABOUT SECTOR HUMAN RESOURCE DEVELOPMENT COMMITTEES

PURPOSE AND OBJECTIVES

The Sector HRD Committees are sector level partnerships that bring together the leadership from various jurisdictions to form a single nexus in planning and designing collaborative actions around human resource development. They provide an excellent opportunity for a pan-sector joint approach to human resource development planning which strengthens the commitment of the stakeholders to work together in addressing Botswana's HRD challenges.

These Committees focus on determining the human resource development needs and designing a collaborative education and skills training and development response that enables the sector to thrive and succeed.

SECTOR HRD COMMITTEES EXIST TO:

- a) Oversee the production and periodic review of sector specific HRD plans that will ensure a direct linkage between the education and skills that are being developed and the needs of the economy;
- b) Provide a forum for constant dialogue and consensus building among stakeholders in the sector on all matters relating to HRD;
- c) Provide advice to the HRDC on emerging economic trends and relevant economic trends and relevant education and training and skills needs of the sectors;
- d) Provide advice on appropriate measures to deal with any mismatch between demand and supply of human resource in the sectors;
- e) Identify planned major projects that require human resource impact assessment studies and make recommendations for their formulations and execution;
- f) Provide a sounding board for the sector to advise the HRDC to discuss, review and validate national and sector HRD plans;
- g) Ensure a linkage with the strategies of Government by ensuring interaction with Economic Diversification Drive (EDD), Hubs and others;
- h) Ensure linkages with other sectors to deal with cross sector occupations and skills that fall outside the scope of a specific sector and which needs to be incorporated in the National Human Resource Development Plan;
- i) Embed a commitment from employers within the sector to invest in the training of their employees and in the development of education and training; to provide internships and to advice on the optimal use of the Department of Tertiary Education Financing (DTEF) and the Human Resource Development Fund.

COMPOSITION OF THE SECTOR HRD COMMITTEES

The composition of the HRD Sector committee ensures that the sector is comprehensively represented with a mix of individuals that in composite demonstrate a combination of qualifications, experience and relevant positions of leadership and authority. The membership is drawn from the following broad constituencies;

- * Business and employers;
- * Government;
- * Employees and Labour Unions;
- * Advisory, steering, support and Regulatory Agencies;
- * Education and skills Training and Development Specialists and Institutions;
- * Professional, Employer and Employee Associations
- * Civil Society.

ESTABLISHED HRD SECTOR

The HRDC has so far established HRD committees namely:

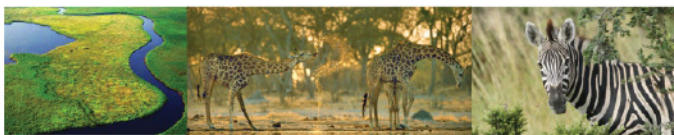
1. Mining, Minerals, Energy and Water Resources Sector
2. Tourism Sector
3. Finance and Business Services Sector
4. Agriculture Sector
5. Creative Industries Sector
6. Manufacturing Sector
7. Transport & Logistics Sector
8. Education and Training Sector
9. Information and Communication Technology (ICT) Sector
10. Health Sector
11. Public Sector
12. Research, Innovation Science and Technology Sector

Below are the established Sectors:

1) Mining, Minerals, Energy and Water Resources Sector



2) Tourism Sector



3) Creative Industries Sector



4) Agriculture Sector



5) Health Sector



6) Information Communication and Technology Sector



7) Finance and Business Services Sector



8) Education and Training Sector



9) Public Sector



10) Transport and Logistics Sector



11) Manufacturing Sector



12) Research, Innovation, Science and Technology Sector



HRDC in collaboration with stakeholders will continue to identify other key sectors of the economy in line with the priorities of the Government identified in the National Development Plans, Economic Diversification Drive (EDD) and other national strategies and policies.

CONSULTATION PROCESS

Once the national sector HRD plan is developed it goes through several approval structures before it can be implemented.

1. Stakeholders through consultative workshops for stakeholder buy-in;
2. Internal Structures of the HRDC;
3. Ministry of Tertiary Education Research Science & Technology;
4. Cabinet;
5. Parliament.

FOR MORE INFORMATION

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