

# HRDCinsight

HUMAN RESOURCE DEVELOPMENT COUNCIL

**SPECIAL EDITION – FOURTH ISSUE | JUNE 2016**

The Official Newsletter of the  
Human Resource Development Council



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# Editor's Note!

Ag CEO, Dr Patrick Molutsi. Dr Molutsi led the then Tertiary Education Council (T.E.C.) to now the HRDC for 13 years. We celebrated his professional journey through a series of farewell parties. We wish him a restful retirement.

Through a consultative process that involved all its myriad stakeholders, HRDC recently developed its first strategic plan to be implemented during the period (2016-2021). This Five - Year strategic plan will provide a sense of direction and outline measurable objectives towards realisation of the HRDC goals.

HRDC has a broad mandate, as such we have been engaging with Levy Payers, Education and Training Providers across the country thereby creating maximum awareness and educating them about the Human Resource Development Fund (HRDF). The Student Welfare Planning also engaged learners across Botswana providing informed career guidance. In a bid to educate organisations and companies that pay the training levy, the Workplace Learning also conducted workshops to sensitise them about the development of training Work Skills Plans (WSP) and submissions.

HRDC has seen the 12 committed Sector Committee members meeting relentlessly almost every week to work on developing their sector plans. This

commitment seeks to address the misalignment between the supply of graduates and the demand for skills from the labour market to curtail graduate unemployment.

The annual fair now dubbed the Botswana Human Resource Development Skills Fair and Career Clinics as usual has been a resounding success. The binary approach used this year was indeed helpful as it assisted the learners using the Human Resource Development Sectoral approach. Scores of learners from all over the country attended the six - day event.

Through this publication, we remain at your service and we are indebted to sharing information about the HRDC and developments. Your feedback is important to us, kindly share your advises, comments and suggestions by emailing us at [marketingcomms@hrdc.org.bw](mailto:marketingcomms@hrdc.org.bw). Kindly like our facebook page at Botswana Human Resource Development Council and follow our twitter handle @BotswanaHRDC.

Till the next issue. Happy Reading!

**Faith Tuelo**



## Dear Reader,

Welcome to the Human Resource Development Council (HRDC) Newsletter. This fourth quarter newsletter is a special edition of the Financial Year 2016/17. You will pardon us, the hiatus was caused by increased departmental work and we have a lot to report on in this 56-page special edition.

We have had an eventful quarter, where the Marketing Communications and Stakeholder Relations Team has been actively working with departments in an endeavour to promote the mandate of HRDC (stakeholder engagement and satisfaction).

We are happy to announce the arrival of our new Chief Executive Officer (CEO) Dr Raphael Dingalo who has just been handed the baton by the outgoing

## Editorial Team








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# Dr Raphael Dingalo Appointed HRDC CEO

**T**he Human Resource Development Council (HRDC) welcomed its new Chief Executive Officer, Dr. Raphael Dingalo. He assumed his position on the 1<sup>st</sup> June 2016.

Dr Dingalo has a track record of strong leadership having worked in different educational establishments. He held various positions including Deputy Permanent Secretary in the Ministry of Education and Skills Development (MoESD). He was responsible for Tertiary Education and Technical and Vocational Education (TVE). This combined with his deep industry knowledge and institutional tenure makes Dr Dingalo uniquely qualified to lead HRDC.

In this undertaking he had portfolio responsibility over different Parastatals under the MoESD including the Human Resource Development Council (HRDC) and Botswana Qualifications Authority (BQA) amongst others as well as Public Universities, such as the University of Botswana (UB) and Botswana International University of Science and Technology (BIUST).

Dr Dingalo spent time as Ag Vice Chancellor of Limkokwing University of Creative Technology (LUCT) based in Botswana overseeing the Lesotho and Swaziland LUCT campuses.

"I am honoured to have been appointed as the HRDC Chief Executive Officer. It is a privilege to be part of an organisation that effectively drives the planning, funding and financing of the human resource development. My role is to translate the vision of HRDC into reality," said Dr Dingalo.

He cherishes the fact that HRDC is an organisation led by a purpose – that makes a positive, meaningful impact which matters and brings changes into the human resource development while upskilling and upscaling the lives of Batswana. "I will do my best to serve the network by helping enable our leaders and people to fulfill their passion to make a difference," said Dr Dingalo.

Dr Dingalo has also worked at length at the University of Botswana, Centre for Academic Development's (CAD) Academic Programme Review Unit. At CAD he was responsible for programme development and review of the University of Botswana and its Affiliated Health



**Dr Raphael Dingalo – Chief Executive Officer – HRDC**

Institutions and Colleges of Education.

Furthermore, he championed the University's Academic Quality Management Policy, running workshops for UB staff both academic and non-academic on quality assurance and programme review.

He was the founding Chairperson of the Press Council of Botswana's Media Complaints Committee. The said Media Complaints Committee (MCC) was charged with receiving petitions from the public about the performance of members of the Council, and adjudicated on such matters and applied such remedies as appropriate.

Dr Raphael Dingalo holds a professional Degree of Doctor in Education (EdD) from the Institute of Education (University of London, UK) awarded in 2002; a Master in Education (M.Ed) from the University of Manchester School of Education, (UK), awarded in 1995; and a Bachelor of Education (B.Ed) from the College of St Mark and St John (UK), awarded by the University of Exeter in 1992.

We wish Dr Raphael Dingalo a fruitful professional journey at HRDC.



# Human Resource Development its First Strategic Plan 2016

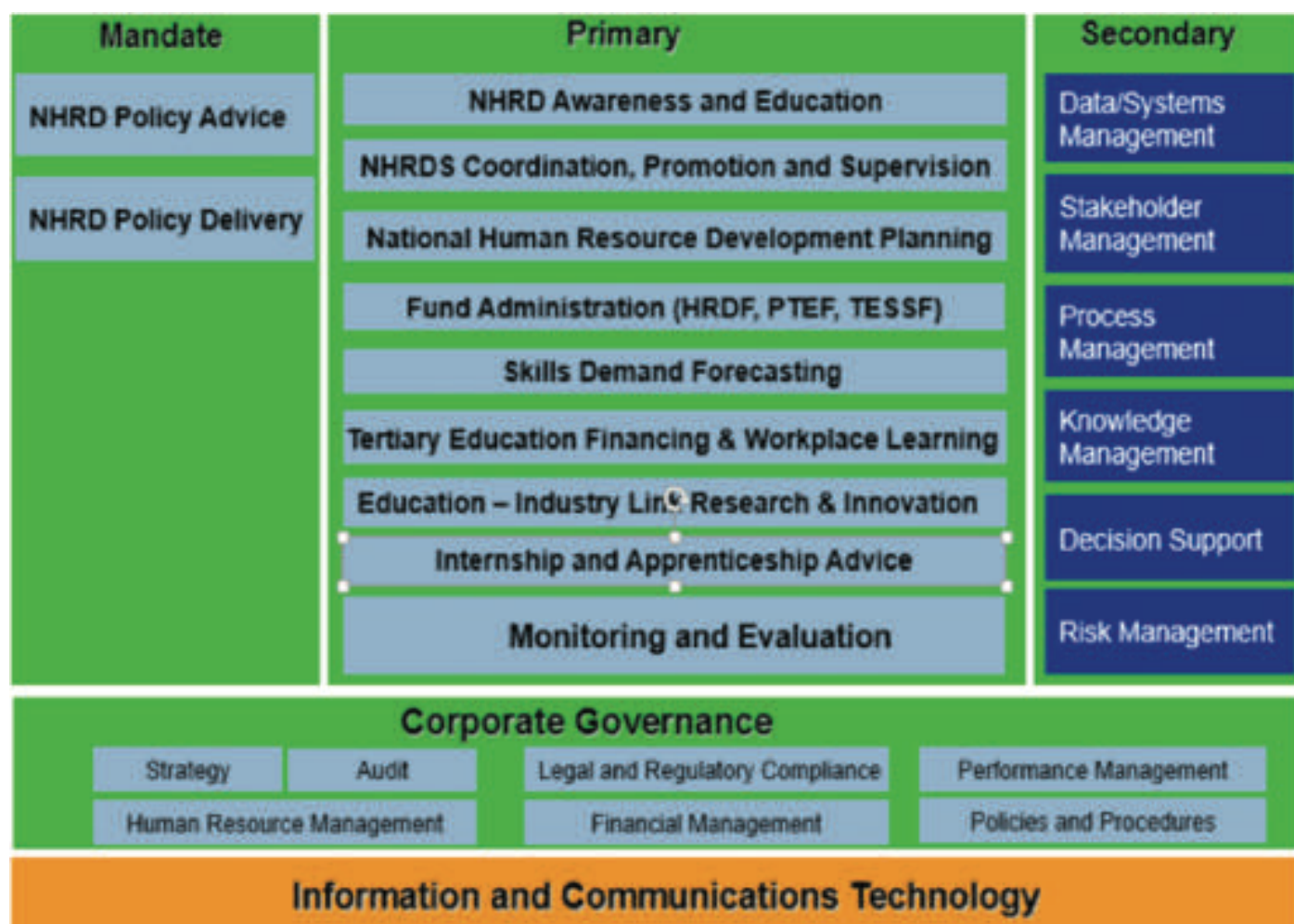
**S**trategic planning is important to an organisation because it provides a sense of direction and outlines measurable objectives towards realisation of the goals. Strategic planning is a tool that is useful for guiding day-to-day decisions and also for evaluating progress and changing approaches when moving forward.

In order to make the most of strategic planning, the Human Resource Development Council (HRDC) had to give careful thought to the strategic objectives it outlined, and then carefully decided on how the Council

is going to back up these goals with realistic and thoroughly researched and quantifiable benchmarks for evaluating results.

The HRDC through a consultative process that involved all its myriad stakeholders, recently developed its first strategic plan to be implemented during the period 2016 – 2021. The consultative process started with the HRDC Board convening at Cresta Mahalapye from the 1<sup>st</sup> – 3<sup>rd</sup> December, 2015. This was followed by extensive consultation of staff, Education and Training Institutions, Student Representatives, Botswana Qualifications

Figure One: HRDC Capability Model





# ent Council (HRDC) develops 6 – 2021

Authority (BQA), Botswana Examinations Council (BEC), Ministry of Education and Skills Development (MoESD) and Sector Committees. This was also necessitated by the fact that stakeholders play a meaningful role and as such their expectations needed to be considered. It is worth noting that, the strategy was developed using the Balanced Score Card (BSC) approach which has four perspectives namely; customer, financial, internal process and learning & growth. Environmental scanning in strategy development also played a critical role, therefore HRDC used the PESTEL (Political, Economic, Social, Technological, Environmental and Legal Factors – business evaluation) and also the SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis.

In developing the Strategy, HRDC reflected on the fact that strategic plan is a pathway it has to follow to implement its mandate. Therefore, HRDC in developing the Strategic Plan considered key national strategic documents such as the HRDC Act No 17 of 2013, National Development Plan (NDP) 11, National Human Resource Development Strategy (NHRDS 2009-2022), and the Education and Training Sector Strategic Plan (ETSSP).

The challenging HRDC mandate dictates the setup of a fit for purpose organisation that is configured to deliver on the set objectives. Therefore, to that effect the HRDC developed a high-level capability model as highlighted in the figure below. It represents the key organisational capabilities that should be developed for effective execution of the Council mandate.

During the Strategic Plan development, the HRDC internal and external stakeholders developed the strategic foundations.

## VISION

The New HRDC Vision is:

To make Botswana's human resource globally competitive by 2026.

A vision is an image of the organisation's desired

future. The HRDC vision gives shape and direction to the Council's future and assists with the setting of goals and milestones that move the organisation closer to the desired future state. The HRDC vision statement reflects a pursuit to develop Botswana's human resource into a globally competitive pool of talent. A vision that can only be achieved in the long term - by 2026 or after 10 years of sustained, focused, creative and innovative national human resource development.

## MISSION

The New HRDC Mission is:

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

The HRDC mission or core purpose defines what the Council's fundamental reason for existence is – the *raison d'être*. The HRDC mission statement is aligned to the mandate of the Council, which seeks to coordinate, promote and supervise the implementation of the National Human Resource Development Strategy (NHRDS) and the grander goal of transforming into a knowledge based economy. This will be achieved through full cooperation, engagement, participation and support from key stakeholders.

## VALUES

The following consolidated list of values should drive HRDC's high performance culture.

The New Values of HRDC are:

**Excellence**

**Interpretation** - We commit to doing our best individually and collectively to drive success on a daily basis

**Accountability**

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# First Strategic Plan 2016 – 2021

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**Interpretation** - We act responsibility and commit to being answerable for our decisions and actions.

## Transparency

**Interpretation** - We are open and honest in all our dealings.

## Team Work

**Interpretation** - We will work together cohesively, towards a common goal.

## Botho

**Interpretation** - We personify and promote the common good of society and recognise humanness as an essential element of human development.

Values form the basis of the organisation's culture. The HRDC is committed to building a high performance culture that is characterised by execution of strategy, excellent understanding of success drivers of national human resource development, transformational

leadership, performance oriented culture and talent people.

## Strategic Intent

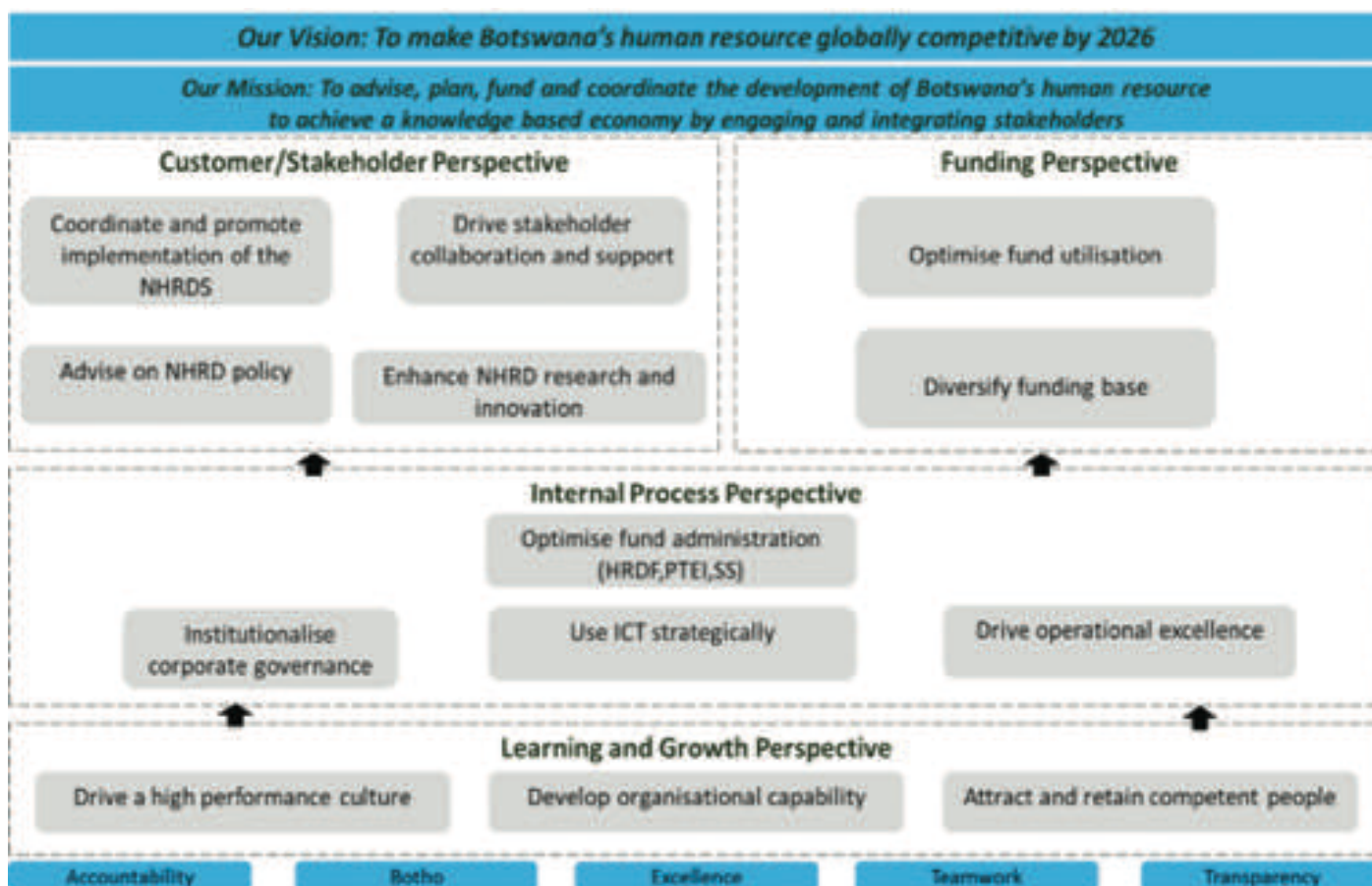
The HRDC strategic intent is:

To transform Botswana's education and training into a demand driven system through targeted planning, coordination and funding. This will be achieved through partnership with key stakeholders with an aim of developing a globally competitive human resource by 2021.

The HRDC strategic intent or choice articulates the need for transformation of the Botswana education and training mechanism to a demand driven system that will drive the development of a globally competitive human resource base.

The envisaged transformation will be driven by targeted sector based human resource planning.

Figure Two: HRDC Strategy Map



# Seychelles Education Officials Visit HRDC



The delegation from Seychelles listening attentively to presentations from HRDC Departments

**B**otswana and Seychelles have signed a Memorandum of Understanding (MoU) spelling out collaboration activities which the two countries will engage on in order to facilitate continued professional development of teachers.

In a bid to maintain the relationship between the two Countries, a delegation of eight education officials from Seychelles visited Botswana and paid a courtesy visit to the Human Resource Development Council (HRDC) on the 12<sup>th</sup> January 2016.

The main aim of this visit was to learn more about Technical Vocational Education and Training (TVET) in Botswana. The objective of the Seychelles delegation benchmarking exercise was to look at Botswana's TVET Governance structures and the expertise that exists in the technical institutions and the linkages between the different Colleges in Botswana.

Welcoming the Seychelles officials, the Acting Chief Executive Officer of HRDC, Dr. Patrick Molutsi expressed gratitude for hosting the delegation, adding that this benchmarking exercise will also help the HRDC in return as they will also learn about the Seychelles TVET System and other reforms within the Seychelles education and training system.

Dr. Molutsi enlightened the Seychelles officials that Botswana's TVET system is going through a

restructuring process, therefore still open to adopting some best practices from other TVET systems. "The Government of Botswana is committed to implementing a robust TVET system which will contribute towards the Country's Human Resource Development approach for economic sustainability," said Dr. Molutsi.

Dr. Molutsi also said Botswana continues to share information and knowledge about effective Education and Training Systems with other SADC Countries and also encourages partnerships. He concluded by recognising the good intentions of the Seychelles' Government in nurturing partnerships with Botswana especially on issues of Education and Training and encouraged the collaboration to continue.

The Seychelles leader of delegation Mr. Jean Alcindor said Seychelles is looking forward to improving its TVET system, therefore they look forward to learning more from Botswana. Mr. Alcindor also said through an improved TVET system Seychelles aims to improve the quality of their graduates hence value what they will learn from Botswana.

In conclusion, the Manager, Strategy Office, Mr. Mathews Phiri gave a presentation on the mandate and functions of the HRDC. The presentation featured critical details on how Botswana's TVET system is performing in comparison to other countries.



# Hon. Fidelis Molao Assistant Minister of Education Skills Development Pays a Courtesy Visit to HRDC



(L - R) Ms Precious Maoto, Private Secretary to the Assistant Minister, Dr Patrick Molutsi Ag. CEO of the HRDC, Hon. Fidelis Molao, HRDC Board Chairperson Mr Batho C. Molomo, Deputy Chairperson, Ms Moggie Mbaakanyi, HRDC Board member, Ms Dorcas Phirie

**In an effort to appreciate the mandate of parastatal organisations under the Ministry of Education and Skills Development (MoESD), Honourable Fidelis Molao, the Assistant Minister of Education and Skills Development paid a courtesy visit to the Human Resource Development Council (HRDC), on Tuesday 16<sup>th</sup> February 2016 at the HRDC Conference Room.**

Speaking during the meeting that was attended by HRDC Executive Management and Senior Officials from the MoESD, Mr Batho C. Molomo, the HRDC Board Chairperson appreciated the Assistant Minister's visit. "This is as an indication of the positive relations we have since HRDC is a Government Agency under the MoESD," said Molomo.

Dr Patrick Molutsi, Acting Chief Executive Officer (HRDC) highlighted the mandate of the organisation that involves among others; the planning from the demand and supply side, funding of Tertiary Institutions, the Student Support Fund and the Human Resource Development Fund (HRDF), as well as the promotion of Research & Innovation in institutions. He further informed the Assistant Minister that the organisation has grown in terms of its mandate and

therefore requires sufficient resources to fulfil its role. Honourable Fidelis Molao giving his remarks stressed on the importance of understanding the mandate of the organisations that fall under his portfolio of the Tertiary Sector as well as parastatals under the Ministry of Education and Skills Development. He further highlighted that he will continue to engage with HRDC and indicated that his office is always open therefore ready to facilitate the mandate (work) of HRDC.

The Honourable Assistant Minister Molao further highlighted that there is a need to change the stereotype thinking of Technical & Vocational Education (TVE) in line with the implementation of the Education & Training Sector Strategic Plan (ETSSP). "Many people still hold the view that vocational education is for learners who have not done well in the Botswana General Certificate of Education (BGCSE) examinations," said Hon. Molao.

In conclusion, Dr Fernando Siamisang, Director of Human Resource Development Planning (Demand) thanked the Assistant Minister for the visit and indicated that as HRDC we will continue to dialogue through the flexible channels of communication that the Assistant Minister has elaborated on.

# Career Guidance Educators Capacitated through Workshops in Palapye and Gaborone



Career Guidance Educators listening attentively during the Sector Committee's presentation



Stakeholders listening attentively to Dr Ella Matshediso, Director HRDP-Supply presentation in Palapye



One of Career Guidance Educators posing a question during a workshop in Palapye

**In order to prepare Career Guidance teachers for the upcoming Botswana Human Resource Development Skills Fair and Career Clinics 2016, HRDC through the Student Welfare Planning Unit held two workshops.**

The first northern region workshop was held in Palapye from the 9<sup>th</sup> – 11<sup>th</sup> February, 2016. The second southern region workshop was subsequently held in Gaborone from the 22<sup>nd</sup> – 24<sup>th</sup> February, 2016 at Tlotlo Hotel and Conference Centre.

These workshops were intended to equip Career Guidance Educators with information pertaining to Human Resource Development Planning (demand) to enable them to carry out labour responsive career guidance initiatives and exercises at their respective schools.

Furthermore, the workshops were meant to capacitate participants with knowledge and skills that they

will impart to their colleagues in the guidance and counselling departments at their various work stations. The workshops were facilitated by HRDC Sector Committees who advised on occupation in different sectors of the economy as well as the skills that are in high demand. Therefore, the sector HRD Committees approach synchronises the human resource demand and supply as such enhancing graduate employability.

The Career Clinics immensely contributes to the Human Resource Development Council's (HRDC) responsibility of ensuring that there is quality tertiary education system that is responsive.

Workshops were graced by different Government departments including the Ministry of Education and Skills Development (MoESD), Department of Technical Vocational Education and Training (DTVET), Department of Tertiary Education Financing (DTEF) and Sector Human Resource Development (HRD) Committee members.



# Tertiary Education at a Glance Report



Invited guests and staff of HRDC listening to presentations at the launch of the 2014/2015 'At A Glance' Statistical Report



Professor Brian Mokopagosi commenting during the discussions at the launch, seen here with Mrs Maggie Mbaakanyi, the Deputy Board Chairperson of HRDC



Some of the Education and Training Providers during launch



Some of the HRDC Board Members with HRDC Senior HRDC Management during the launch of the Report

**The importance of statistics as an aiding tool in planning cannot be overemphasised. On an annual basis the Human Resource Development Council (HRDC) collects and compiles Tertiary Education statistics to monitor performance of the Education and Training Sector as well as benchmark performance across the region and globally. On the 26th February 2016, at Cresta Lodge in Gaborone, critical stakeholders descended to witness the launch of At a Glance Report.**

This report contains information that gives the reader some insights or into the landscape of the tertiary education sector in Botswana.

Data from this report is meant to inform and guide both internal and external stakeholders of HRDC on issues that enables them to make sound policy and evidence based decision making in their ventures.

Speaking at the dissemination workshop the Acting Chief Executive Officer HRDC Dr. Patrick Molutsi informed the delegates that on the 1<sup>st</sup> of December 2015 HRDC signed a Memorandum of Understanding (MoU) with Statistics Botswana (SB) to facilitate collaboration between the two organisations.

The benefits of this MoU included among others; sharing of statistical data, information and reports, sharing of data collection, data processing expertise, analysis tools and dissemination.

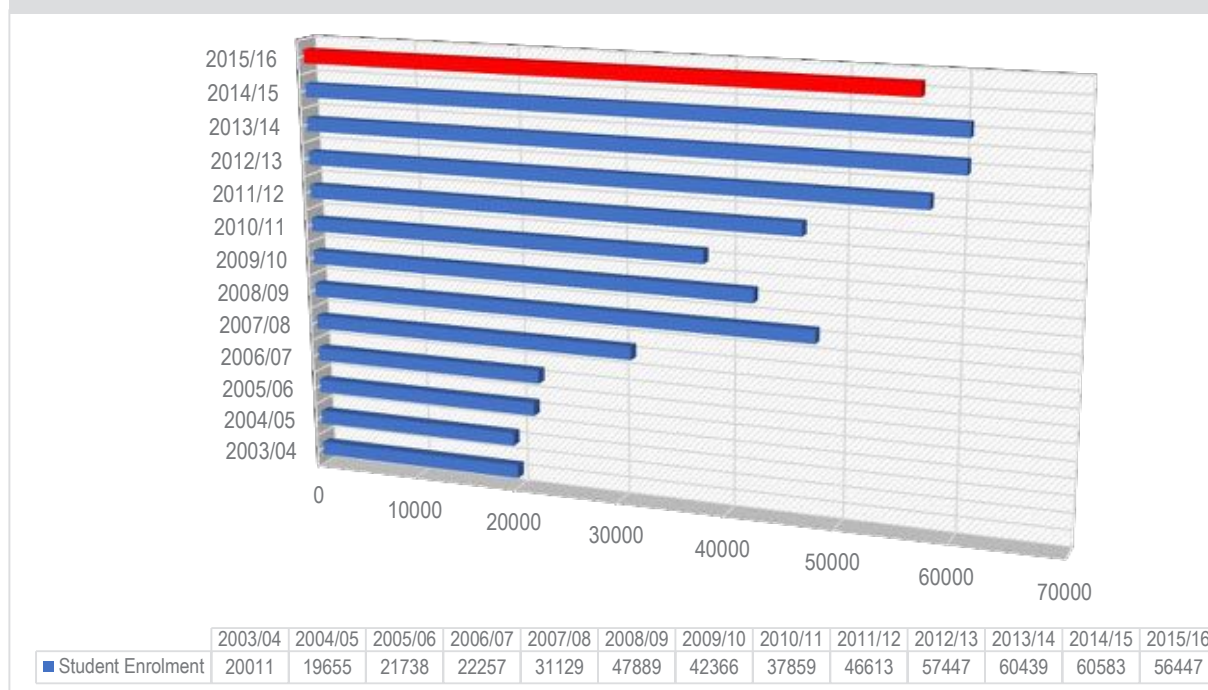
He further highlighted that this kind of partnership is necessary for quality assured information. "The statistics that is to be used in these strategic documents have to be reliable and authentic hence HRDC's partnership with Statistics Botswana, an organisation which is mandated to publish official statistics " said Dr. Molutsi.



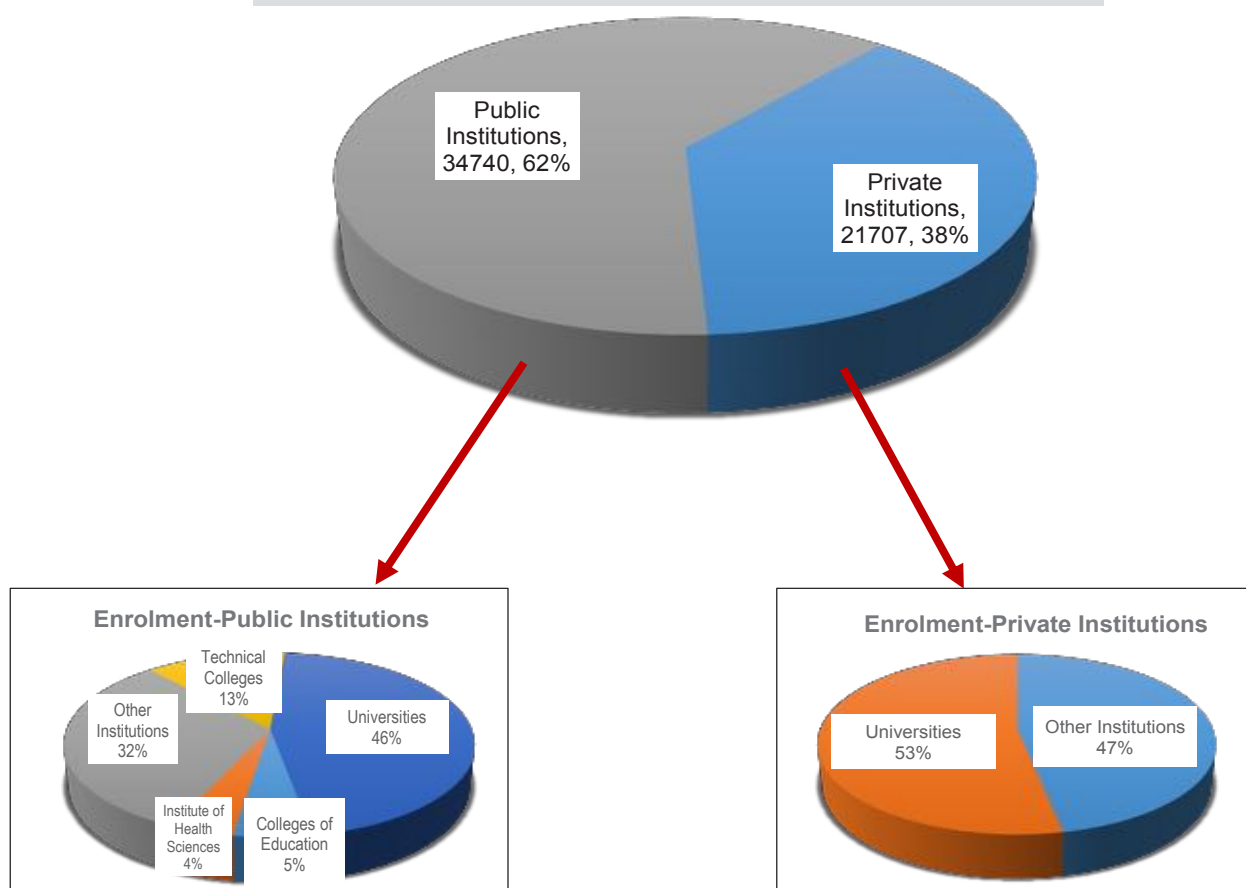
# Report Officially Launched

The following are some key indicators from the 2015/16 At A Glance Report

**Figure 1: Student enrolment trends in the local tertiary education providers 2003-2015**



**Figure 2: Students Enrolment Share between the private and public tertiary Institutions-2015/16**



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**Table 1: Student Enrolment by type of Institution and Gender-2015/16**

Type of Institution	Female	Male	Total	% Female
Other Private Institution	6394	3802	10196	62.7
Private Universities	6787	5224	11511	54.6
College of Education	1229	588	1817	67.6
Institute of Health Sciences	897	550	1447	62.0
Technical Colleges	1854	2514	4368	42.4
Other Public Colleges	7225	3873	11098	65.1
Public Universities	8784	7226	16010	54.9
<b>GRAND TOTAL</b>	<b>32670</b>	<b>23777</b>	<b>56447</b>	<b>57.9</b>

**Table 2: Student Enrolment by type of Qualification and Gender-2015/16**

Qualification Level	Female	Male	Total	% Female
Certificate	2369	2471	4840	48.95
Diploma	10123	6341	16464	61.49
Bachelor's Degree	16929	12525	29454	57.48
Master's Degree	1203	1045	2248	53.51
Master of Philosophy (MPhil)	61	87	148	41.22
Post Graduate Diploma (PGD)	304	146	450	67.56
Doctor of Philosophy (PhD)	42	91	133	31.58
Professional Courses	1580	1056	2636	59.94
Non Purpose Degree	59	15	74	79.73
<b>GRAND TOTAL</b>	<b>32670</b>	<b>23777</b>	<b>56447</b>	<b>57.88</b>

**Private Institutions include:** ABM University College (ABMUC), AFDA Botswana College, Arthur Portland College, Assembly Bible College (ABC), Boitekanelo Training Institute (BTI), Bosa Bosele Training Institute (BBTI), Botswana Institute of Bankers (BIB), DDT School of Medicine (DDT), Imperial School of Business, Flying Mission School (FMS), Gaborone Academy of Education (GAE), Gaborone Institute of Professional Studies (GIPS), Gaborone Universal College of Law (GUCL), Kgolagano College of Theological Education (KCTE), and Management College of Southern Africa (MANCOSA), Megasize College and New Era College of Arts & Technology.

**Private Universities:** Ba Isago University, Botho University (BU), Limkokwing University of Creative Technology (LUCT).

**Colleges of Education include:** Francistown College of Education (FCE), Molepolole College of Education (MCE), Serowe College of Education (SCE), Tlokweng College of Education (TKCE) and Tonota College of Education (TCE).

**Institute of Health Science include:** Bamalete Lutheran School of Nursing (BLSN), Francistown Institute of Health Science (IHSF), Gaborone Institute of Health Sciences (IHSG), Lobatse Institute of Health Sciences (IHSL), Molepolole Institute of Health Sciences (IHSM), Serowe Institute of Health Sciences (IHSS) and Kanye Seventh Day Adventist School of Nursing (KSDASN).

**Technical Colleges include:** Botswana College of Engineering and Technology (BCET), Francistown College of Technical and Vocational Education (FCTVE), Gaborone Technical College (GTC), Jwaneng Technical College (JTC), Maun Technical College (MTC), Oodi College of Arts, Palapye Technical College (PTC) and Selibe Phikwe Technical College (SPTC).

**Other Colleges include:** Botswana Accountancy College (BAC), Botswana College of Distance and Open Learning (BOCODOL), Botswana Wildlife Training Institute (BWTI), Institute Development Management (IDM) and Defence Command Staff College (DCSC).

**Public Universities include:** Botswana International University of Science and Technology (BIUST) Botswana University of Agriculture & Natural Sciences (BUAN), and University of Botswana (UB).

# HRDF Team Meets the Training Providers



Ms Victoria Damane and Ms Lebogang Mpinang from the Department of Funding noting questions during the workshop

**The Human Resource Development Council (HRDC) through the Department of Funding held a series of stakeholder engagement workshops across the country to address Training Providers.**

The main goal of the workshop was to create maximum awareness about the role of the department and educate the training providers about the services offered by the Department of Funding.

The workshops kicked-started on the February 18<sup>th</sup>, 2016 in Gaborone at Ave Maria Pastoral Centre. The objectives of these workshops were to; discuss the quality of training interventions, responsibilities of training providers during training interventions and accreditation requirements among other issues that affect the relationship between the HRDC and the Training Providers.

Scores of Training Providers attended the Gaborone workshop which was graced by the HRDC Board Member and also the Chairperson of the Human Resource Development Fund (HRDF) Committee Dr. Thapelo Matsheka. Giving the opening remarks, Dr. Matsheka said that the workshop is meant to share more information and experiences on the training of employees and also on how the Human Resource Development Fund (HRDF) can be utilised effectively and efficiently.

He also shared with the Training Providers some of the challenges that are experienced by HRDC in managing

the HRDF which among others include; incomplete submissions of reimbursement claims by levy payers, collusion between Training Providers and Levy Payers in a bid to defraud the HRDC and the quality of training intervention offered by Training Providers.

“I therefore encourage you to work together with the HRDC so that we achieve our intended aim of offering proper quality assured training to the employees so we improve the labour force and work ethics of Batswana” said Dr. Matsheka.

During her presentation the Director of Funding, Ms Victoria Damane gave an overview of the establishment of the HRDC and its mandate including the responsibility of the Department of Funding.

She shared the overview of the HRDF, responsibilities of the Training Providers during training interventions and the challenges encountered when assessing the submitted reimbursement claims. Ms Damane explained that the purpose of the HRD Fund is to reimburse levy payers for the costs incurred in training their citizen employees with an aim of increasing quality work based training. “The system ensures that there is partnership with industry in imparting the right needed quality skills to employees” said Ms Damane.

The workshop held fruitful discussions on topics around the administration of the HRDF, reimbursement regulations, claimable costs, responsibilities of training providers, challenges of the HRDF implementation, challenges encountered from submitted claims and many others.



# HRDC Attends the Montreal Student Leader Global Summit 2016 in Canada



Ms Mananyana Selelo, Manager, Student Welfare and Planning (HRDC) flanked by Student Leaders from all over the world

**R**osanna G. Rodriguez advocates for student leadership and its ability to influence major decisions about the quality of education and learning environment. The Human Resource Development Council (HRDC) also believes in this notion and therefore keeps on nurturing students' leadership skills for positive decision making on their student lives and their future. In this regard, on the 3<sup>rd</sup> – 4<sup>th</sup> March 2016 the HRDC sent a delegation of four (4) to attend student leadership Global Summit held at Montreal, Canada.

The four delegates consisted of two (2) students; Ms. Boago Dodo Seiko (Bosa Bosele Training Institute, SRC President) and Mr. Tihomamo Tevin Sebonego, University of Botswana (UB LLC Ambassadors Vice Chairperson and also Peer Counsellor at Careers and Counselling Unit, UB). The two students were accompanied by non-student delegates, Mrs. Mananyana Selelo (HRDC Student Planning and Welfare Manager) and Mr. Tumelo Masalila (Botho University, Academic Services Staff and Leadership Coach, recently accredited by John Maxwell).

The goal of attending this international Student Leadership Summit was to equip young leaders with leadership skills needed by today's ever-changing world in order for them to cultivate a better future for generations to come. Additionally, the benchmarking exercise was meant to identify best practice regarding Student Affairs Services (SAS) and how they promote access, equity, inclusion, employability and more importantly entrepreneurship.

The summit attracted 25 student delegates from around the globe but due to visa challenges, only 21 of the 25 attended. The delegates composed among African countries (Botswana, South Africa, Zimbabwe, and Ghana including those studying abroad), North

America (Canada and USA) and Europe (Poland and Germany). The HRDC is mandated to ensuring that Botswana acquire requisite skills for both the national and international labour markets, hence the necessity to expose students to this global summit. The summit was an eye opener to the participants particularly the students, as they interacted with others from diverse backgrounds in terms of religion, culture, society, economic backgrounds, life experiences, environments and languages.

The reason for these diverse interactions was that, each individual has their own story that makes them whom they are and as a leader one has to be aware of such attributes, as it is the little things that make a big difference. Students were challenged to deal with diverse behavioural traits, beliefs, and many other different human attributes with a goal to better their leadership skills. The proceeds from the summit will go a long way in empowering other student leaders in Botswana.

"As a student leader and peer counsellor, Mr. Tihomamo Sebonego from the University of Botswana (Student Welfare – LLC Ambassadors), said, "I intend to host seminars with the aid of other delegates and information supplied by the facilitators from the summit and enlighten my peers and the general public about the leadership acumen." Mr. Sebonego also added that he believes his general work ethics will also reflect the lessons learned during the summit and will assist him in serving the student community better and also be a better leader and a team player.

The student participants expressed heartfelt gratitude to HRDC leadership for affording them an opportunity to attend the summit and assured that indeed the investment will pay dividends.

# HRDC signs a MoU with Ghanzi Brigade



Mr Olefile Mochotlhi, The Principal (Ghanzi Brigade) and Dr Patrick Molutsi, (HRDC) signing the Memorandum of Understanding

**The Human Resource Development Council (HRDC) through its extensive mandate, has the responsibility of developing strategies for student attachments and academically prescribed internships and also promote methods of skills development. In light of its responsibility, the HRDC is required to establish strategic partnerships with relevant organisations to advance the development of skills. On the 30<sup>th</sup> March, 2016, the HRDC signed a Memorandum of Understanding (MoU) with Ghanzi Brigade.**

The purpose of this MoU is to facilitate collaborations in the following respect; provision of demand driven skills to both national and international learners; prospective hosting and partnership with Barefoot College of India in provision of skills nationally and regionally; effective and efficient facilitation and coordination of training undertaken under the auspices of the Barefoot College.

Speaking at the signing of the MoU, the Acting Chief Executive Officer of HRDC, Dr Patrick Molutsi stipulated that HRDC has pursued strategic partnerships with a number of organisations for human resource development through signing of the MoU's.

"Recently, the HRDC has partnered with Barefoot College in India which trained six (6) semi-literate women from remote areas on solar power technology so as to develop their skills in harvesting energy from the sun. We also have signed MoU with Statistics Botswana as well as Ministry of Infrastructure Science

and Technology," said Dr Molutsi.

The partnership between HRDC and Ghanzi Brigade is a strategic move that will open a window of opportunities for the Ghanzi community in terms of skills development. Dr Molutsi explained during the event that Ghanzi Brigade was particularly considered for the pilot initiative due to its track record of reaching out to its community and the surrounding areas. "Ghanzi region as one of the remote areas, disadvantaged in terms of resources, therefore a necessity for this partnership," added Dr Molutsi.

The Principal for Ghanzi Brigade, Mr. Olefile Mochotlhi applauded HRDC for recognising the Institution as a strategic partner in transforming, upscaling and upskilling the lives of Batswana. Mr. Mochotlhi also indicated that the MoU will also assist those settlements that do not have electricity as the graduates will be installing electricity in the areas. They come from and other surrounding communities.

Giving the closing remarks, the Manager, Graduate Research & Innovation, Mr. Oabona Nthebolang expressed his greatest gratitude to Ghanzi Brigade for seeing it fit to partner with HRDC in developing human resource base. He emphasised that, HRDC mandate is broad and the MoU came at the right time to develop demand driven skills as most countries rely on vocational skills therefore Botswana will be counted among those countries with robust Human resource development which has been enhanced by investing on vocational education.

# BHRDS Fair & Career Clinics 2



Learners in search for programmes of study during the BHRDS Fair 2016.

**N**xai Mxherekhu\* has just completed her Botswana General Certificate of Secondary Education (BGCSE) at Maun Senior Secondary School. Her single parent (mother) has encouraged her to become a nurse to follow in her footsteps. Nxai is more interested in agriculture but has little information on what career prospects are available within the Agriculture Sector. Her former classmates want to study economics. She is undecided what to study. Like many parents Nxai's mother hopes her daughter will get Government sponsorship to enable her to further her studies.

It was the seventh Botswana Human Resource Development Skills (BHRDS). The BHRDS Fair has become a key fixture in the education and training calendar. The event has seen scores of prospective learners thronging Ditshupo Hall, Fairground Holdings in search of programmes of study at different institutions. With over 60 exhibitors from local and international institutions this year the BHRDS Fair was held under the theme 'Gateway towards diversifying Botswana's economy'.

The importance of Career Guidance can never be underestimated. Many learners choose their

programmes of study based on influence from their parents, family and peers yet this is one major decision secondary school leaver's make that will affect the rest of their professional lives.

It is with this in mind that HRDC together with its partners decided to introduce the Career Guidance Clinics preceding the BHRDS Fair to provide that valuable service to learners to enable learners to make informed decisions.

In his opening remarks the Mayor of the City of Gaborone His Worship Kagiso Thutlwe said, "the winds of change have been sweeping across this country with the aim of changing the landscape of our education system, thus enabling the graduates to come out with skills that will diversify the economy of this country".

Giving the HRDC's overview the Acting Chief Executive Officer of HRDC Dr Patrick Molutsi highlighted that HRDC has established 12 Sector Committees which offers career guidance to the learners to enable them to choose careers in alignment with the industry demands.

Dr Molutsi also informed attendants that through these



# 2016: A Resounding Success

sectors HRDC is trying by all means a reconciling the skills mismatch through 'promoting marriage of convenience between industry, education and training providers'.

Honourable Fidelis Molao in his official address said "The Botswana Human Resource Development Skills Fair & Career Clinics brings together different stakeholders including local and international tertiary institutions, to showcase their programmes of study".

He further emphasised that through the fair, "HRDC has been creating a platform where local and some international institutions converge in one place to market their programmes to inform potential tertiary education learners. With growing numbers of students thronging the Fair every year it was evident that this platform was very useful not only to the education and training providers but to the learners, parents, service providers and development partners as well for either receiving or giving out information".

Delivering the closing remarks, HRDC Board Chairperson Mr Batho C. Molomo said both the Fair and Career Clinics are a platform for facilitating the transformation of Botswana's tertiary landscape. "The role of HRDC is to ensure that there is access to quality in terms of education that is responsive and supportive to the learner' potential as well as being contributory to the development of the country " said Molomo.

Having travelled hundreds of kilometres to attend both the Career Clinics and the Fair, Nxai is grateful for the opportunity to have received so much information from the 12 sector committees.

She has now decided to pursue a career of her choice available and also in demand under the Agriculture Sector. This is offered through Agricultural Economics Programme which is on the approved list of sponsored programmes the Department of Tertiary Education Financing (DTEF) will be financing during this academic year.



Students queuing at Ditshupo Hall



One of the BHRDS Career Clinics in session



Prospective students consulting each other during the fair



Excited students impatiently waiting to enter the hall in search for programmes to study

# HRDC Signs MoA with Ministry of Infrastructure, Science & Technology



Mr Dikagiso B. Mokotedi, Permanent Secretary (MIST) and Dr Patrick Molutsi, Ag. CEO of (HRDC) signing the Memorandum of Agreement

**The Human Resource Development Council (HRDC) is determined to establish strategic partnerships that will aid in driving the National Human Resource Development Strategy's (NHRDS) goal of attaining a knowledge based society.**

On Monday 29<sup>th</sup> March 2016, HRDC signed a Memorandum of Agreement (MoA) with the Ministry of Infrastructure Science & Technology (MIST) represented by the Department of Research Science and Technology (DRST). The signing of the MoA was aimed at transferring and upscaling the training of Scientists and Technologists Training and funding from DRST to HRDC.

Giving his opening remarks during the signing of the MoA, the Permanent Secretary of MIST, Mr Dikagiso B. Mokotedi stated that his Ministry embarked on a project of training of scientists to study Masters, Degrees and PhDs back in 2007. Mr. Mokotedi highlighted that the Ministry of Science and Technology offered qualifying Batswana opportunities to study programmes in Science and Technology in a bid to diversify the economy. The main objective of the training is to create a pool of scientists and to encourage development in these progressive fields.

Mr Mokotedi further established that the pilot for the studies were mainly on the fields of Animal Breeding, Chemical Engineering, Mechanical Engineering and Technology and Innovation Management. "MIST is not mandated to fund training, therefore we saw it fit to transfer the coordination of the training to HRDC so as to extend these programmes for accessibility to citizens

of this country," said Mr. Mokotedi.

Accepting the MoA, on behalf of the HRDC, the acting Chief Executive Officer of the Council, Dr Patrick Molutsi applauded this partnership, since MIST is a mother ministry in knowledge development. This MoA will also streamline and better manage the training in Botswana and also fit for private sector to contribute in developing their employees, added Dr Molutsi.

He further acknowledged that the Government of Botswana passed the Tertiary Education Policy (TEP) in 2008 which requires the Tertiary Education Sector to play a leading role in transforming Botswana into a knowledge driven innovative society.

Dr Molutsi also informed those witnessing the signing of the agreement that Research and Innovation Strategy (2011) recommends that with a realistic conversion rate from Masters to Doctoral enrolments of 15 percent, Botswana should aim to produce at least 150 Doctoral graduates per year by 2018. He added that the Southern African Development Community (SADC) is also interested in exporting skilled labour in these areas produced in Botswana.

The signing of the Memorandum of Agreement (MoA) stipulated among others; that HRDC will be responsible for capacity building, training and fund administration whilst DRST will partly fund and promote research projects and production. HRDC has the capacity and functional ability to carry the responsibility and will carry out the full administration of the fund including mobilisation.



# HRDC Botswana attends the 2<sup>nd</sup> HRDC South Africa Summit



Dr Blade Nzimande, Minister of High Education and Training, South Africa and Chairman of HRDC South Africa giving the opening remarks HRDC SA Summit 2016

In an effort to promote partnerships with organisations with similar mandates as the Human Resource Development Council (HRDC) in the region, Senior HRDC Management attended the 2<sup>nd</sup> Human Resource Development Council of South Africa Summit on the 29<sup>th</sup> and 30<sup>th</sup> March 2016 in Johannesburg, South Africa.

The Summit was held under the theme Partnership for Skills – A Call to Action and the guest speakers were the Honourable Deputy President of the Republic of South Africa, Cyril Ramaphosa and the Chairperson of HRDC SA and Minister of Higher Education and Training Dr B.E Nzimande.

The HRDC SA objectives of the Summit were to provide progress update on the implementations of the HRDC Technical Task Teams recommendations, provide feedback on the outcomes of the first HRDC Summit which was held in 2014.

Other objectives were to provide a greater understanding of the roles that the HRDC South Africa plays and the Progress on the revision of the HRD Strategy towards 2030 and to identify and present strategic partnerships in human resource development.

Mr Cyril Ramaphosa, the Vice President of South Africa



Deputy President of South Africa, Mr Cyril Ramaphosa posing for a group photo with Senior HRDC staff members



Deputy President of South Africa and chairperson of HRDC SA, Mr Cyril Ramaphosa at the HRDC Botswana Stall in South Africa shaking hands with Mr Ndiwo Makula of HRDC Botswana

and also the Chairperson of HRDC South Africa during the officially opening of the HRDC Summit said, “no country can achieve economic growth without paying attention to the skills development of its people. The summit provides a platform for reflection, engagement, collaboration and a platform for all of us to learn. I am happy to see the HRDC from Botswana in attendance, because it is when we interact with our neighbours and other international partners that we sharpen our wits and learn from them.”

HRDC South Africa is a national, multi-tier and multi-stakeholder advisory body under the leadership and stewardship of the office of the Deputy President of South Africa. It is managed by Ministry of Higher Education and Training.

The multi-sectoral advisory HRDC SA was established in March 2010. Membership is based on a five-year tenure and it is represented by a number of Government Ministers as well as senior business leaders, organised labour and representatives from academia and civil society who serve on the HRD Council.

The Senior Management attended the event in a bid to gain full understanding of the HRDC SA mandate and establish collaborations and partnerships.



# HRDC Team Benchmarks in



Ms Faith Tsie – BHRDS Logistics Chairperson, Mrs Faith Tuelo, Manager, BHRDS Project Manager with the Minister of Culture and Knowledge Development and His Sheikh Nahyan Bin Mubarak, during the official opening of the GETEX in Dubai, UAE



HRDC team arriving at the GETEX



HRDC team in a meeting with the GETEX organiser Mr Anselm Godinho

**S**ince benchmarking is the process of studying industry or competitive practices, functions and products and finding ways to meet or improve upon them.

The Human Resource Development Council (HRDC) used the benchmarking to gauge its successes and pinpoint their shortcomings with regards to event management of planning of the Botswana Human Resource Development Skills (BHRDS) Fair.

The goal of this benchmarking trip was to identify

areas of improvement and sharing of experiences thus learning how the reputable GETEX event is staged and managed successfully as the largest event that seeks to raise student awareness regarding the latest academic, educational and occupational training programmes in the Middle East.

The GETEX attracts over 30 000 students offering over 2 500 academics.

The GETEX as the leading student recruitment platform in the Middle East and Asia was held from 13<sup>th</sup> – 15<sup>th</sup>

# h Dubai, UAE, GETEX 2016

April 2016. It serves as an ideal platform that gathers leading education and training exhibitors from all over the world.

Officially opening the Gulf Education and Training Exhibition (GETEX), Sheikh Nahyan Bin Mubarak Al Nayan, the Minister of Education, Culture and Knowledge Management in Dubai, said the future of the country relies on the level of education it offers. Therefore, it is important for every country to invest in developing its human capital.

It is the only event in the United Arab Emirates (UAE) that is entirely dedicated to promoting the education and training sector in the UAE. The GETEX attracts international education and training institutions amongst others are from the United States of America (USA), Canada, Germany, Australia, Russia, Italy, India and other countries.

Mr Anselm Godinho, Managing Director of International Conferences and Exhibitions, the organisers of GETEX, said: "Since its inception in 1988, the annual expo has served as an important networking and learning

platform for regional and international learners, teachers, trainers and professionals".

Godinho excitedly asserts, we have been attracting key industry leaders and stakeholders over the past years, offering students with extensive courses and programmes of study choices offering educational providers with opportunities to meet their enrolment targets and also engaging with future learners.

The HRDC team got an overwhelming 'job shadowing' experience on how to conduct an event similar to BHRDS. During the entire three days, they worked closely with the organisers, held back to back meetings with the exhibitors who enthusiastically expressed they are looking for partnerships with Botswana based institutions.

The team was impressed with the planning and execution of the event and got to learn and appreciate on how they can work on areas of improvement for the next annual BHRDS. That being said, it is worth mentioning that events connect people, breeds innovation and builds communities and events spark change.



Prospective learners listening attentively at the Middlesex Dubai University Stall



Some of the GETEX Exhibition Stalls



# HRDC Participates in Higher Education Policy Symposium



Mr Oabona E. Nthebolang presenting at the Higher Education Policy Symposium

**“Research is creating new knowledge” so says Neil Armstrong the first man to walk on the moon. Research is the vehicle through which solutions to challenges can be explored in order for any organisation to prosper.**

Addressing delegates during the opening of the Higher Education Policy Symposium organised by the University of Botswana Mr Oabona E. Nthebolang, Manager, Graduate Research & Innovation indicated that the Human Resource Development Council (HRDC) seeks to advance research and innovation in Education and Training Institutions. The Symposium was held at Cresta Lodge, Gaborone under the theme ‘Research and Policy for effective Uptake in Botswana - Challenges for Tertiary Education’ from the 14<sup>th</sup> – 15<sup>th</sup> April 2016.

Mr Nthebolang said that HRDC aims to coordinate, promote and support tertiary education research and Innovation activities. Furthermore, Nthebolang indicated that the research innovation strategy has goals which can address Research and Development challenges in Botswana. Among the goals are; to increase the volume of sectors research output, to increase funding for research, to increase the number of research graduates, to monitor and assure the quality of research and to increase opportunities for international collaborations.

The Acting Vice Chancellor for University of Botswana Mr Mendel Nlanda indicated that the symposium was meant to encourage greater confidence among the policy makers in valuing the quality, relevance, and potential of research undertaken at universities and other tertiary institutions.

Furthermore, Mr Nlanda said, “The hope of the symposium is to enable policy relevant outcomes that could enhance research uptake for informed practice and evidence based policy formulation. Research has become fundamental following the approval of the Tertiary Education Policy (TEP) of 2008, which requires all tertiary institutions to carry out research that will generate knowledge and contribute towards national systems of innovation.”

Acting CEO of HRDC Dr Patrick Molutsi indicated that one of the 21<sup>st</sup> century skills is collaboration and therefore called for more collaborations of this kind. The expected outcome of the symposium will involve an increased understanding of the challenges faced in the supply and uptake of the industry-focused research to support evidence based policy making. Moreover, the role of tertiary institutions in subsidising research evidence was explored during the symposium. The symposium culminated with recommendations that will address the barriers to the conducting of research.



# HRDC Sponsors & Participates at the HATAB Conference 2016

In support of the Tourism Sector, the Human Resource Development Council sponsored at a tune of P70,000.00 and also participated at the annual Hospitality and Tourism Association of Botswana (HATAB) Conference. It was held in Maun from the 21<sup>st</sup> – 22<sup>nd</sup> April 2016.

The HATAB Conference held under the theme, The Future of the Tourism Sector, Mapping the Way Forward, presented a platform to discuss ideas focused on promoting, encouraging and policing excellence in hospitality and tourism in Botswana.

Different stakeholders in attendance shared views during the Conference. Stakeholders in attendance included; Policy Makers, Private Businesses, Government Representatives, Education and Training Institutions. It is HATAB's role to ensure that all visitors, both locally and from outside Botswana, enjoy consistent high standards of service from the entire hospitality and tourism industry, hence the necessity of this Conference.

The Guest of Honour during the Conference, Honourable Minister of Presidential Affairs, Mr. Eric Molale, stated that there is need to reflect on the policy in view of the complex and dynamic nature of tourism. "The policy has become redundant as it has been overtaken by events and trends in the international tourism business environment," said Honourable Molale.

Hon Molale admitted that there are challenges within the Tourism Sector which include the cumbersome procedures involved in the acquisition of land for investment. "Concern has been raised over the years due to the slow pace at which land is availed for tourism development purposes," he said. The Minister also pointed that the role of the Government is to provide an enabling environment which is conducive to the thriving private sector.

Representing the HRDC, the Chairperson of Tourism Sector Committee Ms Sally-Anne Follet – Smith addressed the Conference on 'Strengthening the



**Mr Tshiamo Botlhoko, Stakeholder Relations Officer explaining the mandate of HRDC**

Hospitality and Tourism Industry through an effective Tourism Sector Plan'. Ms Smith elaborated on the mandate of HRDC and its role in setting up the HRD Sector Committee. The role of the Tourism Sector Committee is to provide advice on appropriate measures to deal with any mismatch between the demand and supply of the human resource within sector.

Ms Sally Anne informed the Conference attendants about the strategic objectives of human resource development for the Tourism Industry. These include; improving the quality and delivery of tourism-related learning programmes, developing occupationally directed programmes with formulated career pathways and supporting of workplace based skills development strategies in companies and organisations in Botswana.

In conclusion Sally-Anne said, "The National Development Plan (NDP 11) has since identified tourism as a key industry of growth with employment creation being the critical criteria, therefore it was necessary to take opportunity of the HATAB platform to bring ideas forward for promoting the Tourism Sector."

# Agriculture Sector Committee engages BUAN Academic Staff



The Agriculture Sector meeting in progress at BUAN

**A**s part of the implementation of the Agriculture Sector Human Resource Development (HRD) Plan, the Agriculture Sector Committee held a meeting with the Academic Staff of the Botswana University of Agriculture and Natural Resources (BUAN) former Botswana College of Agriculture (BCA) on Friday 22<sup>nd</sup> April 2016 at their campus.

The objective of the meeting was to share the findings of the Agriculture Sector HRD Plan with BUAN staff as well as to solicit input from BUAN staff on the implementation of the Plan.

Dr. Patrick Molutsi, Acting Chief Executive Officer of the Human Resource Development Council (HRDC) while giving the overview of the workshop elaborated that there were 60,583 students studying at the 45 tertiary level Institutions in Botswana during the 2014/15 year according to the Tertiary Education At A Glance Report of 2015 produced by HRDC.

Less than 2% of the enrolled students are studying Agriculture related programmes despite the potential for growth and opportunities that the Agriculture Sector presents.

He informed the academic staff of BUAN that the HRDC Board has approved the Agriculture Sector Plan

as a working document hence the commencement of the implementation. He highlighted BUAN as one of the frontline institutions in the transformation of the Human Resource base in the Agriculture Sector.

Presenting the Agriculture Sector HRD Plan, Dr. Howard Sigwele, Chairperson of the Sector Committee alluded to the low literacy rate among farmers and workers hence the limited agricultural knowledge and skills and the limited application of the value chain analysis at training institutions as some of the areas requiring immediate attention.

Dr. Sigwele highlighted that essentially the Plan identifies the demand for industry skills by level (short-term, Certificate, Diploma, Degree, Specialists, etc.) and category (Farmers, Workers, Agri-business, etc.) while advocating for major reforms on the supply side including training and re-tooling of teachers and lecturers at all levels of education related to agriculture.

In conclusion, BUAN staff were requested to identify areas of improvement within their institution that would help them to implement the Sector Plan they were also urged to make themselves visible to other stakeholders to showcase the mandate of their institution and to sign Memorandum of Understanding (MoU) with local and regional institutions.

# HRDC participates at the 2<sup>nd</sup> Regional Employment Forum Held at Kigali, Rwanda



Ms Doreen Kokorwe, HRDC (in silver) with other delegates at the Employment Forum

**In an effort to share experiences and perspectives as well as to strengthen the Rwanda Government's cooperation with different stakeholders on employment promotion, the Human Resource Development Council (HRDC) represented by Manager, Workplace Learning Ms Doreen Kokorwe and Director, Human Resource Development Planning – (HRDP) Demand, Dr Fernando Siamisang attended the 2nd Regional Employment Forum that was held in Kigali Rwanda from the 25<sup>th</sup> – 29<sup>th</sup> April 2016. Participants were from Botswana, Ghana, Kenya, Malawi, Namibia, Rwanda, Tanzania and Uganda.**

The objectives of the Forum were to; discuss what different countries have achieved in terms of employment promotion, to address challenges and take measures to create opportunities for employment promotion. There were presentations covering employment services and labour market; private sector engagement; enhancing women's employment as well as the promotion of youth employment. Ms Doreen Kokorwe presented a paper on Workplace Learning Policy: Experiences from Botswana.

The paper highlighted the initiatives that the country has come up with in an effort to promote workplace learning. The presentation also emphasised that Botswana does not have a policy that is solely aimed at guiding the implementation of workplace learning. Instead, there are statutory instruments that regulate the implementation of workplace learning.

Effective workplace learning can only be attained within a policy and regulated environment where policies and legislation coherently and consistently support pro-employment approaches. Currently employers in Botswana who are embarking in workplace learning

are being regulated by the National Human Resource Development Strategy (NHRDS); the Structured Workplace Learning Regulations; the Human Resource Development Fund (HRDF) Regulations and the Levy Order which are there to guide the implementation of workplace learning.

During the same week, participants had an opportunity to attend a Job Fair, where they were able to experience a well-established employment service tool. The main objective of the Job Fair was to link jobseekers with employers. All job seekers are registered with the Kigali Employment Service Center (KESC).

"This was a great eye opener for the HRDC team since here in Botswana we do not have such a service. We have the Directorate of Public Service Management (DPSM) and the Ministry of Labour and Home Affairs registering jobseekers but they do not do job-matching", said Kokorwe. The KESC invites employers to the Fair so that they can recruit job seekers and also to market themselves. Some of the employers take advantage of the event and hire the job seekers on the spot. At this Fair; there was also coaching services provided where the jobseekers are guided on CV writing and were assisted with job matching.

The 2<sup>nd</sup> Regional Employment Forum was followed by another event the 1<sup>st</sup> Regional Practitioners Dialogue a global initiative on innovative employment services for youth also called the YouMatch programme. This initiative focuses on linking the labour demand and supply with the key aim being to improve employment services for youth. It's a pilot project that is expected to end March 2018.

YouMatch encourages and facilitates an on-going regional and global dialogue on employment services based on peer exchange. During the YouMatch presentations, three thematic areas were identified and these are; providing professional orientation to the youth, preparing youth for employment and matching young job seekers with the labour demands. HRDC is part of a task group under each of the thematic areas and will be working with participants based in different countries to execute the tasks under each of the thematic areas.



# HRDC Participates at Going Global Conference 2016



Ms Masego Mokubung giving a presentation at Going Global Conference 2016

**The British Council together with its partners hosted the Going Global Conference 2016 under the theme 'Building Nations and Connecting Cultures' from the 3<sup>rd</sup> – 5<sup>th</sup> May 2016 in Cape Town, South Africa. Going Global is an open forum for education world leaders to debate international higher and further education issues and challenges, and to discuss collaborative solutions.**

Going Global Conference attracted distinguished representation including, Education Ministers, Senior Policymakers, Presidents and Vice Chancellors, International Directors, Academics, Researchers and those with an international business remit.

The British Council invited the Acting Director of Statistics, Research, Development and Innovation, Ms Masego Mokubung in her capacity as a member of the International Advisory Working Group (IAWG) for Trans National Education to participate at the Going Global Conference 2016. Ms Mokubung as the Conference panelist gave a presentation on 'Tracking Trans National Education (TNE): Enabling data collection, Improving Policies'. During her presentation, Ms Mokubung highlighted that consistent with the rest of hosting countries TNE is growing in size and shape. She said, "TNE programmes are used to fill up the gap that exists in our local tertiary education institutions in programme

offering. She also informed the conference attendants that accrediting and registering TNE programmes in Botswana was also meant to create a platform that will increase access in tertiary education." Ms Mokubung concluded her presentation by saying the impact of TNE in Botswana is yet to be investigated.

During the Conference, the Director of Education and Society and Member of Executive Board for British Council, Professor Jo Beall noted that Going Global Conference 2016 has grown tremendously since its inception in 2004. It has become the largest open forum for leaders and policymakers concerned with global tertiary education.

Professor Beall informed the Conference attendants that Going Global's ambition is to travel to every continent in the world, and this is the first time the Conference has been hosted on the continent of Africa. "It provides a unique forum for exploring the latest developments and issues in international post compulsory education," she added. Professor Beall in conclusion said, "This is an auspicious time for the international community in steering the process of development and articulating national priorities because the new international Global Goals demonstrate a strong focus on universalism, something we at the British council call maturity, which is at the center of our cultural relations."

# Human Resource Development Council Meets Trade Unions

**A**ccording to International Labour Organisation (ILO) paper on 'The role of Trade Unions in the Workers Education', the acceptance of union education as an essential tool for the development of labour unions is made clear whenever labour organisations convene to set their policies and design their action plans.

The Human Resource Development Council (HRDC) recognises the importance of capacitating Trade Unions on human resource development issues as they play a major role on labour education. HRDC therefore convened a meeting with the Trade Unions on the 4<sup>th</sup> May 2016 in the HRDC Conference room. The main objectives of the workshop were to; sensitise Trade Unions about the Human Resource Development Fund (HRDF) and to discuss the role of trade unions in the human resource development.

The idea was also motivated by the Council's commitment to continuously engage with varied stakeholders. Trade Unions as representatives of the workforce and HRDC as advocates of workplace learning, both have an obligation to work together in developing upscaling and upskilling Botswana's human resource.

Giving the opening remarks, the Director of Funding

in HRDC, Ms Victoria Damane indicated that the Council through the Department of Funding engaged with different stakeholders, therefore saw it fit to also interact with Trade Unions. "At their own capacity, we consider Trade Unions as strategic partners in driving the National Human Resource Development Strategy (NHRDS) for Botswana's economic sustainability," said Ms Damane.

The Acting Chief Executive Officer of HRDC, Dr. Patrick Molutsi, giving the HRDC presentation said that statistics in Botswana reveal that a lot of workers are not skilled in their respective work areas.

Therefore, it is important for HRDC and Trade unions to work together in upskilling workers. He further requested Trade Unions to commit in supporting employees through training and skills development in order to upscale Botswana's labour market.

Presenting their items on Human Resource Development Fund (HRDF) and Workplace Learning the Managers Ms Kebabonye Molosiwa and Ms Doreen Kokorwe indicated that the HRDF was established through Section 26 of the HRDC Act, 2013 with the purpose of reimbursing levy payers the costs of training their citizen employees.





## HRDC Internal & External



Best Public Institution Winner, Botswana Accountancy College (BAC) being presented their award at the BHRDS Fair and Career Clinics Awards



Guest attending the BHRDS Awards Ceremony



Invited Guests listening to speakers during Dr Molutsi's Farewell Dinner organised by Hon. Dr Unity Dow



Health Sector HRD Committee meeting in session



Chairpersons of Sector HRD Committees in a meeting with the Deputy Chairperson of the HRDC Board, Mrs Moggie Mbaakanyi



Ms Lulu Ngakane explaining the role of the HRDF at the Business Botswana Northern Trade Fair 2016



# Activities in Pictures



Quality Management System (QMS) workshop for Joint HRDC management



Dr Fernando Siamisang (HRDC) giving the key note address at Botswana Accountancy College Employer Engagement Seminar



Ms Faith Tuelo (HRDC) explaining the new BHRDS Fair & Career Clinics brand during the launch of the logo to invited Media representatives



HRDC staff participating at the Lady Khama Marathon



Hon. Unity Dow being briefed about the Botswana Job Summit Report



Mr Shadrack Botshelo, HRDC posing for a group photo with students from Jwaneng

# Updates from the Human Resource Development

The establishment of Sector HRD Committees ensures that there is a direct linkage between the skills developed and the needs of the fast ever changing economy. Sector HRD Committees are key strategic sectors of the economy and partnerships that work together to form a strategic collaborative alliance.

They provide an excellent opportunity for a pansector collaborative approach to human resource development planning which strengthens the commitment of the

Government, Employers, Workers, Educators, and the Civil Society to work together in addressing Botswana's HRD challenges.

Since their establishment they have been developing their Sector Committee Plans and some have so far been completed while others are still under progress.

Below is a table that showcases the progress made by each Sector Committee and challenges experienced.

Mining, Minerals, Energy and Water Resources (MMEWR) Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established in 2011	The consultancy developing the Sector HRD Plan for MMEWR has been identified through collaboration with the Botswana Chamber of Mines (BCM). The commencement of the Consultancy still await the approval of the tender committee of HRDC. Work on the development of the HRD Plan for MMEWR and its Monitoring & Evaluation (M&E) tool was expected to commence beginning of February 2015.	Artisan training initiatives in Gaborone and Francistown are ongoing. With the exception of five electrical apprentices, all other students have progressed to the second year of their studies.
Tourism Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established in 2011	Tourism Sector HRD Plan was completed in November 2014. Implementation of the Plan has not started yet. The Plan was presented to the HRDC Board (Fourth Quarter) and approved as working documents.	The Technical Working Committee (TWC) will be meeting on the 15 <sup>th</sup> June 2016 to prioritise one (1) or two (2) strategic priorities from the identified seven (7) for implementation.
Agriculture Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established in October 2013	The tender to develop Strategic Plans for the nine (9) sub-sectors of Agriculture namely; Poultry, Horticulture, Ostrich, Dairy, Beekeeping, Small Stock, Beef, Piggery and Arable Farming was floated in March 2016 for a period of six weeks. Six Companies had bought tender documents but none submitted bids.	The Committee resolved to take the selective tendering route but first it has to be established why there was no response to the tender. Letters have been written to the six (6) Companies to find out why they did not tender. The response will guide on the way forward to either address the weaknesses on the Tender Document or retender selectively exclusively for the six companies or pursue single sourcing. The Committee has identified a potential company.

# Development (HRD) Sector Committees

Creative Industries Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
<p><b>Established in October 2013</b></p>	<p>The consultancy to develop the HRD Plan for Creative Industries Sector experienced challenges and a recommendation was made to the Board by the Sector HRD Committee who approved the termination of the contract. The contract has since been terminated.</p> <p>The Sector has prioritised three quick wins namely; Capacitation of the CAPA teachers in Primary Schools, creating partnerships and development of a Creative Industries sector directory. Implementation of the quick wins has commenced.</p>	<p>The Technical Working Group met with the Ministry of Education &amp; Skills Development on May 25<sup>th</sup> 2016 to kick start the implementation of the quick win. A preliminary meeting was held on May 13<sup>th</sup> 2016 to prepare for the implementation of the partnerships quick-wins.</p>
Health Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
<p><b>Established in August 2014</b></p>	<p>The Health Sector HRD Plan is near completion, the Draft Final Plan has been submitted to the Sector Committee for approval as a working document</p>	<p>The HRD Health Committee is in the process of Identifying short term skills development initiatives that is, low hanging fruits for immediate implementation.</p>
Information and Communication Technology (ICT) Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
<p><b>Established in August 2014</b></p>	<p>To implement their Five (5) quick wins, the ICT sector has set up Technical Working Groups to facilitate the process. The TWG's have met and reported their progress at a Committee meeting held in June 2016. The Consultancy to develop a Sector HRD Plan for the ICT Sector commenced on the 10<sup>th</sup> June 2016 with a Project Kick-off meeting between the Consultants and HRDC (Secretariat and the ICT Sector Committee).</p>	

[continues on the next pages]



# HRDC Update on HRD Sector Commit

Finance and Business Services Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established August 2014	A tender to develop the Finance & Business Services Sector HRD Plan was opened on the 22 <sup>nd</sup> February 2016 and evaluated however, it was not successful. The proposal has been made to re-advertise the tender on selective basis. The sector is yet to finalise its quick wins.	The Sector Committee is working on refining its short term initiatives for immediate implementation.
Transport and Logistics Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established August 2015	A tender to develop the Transport & Logistics Sector HRD Plan was opened on the 22 <sup>nd</sup> February 2016 and evaluated but was not successful. The proposal has been made to re-advertise the tender on selective basis. The sector is still to finalise its quick wins.	The Sector Committee is working on refining its short term initiatives for immediate implementation.
Education & Training Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established in 2015	The Education & Training sector HRD committee held a two-day workshop to map out the alignment between the ETSSP and the Sector HRD Plan, appreciate the gaps that may exist in the ETSSP situational analysis reports and to brainstorm and prioritise the sector's quick wins.	Identification of quick wins is ongoing.
Research, Innovation, Science & Technology Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established August 2015	The Research, Innovation, Science and Technology sector held a one-day workshop to determine its linkages with the other 11 sectors. They also developed and approved the RIST terms of reference.	

Manufacturing Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established August 2015	The Technical Working Group (TWG) organised a workshop on the 28 <sup>th</sup> April 2016 to sensitise Sector Committee members on policies on Manufacturing.	
Public Sector Committee	Progress for Quarter Four of 2016 to date	Ongoing Activities/Challenges
Established August 2015	The Public Sector committee held their second meeting on the 26 <sup>th</sup> May 2016 where they were discussing Terms of Reference (TORs).	The Committee has to nominate a new Chairperson following the re-deployment of their Chairperson, Mr. Ikwalhaeng Bagopi to another organisation. This therefore led to Mr Jimmy Mathuba being nominated the Chairperson at the 16 <sup>th</sup> June 2016 meeting.

## OUTCOMES/IMPACT OF THE HRDP PROGRAMME

**Objective:** Sector driven National Human Resource Development Plan that aligns capacities and capabilities to national priorities and global demand.

**Result:** New, improved and high level macro understanding of Botswana's strategic and long term human resource requirements from a national and global perspective and an alignment of the institutional capacity and capability to respond effectively to meet those needs and demands.

## CHALLENGES OF THE HRDP PROGRAMME

The HRDC has on several occasions floated tenders to develop HRD Plans for the HRD Sectors and it has proved difficult to source the consultants. This is a setback to both the HRDC and the Sector Committees who are keen to implement the sector HRD Plan initiatives and make the necessary skills impact in the sectors.

# HRDC Participates at the SARIMA Conference 2016



Mr Oabona E. Nthebolang (L) and Mr Boikanyo Sekwati at the SARIMA Conference in Durban

**The Southern African Research and Innovation Management Association (SARIMA) is a stakeholder organisation that provides a platform for the promotion and facilitation of best practice in research and innovation management in Southern Africa.**

The Human Resource Development Council (HRDC) share the same sentiments with SARIMA of promoting research and innovation for social and economic development. HRDC therefore participated at the SARIMA 14<sup>th</sup> Annual Conference held in Umhlanga, Kwa-Zulu Natal, South Africa from the 16<sup>th</sup> – 20<sup>th</sup> May 2016.

The broader theme of the conference centred on leveraging of unique resources to position Southern Africa's Research and Innovation globally and also explored the challenges and best practices associated with playing on the global field. HRDC was represented by Mr Oabona Enock Nthebolang and Mr Boikanyo Sekwati from the Department of Statistics, Research Development and Innovation.

The HRDC views SARIMA as a critical partner that will assist to drive its research agenda which is at its infancy stage. It is against this backdrop that HRDC has embarked on working closely with SARIMA on; capacity building and professionalisation, innovation and technology transfer, operations, research management

and Africa engagement.

It was noted that Africa is bestowed with a number of unique resources: flora and fauna, minerals, genetic diversity, biodiversity, traditional knowledge – a rich wealth of “raw materials” for leading research and innovation and these need to be carefully leveraged to enhance the profile of African research and innovation. The Conference began with capacity building pre-workshops which amongst others included the following; Managing Research for Non-Academic Impact – Challenges and Methodologies, NIPMO Workshop - 'What Would an Ideal IPR Act Look Like?', TIA Workshop - Seed Fund Best Practice', 'Managing Impact from Social Sciences and Humanities', 'Basics of Research Uptake Management and Research Integrity and Ethics Governance: Policing or Protecting'?

In her opening remarks, SARIMA President, Dr Jose Jackson–Malete outlined a number of key initiatives that SARIMA undertook to enhance research and innovation capacity in Southern Africa. Those including developing: Research Competency Framework; Technology Transfer Management Framework critical for strengthening industry–university linkages and operationalising intellectual property rights; Professional and Academic Qualifications in Research Management.

Furthermore, the President highlighted that since their tenure in office they have trained over 300 researchers and conducted seven (7) research capacity building workshops across Southern Africa. The International Technology Transfer programme was piloted, Research Management fellowships and mentorships were opened regionally, mobility programmes were infused and even engaged with other stakeholders beyond the region for technology transfer benchmarking.

Some of the critical areas raised from the plenary and parallel sessions emphasised; transition to a knowledge-based economy, leveraging of University research and development by SMME's, improving commercialisation rate and applying structured innovation and agile development.



# HRDC Launches Botswana Job Summit Dissemination Report



Dr Mpho Pheko of One Source Consulting (L) and Dr Patrick Molutsi during the Media briefing to disseminate the Botswana Job Summit Report

In October 2015, the Human Resource Development Council (HRDC) in partnership with One Source Consulting Pty Ltd (a local private company) organised the first Botswana Job Summit whose aim amongst others was to bring key stakeholders to dialogue and provide solutions on the issue of sustainable job creation in Botswana. This event was held under the theme “A Roadmap to Sustainable Job Creation”.

The Summit brought together experts and practitioners from the public sector, private, regional speakers and international speakers to brainstorm and strategise together to produce what has now become a Summit Report.

HRDC being an organisation mandated to coordinate all matters relating to human resource development in the country was a key partner in this strategic Summit. “As HRDC we are concerned about the current situation of unemployment and we needed to be a part of the process of identifying blockages to job creation and identifying sectors that can facilitate job creation,” said Dr Molutsi.

Following the Summit, a report was produced by the task team that captured the recommendations from the presentations and panel discussions comments by delegates over the two days. A stakeholder briefing was held on Monday 23<sup>rd</sup> May 2016 to brief the media

and stakeholders on the findings and recommendations made at the Summit.

The main body of the report presents the background of the jobs challenge, as well as summaries of outcomes and recommendations from each session. Appended to this report is a separate Recommendation Table representing fifteen (15) distilled recommendations from the 2015 Jobs Summit. The recommendations are further segmented into two categories.

The categories are; Recommendations already in Government Policy Space and Recommendations NOT in Government Policy Space.

The report was solely be shared to serve as an anchor and a critical input into both Vision 2036 and National Development Plan (NDP) 11. Accordingly, the report was shared with the Government, Vision 2036 Board, Ministry responsible for Trade and Industries, Ministry overseeing the development of NDP 11 and other organisations both in the public sector and private sector.

“The next Botswana Job Summit will be held from the 10<sup>th</sup> – 11<sup>th</sup> October 2016 and it is hoped significant progress in terms of selling the key recommendations to the stakeholders identified will have been made. A copy of the report is available from the Resource Center at HRDC, said Dr Pheko of One Source Consulting (Pty) Ltd.

# HRDC Sponsors and Participates at Business Botswana Northern Trade Fair 2016



Mrs Faith Tuelo, Manager, Stakeholder Relations interacting with the Mayor of Francistown, Her Worship Sylvia Muzila and guest of honour and other dignitaries



Dr Fernando Siamisang, Director, Human Resources Development Planning (Demand) giving a presentation at the BBNTF 2016 Official opening

**The National Human Resource Development Strategy (NHRDS) points out that, the platform for building Botswana's strategic human resource potential has to be based on the current level of education attainment of its people and the labour market they are employed.**

In a bid to achieve this mammoth task, there is need for the nation to understand and buy into the human resource development approach. The Human Resource Development Council (HRDC) is therefore responsible for create awareness and advocate for stakeholder buy-in towards driving the NHRDS.

HRDC saw it fit to sponsor the Business Botswana Northern Trade Fair 2016 at a cost of P80,000.00 and from the 24<sup>th</sup> – 29<sup>th</sup> May 2016, HRDC intensively engaged with the Francistown business community. The theme of the Trade Fair was "Connecting Ideas, Creating Opportunities!"

The BBNTF 2016 sought to promote interactions between different business sectors for increased business opportunities. The fair attracted different organisations including; Government departments, parastatals, small, medium and micro businesses, private companies and international businesses.

Business Botswana continues to be an industry leader in advocating for a conducive business climate in Botswana, promoting good industrial relations and governance. Presenting during the official opening of the

BBNTF, the Director for Human Resource Development Planning (Demand) Dr Frenando Siamisang sensitised invited guests on the mandate of the HRDC and its functions. Dr Siamisang proudly asserts, "The HRDC has successfully established 12 Sector Committees which are private and public sector driven to develop sector based and National Human Resource Development (HRD) Plans to address the misalignment of supply of graduates and demands from the labour market."

Dr Siamisang said, "Today, I am not surprised in actual fact. I am indeed impressed to find colleges and universities participating in the Business Botswana-Northern Trade Fair 2016 side by side with the business sector who are employers of their graduates to enable the employers to give them feedback on the quality and relevance of skills development in the training institutions. This is what the HRDC is promoting and allow me to congratulate Business Botswana on this noble intervention and as it defines our lasting and continuous partnership between HRDC and Business Botswana".

Dr. Siamisang challenged all the exhibitors to think about ways at which they can contribute towards improving the quality of education in Botswana as that is the responsibility of all the citizens.

The attendants who visited the HRDC stall were intrigued to know about HRDC services particularly the Human Resource Development Sector Committees and the Human Resource Development Fund (HRDF).

# Workplace Learning Unit Conducts Workshops around Botswana



**Ms Doreen Kokorwe, Manager, Workplace Learning presenting on Workplace Learning**

**O**ne of the core functions of the Human Resource Development Council (HRDC) is to advise on Management, Planning and Financing in relation to work place learning and reimbursement of employers through the Human Resource Development Fund (HRDF).

In an effort to create awareness and educate different stakeholders from different sectors about this function, the Department of Human Resource Development Planning – (Supply) through its Workplace Learning Unit undertook a series of workshops around the country. These workshops were particularly intended to sensitise companies about the submission of Work Skills Plans and also to provide guidance on the development and implementation of the Work Skills Plans.

These workshops were conducted from the 2<sup>nd</sup> February 2016 – 1<sup>st</sup> March 2016, at Lobatse, Francistown, Maun, Letlhakane, Palapye and Gaborone. The workshops were attended by representatives from organisations that pay the training levy.

During the workshops, stakeholders were informed about the roles of Workplace Learning which include, supporting and promoting the acquisition of relevant skills at workplace and aligning work skills Plans to the National Sector Human Resource Development Plans. Furthermore, Workplace Learning helps to promote and encourage research and innovation initiatives geared towards achieving the National Human Resource Development Strategy (NHRDS).

During the workshops, the Director of Human Resource Development Planning (HRDP) – (Supply), Dr Ellah

Matshediso gave an insightful presentation on the importance of Work Skills Plans and also encouraged the workshop participants to value education and take up initiatives such as 'Lifelong Learning'.

She pointed out that the Government of Botswana has put measures in place for skills development. Dr Matshediso emphasised that it is beneficial for organisations to embrace the workplace learning approach. It motivates the workforce and encourages imparting of relevant skills which are aligned to the world of work.

Among many other key issues, stakeholders were encouraged to comply by the requirements for reimbursements. Some of the conditions that workplaces are required to comply with include ensuring that training is provided by an accredited training provider either locally or internationally.

Workplaces were also encouraged to seek pre-approval from HRDC before training non-citizens. An emphasis was made on the importance of developing Work Skills Plans as it is only through these plans that Workplaces will realise a return on investment (ROI).

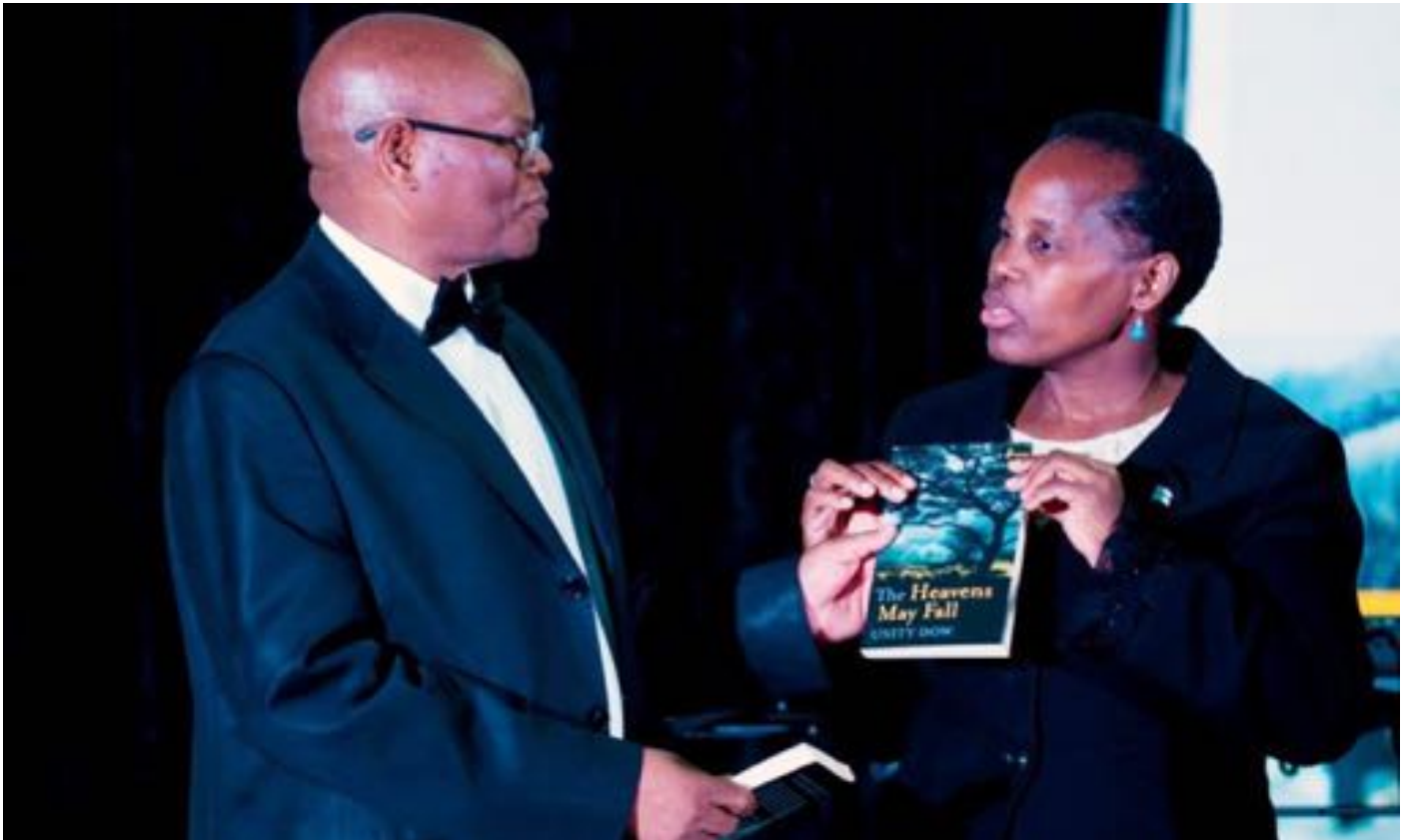
The Workplace Learning Manager, Ms Doreen Kokorwe advised the Workplaces to conduct planned training that is relevant to the skills needs of their employees. Ms Kokorwe cautioned the Workplaces against embarking on training that is done haphazardly. The importance of partnerships was also emphasised as a necessity for professional growth and as a developmental tool in upskilling employees.

Stakeholders also voiced their expectations, concerns and gratifications to HRDC during the workshops. One of the concerns that the stakeholders shared was that sometimes there are delays in their processing of claims. Stakeholders therefore requested HRDC to speed up the processes for claims. In overall stakeholders were impressed with HRDC for adopting an open door policy, where they continuously engage with the relevant stakeholders for the improvement of workplace learning processes.

In conclusion both the HRDC and the Workplaces have agreed to keep on engaging each other in order to attain their collective goal of ensuring quality training and upskilling employees.



# Hon. Dr Unity Dow Hosts Farewell Reception for AG. CEO of HRDC Dr Patrick Molutsi



Dr Patrick Molutsi receiving a farewell gift from Hon. Dr Unity Dow, the Minister of Education and Skills Development. These wide heart-felt gifts authored by Dr Unity Dow

**In the words of John Gay, “We only part to meet again.” On the evening of 30<sup>th</sup> May 2016 at Cresta Lodge in Gaborone, the Ministry of Education and Skills Development (MoESD) through the Honourable Minister Dr Unity Dow invited Senior Government Officials, Representatives of the Diplomatic Community, Chief Executive Officers of Parastatal organisations in the Education and Training Sector, Media, Colleagues and Friends of Dr Patrick Molutsi to bid him farewell and celebrate 13 years of his leadership journey.**

Dr Patrick Molutsi’s career with the then Tertiary Education Council (T.E.C.) in October 2003 as the first employee of the then Tertiary Education Council (T.E.C.) an organisation that was mandated to register and accredit programmes in higher learning institutions which ended up transforming the tertiary education

sector.

Upon retirement, T.E.C. had been transformed into the now Botswana Human Resource Development Council (HRDC). HRDC is a High Performance Organisation (HPO) charged with the planning, funding and financing of Botswana’s human resource development, which seeks to make Botswana’s human resource globally competitive.

Through his leadership the organisation has grown from a staff complement of 35 to now 107 employees. The organisation’s mandate has grown following a restructuring exercise that saw the transformation from T.E.C. to HRDC

The Chairman of the HRDC Board, Mr Batho C. Molomo described Dr Molutsi as a very humble, industrious and intelligent leader. “I have had the opportunity to work

# Farewell Dinner to the Outgoing Dr. Molutsi

closely with Dr Molutsi and I can attest to the fact that he is an easy going person who interacted well with everyone. We will indeed remember him for his outstanding leadership qualities.” said Mr Molomo.

Dr. Molutsi discharged his responsibilities in a professional manner, and this has earned him well deserved accolades both in Botswana and abroad, added Mr Molomo.

Other speakers on the night included Mr Abel Modungwa, Chief Executive Officer Botswana Qualifications Authority, Professor Brian Mokopakgosi, Chief Executive Officer Botswana Examinations Officer and Mr Odirile Gabasiane Managing Director BA ISAGO University. Each speaker described Dr Molutsi as a humble man who subscribes to astute leadership style, a professional with a deep understanding of the education and training sector of Botswana.

The Honourable Minister of Education and Skills Development Dr. Unity Dow, commended Dr. Molutsi for his selfless and tireless efforts in ensuring together with his team that HRDC is established with a clear vision of its mandate.

“As you leave this Institution, we are proud that you have put in place the organisational structure and a team of capable employees that is ready to deliver the important

mandate of the HRDC.” Said Hon Dow.

Dr. Molutsi appreciated all the good words and jokingly said “I am lucky to have witnessed by memorial service, most people do not get a glimpse of their eulogy because they will be dead by then, I have heard your words describing my persona and as such while I retire I will not need to introspect as everything said by all speakers is gratifying”.

He expressed great pleasure for working with the Ministry of Education and Skills Development, the previous Boards of T.E.C and the then interim Board of HRDC, the now HRDC Board, the Committees of the Boards and myriad stakeholders across all sectors of the economy throughout his employment terms.

Dr. Molutsi encouraged the HRDC team to keep on working hard and wished them success in working towards achieving the HRDC’s strategic goals thereby realising the mandate. His speech culminated with heartfelt congratulations towards his successor, Dr. Raphael Dingalo and wished him well in leading HRDC.

Former member of the HRDC Interim Board Mr. Faried van Wyk also thanked Dr. Molutsi for his sterling job in leading the HRDC and his great contribution in the development of quality education and training system in Botswana.



Invited guest during the Farewell Dinner



Invited guest during the Farewell toast



**2003**

- Executive Secretary starts work as T.E.C.'s first employee
- November 2003 launched the Task Force to undertake the consultation on the establishment of the second university

**2004**

- November 2004 T.E.C. logo launched
- June 2004 Second University Task Force Reports
- Development and implementation of Regulations for registration of new tertiary Institutions
- Establishment of Working Group on Tertiary Education Policy

**2005**

- November 2005 T.E.C. Website Launched
- November 2005 International Workshop on Experiences on Funding of Tertiary Education and establishment of a Task Force on Development of a Funding Model for Botswana
- Development and implementation of Regulations for the registration of existing public and private institutions
- 1st Strategic Plan 2005-09 approved
- Publication of Working Paper on Tertiary Education Policy- Challenges and Choices
- Commencement of Consultation process for the development of Tertiary Education Policy for Botswana (Phase 1-tertiary education sector diagnosis)

**2007**

- Continuation of the Registration of existing Public and Private Institutions
- Development of Regulations for Programme Accreditation
- September 2007 Unit Costs Studies undertaken in seven Public Tertiary Education Institutions
- Formulation of the Tertiary Education Policy for Botswana

**2008**

- April 2008 Tertiary Education Policy (TEP) passed by Parliament and drawing up of a strategy to implement the Tertiary Education Policy- Phase 1 Founding Development Programme
- Formation of the Tertiary Education Policy Implementation Team (TEPIT) to drive the implementation of TEP
- October 2008 Inception of formulation of the proposed National Human Resource Development Strategy "Realising our Potential"
- Accredited Regulations gazetted
- T.E.C. starts a new project named teAIDS to assess the state of information and knowledge provided by the tertiary education institutions in Botswana to their students.
- T.E.C. initiated a pilot programme on institutional research by giving grants to teams of researchers from public and private institutions

**2009**

- January 2009 Cabinet approves the new National Human Resource Development Strategy
- March 2009, The Council approves the Funding Model for the Resource Allocation for Public Tertiary Education Institutions (TEIS)
- In June 2009, Cabinet appoints the new Human Resource Development Advisory Council
- T.E.C. registers a total of 32 institutions compared to 27 around the same time in the previous year
- Implementation of Phase 1 Founding Development Programme

**2010**

- March 2010, 1st Botswana Tertiary Education Fair launched
- Tertiary Education Policy Communication Strategy Launched
- Capacity building and development for Champions and drivers of TE Policy- Change Management training initiated
- March 2010 National Human Resource Development Advisory Council launched
- March 2010 National Human Resource Development Strategy Launched
- March 2010 Tertiary Education Management Information System (TEMIS) Situation and Needs Analysis commissioned

**2011**

- March 2011 the Second Botswana Tertiary Education Fair held
- July 2011 Tertiary Education Management Information System (TEMIS) developed
- September 2011 Research and Innovation Strategy Developed
- September 2011 Institutional Planning Frameworks developed
- October 2011 Commencement of the implementation of the TEMIS

**2012**

- March 2012 the First Botswana Tertiary Education Conference and the third Annual Botswana Tertiary Education Fair held
- April 2012 T.E.C. and NACA signs a Memorandum of Agreement of T.E.C. to undertake a comprehensive HIV prevention activities to contribute to the National Response against HIV and AIDS in line with the teAIDS strategy

**2013**

- November 2013 HRDC Act approved by Botswana Parliament
- Establishment of the Agriculture and Creative Industries Sector Human Resource Development (HRD) Committees

**2014**

- April 1st of Soft Launch of HRDC and BOA
- Establishment of three HRD Sector Committees being Health, Information Communication and Technology, Finance and Business Services
- First HRD Sector Plan developed by the Tourism Sector
- End of the HRDAC Project and the teAIDS Project

**2015**

- Establishment of five Sector HRD Committees being Education and Training, Research, Innovation, Science and Technology (RIST), Public Sector, Manufacturing, Transport & Logistics
- December 1st Memorandum of Understanding signing with Statistics Botswana
- Memorandum of Understanding with Barefoot College, Seven women sent for Solar Energy Training in India

**2016**

- March 30<sup>th</sup> Memorandum of Understanding with Ghanzi Brigade
- Re-branding of the former BTEF to Botswana Human Resource Development Skills Fair and Career Clinics
- Development of HRDC Strategic Plan 2016-2020

**13 YEARS OF SERVING THE NATION**



# SRC Strives to Form a National Student Representative (NSR) Forum



Dr Patrick Molutsi, Ag. CEO (left), Mr Lucky Kgosithebe, Research Assistant, Student Welfare (right) with guests from the NSR Forum in a meeting

**The Student Community forms part of the Human Resource Development Council's (HRDC) influential stakeholders. Both the HRDC and the Student Community have an obligation to work together in order to help advance the goals and objectives of both parties. It is in this regard that the Student Representative Council's (SRC) of all the Tertiary Institutions decided to form a National Student Representative (NSR) Forum, as a platform for discussing student issues and reaching consensus on a national level.**

On Thursday 21<sup>st</sup> January 2016, the Committee of this forum met the Acting Chief Executive Officer of the HRDC, Dr Patrick Molutsi to brief him on matters related to their mandate, vision and mission. The NSR Forum is an ensemble of Student Representatives from various Tertiary Education Institutions (TEI's) in Botswana. The NSR Forum serves as a platform for advancing issues pertaining to education and training as a collective voice. This will be done through constant dialogue, consultation and information dissemination within the student community in Botswana.

During the meeting, the NSR Forum members expressed their challenges and impediments particularly with regards to securing financial support. They also cited difficulties experienced in ascertaining registration with the Registrar of Societies and the formulation of the

constitution.

The NSR Forum members acknowledged that there is a lot to be done with regards to building staff-students relations at different Tertiary Education Institutions to ensure mutual trust and respect. The NSR Forum members therefore requested for support from the HRDC in order to help them to become functional in carrying out their mandate.

Responding, Dr Molutsi agreed that there is a need for support towards student leadership because it adds to citizen development and nation building. He further highlighted that Student Leadership is responsible for promoting a seamless relationship between students and the Education and Training Institutions Management. "The SRC plays an advisory role to both the Learning Institution's management and students at large on matters bothering students well being," said Dr. Molutsi

In conclusion, Dr Molutsi assured the meeting attendants that HRDC is committed to supporting the establishment of the NSR Forum. Dr Molutsi also advised the members to familiarise themselves with the Student Charter and encouraged them to share it with other students. "The Student Charter is one tool that puts into context how students and the Institutions Management must conduct themselves when solving issues," said Dr Molutsi.

# HRDC Presents Research Papers in Brazil



Dr Ella Matshediso, Director, Human Resource Development Planning (Supply) explaining her research methodology

**A**ccording to Albert Gyorggyi, research is to see what everybody else has seen, and to think what nobody else has thought. This conviction has always urged the Human Resource Development Council to invest in research development and as such continues to encourage employees to embark on research.

Dr Ellah Matshediso – Director Human Resource Development Planning (Supply), attended an International Union for Health Promotion and Education Conference from 21<sup>th</sup> – 26<sup>th</sup> May 2016 in Curitiba- Brazil.

The aim of the conference was to create a global forum where researchers, practitioners and policy makers involved in and concerned about the promotion of health and equity will share and discuss new knowledge, innovations in practice and policy and cutting edge experience. The theme for the conference was ‘Promoting Health and Equity’.

Dr Matshediso presented two (2) papers at the conference. The first paper was titled Accessibility of information and services amongst people living HIV: findings from a multi-site study. The research was

sponsored by the Human Resource Development Council (HRDC) and was a multi-site study whereby University of Botswana and other seven (7) Universities in the United States under took the research. HRDC supported the University of Botswana’s participation in the study.

The second paper was titled Structural Factors in HIV Prevention: implications for programme implementation in Botswana.

The study used the Botswana AIDS Impact Survey IV 2013 data. The two studies showed Botswana’s success in the HIV and AIDS crisis that the country has experienced.

The papers show Botswana’s strength and best practices that indeed international scholars can learn from or adopt. HRDC supports tertiary education research with a focus on graduate industry linked and other sector related research and innovation undertakings.

This is in - line with the knowledge based - economy approach which the organisation is leading as well as the HRDC’s mandate stipulated in the “HRDC Act No 17 of 2013”.

# HRDC Embraces the Quality Management System (QMS) to Improve its Business Processes



QMS Induction Workshop for HRDC Management

**In a bid to improve its quality standards, the Human Resource Development Council has fully embraced the Quality Management System (QMS) to improve its business processes.**

The QMS which is a web of interconnected business processes, will greatly assist the Council in managing business activities. At full implementation, the HRDC Quality Management System will have a set of policies, processes and procedures required for planning and executing the core business areas geared towards meeting stakeholder requirements.

HRDC stakeholders expect to receive quality service rendering from staff of HRDC. As part of its ongoing ISO 9001 QMS implementation process, the Unit conducted staff training on ISO 9001 Awareness and Document Development. The initial step was for staff members to have a general understanding of ISO 9001 and what their responsibilities are in complying with the standard requirements.

As part of embracing the change, every staff member should own the system once implemented, ownership comes when staff understand key requirements of the standard. It is very important for staff to be informed and

involved in the implementation of QMS to clear major misconceptions that adopting a QMS demands a large amount of paperwork. Giving the welcome remarks at the HRDC QMS staff training, The Manager, Quality Management System, Ms Atlasaone Motshegwe, said "QMS will assist HRDC to achieve its intended outcomes if staff understand the importance of their responsibilities in meeting stakeholder requirements. Staff commitment does reduce resistance to changes made by ISO 9001 implementation. Leadership in an organisation usually implement a Quality Management System to ensure that services satisfy the stakeholder's quality requirements and comply with any regulations applicable to the services rendered by the HRDC."

Therefore, the QMS will manage the organisation's processes and activities in order to ensure that services rendered meet the HRDCs objectives, such as; satisfying the stakeholder's quality requirements, complying to regulations, improving efficiency and effectiveness and ensuring staff discharge duties systematically. Role clarity becomes clear as such every employee understands who is responsible for doing what, when, how, why and where. In cognisance of this noble initiative HRDC continues with the QMS implementation process.



# Transport and Logistics Sector Committee Meets



Transport and Logistics Sector HRD Committee meeting in session

**O**n the 31<sup>st</sup> May, 2016, the Transport and Logistics Sector Committee held a meeting at the HRDC Conference room. The committee was established in August 2015.

The objective of the meeting was to discuss the Sector Committee quick wins and map way forward with its implementation and also to discuss other Sector Committee related work.

Giving the opening remarks, the Chairperson of the Transport and Logistics (HRD) Committee, Dr Comfort Mokgothu indicated that despite of challenges experienced by the sector, there should be continuity in striving to develop the sector plans.

“Although there are challenges, it is also worth recognising some positive contributions by the sector, like participating in the Botswana Human Resource Development Skills Fair & Career clinics 2016. This

has been a great awareness milestone as we got to interact with the learners. It is abundantly clear that career programmes within the Transport and Logistics Sector are in demand.”

“I also applaud the team for participating in the recording of ‘Molemo Wa Kgang’ programme at the Botswana Television,” jubilantly said Dr Comfort Mokgothu.

The Director of Human Resource Planning (Demand) Dr Fernando Siamisang urged the Sector Committee members to continuously embark on research about the Transport and Logistics Sector. The findings will provide guidance on graduates unemployment.

Dr Siamisang further indicated that through his Department, HRDC will urge tertiary institutions to conduct tracer studies. He also requested the sector committee members to liaise with industry partners so as to drive the mandate of HRDC.

# Education and Training Sector Committee holds Workshop



Education and Training Sector HRD Committee meeting in session

**The Education & Training Sector Committee hosted a two-day workshop at Gaborone International Convention Center (GICC) on the 23<sup>rd</sup> – 24<sup>th</sup> March 2016.**

The objectives of the workshop were to; appreciate the progress update of the Education and Training Committee in alignment with the Education Training Sector Strategic Plan (ETSSP) and its core projects to brainstorm and prioritise on the Education & Training HRD Sector quick wins. Furthermore, the workshop sought to map out the alignment between ETSSP and the Education & Training Sector Plan.

During his presentation, the Acting Chief Executive Officer of the Human Resource Development Council (HRDC) Dr Patrick Molutsi said the meeting came at the right time as there was a need to define the functions of the Education and Training Sector Committee within the Education Training Sector Strategic Plan (ETSSP) so that they are aligned explicitly.

“The education & Training Committee cannot afford to leave ETSSP because there is clear articulation and the

two complement each other,” emphasised, D Molutsi.

The Director for Human Resource Development Planning, Demand (HRDP), Dr Fernando Siamisang indicated that the Education & Training Sector Committee will emphasise on specific industry needs to prioritise the skills needed.

He further pointed out that the Ministry of Education and Skills Development is running on a budget deficit therefore there is need to ensure that any training that the learners engage on, is sponsored by the Government of Botswana and as such meets the needs of the country.

Part of the implementation of the ETSSP has included the revitalisation of Technical Vocational Education Training (TVET) to be a career of choice, upgrading of Brigades and rationalisation of TVET, aligning TVET Curriculum to meet the market needs, ensure there is adequate funding of TVET, upgrading TVET programmes to Diploma and Degree, development of a TVET Policy which is still at the draft stages.

# Research, Innovation Science and Technology Sector Committee Meeting held

**The Research, Innovation, Science & Technology (RIST) HRD sector committee held its second meeting on the 10<sup>th</sup> March 2016, which was officially opened by the Permanent Secretary (PS) for the Ministry of Infrastructure, Science & Technology (MIST), Mr. Mokotedi.**

In his opening remarks, Mr. Mokotedi appreciated the partnership between the Human Resource Development Council (HRDC) and his Ministry (MIST) which was effected by signing of a Memorandum of Understanding (MoU). He appreciated the invitation and said, "Even before the ink is dry on the MoU. I am called to officiate at the RIST workshop. This is a sign of commitment on the part of the HRDC towards the MoU."

Botswana's Research, Science, Technology and Innovation system combines the efforts of the Government, private sector, research sector, academia development partners and the general public.

The successful experience of other economies as well as the commitment made in the Protocol on Science, Technology and Innovation (PSTI) approved by SADC countries in 2008, have indeed influenced Botswana is move towards the innovation systems approach when reviewing the Science, Technology and Innovation Policy.

Botswana's Research and Development Policies recognise the need to prioritise collaboration and coordination among all stakeholders involved. This includes those affected by research, science, technology and innovation so they attain broad national development goals. The policies also pinpoint Botswana's deficiencies and the urgency of establishing a coherent coordination framework, in order to drive new knowledge – based opportunities for developing all sectors of the economy.

It is clearly evident that a fundamental change in the country's developmental strategy is necessary to move beyond a narrow commodity based economy to one that was more secure and sustainable and which could pull an increasing proportion of the potential workforce,

not just into the labour force but more importantly into employment in high value jobs.

The PS emphasised that the National Human Resource Development Strategy (NHRDS) calls for a productive and motivated Motswana by 2022, where everyone is able to achieve their full potential. This vision is attainable through collective human resource development of the nation, and extends far beyond the classroom. The NHRDS encourages learning and development through the education pipeline.

In keeping with the NHRDS, the RIST HRD Sector Committee has a mammoth task of facilitating and developing the culture of applied research to help the country in diversification of Botswana's resource base. The RIST HRD Sector is unique as it cuts across all the 11 Sector Committee, and therefore, it is best placed to influence their research and innovation to ensure Botswana produces finished research quality assured products.

Therefore, with limited resources, it is important to focus on a set of strategic priorities that can lead and grow investment in research, innovation, science and technology and propel productivity in other sectors.

The PS informed the meeting that the Ministry was working hard towards assisting the unemployed graduates. He said there are programmes that are targeting absorption of the unemployed graduates and taking them through various entrepreneurial development programmes.

After the opening remarks, the meeting continued with interesting presentations from the Department of Research, Science & Technology (DRST), Botswana Institute for Technology, Research & Innovation (BITRI); Botswana University of Agriculture & Natural Sciences (BUAN), Baylor Botswana and the Botswana International University for Science & Technology (BIUST). The aim of the presentations was to provide members with an appreciation of the RIST policy landscape and its Sub-Sectors.



# HRDF Team Embarks on Team Building at Moremi Gorge in Tswapong



The Human Resource Development Funding team at the Moremi Gorge

**In an effort to strengthen the team building spirit, part of the Department of Funding staff embarked on a trip to Moremi Gorge in the Tswapong area from the 21<sup>st</sup> – 22<sup>nd</sup> May 2016.**

The team consisted of Lulu Ngakane, Keitumetse Tshotlego, Kamogelo Modimo, Karabo Segaetsho, Neo Moampe, Katlego Merafe, Batsalelwang Tladi and Lebogang Mpinang who each financed the excursion.

Located east of Palapye, the magnificent Tswapong Hills rise almost four hundred meters above the surrounding plains. These one-billion year old titans extend 60 kilometers west of Moremi village, and measure a full 20 kilometers in breadth. Embraced by sandstone, ironstone and quartzite, which give them their characteristic rich hues, Tswapong holds numerous fascinating, and very attractive, archaeological, historical and natural history sites.

Moremi Mannonye Conservation Trust, through the support of Botswana Tourism Organisation, involves local residents in developing the area for non-consumptive eco-tourism. The area is of great religious and spiritual importance to the local community. The Gorge is believed to be an ancestral dwelling place.

Locals visit the area from time to time to worship, carry

out rituals and to pray. The place is also an ideal weekend getaway from the city and is the perfect destination for relaxing and connecting with nature. The interesting thing with places of this nature is that their beauty and serenity can be overwhelming when one has just come out of the city.

No one is allowed to hike without a Tour Guide. The Tour guides are the residents of Tswapong and know a lot about their history including the vegetation found there. Over and above all, they are very friendly and welcoming. As one goes up the hiking trail, one of the landmarks evident is the Sir Seretse Khama Alarm Stone. It is a huge boulder, believed to have once formed part of one of the large rocks. The boulder is said to have fallen from the rock at approximately 2am on the 13<sup>th</sup> July 1980.

The tour guide informed the HRDF Team that the locals heard a loud noise coming from the gorge when the rock fell off. Early that morning, news arrived that Sir Seretse Khama, the great chief of the Bangwato tribe, and the then President of the Republic of Botswana had passed away.

It is therefore believed that the boulder's fall, was symbolic of the passing of a great chief. The weekend was indeed a relaxing, superb and informative trip for the HRDF Team as they learnt and appreciated History of Tswapong.

# HRDC Attends Mmadinare Senior Secondary



Mr Shadrack Botshelo, HRDC Student Planning and Welfare Planner, interacting with one of the Mmadinare SSS Groups during the Career Fair

**T**he Human Resource Development Council (HRDC) continues to engage with learners at classroom level and offer informed career guidance services. In executing this, HRDC uses the Sectoral Human Resource Development (HRD) approach, which stems from the 12 Sector Committee plans. It is worth noting that this noble initiative is in line with the HRDC's responsibility of ensuring alignment between supply of graduates and demand in the labour market.

On the 18<sup>th</sup> May 2016, HRDC took part at Mmadinare Senior Secondary School Career Fair which was held under the theme, Taking your career in the right direction. The Career Fair targeted 871 Form IV learners.

On the 2<sup>nd</sup> of June, 2016, HRDC embarked on yet another Career Fair and engaged with Jwaneng Town schools namely; Morama and Kgosisimpe Junior Secondary Schools. The event was held under the

theme, 'Start Here...Go anywhere, Get Ready for the World of Work.'

During the two Career Guidance events, it became evident from the kind welcome displayed by both the learners and teaching staff who expressed gratification and commended HRDC for instituting initiatives geared towards transforming Botswana's education system from supply led to a demand driven education system. Furthermore, the School Heads of the three schools that HRDC visited expressed their appreciation, not only to HRDC but also to other institutions in attendance.

Mr Shadrack Botshelo, HRDC's Student Welfare Planner said, "The HRDC intends to transform the entire education pipeline from Childhood learning to Workplace, therefore was necessary to attend to Morama and Kgosisimpe Junior Schools' Career Fairs". During the event the Guidance and Counselling Teacher at Morama CJSS, Ms. Matebele urged learners to make the most out of the event as it was meant to



# y School and Jwaneng School's Career Fairs

empower them in making informed life decisions about their career pathways and the world of work at an early stage.

At the other event, Mmadinare Senior Secondary School Head, Mr Sechaba Oabile said, "Mmadinare SSS was still new as it opened its doors to the first batch of learners in 2011 and as such Mmadinare SSS struggled with attaining better Botswana General Certificate in Education (BGCSE) results".

As such, he commended stakeholders such as the HRDC to have heeded their call of support in his school's Career Guidance intervention. During the Career Fair, it became clear that a number of learners were aware of the career paths available and were also curious to know more about the Human Resource Development Planning Sector Approach as articulated by HRDC.

The Career Fairs are meant to sensitise the students so they get to know early about programmes of study available and this opportunity comes at a time when the student need to make life time career decisions. This enables them to concentrate on subjects that are regarded as pre - requisite subjects for one to

be admitted into the programmes of study at tertiary education level. During the events, some Education and Training Institutions also showcased their programmes of study.

Furthermore, Mr. Shadrack Botshelo from the Student Planning & Welfare Unit within the Department of Human Resource Development Planning – Supply, in his presentations during the events, created maximum awareness and educated the learners about the mandate of HRDC and zeroed into the Student Welfare and Planning function which has the interest of learners at heart.

He demonstrated that Botswana has taken a different direction to move from a resource based economy to a knowledge based economy hence the National Human Resource Development Strategy (NHRDS) tagline, 'realising our potentials'. He briefly touched on the NHRDS that there is need to develop and improve the quality, skills and motivation of the human resource in our country by the year 2022. As a result, learners were motivated to work hard and perform to the best of their abilities in order to realise the intent of the strategy.



Learners thronging the HRDC stall in Jwaneng





**MS. AGNES MANTHE**

Ms Manthe was appointed Sector Analyst in the Department of Human Resource Development Planning (HRDP) – Demand, effective 1<sup>st</sup> April 2016.

She holds a Bachelor of Arts in Social Sciences (Economics & Statistics) from University of Botswana, Masters of Business Administration (MBA) - International Business from Amity University in India and Certificate in Small Business Consultancy with North West University (Potchefstroom campus) –South Africa.

Prior to joining HRDC, Ms Manthe worked at the Ministry of Investment, Trade and Industry-MITI and then joined the Local Enterprise Authority (LEA).

Her duties as a Sector Analysts include; to support sector committees regarding analysis of data and any information regarding sector demand and supply, consolidation of inputs into sector plans, performing technical analysis and forecasting on data and information relevant to the national and sector plans. She also responsible for preparing documentation and presentations for discussion and validation of the draft plans with Sector Committees, development of Sector Maps, monitoring and implementation of Sector plans.



**MR. NDIWO MAKULA**

Mr. Ndiwo Makula was appointed Manager, Claims Assessor in the Department of Funding, effective 1<sup>st</sup> March, 2016.

He holds a bachelors of Accountancy and is an Association of Certified Chartered Accountants (ACCA) qualified accountant.

Prior to Joining the HRDC, Mr. Ndiwo Makula, worked at PricewaterhouseCoopers (PWC) as an auditor in 2004, before moving to Debswana

Diamond Company as an accountant in 2008. In 2012 he Joined the Ministry of Finance and Development Planning as a Principal Accountant and Project Coordinator.

At HRDC, His job as Manager – Claims Assessor is to manage, direct and coordinate the administration of the Human Resource Development Fund (HRDF). That includes planning, organizing and overseeing the resources and operations of the unit. Forming part of the HRDC's strategic objectives is the funding perspective. Within that perspective and central to HRDC attaining its overall long term agenda is the drive for financial self-sufficiency. Makula's role is to ensure the efficient, effective utilisation and growth of the fund which directly feeds into that drive.



**MR. BOIKANYO SEKWATI**

Boikanyo Sekwati was appointed Research Analyst at HRDC effective 25<sup>th</sup> January, 2016. He holds a Bachelor of Arts Degree in Economics from York University in Toronto, Canada. He also has qualifications in Econometrics and Census Data Analysis from the University of Pretoria and University of Botswana respectively.

Mr Sekwati was previously engaged at the Botswana Institute for Development Policy Analysis (BIDPA) from 2008 until 2014 after which he was an independent consultant before joining the HRDC team.

His role within HRDC is that of a Research Analyst in the Statistics, Research Development and Innovation department. His responsibilities entail supporting all departments within HRDC with the processing, compilation, analysis, reporting and dissemination of data and statistics on the labour market and education sector. He is also responsible for promoting and facilitating research among tertiary education institutions (TEI's) and participating in the execution of HRDC's planning, monitoring and evaluation work.



**MS. GAONE MAMAKI GAOBOTSE**

Gaone Mamaki Gaobotse was appointed Procurement Officer, in the Department of Corporate Services, effective 14<sup>th</sup> March, 2016. She holds a Bachelor of Arts in Social Sciences from the University Botswana majoring in Economics and Political Science, Chartered Institute of Procurement & Supply (CIPS) Level five and Master of Science (MSc) in Strategic Management from University of Derby. She has also obtained a Certificate in Public Procurement and Tender Management from Botswana Accountancy College.

As a Procurement Officer, her duties among include; to manage HRDC assets and to procure goods and services in line with the organisation's standard public procurement procedures and processes as per the section 3 (ab) of the Public Procurement and Assets Disposal Act.



**MS. KEBABONYE MOLOSIWA**

Kebabonye Molosiwa was appointed Manager, Claims Assessment in the Department of Funding, effective 1<sup>st</sup> March, 2016.

She holds a Bachelor of Arts (Accounting + Economics) from the University of Botswana, Master of Finance and Control from Amity, India, Associate Diploma in Banking from Botswana Institute of Bankers, Certificate in Risk Management through University of South Africa (UNISA) and finally a Certificate in Public Procurement from Botswana Accountancy College (BAC).

Prior to joining the HRDC, Ms Molosiwa worked in private, parastatal and Government Organisations. She first entered the job market as a graduate trainee at Standard Chartered Bank where she was later appointed as a Credit Officer. She later moved to Botswana Telecommunication Corporation before joining Botswana government where she served on different roles. She joins HRDC from the Ministry of Youth Sports and Culture where she was acting Procurement Manager.

As a Manager, Claims Assessment her duties among many others include; coordinate and manage the operations of the claims assessment unit in a manner that will be prudent and customer focused. Ms Molosiwa wishes to broaden he risk Management skills and would be writing the Association of Fraud Examiners

exam in September.



**MR. LEBOGANG SEGOKGO**

Mr. Lebogang Segokgo was appointed Temporary Research Assistant in the Marketing & Communications unit, under Department of Deputy Chief Executive Officer, effective 18th February, 2016.

Mr Segokgo holds Bachelor of Arts with Honours in Marketing Management from Anglia Ruskin (U.K), Advanced Diploma in Marketing Management and Advanced Diploma in Marketing and Advertising & Public Relations. Prior to joining HRDC, Segokgo worked for Ministry of Health headquarters within the Communications & Public Relations Unit, Orange Botswana and Air Liquide Botswana.

His role as a Research Assistant Segokgo include; assisting with internal and external communication, media relations, events management and other functions that seek to promote the HRDC brand.



**MS. MPHO MILDRED MOGALAKWE**

Mpho Mildred Mogalakwe was appointed a Sector Analyst in the Department of Human Resource Development Planning (HRDP) - Demand, effective 8th February, 2016.

She holds a BA Social Sciences (Economics) and Master of Finance and Control (MFC) from Amity University, India.

Prior to joining the HRDC, Ms Mogalakwe worked most of her career in the Ministry of Local Government in Local Authorities particularly North West District Council in the Economic Planning unit. She later joined the Ministry of Infrastructure Science and Technology as a Principal Forecasting and Planning Officer. She now joins HRDC as Sector Analyst in the Department of Human Resource Development Planning (Demand).

As a Sector Analyst, her role among many others

include; to support the Sector Committees, to analyse data and information relevant to each sector's demand and supply for labour and consolidation of inputs for drafting into sector plans. Furthermore her duties entails drafting and reviewing the Human Resource Development sector plans in consultation with the sectors and monitor the plan implementation, evaluate and analyse the overall impact and effectiveness of the HRD sector plans and prepare impact assessment reports.



**MR. SHADRACK BOTSHELO**

Shadrack Botshelo was appointed Student & Welfare Planner in the Department of Human Resource Development Planning (HRDP) - Supply, effective 1st March 2016.

He holds Bachelor of Arts and Post Graduate Diploma (Education) at the University of Botswana. Currently he is reading for Master of Business Administration.

Prior to joining the HRDC, Mr. Shadrack Botshelo worked for Botswana College of Distance and Open Learning (BOCODOL) where his portfolio designation was Specialist - Student Development Services in the Student Support Services Division.

His role as Student & Welfare Planner among others include to design and develop programs and policies that enhance student growth and development in the learning environment and Provide support services for students at institutions of learning



**MR. BAUTULE JOHANESS DIBOKO**

Mr. Bautule Johaness Diboko was appointed, Tertiary Education Institutions (TEIs) Institutional Planner in the Department of Human Resource Development Planning (HRDP) - Supply, effective 1st February, 2016.

He holds a Diploma in Secondary Education, Bachelor of Education degree, Masters of

Education (Education Management and Policy Studies) from the University of Botswana. He has just recently enrolled for his second Master's degree in Strategic Planning & Management (part time) with University of Derby in the United Kingdom.

Prior to joining the HRDC, Mr. Diboko has worked in the Secondary education for a period spanning over ten (10) years. Mr. Diboko also worked for Botswana College of Distance and Open Learning (BOCODOL) for a period spanning Fourteen (14) years where he started as a Coordinator for Regional Centres operations and rose through the ranks to become Regional Manager Operations. He was later Re-deployed to work as Manager-Students Services and Welfare at BOCODOL Headquarters responsible for policy formulation and planning as well as coordination of Regional services operations and liaison.

As a Tertiary Education Institutions (TEIs), Institutional Planner, his role among many others include; ascertaining the development, review and implementation of the Institutional plans for Education and Training institutions, and the monitoring and evaluation of same for impact, in consonance with the labour market and education/training sector trends and forecasts and as per the direction set out in the National Development Plans as encapsulated in the HRDC Act No.17 of 2013.



**MR. ONKABETSE ALPHONSE MMEREKI**

Onkabetse Alphonse Mmereki was appointed Tertiary Educations Institutions (TEIs) Institutional Planner in the Department of Human Resource Development Planning (HRDP) - Supply, effective 11<sup>th</sup> January 2016.

He holds a Master of Education (Science Education) from the University of Botswana and a Master of Educational Planning and Management from UNESCO International Institute for Educational Planning.

Prior to joining the HRDC, Mr. Mmereki worked for the Ministry of Education and Skills Development (MoESD), in the Department of Secondary Education as a Teacher of Science and a Manager in secondary schools for 11 years and in the Department of Educational Planning and Research Services as a Researcher for eight (8) years.



As TEIs Institutional Planner, his role among many others include; to support/facilitate Tertiary Education Institutions in developing their plans on; governance of institutions, development of academic programmes that address the demands of Botswana's economy, planning for efficiency in improving their cohort's retention and planning infrastructure that is relevant to the programmes and enrolment of the institutions.



**MS. CHANDABONA ADAMS**

Chandabona Adams was appointed Manager-Sector Committee in the Department Human Resource Development Planning (HRDP) – Demand, effective 1<sup>st</sup> June, 2016.

She holds a Master of Science in Development and Project Planning from University of Bradford, United Kingdom and Bachelor of Arts in Social Sciences (Economics) from the University of Botswana.

Ms Adams has worked for the Ministry of Finance and Development Planning as Chief Economist in the Economic and Financial Policy Division.

As Manager - Sector Committee in Human Resource Development Council (HRDC), Ms Adams is responsible for leading the development of sector plans by providing expert guidance and advice. Her work involves coordinating inputs from sector committees and overseeing the development and drafting of sector HRD plans.



**MS. BOIKHUTSO MONYAKU**

Ms Boikhutso Monyaku was appointed Research Analyst (Education Statistics) in the Department of Statistics, Research, Development and Innovation, effective 1<sup>st</sup> March 2016.

She holds Masters Degree in Educational

Planning and Management obtained from UNESCO/ International Institute of Educational Planning (UNESCO/IIEP) and Bachelor of Arts in Social Sciences (Statistics and Demography) from University of Botswana.

Prior to joining the HRDC, Ms Monyaku worked for Statistics Botswana as Senior Education and Training Statistician seconded to Ministry of Education and Skills Development. She worked in the public service as a Researcher, Monitoring and Evaluation officer, education management information systems officer and education statistician.

As Research Analyst (Education Statistics) her duties among many others include; collect, process, analyse, report and disseminate tertiary education and training statistics for the entire tertiary education sub-sector (public and private). Furthermore, it is her responsibility to ensure that the provided statistics is of quality; timely, relevant, accessible, accurate, reliable and meet the set international classifications, norms and standards to ensure international comparability.



**MS. MASINGOANENG (MASI) B. RAMODIMOOSI**

Masingoaneng Masi Ramodimoosi is appointed a Board Secretary in the Office of the Chief Executive Officer, effective 1<sup>st</sup> May, 2016.

She holds a Masters in Law Degree (LLM) in Labour Law from the University of Pretoria (2005). She also holds a Bachelor of Laws Degree (LLB) and Bachelor of Arts in Law Degree, both obtained from the National University of Lesotho in 1995 and 1993, respectively.

Prior to joining the HRDC, Ms Ramodimoosi worked for the Public Procurement and Asset Disposal (PPADB) Board as the Board Secretary and legal advisor. She also worked in the International and Commercial Division at the Attorney General's Chambers where she dealt mainly with the international trade law issues and contract law. She was part of the technical team that negotiated the Economic Partnership Agreement (EPA) between SADC and the EU which has just been signed recently in June 2016. Ms Ramodimoosi has also undergone some training in intellectual property law and attended numerous short courses mainly in international trade law.

Her role as Board Secretary among many others is to provide secretarial services to the Board and its Committees. This entails providing administrative and logistical support to the Board and ensuring that Board meetings are convened as scheduled and as and when necessary. Her role also entails providing legal advice to the Board and the Council in general on amongst others, compliance with the requirements of the governing legislation and any applicable laws.



**MS. ONTLAMETSE MOKOPAKGOSI**

Ontlametse Mokopakgosi was appointed a Manager - Sector Committees in the Department of Human Resource Development Planning (HRDP) Demand, effective 1<sup>st</sup> June, 2016.

She holds Master Degree in Health Policy, Planning and Management from the University of Leeds in the United Kingdom and a Bachelors degree in Social Sciences (majoring in Economics and Demography) from the University of Botswana.

Prior to joining the HRDC, Ms Mokopakgosi worked most of her career in the Ministry of Health in various portfolio responsibilities which included human resources for health planning, health sector planning, health information management, overseeing and supervising the function of corporate services. She later joined the Ministry of Minerals, Energy and Water Resources as a Corporate Manager.

Her role as Manager – Sector Committees among others include; to facilitate and drive the development of Human Resource Sector Plans in order to inform the National Human Resource development, national resource planning and resource allocation from both the supply and utilisation perspectives. The expected outcome of this planning approach is to have production of the right skills and competencies at the right time, who are fit for purpose in the local business, and are also competitively marketable globally.





**MS. NEO SINOMBE**

Neo Sinombe was appointed an Intern in the Information Resource Centre under the Department of Statistics, Research, Development and Innovation, effective 20th October, 2015.

She holds a Bachelors Degree in Library and Information Studies from the University of Botswana.

Her duties involve processing of library materials (spine labelling, barcoding, covering and sensitizing), filling and indexing of government Gazette, compiling HRDC news archives, attending to customer's inquiries and information requests amongst others.



**MS. OGOMODITSE ODIRILE**

Ogomoditse Odirile was appointed the Manager-Sector Committee in the Department of Human Resource Development Planning (HRDP) - Demand, effective 1<sup>st</sup> April 2016.

She holds a Masters in (Applied) Economics and Bachelor of Arts in Social Sciences (Economics), obtained from the University of Botswana.

Prior joining HRDC, Ms Odirile worked for the Ministry of Finance and Development Planning (seconded to Office of the President) and later joined the National AIDS Coordinating Agency (NACA).

Her duties as a Manager - Sector Committee among many others include; developing sector plans, developing the National Human Resource Development Plan and to monitoring the implementation of the plans as well as reviewing them.

Odirile's duties involves; performing secretarial duties for the Sectoral Committee meetings, facilitating the development of sector plans, facilitating the development of National Human

Resource Development Plan, disseminating the plans to Stakeholders, monitoring implementation of plans as well as reviewing them.



**MS. THATO MARKS**

Thato Marks was appointed an Intern in the Marketing and Communications unit, under the office of the Deputy Executive Officer, effective 1<sup>st</sup> February, 2016.

She holds BA (Honours) in Marketing from Anglia Ruskin (UK), Advance Diploma in Marketing Advertising and Public Relations and Certificate in Human Resource Management.

Prior to joining the HRDC, she worked for Semani Media as a Marketing and Advertising Executive for one year.

As an Intern in Marketing Communication and Stakeholder Relations her role is to support all Marketing Communications activities as well as Stakeholder Relations and Customer Service.



**MS. GAGOOPE TIDIMALO**

Ms Gagoope Tidimalo was appointed a Research Assistant in the Student Planning & Welfare Unit under the Department of Human Resource Development Planning (HRDP) - Supply, effective from 4<sup>th</sup> January 2016.

She holds a Bachelor's Degree in Social Work from the University of Botswana.

Prior to joining HRDC, Gagoope was on internship for a period of two years in the teAIDS project undertaken by the then Tertiary Education Council (T.E.C).

Her duties as a Research Assistant in HRDC among others include; assisting in the preparation and organisation of student support services and initiatives such as career

guidance clinics to promote student success and retention at Tertiary Education Institutions. She is also responsible for assisting in supporting Tertiary Education Institutions to initiate and implement services and interventions that are geared towards promotion of student support and welfare, this is done through capacity building and sensitisation workshops.



**MR. KGOMOTSO OMPATILE WADITSHWENE**

Kgomotso Ompatile Waditshwene was appointed Research Analyst in the Department of Statistics Research, Development and Innovation, effective 1st March, 2016.

He holds a double degree award as an Executive Master and Master of Science in Applied Labour Economics from the University of Turin, offered in conjunction with the International Training Centre of the International Labour Office (ITC-ILO), Italy and Sciences Po (France).

Prior to joining the HRDC, Mr. Waditshwene worked for the Ministry of Finance and Development Planning (MFDP) in various portfolios and line Ministries as an Economic Planning Officer since 2002 until February 2016 when he left at post level Principal Economist 1. His responsibilities were primarily to formulate and facilitate the implementation of employment, wages and incomes policies and strategies in accordance with the precepts and objectives of the Revised Incomes Policy of 2005.

As a Research Analyst, Mr. Waditshwene's roles among, many others, include to operationalize the Labour Market Observatory (LMO) and its subsidiaries which are the Labour Market Information System (LMIS) and the LMO Website. This involves resuscitating and facilitating the activities of the LMO Committee, periodically updating the LMIS with the latest statistics and manning the website.

# HRDC Joins The Nation in Celebrating Botswana's Golden Jubilee

In preparation for Botswana's 50 years of independence, the Human Resource Development Council (HRDC) is part of a committee under the Ministry of Education and Skills Development (MoESD) that is planning our contribution to the festivities.

HRDC will be participating in the Float Procession Sub Committee under the BOT50 Secretariat and is represented by Mr Lebogang Segokgo from the Marketing Communications and Stakeholder Relations Unit. The celebrations will highlight the milestones that Botswana has made since gaining independence from Britain in 1966.

The BOT50 coordinator Ms Charity Kgotlafela, said "Every Motswana should take pride in the festivities and the 50 years of Botswana's independence and sovereignty".

She urged all citizens to inform themselves about the relevance of Botswana's 50th independence anniversary. She also encouraged citizens to ensure that national colours are visible everywhere across the country, and called upon students to wear national colours on Fridays.

HRDC will be highlighting its achievements from the former Tertiary Education Council (T.E.C.) in 2003 to present under the Human Resource Development Council mandate. The major celebrations will be held in Gaborone and Francistown on 30<sup>th</sup> September, 2016.



Group picture of the HRDC Athletics Team at the Gaborone Half Marathon 2016



# HRDC Staff Embraces Sports for Team Building



HRDC 5-A-Side Football Team



HRDC Athletics team at Diacore Marathon

**A**ccording to Vince Lombardi, “Individual commitment to a group effort – that’s what makes a team work, a company work, a society work, a civilisation work.”

The Human Resource Development Council (HRDC) staff members subscribe to Vince Lombardi’s notion of developing and maintaining good teamwork. Staff of HRDC uses sports as a way of building teamwork outside the working environment.

HRDC staff has formed the Five Aside Football Team, with the intention of building it into a full social team, which will accommodate more staff members. Another sports code that staff members are actively engaged on is athletics. The HRDC Five Aside Team was introduced in 2015. It seek to encourage staff members to interact with each other outside work. Since then, the team has been participating in the corporate Five Aside League, playing against other Organisations. Currently the team has just completed the season two league on the 8th June, 2016.

The HRDC Five Aside Team has finished on position eight (8) in the season two league, therefore qualified for the top eight (8) playoffs to be played on the 18<sup>th</sup> June, 2016. The games will be played at Stanbic Bank Five Aside Grounds (Molapo Crossing). HRDC subscribe to the principle of Corporate Social Responsibility (CSR), and the HRDC football team also advances this notion through participating in philanthropic activities. Last year the team participated at the Childline Charity Games joining hands with other Organisations to raise

funds for the less privileged.

On athletics, HRDC’s team of fitness fanatics has previously participated in a number of local marathons including: Botswana Classic Run, Army 10-miler (16km run), Kgale X-Country Series, The Lady Khama Half Marathon, PPC King of the Hill, Airport junction 10k & 5k Run, The Botswana Colour Run, Gaborone Half Marathon and Diacore Gaborone Marathon. A few members of the club have also participated in international athletic events in South Africa including: Groot Marico Bosveld Myl Marathon (42.2km) in Groot Marico, Om Die Dam Ultra Marathon (50km) in Hartbeespoort and the Comrades Marathon (89.208kms) between Pietermaritzburg and Durban. The HRDC previously recognised and celebrated sports achievements of some of its team members. Mr. Karabo Segaletsho (HRDC) was recognised for scooping position three (3) on the Lady Khama marathon held on the 6th March 2016 in Gaborone, earning himself a bronze medal.

The team also celebrated the achievement of Mr. Daitse Ganelang for participating and completing the 91<sup>st</sup> edition of the Comrades Marathon which took place on the 29<sup>th</sup> May, 2016. The Comrades Marathon is run between the coastal city of Durban, the busiest port in Africa, and the inland town of Pietermaritzburg, capital of Kwazulu-Natal province. Every year the direction of the marathon is alternated: the “up run” begins in Durban and ends in Pietermaritzburg, and the “down run” is in the opposite direction. This year’s race was a down run with an official distance of 89.208kms and Mr. Ganelang completed in 11:18:35 hours.





# HUMAN RESOURCE DEVELOPMENT COUNCIL

## Mandate

The HRDC mandate articulates for the need to transform the Botswana education and training system to a demand driven system that will drive the development of a globally competitive human resource base. The envisaged transformation will be driven by implementation of a human resource development strategy, targeted sector based human resource development planning, coordination of human resource development initiatives (internally and externally) and utilisation of the funding mechanisms to drive institutional and system reforms.

## Objectives

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

## Vision

To make Botswana's human resource globally competitive by 2016

## Mission

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

## Values

- Accountability
- Ethics
- Excellence
- Teamwork
- Transparency



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**HRDC**