

HRDC CELEBRATES BOT50 IN STYLE

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Introduced at BUAN**

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first Tertiary Education
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EDITOR'S NOTE



Dear Stakeholders,

Welcome to the sixth issue of the HRDC Insight Newsletter! The Human Resource Development Council (HRDC) continued to create maximum awareness and educate its stakeholders about its mandate. In the current issue, apart from myriad stakeholder engagement and satisfaction activities and the launch of the Institutional Planning at various Tertiary Education Institutions, the Newsletter highlights the importance of wellness in the workplace.

The Ministry of Tertiary Education, Research, Science and Technology (MoTE) in collaboration with HRDC hosted the First Tertiary Education Financing Pitso and invited stakeholders locally and regionally to solicit input and deliberate on sustainable ways of financing tertiary education in Botswana. Delegates

from Kenya and South Africa shared their success stories and it is entirely up to Botswana to find sustainable ways of assisting the Government to finance tertiary education for the benefit of our economy.

Most of the activities in this edition resonate with National Development Plan (NDP) 11's objective of "Competitive Human Resource." The Mining, Tourism, Agriculture and Health Human Resource Development (HRD) Sector Plans have just been completed and are awaiting implementation. These plans subscribe to the NDP 11 whose overarching goal is to strike a balance between economic, social and environmental issues, to achieve Vision 2036 and the United Nations Sustainable Development Goals (UNSDG's). The Council will ensure that above all these there is job creation emanating from all the HRD Sector Plans.

Furthermore, this was also an interesting quarter as the Country celebrated the Golden Jubilee 50th Independence. HRDC participated in celebrating these activities at national level as we told Botswana's education and training sector legacy story in an inclusive and detailed style. We continued to achieve HRDC's goals by implementing our Strategic Plan (2016 – 2021). This is evidenced by key milestones from all HRDC Departments as reported in this issue.

In an effort to continue looking for platforms that will accelerate our service delivery to the nation, we have fully embraced the concept of developing the National and Sector Human Resource Development Plans. These established Sector HRD Plans seek to inter alia, address the misalignment between the supply of graduates and the demand for skills by the labour market. More interestingly, the Ministry of Tertiary Education, Research, Science and Technology has approved the key priority areas, which will be implemented by all parties and will now be providing skills needed by Botswana's economy.

Through departmental stakeholder engagement activities, we continue to realise that the need for our services is increasing daily and as HRDC, we continue to explore ways of satisfying and meeting stakeholder needs. In this regard, we promise our stakeholders that we will continue to look for better ways (forward-thinking) of educating, creating awareness and persuading them to continue buying into our services. On that note, I wish to profusely thank the Editorial Team for producing yet another newsy issue.

Our new HRDC website is now live! Log on to www.hrdc.org.bw. Don't forget to give us feedback. Happy reading!

Faith Tuelo

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HRDC PARTICIPATES AT THE GHANZI AGRICULTURE SHOW 2016



His Excellency The President, Lieutenant General Dr. Seretse Khama Ian Khama officially opening the Ghanzi Agriculture show



Mr Johnie Swatz, Former Minister of Agriculture also visited the HRDC stall to enquire about the opportunities available under Agriculture HRD Sector Committee



Some of the stakeholders in attendance attentively listening to the official opening speech

The Agriculture Sector remains one of the key priorities in Botswana's development agenda. Since its establishment in 1972, the Ghanzi Agriculture Show is one of the sectoral remarkable events which has over the years immensely contributed towards promoting the sector. Ghanzi District is an area endowed with agricultural resources hence the reason why the Ghanzi Agriculture Show continues to thrive year in and year out.

The Human Resource Development Council (HRDC) participated at this event to engage with farmers and other stakeholders across all sectors. HRDC's goal was to create maximum awareness, educate stakeholders on its mandate, informing them

about the role of the HRD Agriculture Sector and persuade them to buy into the mandate of HRDC. The event also presented a platform to create awareness about HRDC's different functions and particularly other Human Resource Development (HRD) Sectors. The Agriculture Show which marked its 42nd anniversary, was held from the 6th - 10th July 2016 in Ghanzi under the theme '50 Years of Inspired Nation, 42 years Towards Sustainable Farming and Adventure'.

It was officially opened on the 9th July, 2016 by His Excellency the President of Botswana, Lt General Dr. Seretse Khama Ian Khama. In his keynote address, His Excellency noted that the annual event has grown into a

very important national show and it is a flagship that continues to attract international and national farmers and exhibitors. His Excellency also expressed pride on the show as it also contributes to the economy of the Ghanzi District, through agro - tourism ventures, retailers and shops as source of employment.

In conclusion, the Agriculture Show organisers were implored to continue to diversify the show by leveraging on the existing techno - innovative solutions that will ensure farmers are marketed internationally.



Some of the rare breeds of the livestock in display

HRDC OFFERS SMALL GRANTS TO STIMULATE RESEARCH & INNOVATION



Ms Masego Mokubung, Acting Director of Statistics, Research, Development and Innovation (HRDC) addressing the Workshop on Research Grants.

In order to stand out in today's ever-changing world, organisations or workplaces need to work hard to stay ahead of the curve. Research and Innovation plays a critical role in assisting organisations to conquer new frontiers by developing original ideas.

The Human Resource Development Council (HRDC) through its Department of Statistics Research Development and Innovation (DSRDI) organised a two-day Research and Innovation Small Grant Dissemination Conference. The event was held from the 5th - 6th July 2016 in Gaborone. The objectives of the Conference were to present the findings of the funded research grants and provide recommendations and policy advice aligned to researched thematic areas.

Applicants were invited to submit research proposals subscribing to the themes identified by the HRDC that are particularly relevant to support development/growth in Botswana.



Participants listening to the Workshop deliberations

These were; Youth and HIV/AIDS Values, Household Income – Sources, Strategies, Survival, The Structure of Families in Botswana, Employment Creation Opportunities for the Youth, Self-Employment and Graduate Employability.

Giving the opening remarks, the Chief Executive Officer (CEO) of HRDC, Dr Raphael Dingalo particularised on the mandate of HRDC and underlined the sectoral approach used by HRDC to map out the skills needs of Botswana and their relevance to the market demands. Moreover, Dr Dingalo shared the functions of the DSRDI which among others are leading, managing, directing, coordinating and supervising the Research and Innovation mandate of HRDC.

Furthermore, HRDC leads the promotion of research capacity, promotion of graduate studies and industry-university research activities. "Our world is full of information, a wide ocean of knowledge that all of us can acquire, the only way to credit the validity of our information is through research," emphasised Dr Dingalo.

The maximum amount allocated to a single application is BWP50 000.00. Out of a total of 30 responses, 16 were selected since they satisfied all the requirements for this Research Sponsorship Grant. The Council regards all efforts as very commendable as they reflect devotion on the part of Botswana's institutions to change the research landscape through growing their knowledge and skills in Research and Innovation. Grantees delivered exceptional presentations that HRDC as a policy advisor to the Government and other key stakeholders will take on board.

In her closing remarks, Ms Masego Mokubung, the Acting Director DSRDI, mapped the way forward and revealed that there were lessons learnt from the previous grants that will be used to enhance the next HRDC Grants Project. Some of the challenges observed were due to time constraints. This is a hiccup that HRDC and relevant stakeholders will guard against in future.

HRDC ENGAGES THE GHANZI BUSINESS COMMUNITY



Some of the Stakeholders from the Ghanzi Business Community listening attentively to the deliberations.



Mr Kelesitse Maikaelelo, Work-Place Planner (HRDC) presenting on the mandate of HRDC

Mr Kelesitse Maikaelelo, the HRDC's Work – Place Planner gave an insightful and electrifying presentation on the mandate of HRDC and zeroed into the two functions of Human Resource Development Fund (HRDF) and Work – Place Learning. He said, "The aim of this meeting is to sensitise the Ghanzi District workplaces and institutions on the Structured Work-Place Learning Regulations, Human Resource Development Fund (HRDF) Regulations, Institutional Planning & Funding that HRDC is mandated among others to execute." Maikaelelo further illuminated to the attendants that HRDC wanted to update stakeholders on the transformation emanating from the National Human Resource Development Strategy (NHRDS) that necessitated the establishment of HRDC. "We are here to solicit your buy-in on institutional planning, research, funding and structured work-place learning tools", said Maikaelelo.



Mr Pontsho Pusoetsile (Standing) from the Information & Communication Technology HRD Sector Committee giving a presentation.

The Human Resource Development Council (HRDC) hosted the Ghanzi Business Community Breakfast Meeting which was held on the 8th July, 2016 at Tautona Lodge. The objective of the meeting was to interact with stakeholders and inform them about the mandate of HRDC, discuss the Council's different functions including the Human Resource Development Fund, Workplace Learning, Human Resource Development (HRD) Sector Plans and other relevant issues.

Among the delegates who graced this informative gathering was the Assistant Minister of Agriculture, Honourable Kgotla Autlwetse, representatives from the Private Businesses, Government Officials, Honourable Councillors, Media and

Ghanzi Community Leaders. During the breakfast meeting, three HRD Sector Committees were represented namely; Agriculture, Manufacturing and Information Communication Technology.

They all gave insightful presentations that were appreciated by the Ghanzi Business Community. It became clear through the deliberations that they are alive to the interventions of the Sectors of the economy and requested that they be invited to the launching of all Sector Plans once the exercise is complete. The deliberations proved that the meeting attendants were eager to understand how these Sector Plans will curb the challenge of unemployment, which is not only rife in Ghanzi District but country - wide.

The fruitful meeting culminated in attendants requesting HRDC to host the Agriculture Conference in the Ghanzi District since it is one of the rich agriculture resourced areas in animal farming. The attendants expressed gratitude to HRDC team for seeing it fit to host them and also encouraged them to continue engaging with the Ghanzi Business Community on a regular basis.

HRDC PARTNERS WITH BERA IN HOSTING BOLESWANA SYMPOSIUM 2016



His Honour The Vice President, Mr Mokgweetsi E. K. Masisi officially opening the BOLESWANA symposium

Botswana Educational Research Association (BERA), from the 12th - 14th July, 2016, hosted the 16th BOLESWANA Biennial Education Symposium at the University of Botswana (UB) under the theme, *'Improving Educational Quality and Standards Through Research Post 2015 Opportunities and Challenges'*. BOLESWANA is a collaboration of national research associations, consisting of Botswana, Lesotho, Swaziland and Namibia.

Officially opening the Symposium, Hon. Vice President Mokgweetsi Masisi, set the tone by lamenting on the high unemployment rate in the region due to a seemingly unemployable graduate population. His Honour Masisi said, "I challenge researchers and institutions of higher learning in Southern Africa to re-align their research and training standards to come up with genuine and measurable answers that could stand the test of time and suit the needs of the region."

As a member of BERA and one of the main sponsors of the Symposium, the Human Resource Development Council (HRDC) hosted a dinner for BOLESWANA on the 13th July 2016 at the University of Botswana, Gaborone.

Giving the opening remarks at the dinner, the Chief Executive Officer (CEO) of HRDC, Dr Raphael Dingalo noted that the Council has two core departments namely; the Human Resource Development Planning



Dr Raphael Dingalo, CEO of HRDC giving the opening remarks at the BOLESWANA dinner sponsored by the HRDC

(Supply) and Human Resource Development Planning (Demand) which play a key role in driving the National Human Resource Development Strategy (NHRDS) and implementation of the National Human Resource Development (HRD) Plans. Dr Dingalo further applauded BERA for hosting this symposium and encouraged BOLESWANA to continue their great work of coordinating research activities within the four (4) Countries.

"This event comes at a special time when Botswana is celebrating its 50 years of independence and also that this year we will be concluding, evaluating and celebrating the Vision 2016 Strategy," proudly asserts Dr Dingalo.

The Assistant Minister of Tertiary Education, Research, Science and Technology (MoTE), Honourable Fidelis Molao graced the welcome dinner as the guest speaker. In his key note address, Hon Molao indicated that it is important for academics and educationists to always keep up with the ever changing trends in all sectors of the economy. "It is worth noting that this can only be achieved through Research and Innovation", said Hon Molao.

Hon Molao highlighted that upon realising that Botswana require skills development, the Ministry of Tertiary Education Research Science and

Technology responded by inculcating training and skills development in Botswana's education system. He also noted that it is through research and innovation that Botswana and all other nations can transform their economies from mineral resource based to human resource based economies which have proven to be sustainable. "It is for this reason that the Government of Botswana, through the Ministry of Tertiary Education Research, Science and Technology has established and continues to support regulatory bodies like the HRDC, Botswana Examinations Council (BEC), Botswana Qualifications Authority (BQA), BERA as well as BOLESWANA," proudly stated the Hon Assistant Minister Molao.

The three-day symposium brought together international scholars and researchers, policy makers and civil society organisations from the four BOLESWANA Countries and beyond to interact, share ideas, insights and innovations on ways of improving the quality of our education. The platform also presented an opportunity for presenting peer-reviewed papers that address issues of quality and standards in education at local, regional and the international levels.



JCI BOTSWANA PRESENTS YOUTH SUMMIT REPORT TO HRDC



JCI Botswana Youth Summit Report handing over meeting in session.



Dr Raphael Dingalo, HRDC CEO receiving the Report from Ms. Florence Chilisa of JCI Botswana



Participants listening to Dr Raphael Dingalo's appreciation remarks

Former United States of America (USA) President, Franklin D. Roosevelt asserts, "We cannot always build the future for our youth, but we can build our youth for the future". Issues of youth development are crucial to any society. On the 21st July 2016, Junior Chamber International (JCI) Botswana presented a report from the Botswana Youth Development Summit that was held in September 2015. The Human Resource Development Council (HRDC) had partnered with JCI Botswana to host this strategic event.

In his welcome remarks, the Chief Executive Officer of HRDC, Dr Raphael Dingalo said, "We at HRDC believe in the development of all Botswana through identified skills training and more so for the future leaders of our country. We welcome the Summit

Report as it documents some of the challenges faced by our youth."

The Botswana Youth Development Summit was held on the 17th September 2015. The purpose of the summit was to connect and motivate collaborations among key stakeholders, to research, monitor and evaluate youth development programmes. The event also sought to review Corporate Social Investment (CSI) to improve implementation and also betterment services of the youth of Botswana. The core guiding areas of discussion during the Youth Summit were; Youth Economic Participation and Unemployment, Youth Education and Skills Development and Research, Data, Monitoring and Evaluation on youth initiatives.

It was recommended that stakeholders should partner with the Government to comprehensively address issues that impact youth development such as lack of skills, poor youth involvement in policy design and formulation, inadequate data and statistics on youth and limited job creation prospects by the mining sector.

Elaborating on the challenges faced by the youth of Botswana, Ms. Florence Chilisa the JCI Botswana President, bemoaned "Youth unemployment is rife in Botswana, it is a reality. Youth also do not participate in the youth programmes that could be of benefit to them. These are some of the challenges we have established." Mr Sebusang Lebegang from JCI Botswana thanked HRDC for their partnership in hosting the Summit in 2015 and hoped the partnership will continue going forward on the next project.

In conclusion, Dr Dingalo, highlighted the need for coordination of youth development initiatives so that they can be more effective and their impact can be measured. He thanked the team for coming to the meeting and promised to read and internalise the Botswana Youth Development Summit Report.



THE AGRICULTURE SECTOR HRD COMMITTEE BENCH



Some of the benchmarking team members with the High Commissioner Mr Zenene Sinombe (khakhi suite) after a 'Meet-and-Greet' meeting at the Botswana High Commission in Pretoria, South Africa.

In a bid to promote skills development within the Agriculture Sector, the Human Resource Development Council staff and Agriculture Sector Committee Members embarked on a three-day benchmarking exercise. The exercise was held in South Africa hosted by the Agricultural Sector Education Training Authority popularly known as AgriSETA. The benchmarking trip took place from the 12th – 14th July, 2016. The delegation was led by Dr. Howard Sigwele, Chairperson of the Agriculture Sector HRD Committee and Dr Fernando Siamisang, the Director of Human Resource Development Planning (Demand).

The objectives of the benchmarking trip were to compare and contrast methods used for planning and funding of the AgriSETA, to learn from AgriSETA since they are more advanced and to share information on how the nine (9) commodities represented by the delegation from Botswana can thrive.

These commodities comprise Horticulture, Arable Farming, Bee Keeping, Pig Production, Beef, Dairy, Small Stock, Ostrich Farming, Small Stock and representation from the Botswana University of Agriculture and Natural Sciences (BUAN) and the Labour Movement.

The Agriculture Sector Committee has developed a plan that will enable the Sector to develop skills for the benefit of the country, profile the sector, identify key skills issues, determine demand and supply for skills and skills mismatches, outline a skills transfer strategy and provide a monitoring and evaluation strategy.

Therefore, the Agriculture Sector being tasked with the implementation of the plan has to find ways of increasing numbers of young people who can learn new skills and make a living within the agricultural sector. The delegation from Botswana was welcomed by some of the Board Members, Chief Executive Officer, Mr Jerry Madiba and Senior Management of AgriSETA. The benchmarking was characterised by a series of meetings, presentations, tours to several AgriSETA landmark projects and sharing of experiences.

The three-day benchmarking kicked-off with Mr. Thami Ka Plaatjie, AgriSETA Board Chairperson, welcoming the Botswana delegation to AgriSETA. He said, "This is a great initiative and we are delighted to host you. AgriSETA is responsible for creating and promoting opportunities for job-creation and socio-economic

growth from agricultural enterprises in conjunction with other stakeholders in the agricultural sector. We will take you to the majority of these enterprises within Gauteng and Limpopo provinces. We hope you will learn a lot."

The CEO of AgriSETA, Mr. Jerry Madiba presenting on the mandate of AgriSETA said, "It gives me immense pleasure to welcome our counterparts from Botswana, and we at AgriSETA are proud to host you and share experiences and we also do have an assurance that we are also going to learn a lot from Botswana. AgriSETA is fairly a complex organisation that handles not only agriculture, but also food, beverage and forestry activities."

Mr Madiba said when the Government announced extensive changes to the entire South African SETA landscape in November 2009, the Agricultural Sector was one of SETAs earmarked with relatively substantial modifications. Now the AgriSETA covers all forms of agriculture which specifically includes types of farming, processing, manufacturing, packaging, drying, storage and distribution of a host of different farming types and processes.

It is worth noting that among the areas visited was the Agricultural Research College in Pretoria which is a premier science institution that conducts fundamental and applied research. ARC together with partners generate new knowledge, develop human capital and foster innovation in agriculture, through technology development, dissemination and competitive commercialisation of research results, in support of developing a prosperous agricultural sector. The Agricultural Research Act sets out the objectives of the ARC as "conducting of research, development and technology transfer in order to; promote agriculture and industry; contribute to a better quality of life; facilitate natural resource conservation; and alleviate poverty."

MARKS IN SOUTH AFRICA

The delegation also visited the Animal Production Campus, the Meat Science Centre, the Bela-Bela Poultry Farms in Limpopo and Tompi Seleka College of Agriculture which are all accredited by AgriSETA.

During the benchmarking 'Thank You Session', Dr Howard Sigwele heartily thanked the AgriSETA Team for agreeing to host the delegation from Botswana and said, "This benchmarking was an eye opener for both the HRDC and the HRD Agriculture Committee, as such we have an insurmountable task that needs to be fulfilled by both parties. Let me not forget to thank the office of the CEO for such an amazing hospitality your team accorded us since arrival. We are forever indebted and as such we will equally retaliate in our Tswana way. We will be waiting for your delegation next year."

The benchmark trip culminated in both parties agreeing to make arrangement for signing of a Memorandum of Agreement (MoA) which will cement facilitation of sustainable agricultural collaborations between the two countries (Botswana and South Africa). This MoA will improve performance and develop the human capital within the Agriculture Sector for the benefit of AgriSETA and HRDC. The two entities will work together in developing skills of the people of Botswana and South Africa, and AgriSETA will visit HRDC Botswana next financial year.



Mr Thami Ka Plaatjie, AgriSETA Board Chairperson welcoming the Botswana delegation



The grading and egg sorting machine at Bela Bela Chicken Farms in Limpopo, RSA



The team touring the 'Egg Production Plant' at chicken farm in Bela-Bela, Limpopo.



Benchmarking tour at Tompi Seleka College of Agriculture Limpopo, RSA



Group picture of Botswana delegation and AgriSETA

INSTITUTIONAL PLANNING FRAMEWORK INTRODUCED



Dr Ellah Matshediso, Director, HRDP (Supply), presenting on the mandate of HRDC.

former University of Botswana's Faculty of Agriculture, and BUAN is still working on establishing the other four Faculties which are Science, Animal Science & Veterinary, Rural Economy and Natural Resource.

Prof Mmolawa added that there will be different programmes developed under the new faculties from Diploma to Post Graduate levels including PhD. He further submitted that they have centres for short courses; for In-service Continuing Education (CICE) located on campus and a Meat Industry Training Institution (MITI) located at Lobatse.

Mr Onkabetse Mmereki, Tertiary Education Institutions (TEI) Institutional Planner, highlighted that HRDC will be working with TEI's to facilitate the development of institutional plans that will contribute to the National Human Resource Development Plan. Mr Mmereki informed the meeting attendants that HRDC's Sectoral Approach to planning enables achievement of evidence-based planning. It is informed by Botswana's economic sectors that are the beneficiaries of the human resources. He also noted that the Institutional Planning Framework was developed in 2014 and approved by the Board of HRDC, therefore it was the responsibility of HRDC to ensure that the plan was implemented and achieved the purpose.

Planning in education is an extremely important activity as it forms the basis of all programmes of quantitative and qualitative improvement in education. Planning is the process of preparing a set of discussions for action in future, directed at achieving goals. Without proper planning institutions will not realise their target goals. Therefore, Institutional Planning is a grass root level planning tool which is part of Educational planning and it ensures better and more fruitful use of the resources which the institution has or can have. It is the institution that knows best its needs and problems that have to be solved.

Delivering part of its Human Resource Development Planning function, the Human Resource Development Council (HRDC) through its Department of Human Resource Development Planning (HRDP) – Supply, has launched the Institutional Planning Framework for Tertiary Education Institutions.

On the 13th July 2016, HRDC met with the Management of Botswana

University of Agriculture and Natural Resources (BUAN) to discuss the Institutional Planning Framework for Tertiary Education Institutions. The Director of HRDP (Supply), Dr. Ellah Matshediso, created awareness in the BUAN Management and persuaded them to buy into the function of the department of HRDP (Supply). She said, "The three major areas of focus are Work- Place Learning Planning, Student & Welfare Planning and Institutional Planning, which support the supply of provision of labour or graduates which are expected to deliver at industry level." She also highlighted on the link between her department and the Tertiary Education Institutions (TEIs) since the TEIs are the main supplier of the labour force.

Professor Khumoetsile Mmolawa of BUAN gave an overview of BUAN and proudly asserted "BUAN has recently acquired its University status through an Act of Parliament." According to Prof Mmolawa, BUAN is supposed to have five (5) faculties. Currently the University is operating with the

In describing the IP (Institutional Planning), Mr Mmereki stated that, “It is a conscious process through which an institution assesses its current state and the likely future condition of its environment, identifying possible future state for itself and then develops organised strategies, policies and procedures to build a stronger and more effective institution.”

The presentation covered components of Institutional planning such as:

Governance Planning: which aims at improving sound governance at the institutional level which covers the institution’s Council code of conduct, rules of the Council, Council performance, evaluation, institutional rules, and delegation of decision making authority and training of Council members.

Academic Planning: It refers to a more systematic approach to planning Tertiary Education (TE) and TVET system in terms of distribution of existing formally accredited programmes and intended (new) academic programmes per qualification type and knowledge field. Its purpose is to deliver the human capacity in the fields required.

Enrolment Planning: Opportunity for TE and TVET system to improve the levels of effectiveness and efficiency in absorbing and retaining the human resource that need further development. **Infrastructure Planning:** This refers to the assessment of existing provision of infrastructure to determine whether the institution is appropriately provided with building space.



Attendants listening attentively during the workshop.

Prior to Mr Bautule Diboko, HRDC’s Institutional Planner’s presentation, the two teams meritoriously deliberated on the pros and cons of IP. Presenting on the way forward, Mr Diboko highlighted the need for

BUAN to identify contact persons that will work with the HRDC IP team to develop an IP Framework for the university. He urged the team to kick – start the process with immediate effect.

In his closing remarks, the Dean of Programmes for BUAN, Professor Mmolawa, thanked the HRDC team for the fruitful visit. He assured HRDC that BUAN as a new University,

found HRDC’s interventions coming at a defined opportune time and pledged that the University will effectively cooperate with the HRDC IP Team.



HRDC PARTICIPATES AT THE CHOBE AGRICULTURAL S



Chobe Agriculture Show attendants visiting the HRDC stall

The value of farming and its contribution to the economy cannot be over emphasised. HRDC seized the opportunity to participate in the Chobe Agricultural show by setting up an exhibition stall to showcase HRDC's products and services. In a continuing effort towards growing and developing the agricultural sector in Botswana, the Pandamatenga Commercial Farmers Association alongside other stakeholders presented the Sixth Annual Chobe Agricultural Show. The event showcasing produce from the Pandamatenga Farms was held from the 27th – 30th July, 2016 in Pandamatenga.

In an effort to create maximum awareness about the mandate of the Human Resource Development Council (HRDC), the Marketing Communications Unit as well as the Secretariat of the Agriculture Sector Human Resource Development (HRD) Committee attended the Chobe Agricultural Show.

The Chobe Agricultural Show acts as a platform for the farmers in the Chobe Area to expose their trade to the public and to fellow farmers and other organisations in the industry including

HRDC, which is responsible for planning Botswana's Human Resource Development agenda.

The rapidly becoming one of the largest agricultural shows in the Country facilitates the vital interaction between farmers and other industry professionals.

In an interview with HRDC Insight, Ms Keitumetse Thabologang, HRDC's Sector Analyst said, "It is opportune for HRDC to participate in the Chobe Agriculture Show because Agriculture Sector Committee has just completed the Agriculture Sector Human Resource Development Plan.

We have a list of skills in demand that we shared with the Pandamatenga Commercial Farmers Association (PCFA) and other Farmers in the area as we believe that while they make produce for the country and neighbouring countries, it is imperative that they know which skills will assist in propelling Botswana's economic needs and build a knowledge – based economy."

Furthermore, HRDC used the forum to share agricultural best practices from neighbouring countries such as



Some of the Agriculture Machinery displayed during the Show

SHOW IN PANDAMATENGA



Mr. Lebogang Segokgo of HRDC, attending to Stakeholders during the Show

year as compared to 29 658 hectares last year.”

He further highlighted that “Local production for 2015/16 is estimated at only 17 percent of the 300 000 metric tonnes required to feed our nation and the largest proportion is from the Pandamatenga cluster which has proven to be our key source of the national food basket.”

The Chobe Agricultural Show has become a feature in the annual farming events in Botswana and the region with exhibitors coming from as far as South Africa, Zimbabwe, Zambia and Angola. The Agricultural Sector plays an important role in the growth of the economy through food security and employment; hence the need for financiers, entrepreneurs, researchers, policy makers and the entire community to join hands and find solutions to challenges faced by farmers.

Activities at the show included exhibitions of leading farming brands such as John Deere, Massey Ferguson, farming equipment, cycle races, mini football, diamond rig, aerial firefighting and parachuting displays. The 2016 Chobe Agricultural Show attracted 86 exhibitors and approximately 1500 attendants thereby proving that this event has social and economic gains for the larger Chobe community.

Pandamatenga is a farming community in the Chobe District, North West of Botswana. It produces close to 80 percent of the arable produce consumed in Botswana.

South Africa and shared the sector skills plans that will be recognised for their efforts in the agricultural sector. HRDC implored farmers to attend other agricultural sector shows in the SADC region. It is very much about exposure and making the right connections for farmers to further their agricultural business efforts.

“Skills development is the heart of every thriving sector, therefore HRDC will continue to sensitise and partner with stakeholders as part of our journey towards developing the Agricultural Sector and moving the farmers in Botswana forward. HRDC will continue to create awareness on the importance of skills development as a way of developing the Agriculture Sector which currently is of vital

importance to our economy,” added Tlhabologang.

The Minister of Agricultural Development and Food Security Honourable Patrick Ralotsia noted the achievements made by the Country when officially opening the Show on 29th July, 2016 when he said,

“Even though farmers experienced a challenge of less rainfall which was not evenly distributed. However, they managed to plant 34 195 hectares this



Show attendants admiring the harvesting machine

HUMAN RESOURCE DEVELOPMENT COUNCIL ENGAG



Dr Thapelo Matsheka, HRDC Board Member and Chairperson of the Funding Committee welcoming the Levy Payers to the business breakfast meeting

In an effort to establish reasons that could possibly substantiate the low uptake of the Human Resource Development Fund (HRDF). HRDC engaged Levy Payers during a breakfast meeting held on the 1st November, 2016 at Avani Hotel in Gaborone. Addressing the top 100 Levy Payers who are significantly contributing towards the Levy, Dr Thapelo Matsheka, the HRDC Board Member and Chairperson of the Funding Committee, implored them to fully utilise the HRDF. In welcoming them he stated, “HRDC is responsible for ensuring that citizens acquire relevant skills that will make them globally competitive and assist Botswana’s economy to transit from resource-base to a knowledge-base.

It is important for HRDC to ensure that funds collected are utilised for skills development hence the need to engage in this type of interactive platform. He indicated that there are currently about 11 000 Levy Payers and on average 2 000 companies (15%) are the only ones claiming for reimbursement of the training costs from the HRDF. Dr Matsheka encouraged work – places to only embark on training that is needed by the Country. The training programmes must be aligned to the national skills priorities.

Ms Doreen Kokorwe, Manager, Work – Place Learning gave a presentation on the importance of work – place learning. The presentation particularly underscored skills development, acquisition and transfer of skills for employees as key to enhanced work ethic and productivity. She encouraged Levy Payers to utilise the HRDF through partnerships with the industry (stakeholders) and embark on work – place training. She said, “When talking about the issue of promoting partnerships with the industry, I wish to highlight that industry must have ownership of work – place learning and earnestly implement workplace training. I encourage work-places to embark on training that will ultimately ensure that relevant skills are developed and are aligned to the needs of the industry.”

Mr Ndiwo Makula, Manager, HRDF Claims Assessor accentuated that, the purpose of the HRDF is to reimburse companies or Levy Payers for costs incurred on training their employees. While clarifying a question from one of the Levy Payers regarding the collection processes he stated, “The Training Levy is collected by Botswana Unified Revenue Service (BURS) based on the Value Added Tax threshold and HRDC manages the Fund. The purpose of the Fund is to facilitate funding of the education and training sector.”

Furthermore, he also cautioned the Levy Payers to be vigilant and avoid Training Providers that charge them exorbitant fees for training. He further implored them to exercise financial prudence when deciding on training costs. He encouraged Levy Payers to engage HRDC in assessing the Training Providers. He said, “Where there is need for further clarification, Levy Payers must contact the Work – Place Learning unit at HRDC who will then liaise with Botswana Qualifications Authority (BQA) to ascertain the training provider’s credibility and ensure that the programmes of

training identified, and the Trainers are both accredited by BQA.” The return on investment (ROI) should corroborate value for money realisation.

Some of the challenges highlighted by the Levy Payers during the discussions included: cash-flow problems arising from their perception of double payment (i.e. paying the Training Providers for facilitating the required training yet having already paid towards the levy); and protracted delays in processing of claims that adversely affect their liquidity. Mr. Makula explained that as HRDC they are working hard to improve the efficiency of the claims processing and they want to reduce the turnaround time to six weeks.

During the interactive breakfast meeting, some of the Levy Payers shared their challenges which stem from the dual accreditation process. They stated that Trainer’s dual accreditation requirement is a hindrance towards realisation of their employees’ skills development. Some of the identified programmes they want to train their employees on, need dual accreditation. They lamented on this as being costly and time-consuming as in most cases Trainers are required to be both accredited by Botswana Institute of Chartered Accountants (BICA) and BQA. Ms Kebabonye Molosiwa, Manager, Claims Assessor in responding to their concerns highlighted, “An Accountant’s accreditation requirement by BICA is premised on monitoring and regulation of the Trainer’s profession which assures that they are indeed competent whilst BQA assesses whether that Accountant has the capacity to train other learners.”

Giving the closing remarks, “Dr Raphael Dingalo, the Chief Executive Officer (CEO) of HRDC indicated, “Our responsibility as HRDC is to provide for policy advice on all matters of human resource development. We have heard your concerns; we

ES TOP 100 LEVY PAYERS

appreciate your attendance; as our critical stakeholders I wish to point out that your feedback is valuable to us as we continue to mitigate ways of improve on service delivery.” He further said, “HRDC is in the process of automating its processes to enable customers, clients and stakeholders to be served better. We are fully aware of the levy claims manual workflow challenges and we are looking forward to automating claims processes. The processes will ultimately define and streamline our HRDF business processes.”

This means, once automation is in place HRDC, will eliminate time consuming processes emanating from the manual ‘checks and balances’. We will realign process steps to optimise the flow of information throughout the claims process. This adjustment of processes will distill our operational performance and reduce the turnaround times. This initiative will improve stakeholder relations (HRDC and Levy Payers).

“Our goal is to automate as many manual processes as possible. Claims submissions will be made at a click of a button” proudly said Dingalo.

We encourage the Levy Payers to familiarise themselves with the Sector Committees as they are think tanks in addressing the challenges of supply and demand. “We shall triple our efforts to engage further on the challenges brought forward by our stakeholders” concluded Dingalo.



Dr Thapelo Matsheka (HRDC Board Member), Dr Raphael Dingalo, Chief Executive Officer of HRDC and Mr. Morake Matlhaga, Manager, Sponsorship Contracts (HRDC) during the business breakfast.



Levy Payers listening attentively



Dr Raphael Dingalo, CEO of HRDC, giving the closing remarks

HRDC VISITS ORAPA MINE



The HRDC Team in Orapa after touring the 'Open Pit Mine'

The Work - Place Learning Unit together with the Department of Funding visited Orapa Debswana Mine on the 3rd August 2016 to appreciate training and exchange notes on training issues.

The interaction with the mine personnel started with a rigorous induction programme to ensure safety for all visitors as well as compliance to the safety standards during the visit. The Manager, Environment Community Occupational Health and Safety (ECOHS) Mr B. Koosimile took the Human Resource Development Council (HRDC) Team through an induction on safety/emergency preparedness (assembly area and blasting evacuation) process.

The Training and Development Manager at the Orapa Technical School (OTS), Mr Peirre Du Plessis gave a presentation to the delegates on Apprenticeship Training that OTS is running. He explained that the OTS is ISO 9001:2008 Certified. The institution provides skills and knowledge in Emergency Training, Mining, Ore Processing, Leadership,

SAP & Systems Computer Training, ECOHS and trains on major projects.

The HRDC Team had an opportunity to go into various workshops which are utilised by the apprentices to gain practical experience. An observation made from the Auto Trade Workshop is that learners use a lot of consumables. They are given tools, and are permitted to take them at the end of the training. This noble gesture aims to empower trainees as it enables them to kick-start their own enterprises.

For training purposes, the workshops take any salvaged equipment or damaged equipment from the mine and these form part of the training tools. Learner materials used include Learner Progress report; risk assessment books and manuals for machines. Other workshops visited include Welding and Fabrication, Fitting and Machining as well as Electricity.

The HRDC Team had to go up the plant to appreciate the whole process of extracting the diamond from the ore. The Orapa Diamond mine is an open pit, with medium- to very large-

scale operations: Orapa extracts 20Mtpa (metric tonnes per annum) of ore and 40Mtpa of waste. They use rotary drills and large shovels, either electric where grid power is available or diesel / hydraulic where it is not, dozers, wheeled loaders, and a variety of Caterpillar and Komatsu haul trucks (ranging from 85st capacity to 240st capacity Caterpillar 793Cs used at Jwaneng). Truck dispatch is by computer-based systems.

The concentrate from Orapa pit goes to the multi-storey Completely Automated Recovery Plant (CARP) where the HRDC team had an opportunity to go inside the mine to get first-hand view of the facility. The team also went up the slope parallel to the conveyor belt to view other operations inside the Plant as well as appreciate the process and the resources used.

In conclusion, the trip was an amazing experience as it revealed that Debswana puts more effort in everything they do from safety of its stakeholders, its processes up to its social responsibility.

HRDC PARTICIPATES AT THE SCIENCE TECHNOLOGY AND INNOVATION 2016 WEEK IN PALAPYE



The then Minister of Infrastructure, Science and Technology, Honourable Nonofo Molefhi touring the HRDC stall

The Human Resource Development Council (HRDC) represented by Mr Oabona Nthebolang, Mr Edloren Tachinyunyi and Mr Boikanyo Sekwati participated at the Second (2nd) Annual Science, Technology & Innovation (STI) Week held in Palapye from the 15th to 19th August, 2016.

The event held under the theme, 'Science, Technology, Engineering and Mathematics (STEM): Our Future Diamond' attracted many students, teachers, scientists and other stakeholders from private, governmental and non-governmental sectors and civil society.

The primary objective of the second annual STI Week was to promote awareness of STEM among learners in primary and secondary schools. As such, exhibitors were invited to display and demonstrate inventions and innovations that would capture the curiosity and attention of the primary and secondary learners in attendance. Experiments were conducted, innovative products were displayed and mechanical works of engineering were displayed.

The Human Resource Development Council's (HRDC) participation was to achieve the following objectives; to promote awareness of HRDC's mandate and the Department of Statistics, Research Development and Innovation; to display through our promotion of Human Resource Development, the innovative products that were created by the group of women that HRDC sponsored to Tilonia, India to learn among other things, renewable energy solutions and sanitary pads manufacturing.

Furthermore, Mr Oabona Nthebolang, Manager, Graduate Research and Innovation gave a presentation that sought to encourage research activities for primary and secondary school teachers titled, The Aspects of Research for Teachers. The event generated a lot of interest from students, teachers, scientists and stakeholders alike who were able to interact on an open and free platform to exchange ideas and develop relationships to further enhance research capacity nationally and regionally.

During this process, HRDC was able to network with local and regional scientists, researchers and their respective organisations to benchmark on initiatives that are yet to be undertaken by the Council. Hon Nonofo Molefhi, the then Minister of Infrastructure, Science & Technology (MIST) also visited the HRDC stall and commended the Council on its work of promoting human resource development.

He further encouraged the women who graduated from Barefoot College, India through the support of HRDC, to be more proactive in the production of solar electricity and sanitary pads that they were trained to produce.

DPSM CONDUCTS INDUCTION FOR GRADUATE UNEMPLOYMENT DATABASE



The DPSM team sharing experiences during the induction

Human Resource Development Council (HRDC) through the Department of Statistics, Research, Development and Innovation (DSRDI) met with delegates from the Directorate of Public Service Management (DPSM) on 25th August, 2016. The objective of the meeting was to induct HRDC on conceptualisation of the Unemployed Graduate Database (UGD), administrative process and monitoring of progress on implementation to prepare for the transfer of UGD to HRDC.

During the meeting, the Chief Executive Officer of HRDC, Dr Raphael Dingalo noted that the involvement of Information Communication and Technology (ICT) Officers in this exercise will ensure that the service delivery is enhanced and the database is reliable and compatible with other existing systems. Dr Dingalo urged staff members to ensure that upon transfer to HRDC, the database is redesigned and linked/ interfaced with already existing systems and networks (e-Gov) such as that of the Ministry of Employment, Labour Productivity and Skills Development e.g. Omang and labour exchange) and those in local tertiary education institutions. This, he said, will give reliable data (real-time) rather than just depending on registration by individuals.



The induction in session

Workshop attendants were requested to ensure that the database is able to provide a solution on the gap that exists in the education and training sector with regards to real - time data.

In his presentation Mr Boikanyo More from DPSM under the unit of Human Resource Policy Monitoring and Evaluation, highlighted on the DPSM mandate which he said was responsible for Human Resource Policy Formulation and other functions. He briefly presented on the conceptualisation of Graduate data base, he stated that they place graduates through requests from Ministries and Government Departments.

Mr More indicated that the total number of registered graduates stood at 28672 and that to date they have managed to place only 7444 graduates. He also mentioned that DPSM has managed to reduce vacancy level in the government organisations from 18 percent to 7.2% which he said was a great achievement. Mr More indicated that the market is stagnant/saturated with courses like Information and Technology, Human Recourse Management, Travel and tourism, hospitality and Tourism, Agriculture etc.

In conclusion, a Committee from HRDC and DPSM was established to kick start the plan of action.

THE HEALTH SECTOR HOLDS THE SOUTHERN REGION NATIONAL STAKEHOLDER CONSULTATIVE WORKSHOP



Mrs Shenaaz El-Halabi, Permanent Secretary of the Ministry of Health & Wellness, flanked by Prof. Nthabiseng Phaladze, Health Sector Committee Chairperson, Dr Raphael Dingalo CEO of HRDC, Mrs Grace Muzila, Coordinator, National Aids Coordinating Agency (NACA) and Ms. Helen Chilisa, HRDC Board Member during the workshop

The Human Resource Development Council (HRDC) conducted the Southern National Stakeholder Consultative Workshops in Gaborone on the 8th August, 2016. The objective of the workshop was to share the draft Health Sector Human Resource Development (HRD) Plan with key stakeholders with a view to solicit their input into the plan.

Giving the welcome remarks, the Chief Executive Officer for HRDC, Dr Raphael Dingalo stated that, "The Plan has scanned the Health Sector in the country and proposes a number of initiatives that are targeted at improving the skills availability in the Health Sector." He further indicated that stakeholders' contributions were expected to shape the Plan as it was in the final stages and that he hopes that the final product will reflect the true picture of the country's current level of skills, desired and required skills within the Health Sector.

Dr Dingalo further noted that the development of the Health Sector HRD Plan was actually a milestone towards implementation of the National Human Resource Development Strategy (NHRDS) which bears the slogan 'Realising our Potentials'. He further

mentioned that the strategy came into effect in 2009 and that it is a macro level initiative that is a key component of Botswana's transformation and diversification agenda.

Officially opening the workshop, the Permanent Secretary in the Ministry of Health and Wellness, Mrs Shenaaz El-Halabi mentioned that the dialogue was being held at the opportune time, when the development of the National Development Plan (NDP) 11 had gained momentum. She indicated that the initiative resonates well with the NDP 11's objective of competitive human resources.

The Permanent Secretary indicated that, "The national workshop will dialogue and interrogate our strategic readiness as we operationalise the National Human Resource Development Strategy (NHRDS)." She indicated that it is an opportunity for the Health Sector HRD Plan to be aligned to the National Development Plan 11.

Mrs El-Halabi further indicated that the Health Sector will during NDP 11 implement a human resource strategy focusing on five key objectives being: reducing the shortage of



Mrs Shenaaz El-Halabi, Permanent Secretary of the Ministry of Health & Wellness officially opening the workshop

health professionals, improving the distribution of health professionals, ensuring staff have the necessary skills to deliver the required services, improving performance and motivation of human resources and coordination of human resource planning across the health sector.

In conclusion, Dr Fernando Siamisang, the Director of HRDP (Demand) indicated HRDC is about skilling all Batswana for the future prosperity of our country. He applauded key stakeholders for their contributions to the draft Health Sector HRD Plan. He further indicated that the comments and contributions will be incorporated into the plan as suggested by stakeholders and that communication will be sent to all stakeholders for them to send comments in case they still have something to add to the draft plan.

HRDC ENCOURAGES EMPLOYERS TO UTILISE THE HUMAN RESOURCE DEVELOPMENT FUND



Stakeholders in Letlhakane listening attentively

The Human Resource Development Council (HRDC) commits to effective stakeholder engagement as a driver of a communication agenda that seeks to promote stakeholder education and public awareness of the Council's mandate and its strategic initiatives. Human Resource Development Fund (HRDF) and Work - Place Learning as core functions of the Council require effective stakeholder engagement and as such HRDC needs to create synergies that will realise effective utilisation of the HRD Fund by Levy Payers and management of the Fund in a more efficient and quality assured manner.

During the months of June - August 2016, HRDC through the Departments of Funding and Human Resource Development Planning (Supply) Work - Place Learning Unit effectively engaged Levy Payers around the country with an aim of sensitising them about the mandate of HRDC. The consultative meetings targeted Levy Payers and workplaces based in different areas such as Gaborone, Palapye, Selibe-Phikwe, Francistown, Letlhakane, Maun, Kasane, Lobatse, Gantsi and Maun.

The workshops mainly focused on the responsibilities of Levy Payers; skills

training plans for work - place learning and HRDF Regulations. During the nation-wide workshops, the Chief Executive Officer of HRDC, Dr Raphael Dingalo underscored the objectives of the HRDF. Dr Dingalo stated that through the Fund, HRDC strives to support skills training by employers in order to increase skills base at work - places and employers' access to funding by way of reimbursement on training costs incurred.

Furthermore, he informed the Levy Payers that the workshops serve as a platform for information sharing of experiences and challenges faced during the implementation of the Fund. Dr Dingalo also noted that technology has gathered pace as the world becomes more connected hence competition in terms of skilled human resource will continue to increase. As a result, Botswana Government found it critical to move towards a knowledge - based economy.

Levy Payers were also inducted on Workplace Learning and provided with guidance and support regarding the development of skills training plans. In her presentation, Manager, Work - Place Learning, Ms Doreen Kokorwe enlightened the Levy Payers on the importance of familiarising

themselves with Work - Place Learning Regulations. Ms Kokorwe also requested the Levy Payers to ensure that they always train their employees according to the skills needs of Botswana's current labour market.

Ms Kokorwe highlighted some of the challenges that experienced which include, among others lack of planning expertise by work - places; providing training which is irrelevant to the skills needs and employers not generally following the requirements for effective Work Skills Planning. "Although there are challenges experienced by work - places in developing Skills Plans, HRDC is embarking on identifying and ensuring that there is appropriate capacity to lead the process of the Work Skills Planning." said Ms Kokorwe.

During the workshops, the Department of Funding had a lot to share with the Levy Payers about the HRDF. Mr Ndiwo Makula, Manager, Claims Assessment gave an overview of the HRD Fund emphasising on its purpose which includes reimbursing Levy Payers the costs incurred during training of their citizen employees as well as increasing the quality of work - based training.

Attendants were also updated about Reimbursement Regulations. Levy Payers were also informed that training should be undertaken at accredited training providers (including work - places), and that prior approval by HRDC is required for training sourced outside Botswana (External Training). The workshops culminated with insightful discussions on responsibilities of training providers, submission of claims and challenges of the HRDF implementation.

HEALTH SECTOR HOLDS NORTHERN REGION NATIONAL HEALTH CONSULTATIVE WORKSHOP



Dr Raphael Dingalo, CEO of HRDC officially opening the workshop in Francistown



Dr Tebogo Bagopi, the then Deputy Permanent Secretary Ministry of Health and Wellness receiving a token of appreciation from Dr. Ellah Matshediso of HRDC.

The Human Resource Development Council (HRDC) through the Department of Human Resource Development Planning (Demand) conducted the Northern Region National Consultative Stakeholder Workshop in Francistown on the 8th September, 2016.

The objectives of the workshop were; to create awareness; educate stakeholders on Human Resource Development (HRD) Planning; share the draft Health Human Resource Development (HRD) Sector Plan with stakeholders with the view to solicit their input on the draft Plan.

Welcoming participants to the workshop, the Chief Executive Officer

HRDC, Dr Raphael Dingalo urged them to appreciate efforts by Government to ensure that many Batswana get opportunities to be educated meaningfully in programmes that are in demand thereby needed by the economy of Botswana. He further elaborated on the mandate of HRDC which provides advice on all matters of national human resource development. He indicated that he hopes that the final product will reflect the true picture of the country's current level of skills desired and required within the Health Sector. Dr Dingalo implored the stakeholders to be alive to health sector skills in demand per sub sector and requested them to give well – thought deliberations since their contributions are vital to improving the Health Sector for the benefit of all Batswana.

Giving the keynote address, on behalf of the Permanent Secretary in the Ministry of Health and Wellness, the Deputy Permanent Secretary, Ms Tebogo Bagopi said the discourse was timely as it coincided with discussions on the National Development Plan

(NDP) 11. She indicated that it resonates well with the NDP 11's objective of "Competitive Human Resource" and that it is aligned with the Sustainable Development Goals (SDG's) which can only be realised through a competent and competitive workforce. Ms Bagopi further highlighted some of the challenges currently facing the Health Sector such as; a rise in lifestyle diseases, poor health seeking behaviour, poor quality of some of the country's human capital as well as shortage of trained and qualified workforce.

In conclusion, Dr Fernando Siamisang, the Director Human Resource Development Planning (Demand), said human resource development is about skilling all Batswana for the future prosperity of our country. He thanked all participants for attending and contributing to the workshop adding that follow-up workshops will be conducted in future. He indicated that communication will be sent to all participants for them to send commentaries in the event they have some to add to the draft plan.

HRDC IN PICTORIAL



Mmaratwa Traditional Dance Group entertaining staff during the HRDC BOT50 activities launch



Mr. Phillip Segola, Creative Industry Sector Committee Chairperson



Thato Letsogo and Gorata Mabeche sharing a light hearted moment during the BOT50 Celebrations



The HRDC gentlemen displaying some patriotic spirit in style during the month of BOT50 Celebrations



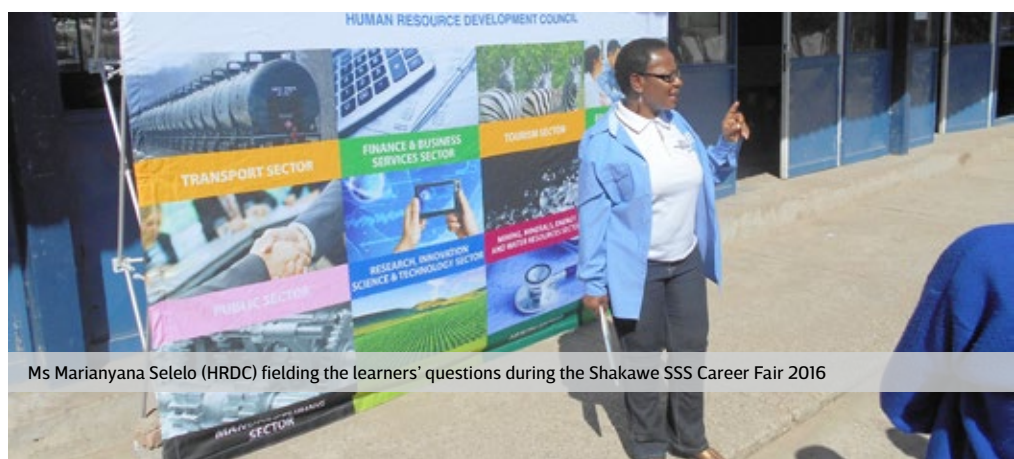
A fun filled day during (bull ride) the HRDC Wellness Day activities



Mr. Tshiamo Bothoko, Stakeholder Relations Officer (HRDC) attending to Stakeholders during the Ghanzi Agriculture Show



Mr Goitseone Boikepetse attending to a Stakeholder during the Global Expo 2016



Ms Marianyana Selelo (HRDC) fielding the learners' questions during the Shakawe SSS Career Fair 2016



, presenting during the Botswana Job Summit 2016



Mr Lucky Kgosithebe, Mr Edloren Tachinyunyi and Mr Boikanyo Sekwati participating in activities during the HRDC Wellness Day.



The Agriculture Sector Committee during the benchmarking welcome session at the AgriSETA in Pretoria, South Africa



Botswana Job Summit Organisers with Panelists and Presenters.



HRDC staff listening attentively during the launch of BOT50



Dr Raphael Dingalo welcoming the guest during the HRDC BOT50 independence celebration



Ms Batselwang Tladi (Fund Officer - HRDC) and Keitumetse Tlhabologang (Sector Analyst - HRDC) posing for a snapshot during the Ghanzi Agriculture Show 2016.

HRDC LAUNCHES AND CELEBRATES BOT50 IN STYLE



Hon Dr Unity Dow – the Minister of Basic Education and Mrs Moggie Mbaakanyi HRDC Board Vice Chairperson, sharing a light hearted moment during the HRDC's BOT50 launch.

The Human Resource Development Council (HRDC) garden was a beehive of activities on the 1st September, 2016 and 23rd September, 2016. On the 1st September, 2016, HRDC auspiciously launched the BOT50 celebrations, the much awaited month in the history of Botswana. Board Members, Employees, representatives from the Ministry of Education and Skills Development, Botswana Qualifications Authority, Ministry of Youth, Sports and Culture – BOT50 Coordinating Office, Education and Training Providers, Balekane – ba – Botswana Association, Media and other stakeholders convened to launch the celebrations.

The exuberance of turning 50 years as a stable, peaceful and prosperous nation led the employees to embracing the move by Dr Raphael Dingalo, the Chief Executive Officer, who encouraged staff to celebrate Botswana in earnest and also in patriotic style. He encouraged staff to express devotion towards our country. He said, “We only have one beautiful country colleagues, this is the time for us to shine, to be proud. I commit to vigorously support my Botswana in celebrating her jubilee milestone. I implore you to have get – together sessions where staff can get to reminisce about yesteryears and get

to learn from each other and create a sense of shared purpose fortnightly. During the month of September, I encourage you to consciously wear Botswana colours that is our blue, black and white. If we conform, I will surprise you with a goat in one of our get – together session. It is a promise.”

Clad in the national colours, on the 23rd September 2016, staff of HRDC ignored the September heat and yet again convened with stakeholders to hear words of encouragement from the then Minister of Education and Skills Development, Dr Unity Dow, who graced the event flanked by her Assistant, Honourable Fidelis Molao and Board Members. The pride and unity of a nation was encapsulated in the employ of Setswana language by Hon Dow. In her speech she recalled where Botswana came from in graphical details. As a young village girl in Mochudi then, she vividly remembered activities that formed part of Botswana’s history and stated how proud she was to be a product of Botswana’s education system. She jubilantly stated, “You know what, I was only seven (7) years at the attainment of Botswana’s independence, a lot has happened that I am proudly associated with that helped our education system to transition and grow within these 50 years.”

Hon Minister Dow proudly recited, “According to UNESCO Institute of Statistics, Botswana has made great strides in educational development since 1966. At that time there were very few graduates in the country and only a very small percentage of the population attended secondary school. Botswana increased its adult literacy rate from 69 percent in 1991 to 83 percent in 2008.

With the discovery of diamonds and the increase in Government revenue that this brought, there was a huge increase in educational provision in the country. All students were guaranteed 10 years of basic education, leading to a Junior Certificate (JC) qualification.

In celebrating the 50th year of Botswana, Dr Dow challenged the present generation to rethink and reclaim space as a unique culture and society that must not mimic anybody and end up dumping positive ways of life in pursuit of civilisation. She said, “We must be proud of being Batswana, we must love our Botswana.”

In conclusion, Hon Dr Dow encouraged employees to motivate their children to take pride in speaking Setswana because it is a sure mark of distinction from the next person, who cannot speak it. The Minister persuaded the younger generation to embrace traditional practices that have value and implored HRDC staff to also serve the stakeholders in national pride.



Mr Kagiso Seloma from the BOT50 Coordinating Office setting the celebrations tone



Balekane-Ba-Botswana collectively cutting the BOT50 Cake



Mr Bautule Diboko, Institutional Planner (HRDC), reminiscing on the past Botswana independence celebrations



Ms Tshegofatso Batsetswe (Sector Analyst – HRDC) clad won the best BOT50 dressed prize in Herero attire



HRDC Choir mesmerising the BOT50 launch attendants



A happy 'patriotic' staff member – Ms Keletso Ngwakomonye

HRDC SPONSORS NATIONAL BUSINESS CONFERENCE



His Excellency the President, Lieutenant General Dr Seretse Khama Ian Khama officially opening the 14th National Business Conference 2016

It has been identified as one of the sectors with potential for growth. “Public-Private Partnerships are a key to growth. Our economy is a small one but it can be advanced by working with other countries and networking to expand our market,” he said.

In his official opening address, His Excellency, the President of Botswana, Lieutenant General Dr Seretse Khama Ian Khama said, “We have no other option but to set our sights on the next 50 years for a positive socio-economic trajectory that will give impetus to transformation towards a vibrant, diverse and resilient high - income economy. The profound and fundamental question to address therefore as Government, Private Sector and Botswana is: ‘What is the correct path to position Botswana on a high, stable non-inflationary and diversified economic growth?’

He also noted that for Botswana to be a productive, industrious and prosperous nation, those entrusted with leadership responsibilities need to be cognisant of the truth that they must walk the talk for the upcoming working force to emulate their work ethic in work - places. “It must be from the Chief Executive Officers cascading

The Human Resource Development Council (HRDC) sponsored the 14th National Business Conference. The conference was held from the 11th-13th September 2016, in Francistown under the theme ‘Botswana at Fifty, Celebrating Success and Strengthening the Public-Private Partnership for Sustained Prosperity’.

Giving the welcome remarks, Her Worship the Mayor of Francistown, Ms Sylvia Muzila applauded the contributions of private businesses to the success of our Country. Her Worship also indicated that The City of Francistown has to be a city that is able to adapt to the needs of the changing world. “We as the City Council are working tirelessly to achieving the City’s vision 2022 that will promote local business and service delivery,” said Her Worship Muzila”

In his remarks the President of Business Botswana Mr Lekwalo Mosienyane emphasised, “We from Business Botswana (BB) appreciate the presence of Cabinet Ministers, Senior Government Representatives, Parastatal organisations as well as Captains of the industry as it indicates your willingness to develop a world

class business environment.” Mr Mosienyane further highlighted that the National Business Conference Programme is rich with presentations such as ones from Mauritius and Singapore. They will shed light on how they transformed their economies to where they are today. There is need to diversify Botswana’s economy from its over reliance on its mineral wealth to other sources such as the knowledge - based economy and manufacturing.



Ms Faith Tuelo, Manager, Stakeholder Relations (HRDC) and Dr Fernando Siamisang, Director, HRDP (Demand) interacting with stakeholders



Delegates listening to the Conference deliberations

downwards to the least junior officers,” he emphasised. His Excellency further reiterated Government’s commitment to reviewing challenges such as policies that inhibits economic growth. The International Development Planner from the Mauritius Chamber of Commerce & Industry Mr James Jessamine in his keynote address on behalf of the Honourable Minister of Foreign Affairs, Regional Integration and International Trade, Mauritius, indicated how their country is first in the African continent for Global Competitiveness and best Country for doing business. Mauritius has a population of 1.3 million with five (5) different languages being spoken. The Gross Domestic Product (GDP) growth is at five (5) per cent and literacy is 90 percent. The country worked tirelessly to improve its economy by removing legislature and policy that were not promoting or encouraging economic growth.

“We have visited and benchmarked from countries that had best practice around the world and implemented the lessons learnt. Here we are, Mauritius economy is thriving”



Attendants from the Lobatse Business Community enquiring about the HRDC mandate

He concluded that in order to attract Foreign Direct Investment (FDI) there is need for strong fiscal policy, immigration policy, stable economy, democracy and low crime rate. The conference deliberated on various issues that are a challenge to foreign direct investment, such as immigration policy challenges, the efficiency of public sector, obstacles to foreign direct investment, lack of policy implementation and an unfavourable business environment for foreigners.

In closing the conference, the Minister of Investment Trade and Industry Honourable Vincent Seretse said he was pleased that the conference

deliberations were candid and interactive. He further highlighted there was need to adopt a mind-set change to move Botswana’s economy forward such as that of Mauritius and Singapore who are thriving and envied by developing economies around the globe.

HRDC WAS A PROUD SPONSOR OF THE NATIONAL BUSINESS CONFERENCE 2016.

HRDC STAFF JOINS THE NATION IN CELEBRATING BOT



BOT50 Celebrations at the National Stadium



Dancers and calisthenic performers at the National Stadium



BOT50 Mascot 'Zebby' entertaining the crowd

The National Stadium was a hive of activities as corporates, Government departments and parastatals made float parades. The Human Resource Development Council (HRDC) was well represented among the float parading entities with its unique artistic adornments not only within the HRDC mandate display scenario, but within the patriotic scenario. The HRDC float was impressive, functional, versatile, combined of course, with the levered BOT50 aesthetics theme.

The National Human Resource Development Strategy's (NHRDS) mantra – 'Realising your Potential' came alive during the much awaited BOT50 Celebrations held at the National Stadium on the 29th and 30th September, 2016. The event was celebrated in earnest all over Botswana. Citizens, the elderly and young alike came together in a jubilant mood to witness breath-taking, colourful displays that provided entertainment for the spectators. Clearly the youth, particularly the

school children, invested so much time in bringing so much innovative entertainment. Creative Industries as one of the thriving sectors in Botswana set the stadium alive with an array of cultural activities that were well conceptualised to show the growth of the industry from time immemorial.

HRDC is the driver of the NHRDS – therefore seeks to ensure that each citizen exploits gifts that lie within and to unleash such talents in discovering potential needed to progress the nation. In 'Realising your Potential', what is necessary for every citizen is to embrace personal responsibility – an equivalent of 'Mokoduwego-tsoswa-o-o -itekang' to lessen overdependence on Government to earn a living.

On the eve of the BOT 50 Celebrations, Botswana ascended to the national stadium in numbers to witness the well-choreographed show of calisthenics which were rich in culture. Under the same ambit, the

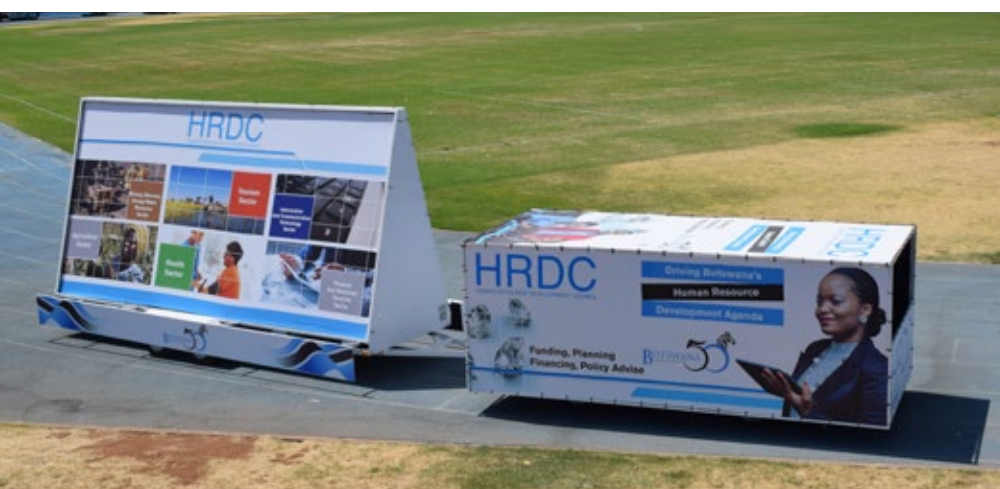
entertainers/artists lived out the theme to its fullness through display of culture. They performed 'Tsutsube' from the San hunting expedition, 'Hosanna' from the Kalanga rainmaking ritual and 'Phathisi' representing the song-dance of the Tswana-speaking tribes – an expression of a 'united-in-diversity' that the nation Botswana truly is. The performers made sure to include the contemporary youth vibes in all formats from 'Hip-hop', 'House' to 'Kwaito'. As some danced the celebrations away, some enjoyed the chronicling of Botswana's humble beginnings in pictorials all the way to the present.

In conclusion, as a Government agency, HRDC joined the national parade and displayed its mandate which entails advising, planning, funding and coordinating Botswana's Human resource development. The mandate was captured displaying the of transition from minerals resource – based economy to now knowledge – based economy with a well-crafted float.

BOT50 ACTIVITIES



HRDC Staff members and invited guests posing in group picture during the BOT50 launch



The HRDC float parading at the National Stadium



Staff members sharing a light hearted moment during the BOT50 Independence launch



HRDC Choir in traditional gear 'German Print' entertaining guests during the BOT50 celebrations

HRDC PARTNERS WITH ONE SOURCE CONSULTANCY TO HOST THE SECOND BOTSWANA JOB SUMMIT 2016

The escalating rate of unemployment in Botswana estimated in the double digits, continues to be the centre of discussion at both social and professional levels. The puzzle that everyone is striving to solve is creating an environment where most citizens attain jobs, hence keep the unemployment rate at bare minimum. Mandated to advise, fund, plan and coordinate the development of Botswana's Human Resource Development, the Human Resource Development Council (HRDC) is responsible for developing the Human Resource Development (HRD) Plans (Sector Skills Plans).

These plans seek to address the ever rising unemployment rates. HRDC takes the lead in facilitating partnerships with the industry to belabour on employment creation solutions. In this regard, HRDC partnered with One Source Consulting to host the 2nd Annual Botswana Jobs Summit. The Summit was held from the 10th to 11th October, 2016 at the Gaborone International Convention Centre (GICC) under the theme, 'Maximising Job Creation Through Effective Policy and Strategy Implementation.'



Dr Raphael Dingalo, CEO of HRDC giving an overview of HRDC mandate



Group picture of Panelists, Presenters and Speakers at the Botswana Jobs Summit 2016

The focus of the two-day discussions was on the Youth and Jobs Creation. In his official opening closing address, Dr Raphael Dingalo, HRDC Chief Executive Officer (CEO), yet again indicated that HRDC's partnership with One Source Consulting was a reaffirmation of support for Government's number one priority of jobs-creation, and the belief in the shared social responsibility to answer to the needs of the nation.

Dr Dingalo noted that the greatest current challenge in the aftermath of the global financial and economic crisis is coping with the inevitable unemployment situation. He added that, the economic crisis has transformed and mutated into a global employment crisis involving widespread job losses and increased unemployment.

"The global jobs crisis is compelling us together with policy makers and development actors to examine best practices for growth and jobs creation,"

— Dingalo.

He encouraged the Summit participants to be innovative and explore all sustainable possible solutions for curbing unemployment, stating that dialogues are part of a healthy democracy.

Welcoming the delegates, Dr. Mpho Pheko, Events and Conference Director, One Source Consulting (Pty) Ltd, said the second Botswana Job Summit will direct, energise aspirations and experiences to identify specific interventions of jobs creation. Dr. Pheko pointed out that the Summit has attracted forward - thinking leading experts and thought leaders from all over the world. "We sincerely believe that these collaborations are the most effective way of informing existing policies, programmes and strategies and their effective implementation," she affirmed.

The two - day Summit featured extensive discussions from experts in different areas including policy formulation, creative technology, employment prioritisation, social entrepreneurship and many others.

FOUR RURAL WOMEN ATTEND SOLAR ELECTRIFICATION TRAINING IN INDIA



The women from Xaixai, Okavango Sub-District at the farewell lunch in Gaborone accompanied by Mr Matthews Phiri (HRDC) (In beige jacket) and Ms Masego Mokubung (HRDC) (In white)

The HRDC has done it again! In a bid to drive the implementation of the National Human Resource Development Strategy (NHRDS)'s mantra – 'Realising your Potential', four semi-literate women from Xaixai in the Okavango Sub - District left for India on the 22nd September, 2016 to train at the Barefoot College, Tilonia India. Upon completion of the six months programme they will qualify as Solar Electrification Trainees.

HRDC struck a partnership with Barefoot College in 2015 to send women from non – electrified villages to enrol for the solar electrification training. In 2015, HRDC sponsors seven (7) women from Ngwatle in the Kgalagadi district, Mokgenene and Poloka near Shoshong in the Central District. The recent batch raises the number of rural women to 11 who would be supported by HRDC in the development of their communities by connecting households to the solar power grid.

When HRDC ventured into the agreement to sign up women to benefit from the collaboration, there were many sceptics as is common with a new phenomenon. Ms Julia Sebongo, one of the Solar Electrification Trainees is a mother of four (4), who leaves in great mood because her family is

taking care of the children while she is away. "I am ready to accomplish the job ahead," she told the HRDC Insight with a nonchalant laughter.

This opportunity for Susan Jane, the princess of Xaixai, the village where all the four (4) live, is indeed a journey into the uncharted waters; views this opportunity as an experience worth embracing. "I am prepared to gain knowledge that can help build my community. I am adamant to return a qualified Solar Electrification Trainee. I will train other women in Xaixai so we electrify our homes. We deserve this kind of development," she jovially stated.

Xasae Xishee is a bubbly mother of three (3) children who is excited about the opportunity that knocked in her door. "They always say knowledge is power, I am going to empower myself with knowledge. I appreciate this learning platform. I am going forward, not backward. Gone are the days when we lived in huts and lit up kerosene lamps. I want to press the wall – aaah, change night to daytime," she described with a chuckle.

In this group, the eldest is Rimana Marenga, a mother of five (5), who should be caught in the euphoria of Botswana's golden jubilee celebrations as she also celebrates her 50th birthday alongside Botswana.

However, she holds no regrets of her departure that coincides with the celebrations.

"Edloren Tachinyunyi told us that Botswana is represented in India. I trust this means we will also celebrate Boipuso away from home too in India with the Indian Community. I don't think one-day event is something that I can trade for this golden opportunity to see new things and learn from others. All of us will come back enriched. I can't wait to learn how to connect wires," Marenga explained. She envisions a future when the whole of Xaixai is strewn with street lights and each household is electrified.

"At night in Gaborone is the same as during daytime because of lights. We can have those lights too in Xaixai. It will be myself and my colleagues who will connect our village with electricity. I pride myself that I have attained this much on my 50th birthday. Those women who doubted us when we registered our names at the kgotla are now regretting. We will return qualified Solar Electrification Trainees to improve our livelihoods and develop our village," she stated.

The Barefoot College Solar Programme aims to empower women by enabling them to become entrepreneurs who will upon completion of the training impart the skills to their communities and in return get payment for their services. Upon completion, the women are expected to electrify their villages.

The four women join 750 other trainees of the solar electrification programme who have been trained at the Barefoot since 2008. These trainees have electrified more than 40, 000 rural households in 1300 villages across 70 countries, serving about 550,000 people with light. The four women will spend six months in India. They are expected to return in March 2017.

***Mr Edloren Tachinyunyi is HRDC's Monitoring & Evaluation Officer**

HRDC COLLABORATES WITH MoTE TO HOSTS THE FIR



Ms. Nnosang Mohutsiwa, the then Acting Permanent Secretary (MoTE) and Mr. Batho C. Molomo, Board Chairperson (HRDC), and listening to the presentations during the Funding Pitso

In the Handbook of Economics of Education, Bruce Chapman states that, it is well known that higher education financing involves uncertainty and risk with respect to students' future economic fortunes, and an unwillingness of banks to provide loans because of the absence of collateral. The same predicaments highlighted by Chapman have been experienced in Botswana's tertiary education system due to several factors, among them inadequate and unsustainable funding models for tertiary education.

The same sentiments echoed by Chapman led to the hosting of the first Tertiary Education Financing Pitso organised by the Ministry of Tertiary Education, Research, Science and Technology (MoTE) in collaboration with the Human Resource Development Council (HRDC) on the 7th October 2016 at the Gaborone International Convectional Centre (G.I.C.C). The Pitso was held under the theme, "Transforming Tertiary Education Financing." The purpose of the Pitso was to solicit input from different stakeholders on achieving an inclusive and sustainable way of financing tertiary education in Botswana.

In his opening remarks, the Minister

of Tertiary Education, Research, Science and Technology Dr. Alfred Madigele, represented by the Acting Permanent Secretary and Senior Manager, Corporate Services, Ms. Nnosang Mohutsiwa highlighted that education plays a critical role in empowering people and ensuring equal opportunities for all. She added that higher education and research in particular, play a significant role in addressing poverty, reducing inequalities and providing knowledge and skills to enable young people to compete and respond to the socio-economic and environmental contexts they find themselves in. "We have done very well as a country as we have seen participation rates at tertiary level rising from 7.7 percent in 2003/04 to 19.9 percent in 2015/16. This was a result of Government deliberate decision to sponsor students to local private tertiary education institutions," said Ms Mohutsiwa

During the Funding Pitso, the Head of Research Strategy and Planning of the Higher Education Loans Board (HELB) from Kenya, Ms. Mary Wachira gave a presentation on 'Transforming Tertiary Education Financing – Kenya Perspective'. Ms Wachira indicated that the Kenyan Government initially sponsored students to public tertiary education institutions only, however

in future private universities will be covered too. Students get 58% of their tuition fees sent directly to the institution based on the number of students by the Ministry of Education and the balance is either paid by parents or through a loan from HELB. The self-sponsored students in public universities pay fees directly to the institution and students in private universities also pay their fees directly to the institutions.

She further outlined the challenges in student financing, which include; increased demand for loans in amount and numbers; increased cost of education; high fees; high cost of living; competing demands on government funds and unemployment leading to loan defaulters.

Following the keynote address, there were four presentations headlined by Dr Raphael Dingalo, the Chief Executive Officer of HRDC who gave a captivating presentation on the 'Evolution of Tertiary Education Financing in Botswana' followed by Professor Ouma from the University of South Africa (UNISA), South Africa who presented a paper on, 'An International Perspective On Cost-Sharing in Higher Education: Drivers, Options. Over and above the two presentations, Mr Golekane Setume, Business Botswana



Ms Mary Wachira, Head of Research, Strategy & Planning at the Kenya Higher Education Loans Board presenting on 'Transforming Tertiary Education Financing – Kenya Perspective'

ST TERTIARY EDUCATION FINANCING PITSO 2016

Education Sector Chairperson gave a presentation role of the private sector in financing tertiary education. The presentations were concluded by Ms Seabo Keorapetse, Ministry of Finance and Economic Development who presented on the Economic Outlook.

The Pitso Financing culminated in group discussions aimed at coming up with forward - thinking solutions geared towards achieving an inclusive and sustainable tertiary education financing; the role of the non-state actors sector in tertiary education financing; and, conclusion and recommendations.



Dr Raphael Dingalo, CEO of HRDC giving a presentation on Evolution of Tertiary Financing in Botswana



The Permanent Secretary in the Ministry of Tertiary Education, Science and Technology (MoTE), Dr Theophilious Mooko affirming a deliberation



Mrs Kebosweditse Ntebela, HRDC Board Member presenting a token of appreciation to Professor Bojosi Othlogile.



The Tertiary Education Financing Pitso in Session

SRC MEMBERS ATTEND THE STUDENT LEADERSHIP TRAINING HOSTED BY HRDC



Group Picture of all workshop attendants



Mr. Shadrack Botshelo, Student Welfare Planner (HRDC) issuing a certificate of attendance to one the attendants

The Human Resource Development Planning (HRDP) - Supply through the Unit of Student Planning and Welfare hosted a two-day workshop on leadership and mentoring for Student Representative Council (SRC) members at Ave Maria from the 24th - 25th October, 2016. The participants were from all the 44 public and private Tertiary Education Institutions (TEIs) around Botswana.

The goal of the workshop was to nurture and inculcate leadership skills among student leaders. When officially opening the workshop, the Director for HRDP (Supply), Dr Ellah Matshediso said the Human Resource Development Council

(HRDC) has a role to plan, advice, fund and coordinate the implementation of the National Human Resource Development Strategy (NHRDS).

She said students are key stakeholders in the implementation and realisation of the NHRDS. Dr Matshediso highlighted that through the training, student leaders are being shaped into future leaders who will contribute to the workforce and it is, therefore fitting that the student leaders are prepared for the task ahead.

The Manager, Student Planning and Welfare, Mrs Maranyana Selelo also shared the objectives of the workshop. She echoed the Director's remarks

and said that the workshop will enable student leaders to gain knowledge and an understanding of leadership theories, appreciate a variety of leadership concepts and principles.

Presenting on the mandate of Botswana Qualifications Authority (BQA), Dr Phylles Macheng said BQA's mandate is to provide for and maintain the National Credit and Qualifications Framework (NCQF) and to coordinate the education, training and skills development quality assurance system. Dr. Macheng also urged the Student Representative Councils (SRC) to act and live what they had learned from the workshop.

The training workshop culminated in Student Leaders receiving presentations from Mr Bernard Bushe. Mr Bushe a renowned Management and Legal Consultant shared leadership theories, case studies and approaches to leadership. Among the topics he shared were Leadership Concepts, Principles, Goal Setting, Personal and Organisational Values, Conflict Management and the Importance of Teamwork.

HRDC ADDRESSES VIVO ENERGY BOTSWANA'S STAKEHOLDERS FORUM



Mr. Ndiwo Makula, Manager, Claims Assessments presenting on the mandate of HRDC during the Vivo Energy Contractors Forum

The Human Resource Development Council (HRDC) attended the Vivo Energy Contractor's Forum which was held on the 5th August 2016 at Cresta Lodge, Gaborone. Vivo Energy Botswana hosted the forum to educate its Contractors on Vivo Energy's overall business.

Vivo Energy Botswana is committed to achieving and maintaining the highest international Health, Safety, Security and the Environment (HSSE) standards. This is at the heart of its business and it is a key differentiator for Vivo Energy in Africa. Being the best in HSSE is not an objective that sits apart from its overall ambitions. It is an integral and essential part of its business plan.

Representing HRDC, Mr Ndiwo Makula, Manager, Claims Assessment educated the Forum attendants about the mandate of HRDC and functions of the Department of Funding.

In his presentation, Mr Makula indicated that the Human Resource Development Fund (HRDF) was established by the Government to ensure that employers up-skill their employees.

He highlighted more on the responsibilities of Levy Payers and training providers in relation to training and submission of reimbursement claims. He further touched on the challenges faced by HRDF which include the low uptake of the Fund.

In his welcome remarks, Mr David Mureithi, Executive Vice President (EVP) East and Southern Region for Vivo Energy Botswana, highlighted that his company prioritises on health safety security and environment due to the danger of the product which they and their contractors are dealing with. He added that Vivo Energy Botswana commits to educate their staff, general public and all other stakeholders about health, safety, security and environment.

Ms Boineelo Lobelo – Shubane, Health Safety Security and Environment & Green Branding Manager also shared her views on contractor competencies, noting that Vivo Energy Botswana ensures that its contractors are free from incidents. This is achieved through engaging then through continuous training on various safety precautions. The Forum culminated with Ms Lobelo – Shubane imploring Vivo Energy contractors to utilise the Human Resource Development Fund to train and up-skill their employees.

HRDC EDUCATES LEARNERS IN SHAKAWE AND MOSHUPA ON ITS MANDATE



Ms Marianyana Selelo, Manager, Student Welfare Planning (HRDC) engaging with students at Ngambao CJSS at Seronga

As a coordinator of the National Human Resource Development Strategy (NHRDS), the Human Resource Development Council (HRDC) has an obligation to share information and raise awareness about career pathways available to students in line with the skills needs of the economy. HRDC through its Student and Welfare Planning (SPW) Unit under the Department of Human Resource Development Planning (Supply) participated and resourced at several Career Fairs in Shakawe and Moshupa as well as the First Year's Orientation at Limkokwing University of Creative Technology (LUCT).

In Seronga, the SPW Team addressed learners from Ngambao Junior Secondary School (JSS) and Shakawe Senior Secondary School (SSS) elaborating on the mandate of HRDC in the context of aligning national educational outcomes, supply of skills by Education and Training Institutions and demand for skills by the labour skills. The SPW Team also explained the 'Sectoral Approach' of the Human Resource Development Planning (HRDP) as adopted by HRDC and how it supports the realisation

of the National Human Resource Development Strategy (NHRDS). "HRDC strives to correct the mismatch between the supply of graduates and the demand for skills in the labour market, this is to provide guidance to students in making informed career choices in their future", said Ms Marianyana Sello, the Manager, Student and Welfare Planning.

In his welcome remarks the Headmaster of Moshupa Senior Secondary School (MSSS), Mr Patrick Phiri, warmly welcomed all various stakeholders and thanked them for having heeded MSSS call. He said, "I wish to emphasise the importance of informed career decision making as it is critical to the learners. The fact that you heeded our call to attend this Career Fair means a lot to the learners as they need it more to make informed career choices in line with the demands of the economy." Equally, Mr Phiri encouraged learners to make use of this opportunity to their advantage and make informed career decisions. The Career Fair was held under the theme 'Career Development, Opportunity Beckons'.

The aim of the Career Fair was to sensitise students to career development, create awareness about opportunities in the Botswana labour market, inform learners about the entry requirements into tertiary education and provide advice on the relevant industry skills needs to avoid the supply and demand mismatch.

Furthermore, the SPW Team represented HRDC at the Moshupa Sub- District Junior Secondary Schools Cluster Career Fair hosted by Baitirile Junior Secondary School in Moshupa under the theme 'Mphe Thuto ke Fofe'. The cluster comprises Baitirile, Mmanaana, Boswelagosi, Emang and Diratsame Junior Secondary Schools.

Mr Shadrack Botshelo, Student Welfare Planner (HRDC), informed the learners that annually HRDC and its development partners organises the Botswana Human Resource Development Skills Fair and Career Clinics (BHRDS). This is a strategic platform that provides career guidance, share and disseminate career related information to potential new entrants into the tertiary education sub-sector.



Mr. Shadrack Botshelo, fielding questions from learners about priority skills in demand.

HRDC SCOOPS A PRIZE AT BOTSWANA CONSUMER FAIR 2016



The Marketing and Communication Team celebrating the HRDC's 3rd Position win

As part of its brand activation campaign, the Human Resource Development Council (HRDC) saw it fit to take part at the Botswana Consumer Fair 2016 to strategically engage and interact with its myriad stakeholders. The annual Fair was held from the 22nd - 28th August 2016 at Fairgrounds Holdings in Gaborone. The purpose of HRDC's participation at this event was to ensure HRDC brand gets maximum visibility during the Fair by meeting new stakeholders. Through face-to-face marketing HRDC reached out to its existing clientele thereby building a more established reliable brand.

Giving the welcome remarks during the awards ceremony held on Thursday 25th August, 2016, Ms Myra Sekgororoane, the Chief Executive Officer (CEO) of Fairground Holdings said, "The Botswana Consumer Fair is more than just shopping; the slogan summarises all activities carried out during the fair, those including, business, entertainment, family outing, discovering and exploring."



Mr. Goitseone Boikepetse, Fund Officer (HRDC) interacting with a stakeholder during the Consumer Fair 2016

This year, HRDC scooped position three under the Regulatory Bodies category. Botswana Consumer Fair is an all-inclusive platform whose objectives are to fashion an interactive forum for over 550 exhibitors locally, regionally and internationally. It offers

opportunities for diversification of the economy and promotes service sectors. Being the biggest fair in Botswana it has recorded the highest attendance of more than 35 000 during the seven day period.

HRDC WELLNESS DAY 2016



Some of the staff members posing for a group picture at the HRDC Wellness Day at Lion Park

HRDC recognises that employees are an asset to the Council. Therefore, recognises that every employee has some sort of health risk to varying degrees, whether it is unhealthy eating, lack of exercise or sleep, drinking, lack of rest due to immense workload, smoking, or even something genetic.

HRDC strives by all means to be an employer who promotes health and wellness in the workplace. It has an array of Work-Place Wellness Programmes that help employees attain and maintain a healthier lifestyle. Exercise and a balanced diet are also proven panaceas to everyday strains.

In an effort to promote health, wellness and teamwork, the Human Resource Development Council's (HRDC) Wellness Committee organised a team-building activity at Lion Park Resort on Friday 26th August 2016 for all staff members. This was a fun filled day with an array of sports activities geared towards building team spirit.

Unique group problem solving and fun team challenges in the context of a group were undertaken by each of the four teams, and Team White emerged as the winners. The eventful day culminated in all teams winning wellness prizes and a get - together session where staff got an opportunity to actively interact.



Team-Work Challenge Game for Team Blue and Yellow



Tug of War in session

HRDC STAFF EMBRACES HEALTH AND WELLNESS LIFESTYLE

As the employer of choice, the Human Resource Development Council (HRDC), saw it fit to have an agile Wellness Committee in place. This Committee plays a critical role in harnessing health lifestyles amongst employees. Wellness Committee continues to support staff members to attend outside workplace team building, national wellness and sporting events thereby networking with other corporates around Botswana.

Employees with keen interest in sports activities, particularly athletics and football continue to thrive nationally though the support from HRDC administered through this Wellness Committee. Sports activities does not only benefit employees on their health and fitness status, but also contribute towards teamwork, which has a positive effect to the Organisation's performance.

During the year 2016, staff displayed unwavering commitment by participating in football and athletics sports codes. The motivation was further echoed Mr. Oaitse Ganelang, HRDC's Research Analyst who took part in one of popular marathons in Southern Africa, the Comrades Marathon. Comrades Marathon is an 87 km marathon which is annually held in Durban South, Africa. The motivation drawn from Mr Ganelang's participation at the Comrades Marathon was further embraced by the HRDC athletics enthusiasts as they had not let any opportunity pass as they now participate in other national and regional scheduled marathons.

On the 23rd September 2016, the HRDC Athletics Team members joined the other athletes at the Lucara BOT50 Independence Half Marathon. The marathon came at a special time when Botswana was looking forward to celebrating its 50 years anniversary, hence a great mood was set for the track. Despite of the joyous



HRDC Athletics team showing off their medals after the Lucara Hald Marathon



The Comrades Marathon in Durban, South Africa



HRDC Athletics team at the Botswana Life Classics Run

mood that most of the participants was on because of BOT50, the HRDC team treated the track with outmost seriousness with all of them completing the race.

Another race that the HRDC athletic team recently participated in was the Botswana Life Annual Classic run that took place on the 16th October 2016 at

University of Botswana Stadium. On the other hand, the HRDC 5-A-Side (Football Team) has been going strong as it is currently registered on the 5-A-Side corporate league, where it will be competing with teams from different organisations. The HRDC team has been determined on the league games and has improved with time.

HRDC PARTICIPATES IN UPLIFTING CHILDLINE BOTSWANA



The children having a 'good time'



The 'Minnie' mascot entertaining the kids

In an effort to support initiatives that uplift communities, the Human Resource Development Council (HRDC) sponsored the Childline Games. On the 30th July, 2016, HRDC sponsored and participated at the Annual Childline Botswana Sports and Family Fun Day which was held at the Bank of Botswana (BoB) grounds. The Annual Childline Sports and family fun day is a day aimed at raising funds for Childline Botswana operations while affording corporates an opportunity for team building and fun for families.



HRDC staff watching the games

Childline Botswana is a non-profit organisation that depends on donations and other fund raising initiatives such as the Annual Childline Botswana Sports and Family Fun Day for its financial support. The Organisation's primary role is to help abused children and their families through various interventions strategies that include; public education, counselling, casework and alternative care programmes.

The event was filled with fun, as organisations competed in different sports codes. The activities for the day included; athletics, volleyball, netball, dance (zumba, aerobics), football, darts and many others. HRDC team took part in the football competitions and scooped position three. Although the event was sporty and fun, the



HRDC's 'Five-A-Side Football team' after the games

overall mission of contributing towards the Childline's care programmes was achieved and HRDC is proud to have been a part of this event.

HRDC SPONSORS THE PIONEERS FESTIVAL



The Pioneers Festival panelists in discussions

Corporate Social Responsibility (CSR) is continuously gaining prominence as a management tool that enables organisations to achieve their corporate citizenship goals. The Human Resource Development Council (HRDC) being a socially responsible organisation takes into cognisance the contribution of CSR activities to sustainable economic development. Through its stakeholder management plan, HRDC has been able to develop and implement social-impact oriented CSR initiatives that supports youth initiatives.

HRDC sponsored The Pioneers Festival which is intended to be an annual summit hosted by Launchit Coaching (Pty) Ltd. The goal of The Pioneers Festival is to motivate young people on entrepreneurship. It is a major event for future technologies and entrepreneurship, like-minded pioneers and builds relationships that matter with business start - up founders, executives, investors, and the media.

The event was held for the first time on the 27th August 2016 at Westwood International School Hall. Entrepreneurs across Botswana thronged the event. They came from as far as Kasane, Francistown and

Palapye. Speakers included one of South Africa's youngest Millionaires, Mr. Prince Mazibuko; Founder & Chief Executive Officer of Alpha Direct Mr Arun Iyer and Managing Director of Launchit Coaching Mr Goitsewang Khutsafalo.

While giving the welcome address, Mr Khutsafalo, Managing Director of Launchit Coaching urged the youth to maximise on available opportunities that can possibly create jobs for themselves and other youth citizens of this country. Giving the Keynote address, Mr Mazibuko encouraged entrepreneurs to look beyond the normal traditional way of doing business which is locally focused, but implored them to create globally competitive businesses whose impact can be felt beyond Botswana's borders well into the future.

The objectives of the Pioneers Festival were to upgrade local entrepreneurs to the global standard with regards to competitiveness, quality production, sales and development, to build a platform which will convene all the youth entrepreneurs and community developers under one roof to discuss practical solutions to the problem of unemployment in Botswana. Furthermore, the Pioneers Festival

sought to connect, train and raise Botswana FOREX traders who shall use the FOREX platforms to create their own financial support structures. These structures will be used to; fund other small businesses in Botswana, expose and thoroughly educate the entrepreneurs about both Government and private sector opportunities.

The Festival culminated in all speakers imploring entrepreneurs to leverage on the lessons learnt to grow and sustain their businesses. They were also reminded to focus on expanding their enterprises through forging in strategic partnerships with well established companies.

STAFF APPOINTMENTS

NEW APPOINTMENT



Mr. Meshack Tafa was appointed Chief Operations Officer (COO), effective 22nd November, 2016. As the COO, he is deputising the Chief Executive Officer.

Mr Tafa is a seasoned manager whose experience of over 28 years spans a number of sectors, including education, mining, consulting, manufacturing, automotive, financial services, international civil service, financial regulation and project implementation. In these industries, he acquired exceptional knowledge in the areas of organisational design, strategy execution, organisational transformation, project management and general management.

Mr. Tafa is a former educator, whose last posting in this sector was at Molepolole College of Education, as lecturer, in the late 1980's. Among his achievements was being involved with pioneering the introduction, testing and implementation of the Art Syllabus for the Junior Certificate in Botswana.

He left the education field for Debswana, Orapa and Letlhakane Mines where he began his corporate career as a Human Resource Learner Official. He rose through the ranks and was appointed Communications Manager and his portfolio was expanded and he became the Strategic Plan Coordinator. As part of his development, he spent time at the

De Beers Central Selling Organisation, London (and close liaison with other De Beers' offices in Ireland, Switzerland and Belgium), whereat he was exposed to all aspects of the diamond value chain including among others, media relations and investor relations.

In 1996, Tafa joined Volvo – Swedish Motor Corporation as Human Resource Development Manager. His remit included all aspects of people management strategies. As an educator at heart, he saw the need to develop workers in skills required by the then nascent motor assembly industry and helped develop specialised courses for them.

In 1999 he was appointed Marketing Manager – Client Relations with Botswana Life Insurance Limited (BLIL) where he was responsible for the company's branches, country-wide. Among his major responsibilities was the transformation of the service offerings through the use of technology, review of processes, client conservation and re-investment of customers' matured funds.

At Botswana Life Insurance, he also managed the first ever client communications project and made contact with over 120,000 individual life and pension policyholders, as well as the 'High –Net worth clients' Loyalty Programme & Customer Retention Project. Other projects he was responsible for include Policy Lapse Management Project in conjunction with University of Pretoria, South Africa, which used Data Mining principles for enhanced use of corporate data and information. Tafa also chaired and coordinated the BLIL Market Research Project in conjunction with the European – ACP Business Assistance Scheme (EBAS) and the University of Botswana's Marketing department. He ended his tenure at Botswana Life Insurance Limited as Support Services Manager wherein he was co-Project Manager

(with Botswana Insurance Fund Managers –BIFM as project sponsor) for construction of the Fairgrounds Office Park.

In 2005 he was appointed the first ever Director – Corporate Services at Southern African Customs Union (SACU) Secretariat in Windhoek, Namibia. Apart from managing four business units of Human Resources, Finance, Information Technology, Administration & Procurement, Tafa had the huge task of setting up the organisation from scratch. This included drafting the Conditions of Service, HR policies, Financial Procedures and Communication and branding strategies, driving the recruitment and on-boarding of staff from the region, and support staff from within Namibia. This entailed close liaisons with officials from the five countries who comprise SACU (Botswana, Lesotho, Swaziland, Namibia and South Africa).

In 2008, he assumed the position of Director- Corporate Services, at then newly established Non-Bank Financial Institutions Regulatory Authority (NBFIRA). This was also a green field operation where he coordinated the development of the organisation structure, salary and benefits structure, HR Policies, Financial Procedures, and Information Technology systems in order to operationalise the new organisation.

After a short stint as the Executive Director of Futureline (PTY) Ltd, a consulting firm, he joined the Human Resource Development Advisory Council (an advisory body for the transformation of BOTA, T.E.C. and BEC), as Project Manager for the Corporate Services & Legacy Organisations project and subsequently Acting Director – Operations & Projects up to the time HRDC and BQA came into being. In this role, he led the following sub-project teams of Human Resources, Information Technology, Finance &

STAFF APPOINTMENTS

NEW APPOINTMENT

Administration, Business Continuity, Governance and Records Management. The deliverables entailed overseeing the development of HR and Financial Management policies; conduct of HR, IT, Assets, Legal and Risk Due Diligence exercises prior to start date of the transformed organisations.

Among his business qualifications, Tafa has an MBA from De Montfort University, Advanced Diploma in Human Resources Development, Diploma in Marketing, Intermediate Certificate in Insurance, Certificate in Company Law. He is a Chartered Communications Practitioner, Balance Score Card Practitioner and a member in good standing of a number of professional bodies including the Institute of People Management (IPM) and Public Relations Institute of Southern Africa (PRISA). He also trained in Strategy Execution, Integrating Strategy, Budgeting & Reporting Programme with Wits University and attended the African Development Bank training on Regional Project Management Implementation, among others.

As the Chief Operations Officer, Mr Tafa is currently responsible for ensuring that there is effective planning, monitoring and evaluation of the organisation's work, direct management and oversight on the operations of HRDC. Mr Tafa is responsible for ensuring that proper management and optimal utilisation of resources at department level are achieved. Moreover, he is responsible for ensuring that there are robust processes, systems, controls and operating mechanisms in place to promote effective and efficient delivery of high performance operational outcomes. He also contributes to the development and review of corporate policies and strategy including translation of strategy and corporate objectives into corporate plans and budgets. Finally, he provides the CEO, the Board and the Minister with periodic reports on the operations of HRDC.



Mr Muthusi Masole was appointed Director, Funding, effective 22nd November, 2016.

He is in the Department of Funding.

Mr. Masole holds a Master of Business Administration obtained in 2001 and Bachelor of Business Administration Honors from University of Stellenbosch Business School in Cape Town, South Africa. He also has a Bachelor of Arts in Social Sciences (Economics and Accounting) obtained at the University of Botswana (1994), a Professional Certificate in Education Finance, Economics and Planning obtained from the Witwatersrand University, Republic of South Africa in 2010.

He is currently enrolled and studying towards attainment of Chartered Institute of Management Accountants (CIMA) professional qualification. He has also attended short courses in the areas of business financial analysis, project management tools and techniques, public speaking, results based monitoring and evaluation techniques but to mention a few.

Mr. Masole has over 22 years of working experience in both the private sector and public service. He started his career in July 1994 as a Trainee Manager at Botsalo books. Then after a short stint in the private

sector, he joined the public service as a Loans Officer in May 1995 at the then Department of Student Placement and Welfare (now the Department of Tertiary Education Financing).

He rose through the ranks of Senior Loans Officer, Principal Loans Officer, Finance Officer, and Senior Finance Officer within a period of nine (9) years. In April 2004, he was appointed to the Diplomatic Service, posted to the Botswana Consulate General office in Johannesburg South Africa as an Assistant Education Attaché, promoted in August 2005 to manage the Education section as an Education Attaché firstly in Johannesburg, and later transferred to Pretoria.

In October 2008, Mr. Masole joined HRDC (then Tertiary Education Council (T.E.C.) as a Financial Analyst. He held this position until June 2012 when he was appointed Manager, Institutional Funding and later re-designated to Manager Financial Analysis- Public TEIs.

As the Manager Financial Analysis- Public TEI, Mr. Masole was tasked with the responsibility of carrying out comprehensive financial analysis of the tertiary education sector and making recommendations in order to facilitate for the future allocation of funds in accordance with Botswana's developmental objectives and priorities and ensure value of money quality education.

As the Director of Funding, Mr Masole is responsible for leading, managing, directing, coordinating and supervising the funding mandate of HRDC. He is also responsible for ensuring that the department's vision, work environment and operations are in line with the overall mission, vision, values, strategies and goals of HRDC and provides expert guidance and advice on issues of funding.

STAFF APPOINTMENTS

NEW APPOINTMENT



Ralecha Kopano Mmatli was appointed Manager, Institutional Planning effective 4th January, 2017.

He is in the Department of Human Resource Development Planning (Supply) under the Institutional Planning Unit.

He holds a Bachelor of Arts in Humanities with specialisation in English & Theology and Religious Studies from the University of Botswana, Post Graduate Diploma in Education and Master of Science (MSc) in Strategic Management from the University of Derby (UK).

Prior to joining HRDC he worked at the Department of Technical and Vocational Education and Training of the then Ministry of Education and Skills Development.

As the Manager, Institutional Planning, Mr Mmatli's role in HRDC is to advise on Institutional Planning matters to both internal and external partners, facilitate development of institutional plans, monitor their implementation and review of the Institutional Planning tools from time to time.



Amogelang Mokobela was appointed Workplace Planner, effective 4th July, 2016.

She is in the Department of Human Resource Development Planning (Supply) under the Work-Place Learning Unit.

She holds a Masters in International Business (MBA), Postgraduate Certificate in Risk Management (BAC), Postgraduate Diploma in Monitoring and Evaluation (IDM), Result-Based Monitoring and Evaluation (Witwatersrand University), BCom Management (NWU).

Prior to joining HRDC she was the Programmes Officer – Policy Research, Monitoring and Evaluation at Ministry of Youth, Sport and Culture. She has previously worked as a Monitoring and Evaluation Officer at the Department of National Internship Programme and an Administration Officer at the Ministry of Agriculture. She has also worked as an Entrepreneurship Lecturer at Gaborone Technical College. As the Work-Place Planner, she is responsible for; advocating for workplace learning through the utilisation of the HRD Fund to develop industry relevant skills identified as priority skills, which will contribute immensely to our economy and ultimately enable the country to compete Globally.



Phatshimo Auctoviah Seleka was appointed as Information Technology (IT) – Support Technician effective 4th January, 2017.

She is in the Department of Information and Communication Technology (DICT).

Phatshimo joined HRDC on the 1st September 2014 where she was part of the team that worked on the Job Vacancy Database Project (JVD), under the Department of Statistics, Research Development and Innovation (DSRDI) for one year six months.

JVD is a tool that is used to measure the job demand in the industry and it helps to come up with a solution for mismatch and she was mainly capturing job vacancies from different newspaper into the database.

Prior to her appointment, she worked in the Department of Corporate Services under the Procurement Unit where she was responsible for developing and maintaining the Suppliers Database and any other supplies related duties.

As the IT-Support Technician, Phatsimo is now responsible for provision of technical assistance, support and training to HRDC staff and other end users on the effective usage of application software.

STAFF APPOINTMENTS

NEW APPOINTMENT



Mr. Goitseone Boikepetse was appointed Fund Officer effective 4th January, 2017.

He is in the Department of Funding.

He holds a Bachelor Business Administration (Management) from Management College of Southern Africa (Mancosa), Diploma in Business management from Botswana College of Distance Learning (Bocodol/ Open University of Zimbabwe). Boikepetse also hold a Post Graduate Certificate in Public Sector Procurement and Tender Process Management obtained from Botswana Accountancy College (BAC) and a Post Graduate Certificate in Enterprise Risk Management also obtained from BAC.

Prior to joining HRDC Goitseone was an Assistant Administration Officer for a period of (2) two years at the then Ministry of Educations & Skills Development (MoESD), Regional Education Officer in Serowe (now Ministry of Basic Education). Boikepetse joined HRDC as a Temporary Research Assistant in Department of Human Resource Development Planning (Supply) in under the Department of Workplace Learning Unit where he worked for two (2) years and five (5) months.

As the Fund Officer, Goitseone's role is to assess claims received from Levy Payers as well as liaising with

HRDC Workplace Learning Division, Botswana Qualifications Authority (BQA) and Botswana Unified Revenue Services (BURS) regarding pre-approvals, accreditation and levy payment issues respectively.



Omponye Daisy Gobhoza was appointed Fund Officer effective 4th January, 2017.

She is in the Department of Funding.

She holds a BA (Economics) from the University of Botswana (UB), currently pursuing her Master's in Economics from the University of Botswana (UB).

Prior to this appointment, Ms. Omponye worked as a Research Assistant in the Department of Statistics, Research Development & Innovation (HRDC) for two (2) years and three (3) months.

As the Fund Officer, Omponye's role is to process and evaluate applications for reimbursement from the Human Resource Development Fund (HRDF) and submitting to the Fund Assessor for review. Furthermore, her responsibilities entail calculating entitlements for reimbursements, filling in supporting forms and submitting to the Fund Assessor for review and compiling and consolidating applications and supporting documentation for evaluation and processing, etc.



Mr. Titose Ndubo was appointed Driver / Messenger at HRDC effective 3rd October, 2016.

He is in the Department of Corporate Services.

He holds a Certificate of Proficiency (COP) in Basics of Short Term Insurance from Botswana Accountancy College examined by IISA, additionally he holds Defensive Driving Certificate from Central Transport Organisation (CTO) and also Basics of First Aid from Botswana Red Cross Society.

Prior to joining HRDC he was working at Ministry of Educations & Skills Development MoESD (now Ministry of Basic Education) as a Procurement Assistant in the Department of Information Communication Technology and Media Services. Titose was then promoted to a position as a Driver within the Ministry, which he undertook for a period of eight (8) years. He brings a wealth of knowledge in transport and logistics.

At HRDC Titose's role entails delivering and collecting mail from different stakeholders internally and externally to facilitate the achievement of mandate of HRDC. He is an active HRDC's brand ambassador.

STAFF APPOINTMENTS

NEW APPOINTMENT



Mr Ponatshego Kebonyemotse was appointed Information Technology (IT) Support Technician effective 4th January, 2017.

He is in the Department of Information and Communication Technology (DICT).

Ponatshego holds a Bachelor of Science in Computing in 2011 from the Open University (UK). Prior the current appointment, Ponatshego was working as a Temporary Research Assistant. His role was to assist in the effective maintenance of computer programmes and software, effective implementation of the required systems, respond to the system issues by providing first line support to the users, collect data from the institutions, perform validations prior to loading the data into the Tertiary Education Management Information System (TEMIS), and thereafter generate the Unit Cost report.

Prior to joining HRDC he worked as a Technical Support Executive at Benchmark Internet Group in India. His responsibilities entailed of responding to the technical issues faced by the clients, assisting clients in carrying out the needful tasks in their individual accounts, and audit the email campaigns content before being sending out.

As an IT Technician, Ponatshego is now

responsible for provision of technical assistance, support and training end-users on the effective use of application software. It includes troubleshooting to detect and solve technical issues, installing and updating required hardware and software, and making recommendations on computer equipment, all this geared at improve the HRDC's productivity.



Mrs Oaitse Hazel Boima-Sefakwe was appointed Assistant Human Resource Officer effective 1st February, 2017.

She is in the Department of Human Resources.

Oaitse holds a Diploma in Human Resource and Business Management obtained from ABM College in 2009, Bachelor of Commerce in Human Resource and Industrial Relations from BOCODOL in collaboration with AMITY University, India and Masters in International Business (MBA-IB), also from Amity University obtained in 2016.

Prior to joining the Department of Human Resource Oaitse worked as Temporary Research Assistant under the Department of Human Resource Development Planning (Supply). Her role entailed stimulating and

promoting continuous learning in the work Place by guiding employers in developing appropriate training plans aligned to National Priority Skills i.e. Structured Work Place Learning Regulations and promoting utilisation of the Human Resource Development Fund.

Furthermore, she promoted Structured Internship and Apprenticeship Training which was a way of equipping learners with practical skills and exposure to the world of work i.e. student attachments, experiential learning, work integrated learning.

She also intensively engaged workplaces in a bid to influence provision of relevant curriculum to labour market needs (demand and supply). Oaitse joins the Human Resources Department from the Institutional Planning Department.

As the Assistant Human Resource Officer, Oaitse assists in providing all HR administrative duties such as notifying staff of internal opportunities; assisting with employee relations; maintaining personnel records; distributing HR related mail; maintaining records thus keeping real – time data on employee's files. She also orientates new employees by providing information packages; assist in reviewing HRDC's policies; recruitment and training logistics and reviewing HRDC's policies; gathering withholding and other payroll information; explaining and obtaining signatures for benefit programmes, assisting employees with any benefit claim issues or concerns. She also assists in documenting human resources actions by completing forms, reports, logs, and records. Furthermore, she assists in accomplishing human resources department and organisation mission by completing related results as needed.

STAFF APPOINTMENTS

PROMOTIONS



Topo Rabasima was appointed Communications Officer effective 1st September, 2016.

She is in the Office of the Chief Executive Officer, under the Marketing Communication and Stakeholder Relations Unit.

She holds a Bachelor of Commerce (Bcom) specialising in Marketing Management from North West University in South Africa. She is currently pursuing a Post Graduate Diploma in Corporate Management & Strategic Planning with Cyprus Institute of Marketing.

Prior to her appointment Topo was a Staff Development Fellow (SDF) – Communications Officer for two (2) years. She was also a Research Assistant Marketing Communications for six (6) years. Topo joined Tertiary Education Council then as an Intern in the Marketing Communications Unit in 2010 and professionally grew through the ranks.

As the Communications Officer, Topo is responsible for handling media relations, develop media materials, press releases and statements, develop content for marketing and communication collateral and update and maintain the HRDC website. She is a member of the Public Relations Institute of Southern Africa (PRISA).



Tshiamo Botlhoko was appointed Stakeholder Relations Officer effective 1st September, 2016.

He is in the Office of the Chief Executive Officer, under the Marketing Communication and Stakeholder Relations Unit.

He holds a Bachelor of Commerce Specialising in Communications Management from the University of Pretoria and a Post Graduate Certificate in Enterprise Risk Management from Botswana Accountancy College. He is currently pursuing Masters of Strategic Management (MSc) programme with University of Derby.

Prior to his appointment Tshiamo was a Staff Development Fellow (SDF)– Stakeholder Relations for two (2) years. He was a Research Assistant (Marketing Communications) for six (6) years. Tshiamo joined Tertiary Education Council (T.E.C.) then as an Intern in the Marketing Communications Unit in 2009 and professionally grew through the ranks.

As the Stakeholder Relations Officer, he is responsible for managing the organisation's internal and external stakeholder relations, provide assistance to customers as and when required and answer their queries to obtain independent feedback on HRDC client service. He also supports other departments on events management, communication campaigns, branding and stakeholder engagement activities.

Tshiamo is a member of the Public Relations Institute of Southern Africa (PRISA).



Keitumetse Lebotse was appointed Research Analyst effective 1st September, 2016.

She is in the Office of the Chief Executive Officer, under the Strategy Office.

She holds a Master's in Higher Education (Higher Education Masters in Africa) which is a NORAD collaborative programme involving the University of the Western Cape (South Africa), University of Oslo (Norway), Makerere University (Uganda) and the Centre for Higher Education Transformation (Capetown, South Africa).

Prior to her appointment, Keitumetse was a Staff Development Fellow (SDF) – Research Analyst in the Strategy Office. She joined the then Tertiary Education Council (T.E.C.) in 2007 as a Research Assistant under the Directorate of Policy and Planning.

As the Research Analyst, Keitumetse is responsible for coordinating development of the annual corporate plan, monitor progress in each department in line with the objectives of the plan and annual reporting.

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