

HRDCinsight

HUMAN RESOURCE DEVELOPMENT COUNCIL

SECOND ISSUE | SEPTEMBER 2015

The Official Newsletter of the
Human Resource Development Council

New HRDC Board
appointed

Page 4 - 5

HRDC sponsors the
BEC Excellence
Awards

Page 7

IPSP Conference
2015 launched

Page 8

HRDC Hosts Five
Additional Sector HRD
Committee Workshops

Page 17

HRDC scoops Third Prize at
the Botswana
Consumer Fair 2015

Page 18



Editor's Note!



Dear Reader,

Welcome to the second edition newsletter of the Human Resource Development Council (HRDC). This second quarter of the Financial Year 2015/16 has been an eventful one. As usual, the HRDC departments have been busy working on meeting the second quarter deliverables.

We have seen the Marketing Communications and Stakeholder Relations Team actively working with departments to promote the mandate of the HRDC (stakeholder engagement). HRDC has actively engaged with stakeholders across Botswana in areas such as Palapye, Francistown, Maun, Kasane, Ghanzi, Kang, Lobatse etc.

We are also happy to have instituted the famous Weekly Brief which is an internal communication

medium, where we share news and events. Over and above, this medium strengthens the internal communication and I am proud that members of staff continue to support this publication. On a strategic note, HRDC has a new Board in place and we look forward to the Board carrying out its responsibilities and strategically guiding HRDC to discharge its mandate.

Interestingly, more on the stakeholder engagement at the Ministry level, the Minister of Education and Skills Development in order to identify best educational practices to enhance Botswana's education system, engaged the public and other education sector stakeholders at the Ideas, Products, Services and Partners (IPS&P) Conference 2015.

In a bid to continue developing skills in Botswana HRDC together with the Indian high Commission in Botswana sponsored seven Batswana illiterate to semi-literate women from remote areas of Botswana to India in a bid to acquire solar electrification skills.

Incidentally, in this issue HRDC also held five sector committee workshops geared towards sensitising the Sector Human Resource Development (HRD) Committees stakeholders about the work of HRDC, share the Sector

HRD planning process, solicit advice on the establishment of the Sector HRD Committees and nominate the five Sector HRD Committee members. In our endeavor to remain open and continuously share information with our myriad stakeholders, we additionally engaged with the media as one of our critical stakeholders so they may gain a greater appreciation on the mandate of HRDC. Furthermore, the objective was to partner with the media so they may assist HRDC in disseminating our activities geared towards realising our mandate.

In conclusion, clearly the direction that the HRDC has been taking in a quest to develop Botswana's human resource is starting to bear fruits. The establishment of the 12 HRD Sector Committees and the participation of the private sector and the Government, we are resolute that the future looks good for HRDC and the Country.

Through this publication, we remain at your service and we are indebted to sharing information about the activities of HRDC and establishment developments. Your feedback is important, kindly share your comments, advises and suggestions by emailing us at marketingcomms@hrdc.org.bw.

Till next issue. Happy Reading!

Faith Tuelo

Editorial Team

Marketing Communications

Faith Tuelo

Tshiamo Botlhoko

Topo Rabasima-Gitonga

Other Contributors

Marianyana Selelo
Oabona E. Nthebolang

Lucky Kgosithebe

Oratile Madisa

Meshack J. Tafa

Sannah Bathai

Doreen Kokorwe

Enole Ditsheko

Contacts:

✉ marketingcomms@hrdc.org.bw

📘 [hrdcbw](https://www.facebook.com/hrdcbw)

🐦 [@hrdcbw](https://twitter.com/hrdcbw)

☎ +267 3930741

📞 +267 3930740

The Human Resource Development Council Board starts on a high note



The HRDC Board Members during an induction Workshop held at Mokolodi Nature Reserve

The Human Resource Development Council (HRDC) Board Members got inducted during the weekend of 11th – 12th September 2015 at the Mokolodi Nature Reserve. In opening the induction retreat, the HRDC Board Chairperson Mr Batho Chris Molomo underscored the importance of the exercise as integral to the work scoped out for them in the HRDC Act No. 17 of 2013. The Chairperson singled out the need to keep abreast with corporate governance and Kings II and III, which facilitates the work of the Board within the given parameters of oversight authority.

To a large extent possible, all the presentations revealed how Botswana has all along been investing huge amounts of its revenue to train people that did not have the skills needed by the job market. This approach struck a chord with the core duty of the HRDC to align the mismatch between the supply side (being the institutions of learning in churning out graduates) on one hand and the labour market (demand side) with its expectations of what graduates must embark on when they have a qualification.

On issues of Governance, the Board received a presentation that reminded them of their fiduciary duty as they are Board Members in a state-owned enterprise. The presentation crystalised the roles of Board Members who by all intents and purposes are to function similarly to members of a Board in a commercial entity. However, since HRDC is a Government agency, the meaning is that Government is the shareholder and therefore, certain authority lies with officials. Board Members appreciated that principles of probity,

fiduciary and accountability were still applicable to the board in a Government-owned institution because their functions should always be grounded on ethics and integrity as non-executive Board Members.

Mrs Tiny Diswai-Moremi from (Public Enterprises Evaluation and Privatisation Agency (PEEPA) informed Board Members that they are expected to act in good faith, to act with care and skill by placing the interest of the organisation ahead of personal inclinations. Members of the Board upon reflection of the presentation and what it meant for one to be a Board Member, shared a general feeling that it is a conflict of interest therefore, for senior Government officials to sit in the boards of parastatal entities that their line ministries supervise.

Meanwhile, the low remuneration of non-executive Board Members in Government-owned enterprises was noted as a demotivating factor to get quality skilled personnel to serve in the boards. However, Board Members were assured that Cabinet is seized with the matter to revise sitting allowances (rates) for Board Members in parastatal organisations according to the specific categories given their varied mandates.

The view that cropped up throughout the presentations dealt with the proper placement of HRDC given its broad mandate. There was consensus that locating it in the Ministry of Education and Skills Development was misplaced as it coordinates various sectors of the economy. Hence the proposal to relocate HRDC to a more suitable and strategic ministry such as the Office of the President was favoured.

THE HRDC

BOARD



Mr Batho Molomo,
HRDC Board Chairperson



Ms Moggie Mbaakanyi,
HRDC Board, Vice Chairperson



Dr Thapelo Matsheka
HRDC Board Member



Dr Raphael Dingalo
HRDC Board Member



Dr Grace G. Kgakge-Tabengwa
HRDC Board Member



Ms Seilaneng Godisang
HRDC Board Member



Mr Sebetlela Sebetlela
HRDC Board Member



Ms Serty Leburu
HRDC Board Member



Ms Michelle Adelman
HRDC Board Member



Ms Helen Chilisa
HRDC Board Member



Ms Ruth Maphorisa
HRDC Board Member



Ms Kebosweditse Ntebela
HRDC Board Member



Mr Kelapile Ndobano
HRDC Board Member



Dr Patrick Molutsi
Ex-Officio

Heads of Tertiary Education Institutions Workshop Held



Dr Patrick D. Molutsi, Acting Chief Executive Officer officially opening the Workshop

On the 26th June 2015, the Department of Human Resource Planning (Supply) convened a workshop for all the Heads of Tertiary Education Institutions.

The purpose of the workshop was to introduce the newly established function of the Department of Human Resource Development Planning (supply) called the Student Affairs Planning and Welfare. This function exists to provide policy guidelines, promoting student retention and success in tertiary education institutions.

In his opening remarks Dr. Patrick Molutsi stated that, "Issues of student retention and success have to be inculcated into the Tertiary Education Institutions if this country wants to achieve its goal of producing quality and labour market demand driven graduates. However, this is an area that is one of the biggest challenges facing tertiary education today".



Mrs Margaret Baiketsi, Acting Director of the Human Resource Development Planning (Supply), giving an overview of the department

Through this workshop, the Human Resource Development Council (HRDC) solicited buy-in from Tertiary Education Institutions to establish Student Affairs functions, which amongst others; are aimed at providing advice, coaching, and tutoring services that empower students to be self-motivated and ultimately become responsible citizens.

Institutionally, this function should also be able to provide academic, cultural, health and recreational opportunities (both curricular and co-curricular) that support the development of well-rounded, informed and intellectually engaged leaders and citizens.

In conclusion Tertiary Education Institutions agreed to play a crucial role in setting up their own institutional strategies that could enhance student support and retention which was one of the objectives of the workshop.

Meet the new HRDC Board members



The first HRDC Board meeting in session

Minister of Education and Skills Development, Dr Unity Dow announced through the Government Gazette that effective 3rd June 2015, the Human Resource Development Council (HRDC) has a new Board. Appointed in accordance with the HRDC Act No. 17 of 2013, the Board Members are as listed below:

1. Mr Batho Christopher Molomo is both an Economist and Statistician with a Bachelor of Arts (BA) double-major and an Master of Sciences (MSc) in Statistics. He joined the public service in 1978 as a Statistician with the then Central Statistics Office. He rose through the ranks until he became the Government Statistician in 2001. Mr Molomo was appointed Deputy Permanent Secretary for Development in the Office of the President and further promoted in 2004 to National Coordinator of the national HIV and AIDS response. He retired from the Civil Service as the National Coordinator in 2010 to serve as the founding Executive Secretary of the 'Champions for an HIV-Free Generation' until 2013. **He is the Chairperson of HRDC Board.**

2. Mr Sebetlela Sebetlela is a Metallurgical Engineer who spent over 30 years in the mining sector, 28 of which were at Debswana Diamond Company where he served

at executive management level as General Manager of Jwaneng and Orapa mines respectively. He has served as Managing Director of Tati Nickel Mining Company. He currently serves on the boards of Botswana Power Corporation, Tati Nickel Mining Company, Mineral Developments Company of Botswana and Botswana Chamber of Mines. Mr Sebetlela is the **Chairperson of the HRDC Sector Committee on Mining, Energy and Water Resources.**

3. Dr Grace G. Kgakge-Tabengwa is Head and Senior Research Fellow at the think-tank Botswana Institute for Development Analysis (BIDPA) where she specialises in Macroeconomics and policy analysis. She has a Bachelor of Arts (BA) Economics, Master of Science Economics from the University of Warwick (United Kingdom) and a PhD in Economics. She has over 17 years' experience in development policy analysis and has done extensive research on human capital development among developing countries including Botswana, budget analysis, national planning, investment, competitiveness and diversification where she has published widely. **She is the Chairperson of the Finance & Procurement Committee (FPC).**

4. Ms Serty Leburu has a strong finance background having graduated

with a Bachelor of Commerce degree from the University of Botswana and acquired professional accounting qualification Associate Chartered Management Accountants (ACMA) and Management Development Programme (MDP). She has a cumulative 25 years work experience, 16 of which she spent at executive leadership directing areas including: finance, general administration, supply chain and business development strategy in conglomerate companies categorised as high performing organisations. She was the Chief Finance Officer at the Standard Chartered PLC Group until 2012, when she joined the Botswana Housing Corporation as the Deputy Chief Executive Officer (Support Services) to date. **She is the Chairperson of the Audit Committee (AC).**

5. Dr Thapelo Matsheka's career spans over 27 years in the field of economic planning and strategy. A shrewd Economist and academic having spent over a decade instructing at the University of Botswana as Senior Lecturer before pioneering as the Chief Executive Officer for the Citizen Entrepreneurial Development Agency (CEDA) between 2003 and 2010, Dr Matsheka joined the private sector insurance industry. He is the Managing Director of AON Botswana, a subsidiary of AON Corporation. He

holds Bachelor of Arts (BA), Master of Philosophy (MPhil) and PhD in Economics from the University of Botswana (UB) and (Kent & Glasgow) in the United Kingdom respectively. **He is the Chairperson of the Human Resource Development Fund Committee (HRDFC).**

6. Dr Raphael Dingalo is an academic having spent a decade-long career at the University of Botswana (UB) before he got appointed in the public service. At UB he facilitated the development and delivery of quality academic programmes for staff to enhance institutional effectiveness. He also developed user-friendly systems of quality assurance and undertook capacity building activities for academic staff on same quality assurance. Dr Dingalo is currently the Deputy Clerk of the National Assembly.

7. Mrs Moggie Mbaakanyi is an Educationalist by training. She has spent three decades as a civil servant and teacher, closing her illustrious education career as the Principal of Molepolole College of Education in the 1990s before she retired and joined party politics. When she became the Member of Parliament (2004-09), Mrs Mbaakanyi was also appointed the Assistant Minister of Education and Skills Development, where she was directly responsible for tertiary education sub-sector. Mrs Mbaakanyi is a businesswoman who has successfully operated a family enterprise: Target Meat Industries in Lobatse since 1994 to date. She is currently the **Deputy Chairperson of the HRDC Board and she chairs the Board Committee with oversight responsibility on Human Resource Development (HRD) Sector Committees.**

8. Ms Seilaneng Godisang is a legal graduate from the University of Botswana (UB) and is admitted to practice as an attorney in the courts of Botswana. She started her career as a fresh graduate at Collins Newman & Co., left to pursue other interests but later re-joined the same

company as a Senior Associate. She has also worked as a Legal Risk Manager for Stanbic Bank Botswana Limited and is currently working as Legal Advisor for Barclays Bank of Botswana Limited. Ms Godisang has the advantage of working in both private practice and in the corporate world and she brings with her vast experience in corporate governance.

9. Ms Helen Chedza Chilisa has experience in banking, manufacturing and most particularly aviation and tourism, and her roles have encompassed relationship management, marketing as well as commercial and business development. She is the Country Manager for the Association of Chartered Certified Accountants (ACCA) - a professional membership organisation. Her educational qualifications consist of an Associate Diploma in Tourism and Management from the International Institute of Tourism and Management in Austria, a Bachelor of Arts in Hotel and Hospitality Management from the University of Strathclyde in Scotland, a Master of Science degree in International Marketing and an Executive Master of Business Administration (MBA) in Aerospace Management from the University of Montréal. Ms Chilisa recently graduated with an MBA in Aerospace Management from the Toulouse School of Business in France. **She is the Chairperson of the Human Resource Committee (HRC).**

10. Mrs Ruth Maphorisa currently serving as Head of the Public Service Directorate has served in key ministerial functions, having cut her teeth in the local government where she rose to become the District Commissioner before joining the Central Government.

11. Mr Kelapile Ndobano is an Economist by training. He serves as Deputy Secretary for Macroeconomic Policy at the Ministry of Finance and Development Planning (MFDP). He has over 20 years work experience at the same Ministry. Mr Ndobano holds

a Bachelor of Arts (BA) in Economics from the University of Botswana (UB) and Master of Arts (MA) [degree] Economics from Columbia University, (New York, USA). He serves in the boards of Diamond Trading Company Botswana (DTC), Botswana Institute for Development Analysis (BIDPA), and Botswana Privatisation Asset Holdings. He serves as Chairperson for the Wealth Accounting and Valuation of Ecosystems Services (WAVES) a partnership programme with the World Bank on natural capital accounting.

12. Ms Kebosweditse Ntebela is a Professional Nurse and Educationalist. She holds an Master of Business Administration (MBA). Ms Ntebela boasts a cumulative work experience of 35 years in both the private sector and Public Service. She left the public service after 11 years and joined Botswana Medical Aid Society (BOMAID) where she gained vast experience at executive management level in business strategy, project and fund management spanning over 15 years. She then joined Botsogo Medical Aid Society where she finally retired in July 2014 after nine years of service at Executive Management. She is a community builder, who enjoys her retirement by volunteering to projects that add value to human and economic development.

13. Ms Michelle Adelman is Founder and Managing Director of Accite Holdings, a venture capital firm investing in impact businesses in Botswana, including Go Fresh! Greenhouses, Fodder Solutions hydroponic animal feed and Habiquad sustainable housing. Ms Adelman has an Agricultural and Environmental Engineering degree from Cornell University (USA). She is a board member for several entities among them, Africa Energy Corporation Namibia, Turnstar Holdings and Bana Ba Letsatsi. As an entrepreneur and executive leader, Ms Adelman has over 25 years' experience as a global Managing Director at Accenture and Group Strategy Executive for Econet Wireless Group.

Workplace Learning conducts Stakeholder Consultation Workshops across Botswana

The Department of Human Resource Development Planning (Supply) through their Workplace Learning Unit recently conducted Stakeholder Consultation Workshops that were held in Gaborone, Palapye, Selibe Phikwe, Lobatse, Francistown, Maun and Ghanzi.

The objective of the workshops were to provide advice on the management of workplace Learning with specific reference to; discuss Structured Workplace Learning Regulations and Human Resource Development Fund (HRDF), the introduction of Work skills Plan Templates (work-plan skills Plan) and familiarising workplaces about the changes that have emanated from the establishment of the Human Resource Development Council (HRDC).

Invited guests were all levy payers, Human Resource personnel in charge of training at the Workplace, Accountants and Accredited Training providers/ Training consultants.

During their trip to Maun, Mr. Kelisitse Maikaelelo, Ms Doreen Kokorwe and Mr. Nkaelang Leoza visited Vumbura Plains, which is a safari camp in the Okavango Delta. This camp employs youth who are recruited through the traditional Kgotla recruitment system.

Khwai Development Trust; Okavango Community Trust and the Santawane Community Trust register the youth for employment and liaise with the Okavango Wilderness Safari (OWS). The youth recruited through these bodies are usually without the requisite skills.

Therefore, OWS has to train them to meet their needs. OWS offers them training at the Kaporata Training School after implementation of, they are then released to the camps.

In circumstances where the trainees do not perform up to standard due to behavioural problems, then such trainees are kindly asked to end their training programme. Trainees who have been found to have challenges such as language problems or illiteracy cannot be expelled from the training a such lined up interventions are put in place to assist them.

While in Francistown, the HRDC's Workplace Learning



Participants listening to the deliberations

Unit Team had an opportunity to visit the Northern Textiles Mills (Nortex). Nortex is the fastest growing end-to-end manufacturer of exquisitely designed 100 percent virgin cotton towel products in Southern Africa.

Established in 1990, Nortex offers a diverse collection of kitchen and bath towels in a wide assortment of rich styles, textures, and colors. Nortex maintains strict quality control standards throughout the production lifecycle and ensures prompt delivery of all orders.

The company employs more than 470 workers. In addition to supplying more than 70 percent of the domestic market, they also export to South Africa, Mauritius, Tanzania, Zimbabwe and Namibia

Attendants of the Stakeholder Workshops appreciated the information shared by the HRDC team. However, there is a lot that HRDC has to embark on in order to improve training that is offered in Workplaces.

There is a need to strengthen monitoring during the training. The Workplace visits were much appreciated by both the host and Workplace Learning Unit (HRDC) staff as this gave the HRDC team more insight into the kind of training activities that the workplaces embark on.

The Stakeholder Workshops were an eye opener to some of the workplaces as they obtained information about training regulations and requirements. Such interventions are a necessity and win ensure that Workplaces embark on training that is aligned to the labour market needs as well as the economy of the country.

HRDC hosts Additional Five Sector Committee Establishment Workshops

The Department of Human Resource Development Planning (Demand) hosted workshops to establish the five additional Sector Human Resource Development (HRD) Committees. The workshops will be held at Tlotlo Conference Centre, Block Five (5) from the 31st August 2015 to the 4th September 2015.

The objectives of the workshops were to sensitise the stakeholders about HRDC sector planning process and to solicit their advice on the establishment of their Sector HRD Committees.

One of the key mandates of the Human Resource Development Council (HRDC) is to develop National and Sector-based Human Resource Development (HRD) Plans that aims at aligning the labour supply (training) to labour market demand (employment).

The process is guided by various Sector Committees established within the HRDC for the diversification of the economy of Botswana. The role of the Sector Committees is to guide the strategic direction of each sector, skills needs and requirements as well as

development of responses that address the identified needs.

HRDC has so far identified the Education & Training, Transport and Logistics, Public Sector, Manufacturing and Research, Innovation, Science and Technology Sectors. Since the above sectors have the potential for development, HRDC envisages to establish their individual Sector Human Resource Development (HRD) Committees which will oversee the development of their Sector HRD Plans.

The workshops were attended by key stakeholders in each sector.

The workshops culminated with each Sector nominating members to represent them in their Sector Committee billed to be launched on the 15th of October 2015. We are happy to announce that HRDC now has 12 Sector HRD Committees which are; Mining, Minerals, Energy and Water Resources; Health; Agriculture; Creative Industries; Finance and Business Services; Information and Communication Technology; Education & Training; Transport and Logistics; Public Sector; Manufacturing and Research, Innovation, Science and Technology.



The newly nominated Research, Innovation, Science (RIST) and Technology Sector HRD Committee members

Department of Funding Presents Funding Model and Unit Cost



Mr. Mothusi Masole - Manager, Financial Analyst Public TEIs presenting on the Funding Model

“Education should be one of our top funding priorities; talking about it does not help the teachers and students who desperately need promises fulfilled”.

Solomon Ortiz

On the 9th of July 2015 during the ‘Lunch and Learn’ session, the Department of Funding presented the Funding Model for the Tertiary Education Institutions (TEIs) and the Unit Cost Measurement.

The purpose of developing the Funding Model is to develop a rationalised Funding Strategy that is consistent with goals and reforms envisaged under the Tertiary Education Policy (TEP). Furthermore, it ensures that there is efficient use of public resources and an equitable way of allocating resources to public institutions.

Delivering his presentation on the Funding Model of Tertiary Education Institutions, Mr. Mothusi Masole stated that a Funding Model should be able to promote a systematic way of financing diverse institutions, which determines an adequate level of funding, and guides in achieving nationally articulated goals for the tertiary

education sub-sector.

Presenting on the Unit Cost measurement, Mr. Morake Matlhaga explained how the strategic tool is used in calculating a unit cost of educating a student in a given programme and year by institution.

Furthermore, he defined the Student Unit Cost as the monetary outcome of a measurement of the cost incurred in making teaching personnel, teaching and learning resources available to one learner for a specified period.



Mr. Morake Matlhaga – Manager, Sponsorship Contract presenting on the Unit Cost

HRDC welcomes the Solar Trainees from India

The night of the 17th September, 2015 remains forever engraved in the minds of the seven 'Solar Trainees'. The Human Resource Development Council (HRDC) hosted a welcome ceremony at Cresta Lodge for the seven Batswana Women who were sent for Solar Electrification Training at the Barefoot College in Tilonia, India. This was a night of celebration and sharing of memorable experiences by the Solar Trainees.

The HRDC together with Barefoot College and the Indian High Commission entered into a partnership to train illiterate to semi-literate Batswana women on Solar Electrification. HRDC embarked on this project as a way of promoting education for sustainable development and lifelong learning in Botswana.

Dr Patrick Molutsi giving the welcome remarks said "I am happy to welcome the trainees back, it is abundantly clear that these rural women have demonstrated resilience as they were able to cope under alien climatic and cultural landscape."

"They endured it all for the simple reason of acquiring skills that can enhance the quality of their lives and also inspire us as a nation," said Dr Molutsi.

The seven women joined 664 other trainees of the Solar Electrification Programme who have been trained at the Barefoot since the year 2008. These trainees have electrified 40, 000 rural households in 1265 villages in 64 countries, serving 500,000 people.

The partnership entailed skills training programme that will transform the lives of women in their communities. The seven women are from Ngwatle Village in Kgalagadi North, Poloka and Mokgenene villages situated in the Central District. The training was for a period of six months.

The Barefoot College solar program aims to empower women by enabling them to become entrepreneurs. It does so by training women to become 'Solar Trainees' who upon completion of their training will be able to impart the skills to other villagers in their community.



The Solar Trainees posing for a group photo



The remarkable graduates listening attentively during the welcome dinner held at the Cresta Lodge.

They will carry out installations, maintenance, repairing of the units and in return get payment for their services. Only villages that are remote and non-electrified are considered for solar power electrification. Upon completion of the training, the women will be expected to electrify their villages. Interestingly, Dr Molutsi received the Project documentation and token of appreciation from Barefoot College.

Giving the vote of thanks, Dr Grace Kgakge - Tabengwa, Board member of the HRDC, applauded the women for completing the training despite the challenges they faced, such as, being far from their families and the cultural differences.

"The women are a living testimony of the tagline of the National Human Resource Development Strategy that underpins the work of HRDC in helping each citizen to realise their potentials," said Dr Kgakge-Tabengwa.

HRDC Internal & External



Limkomkweng University of Creative Technology representatives with HRDC Senior Management during the courtesy visit



Dr Patrick Molutsi fielding media questions during the HRD Sector Committee establishment



Invited guests listening attentively during one of the HRD Sector Committees establishment Workshop



Hon. Minister Dr Unity Dow presenting the 'Target 20,000' Initiative at Education and Training Sector Committee establishment workshop



Ms Doreen Kokorwe, Manager Workplace Learning presenting during one of the Stakeholder Consultation Workshops



Hon. Minister Dr Unity Dow (wearing red) with other attendants during the Ideas, Products, Services and Partners Conference 2015



Junior Chamber International delegation with HRDC Senior Management during the courtesy visit



Dr P. Molutsi displaying the Solar light assembled by the Solar Trainees from India

Activities in Pictures



Dr P. Molutsi giving the keynote address at the JCI Youth Summit



Board Members and HRDC Senior Management during their Induction Workshop at Mokolodi Nature Reserve



Invited guests during the Public Sector Committee establishment workshop at Tlotlo Conference Centre



HRDC stall during the Botswana Consumer Fair 2015



Dr P. Molutsi presenting at the Ideas, Products, Services and Partners Conference



Students at the Botswana Student Network Youth Summit



Invited guests at the Junior Chamber International (JCI) Youth Summit before the proceedings



Ngwao Letshwao Dance Group performing during the Solar Electrification Trainees welcome dinner

HRDC hosts a Leadership Training Workshop for SRC members



Student Leaders listening attentively to the discussions

The Student Planning and Welfare Unit under the Department of Human Resource Development Planning (Supply) hosted a two days leadership training workshop at Serowe, Khama Rhino Sanctuary from 9th to the 10th September, 2015 under the theme 'Student leadership: Gateway to Proactive and Progressive Future Leadership'. The workshop targeted student leaders from the Student Representative Councils (SRCs) of the 45 Tertiary Education and Training Institutions in Botswana.

The aim of the workshop was to inculcate leadership skills, produce wholly rounded leaders and promote seamless relationship between institutions and learners. In addition, it was geared towards instilling a sense of responsibility and civic culture for the innovative and progressive future leaders.

In her welcoming remarks, Mrs Marianyana Selelo, Manager, Student Planning and Welfare highlighted the mandate of HRDC to the student leaders. She further alluded that the main purpose of the workshop was to empower student leaders with effective and credible leadership skills to enable to become catalysts in transforming Botswana from a resource based to a knowledge based economy and more importantly to compete globally.

In his presentation, Mr Bernard Bushe from Management Consultant (TalentExplora) introduced the topic of the workshop and gave an overview of leadership concepts, principles and theories. According to Stephen Covey, 'Leadership is communicating to

people their worth and potential so clearly that they come to see it in themselves.' Mr Bushe emphasised this when he mentioned that leadership is all about 'helping other people to discover their gifts, and assisting them to utilise their potential'. A leader is a person who takes people to a place they would not have reached by themselves. In other words, leaders are enablers, they assist people to realise and utilise their potentials. However, we need to recognise our own potentials in order to be effective leaders. This means that first we need to know who we are as individuals in order to assist other people to unleash their potentials.

Mr Tumelo Masalila-Student Relations Affairs (Botho University) stated that leadership is all about respect and not position. He mentioned the following five levels of leadership adapted from John C. Maxwell; 1). Position, 2). Permission, 3). Production, 4). People Development and 5). Pinnacle. He noted that position, is the lowest level of leadership in the sense that people follow because they have to. On the other hand, people follow an individual because of who they are and what they represent (Respect) – this is a top-level leadership, termed Pinnacle. He encouraged student leaders to aspire and model the Pinnacle-level of leadership in order to be proactive and progressive in future.

In conclusion, Mrs Selelo thanked the two facilitators for their wealth of information and amazing deliberations. She further thanked the participants for their cooperation in making the workshop a success. A recommendation was made for the establishment of a national SRC forum to better address student issues and inform policies when the need arises. Finally, student leaders were advised to share with their Council Members the skills attained at the workshop for sustainability purposes and to advocate for similar leadership trainings at their institutions respectively.



HRDC sponsors the Botswana Examinations Council (BEC) Excellence Awards 2015



His Excellency President Seretse Khama Ian Khama officiating at the 6th Annual Excellence Awards

The Annual Botswana Excellence Awards were held on the 16th of July 2015 at Fairgrounds Holdings in Gaborone.

The Excellence Awards are aimed at encouraging good performance during national examinations at primary and secondary sub sectors.

These awards contribute to the National Human Resource Strategy (NHRDS) and Vision 2016 pillar of an Educated and Informed Nation by recognising the students who excel during the Primary School Leaving Examinations (PSLE), Junior Certificate Examinations (JCE) and Botswana General Certificate of Secondary Education (BGCSE) examinations and rewarding them accordingly.

It is hoped that through such awards, recipients would serve or become role models worth emulating by those who are still preparing to write the aforementioned national examinations.

Other awards on the day included the Ministerial award given to a Government school which emerged the best

nationally during the 2014 examinations together with its Parents Teachers Association at PSLE, JCE and BGCSE levels.

"The Excellence Awards have grown and remain a highlight in BEC calendar of events; a pinnacle of the Council's Corporate Social Responsibility (CSR) efforts" said Mr. Charles Keikotlhae, Senior Corporate Communications Officer.



HRDC scoops 3rd Prize at the Botswana Consumer Fair 2015

The Human Resource Development Council (HRDC) scooped 'Third Position' under the parastatals category at the Botswana Consumer Fair 2015. The Annual Botswana Consumer Fair took place from the 17th to the 23rd of August 2015.

HRDC participated at this year's Consumer Fair themed 'Shop, Explore, Discover.' HRDC used the event as a platform for disseminating information about its services to its targeted stakeholders who visited the exhibition stand. Furthermore, HRDC used this platform to improve and strengthen its public corporate relations.

The Consumer Fair promotes trade between local and foreign exhibitors in an endeavor to diversify the



HRDC Staff members jubilantly showcasing the Prize/Award

Botswana's economy.

This outreach platform was a great opportunity for HRDC to create maximum awareness and educate stakeholders about its mandate to stakeholders both locally and internationally.

HRDC presents at the TVET Conference in Malaysia

On the 25th - 27th August, 2015, Mr. Oabona Nthebolang representing the Human Resource Development Council (HRDC), presented a paper at the World Technical Vocational Education and Training (TVET) Conference 2015 at Borneo Convention Centre Kuching, Sarawak in Malaysia. The title of his paper was 'The Need to Upskill TVET Instructors in the Era of a National Credit Qualification Framework: The Way Forward for Botswana'.

The World Technical Vocational Education and Training (TVET) Conference was held under the theme: 'Quantum Leap: Transformation and Globalisation of Technical Vocational Education & Training (TVET) - Living Skills in the 21st Century'.

When launching the World TVET Conference 2015 and My Skills Fair Sarawak 2015 at Borneo Convention Centre Kuching, the Chief Minister Datuk Patinggi Tan Sri Adenan Satem said, "TVET was generally perceived to be a less attractive pathway compared to the conventional university education. It was often regarded as an option to those academically poor students who were not able to continue their studies at tertiary levels. Consequently, TVET programmes are



Mr. Oabona Nthebolang Presenting his paper at the TVET Conference 2015 in Malaysia

shunned not only by the learners but their parents and the society in general. A mental revolution is needed." Among those present at the launch were British High Commissioner to Malaysia Her Excellency Vicki Treadell, Deputy Chief Minister Datuk Patinggi Tan Sri Alfred Jabu, Sarawak Skills Development Centre chairman Tan Sri Datuk Amar Abdul Aziz Husain, Infrastructure Development and Communication Minister Dato Sri Michael Manyin, Assistant Minister in the Chief Minister's Office (Promotion of Technical Education) Datu Len Talif Salleh and International Vocational Education and Training Association (Iveta) president Carmel Thompson.

HRDC attends the National Science, Technology and Innovation Week in Kang



Kang Primary School pupils appreciating the Robot demonstration by Botswana International University of Science and Technology (BIUST)

HRDC attended the National Science, Technology and Innovation Week held from 11th - 13th August 2015 in Kang. Mr Oabona Nthebolang and Mr Mothusi Masole represented Human Resource Development Council (HRDC) at the event.

The event organised by the Department of Research, Science and Technology under the Ministry of Infrastructure Science and Technology (MIST) was intended to expose the community to Science and Technology as one of the career prospects in Botswana.

The theme for the event was 'Science and Technology, the Future of our children'. The leadership, community, parents, teachers and students from various schools within Kgalagadi North (Primary, Junior Secondary and Senior Secondary) were invited to the event.

HRDC attended with an aim of sensitising the attendants about the availability of the Research Fund and created maximum awareness about its mandate.

Some of exhibitors included tertiary institutions among the likes of University of Botswana (UB), Botswana International University of Science and Technology (BIUST), Botswana College of Agriculture (BCA), New Era College and Botho University), research institutions

such as Botswana Institute of Technology Research and Innovation (BITRI) and other stakeholders within the Science and Research field to expose pupils to the field and build interest within the Science and Research field at a very young age.

Live experiments and demonstrations were carried out for the students to develop interest in the Sciences. Competitions and debates were carried out among students with an aim of encouraging positive competitive spirit.

The event was officially opened by the Deputy Permanent Secretary in the Ministry of Infrastructure Science and Technology Dr. K. Molapong. Kgosi Seipone welcomed all the dignitaries to Kang and highly appreciated the choice of Kang village to host the event and highlighted that the community of Kang will benefit from the event and open business opportunities in the Kgalagadi North area since reputable companies were present at this event.

The Member of Parliament for Kgalagadi North Hon. I. Moipisi while giving a vote of thanks, also emphasised that the event will go a long way in boosting student interest in choosing Mathematics and Science related careers.

HRDC participated at the Shakawe Schools Career Fair



Mrs Maranyana Selelo-Manager, Student Welfare and Planning interacting with the Assistant Minister of Education, Skills and Development, Hon. Moiserale Goya during the Shakawe School's Career Fair

The Ministry of Education and Skills Development (MoESD), through the Department of Teacher Training and Development (TTnD) invited relevant stakeholders and several other institutions to ascend to Shakawe Senior Secondary School to attend to a collective assignment thus 'Career Guidance.' MoESD embarked on this endeavour to effect positive change and engender hope in young learners who are aspiring for sound dreams in their lives.

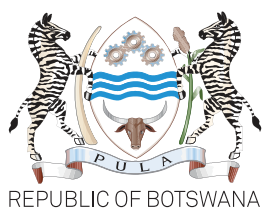
The career fair provided a forum for learners to interact and connect with organisations which offered enlightenment on career opportunities and guidance in Botswana and beyond. The impetus was to motivate learners and encourage them to study hard to prepare for a better future and to contribute meaningfully to the economy upon graduation.

Therefore, providing an opportunity for the learners, assist them in setting personal targets and values in preparation for available career opportunities in Botswana. The premise for selecting Shakawe village was mainly because Shakawe Senior Secondary School comparatively produced the poorest Botswana

General Certificate for Secondary Education (BGCSE) results in 2014 and was the least ranked. Therefore, the current learners needed utmost career guidance and motivation. The event was officially opened by the Assistant Minister of Education, Skills and Development, Hon. Moiserale Goya, who expressed his Ministry's unwavering commitment to uplifting the standard of education in Botswana and further improve the school's performance this year and beyond. Hon. Goya alluded to Government's priority areas which amongst others entail, Youth Unemployment, Education Financing, Poverty Eradication and the ceaseless fight against HIV and AIDS.

Hon. Goya implored learners not to only concentrate on white collar jobs, however, he encouraged them to consider the not so fully exploited area of Technical Vocational Education Training (TVET). The Hon. Assistant Minister further shared his Ministry's approach to creating career pathways for learners as envisioned in the Education and Training Sector Strategic Plan (ETSSP) with more emphasis on TVET which, is believed will solve the ever increasing graduate unemployment and skills mismatch.

Ideas, Products, Services and Partners (IPS&P) Conference, 2015 launched



MINISTRY OF
EDUCATION &
SKILLS DEVELOPMENT



On the 28th of July 2015, the Honourable Minister of Education and Skills Development Dr Unity Dow addressed a media briefing on the eve of the Ideas, Products, Services and Partners Conference 2015 at the University of Botswana. She shared the conference itinerary and urged the media to partner with the Ministry in creating maximum awareness about the event.

The Human Resource Development Council (HRDC) as an organisation tasked with planning the human resource needs of Botswana deemed it necessary to partner with the Ministry in providing a platform for the youth and entrepreneurs to showcase ideas that could help the MoESD to better service its stakeholders. HRDC was a platinum sponsor during this event.

Speaking during the Media Briefing Dr Dow indicated that “young people should be adequately skilled and educated to be able to transform our country”.

The first day, 29th July 2015 of the IPS&P was dubbed the Ideas Festival which was for the Youth to bring forth their ideas that will assist the MoESD to better serve its stakeholders.

The second day 30th July 2015 was the Products & Services Fair which was for budding and experienced entrepreneurs to showcase creative, innovative and novel products and services aimed at improving efficiency and effectiveness within the MoESD.

The last day, 31st July 2015 reserved for the Partners of the MoESD being Parastatal organisations, other Ministries, Schools, Institutions of Higher Learning and Embassies or High Commissions of other nations.

This first ever MoESD event of this nature presented an opportunity for the partners of the Ministry to dialogue and develop a framework for managing relationships and also pilot ideas that will propel the MoESD vision.

Botswana Student Network Youth Summit

On the 10th of July 2015, HRDC participated at the Botswana Student Network Youth Summit hosted at the University of Botswana, Business Auditorium.

The Human Resource Development Council (HRDC) through its newly established Student Welfare and Planning unit is responsible for promoting student retention and success in Learning Institutions through effective student affairs services. Therefore, this necessitated HRDC to engage on regularly basis with students and Institution's governing bodies in order to identify specific interventions along student success and achievement.

The objectives of this event were to identify gaps in the realisation of an educated and informed nation, create a platform for networking and interaction by students with relevant stakeholders in the education sector and also find solutions to challenges faced by the learner community. The Youth Summit provided a platform for the participants to discuss, debate and share ideas on improving the quality of education in Botswana and also suggest solutions to challenges experienced by learners. During the summit, there was an interactive speaker panel setup.



Mr. Lucky Kgosithebe, from Student Planning representing HRDC during the Botswana Student Network Youth Summit Panel discussions at the University of Botswana.

This platform gave learners an opportunity to voice out their opinions, share ideas and think collectively about specific issues of relevance. Additionally, this included the broader role of learners in enabling and promoting sustainable education development. During the panel discussion, Mr. Lucky Kgosithebe enlightened the students about the HRDC mandate and its functions. He also informed them about the new mandate of HRDC and what it entails. Botswana Student Network plans to host other summits in other parts of Botswana. Furthermore, recommendations from the summit will be outlined and included in the policy outcome documents within the education sector.

HRDC Partners with JCI to host the Youth Summit

The Human Resource Development Council (HRDC) partnered with Junior Chamber International (JCI) – Botswana to host the Botswana Youth Development Summit 2015 on the 17th September 2015 at the Pavillion Hall, Fairgrounds Holdings. HRDC strives to support initiatives geared towards encouraging each citizen to realise their potential, through an approach which balances the need and capability.

Therefore, HRDC saw the need for this partnership. The objectives of the Summit were to interrogate the youth economic participation and unemployment, youth education and skills development and finally available research platforms, monitoring and evaluation.

JCI is a worldwide community of young active citizens aged between 18 - 40 who share and believe that in order to create positive change, they must take collective action to improve themselves and the world around

them. Giving the keynote address Dr Patrick Molutsi, Acting Chief Executive Officer of HRDC applauded JCI Botswana for the great initiative of organising the event. He indicated that youth organisations such as the JCI are critical as they assist in inculcating the civic culture amongst the youth.

Dr Molutsi emphasised on the need for the youth to be self-driven with a sense of responsibility and accountability. "We talk of the global village but we don't live in it. Botswana Youth need to use the various platforms available for them such as the internet and social media to learn more about what is going on around the world and what other youths are engaged on elsewhere," said Dr Molutsi.

In conclusion, Dr Molutsi pointed out that HRDC is working along with the Ministry of Education and Skills Development (MoESD) to re-skill Botswana in Technical Vocational Education and Training (TVET).

HRDC attends the Jwaneng Community Career Fair



Mr Lucky Kgosithebe - from Student Planning giving a presentation

In line with HRDC's Strategic Objective 11, 'Continuously Support Stakeholder', The Marketing Communications and Stakeholder Relations together with the Department of Human Resource Planning (Supply) participated in the Jwaneng Community Junior Chambers Career Fair. The event took place on the 8th July 2015 at the Debswana Club Hall.

The purpose of this event was to provide the Junior Certificate and Out of School Youth and learners with career guidance education, motivation, coaching and share the current labour market information from HRDC Sector Committees.

This was done in an effort to prepare the students well on time to identify and pursue their career paths. The other organisations that participated in this event included Government departments, parastatals, private companies, small business owners and Non-Governmental Organisations (NGOs).

HRDC is responsible for ensuring that Botswana acquire quality education, skills development and

training throughout all levels of the human life cycle from childhood to lifelong learning.

The HRDC Council shall therefore continue to engage with students at all education levels and advance issues of student planning and welfare, labour market skills demand, workplace learning and any other pertinent issues deemed relevant to the empowerment of the youth in Botswana.



HRDC STATISTICAL BULLETIN

The Job Vacancy Database (JVD)

The Human Resource Development Council (HRDC) is using data from the Jobs Vacancy Database (JVD) to signal the nature and number jobs that are needed in the economy at a particular time.

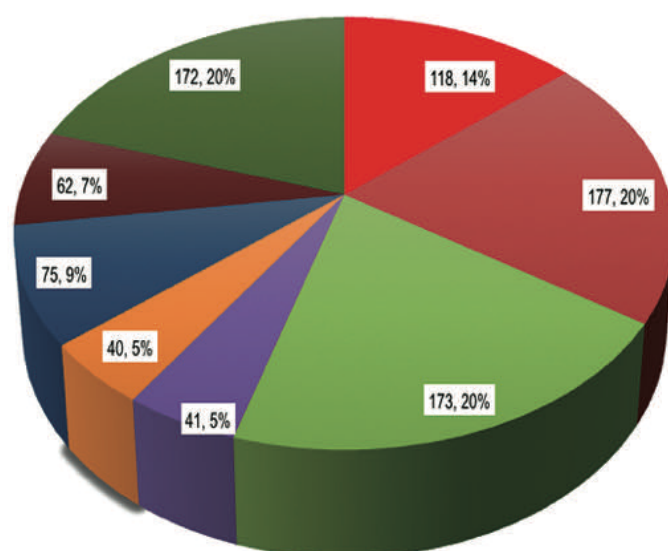
This is done through the compilation of job vacancies advertised in the local newspapers, thereby providing information on the most advertised occupations in the country. The JVD does not reflect the total number of jobs required in the labour market, it is however, most importantly it is used by Planning Departments in HRDC together with other tools to indicate most sought after jobs.

In September 2015, approximately 858 job openings were advertised. Permanent employment was the preferred type of employment among businesses, followed by contract, part time employment. Only two vacancies were available for people to work on temporary basis. Table one provides a summary of the type of job openings advertised in the labour market and their corresponding numbers during the month of September 2015.

Employment type	Number of Jobs ¹
Contracted	130
Part-time	37
Permanent	689
Temporary	2
	858

Table one: Advertised Positions (September 2015)

The information is then classified into nine fields of occupation in accordance with the Botswana Standard Classification of occupations. Figure two provides an overview of the number of skills demanded in various occupational fields for the month of September 2015.



- Legislators, administrators and Managers
- Professionals
- Technicians and Associate Professionals
- Clerks
- Service Workers and Shop & Market Sales Workers
- Skilled Agricultural and Related Workers
- Craft and Related Trade Workers
- Plant and Machine Operators & Assemblers
- Elementary Occupations

Figure two: Jobs in most demand (September 2015)

According to Figure two, there is a high demand for professionals, technicians & associate professionals as well as skilled and senior-level elementary occupations. Almost 40 percent of the positions require technical and professional skill while 34 percent accounts for management and elementary occupations.

¹ Number of job opportunities available in absolute values

HRDC participates at LEA's road show and Market Day in Lobatse

On the 18th September, 2015, the Human Resource Development Council (HRDC) participated in the Local Enterprise Authority (LEA) Road Show and Market Day Exhibition in Lobatse.

The objective of the event was to create a platform to facilitate linkages between Small Medium and Micro Enterprises (SMME) and other established business enterprises.

LEA's strategic intent is aimed at addressing most of the challenges facing entrepreneurship and SMME development in Botswana. The organisation also provides a number of entrepreneurial and SMME development interventions to entrepreneurs and enterprises which enroll for its services.

Among those interventions that LEA provides to its clients include; providing business development services, identifying business opportunities for existing & future SMMEs and promoting domestic and international linkages, especially between SMMEs and Government, large business entities and other SMMEs.



Mr Lucky Kgosithebe explaining the mandate of HRDC to stakeholders

HRDC's participation in this Roadshow was to reach out to the Lobatse Community and create maximum awareness about HRDC's mandate as a key player in the human resource development of Botswana.

The attendants were impressed by some of the services provided by the HRDC such as Workplace Learning and the Human Resource Development Fund (HRDF).

HRDC staff embarks on Team Building trip to Port Elizabeth

As part of team building exercise, the staff members of Human Resource Development Council (HRDC) and Botswana Qualification Authority (BQA) travelled to South Africa, Port Elizabeth from the 16th to the 21st July 2015. The HRDC and BQA are strategic partners, therefore this team building exercise was meant to improve both professional and social relations between the staff members of the two organisations.

This team building trip was a success as staff members interacted with each other and learned a lot about the current developments at each organisations and how these developments are affecting them as individual staff members. The leadership of the two organisations supported this team building exercise through financial sponsorship and branded wear.



HRDC and BQA staff members enjoying themselves at the beach in Port Elizabeth

Staff members appreciated this incredible support from the 'Employers of Choice'.

LEADING BOTSWANA'S HUMAN RESOURCE DEVELOPMENT AGENDA



HUMAN RESOURCE DEVELOPMENT COUNCIL (HRDC)

The Government of Botswana has through the approval of Human Resource Development Council Act No 17 of 2013 established the Human Resources Development Council (HRDC) that became operational on the 8th November 2013.

This therefore means the **Tertiary Education Council (T.E.C)** has ceased to exist and has been replaced by the Human Resource Development Council. The transition was assented to by the Minister of Education and Skills Development Order of the 8th November 2013 to commence the **Human Resource Development Council under Act No 17 of 2013**.

THE OBJECTIVES OF THE COUNCIL SHALL BE TO;

- a) Provide for policy advice on all matters of National Human Resource Development;
- b) Co-ordinate and promote the implementation of the National Human Resource Development Strategy;
- c) Prepare the National Human Resource Development Plans; and
- d) Plan and advise on Tertiary Education Financing and Work-place learning