

## THE MINISTER OF TERTIARY EDUCATION, RESEARCH, SCIENCE AND TECHNOLOGY (MoTE) PAYS COURTESY VISIT TO HRDC



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Dear Valued Reader

Welcome to the 11<sup>th</sup> issue of the HRDC Insight Newsletter. The mandate of the Human Resource Development Council (HRDC) represents a formidable undertaking. This mandate needs to be successfully executed in order to meaningfully contribute to the emergence of Botswana as a knowledge economy that realises prosperity for all and global competitiveness.

In this regard, HRDC Departments and Units continues to relentlessly work towards realisation of the mandate by undertaking strategic activities as scheduled in their business plans. Therefore, the HRDC Insight Newsletter could not be a better communication tool used by HRDC for sharing achievements and challenges with external stakeholders.

HRDC did bid farewell to some of the Board Members who served in the Council Board from April 2015 as their contracts were ending in June 2018. The new HRDC Board Members were appointed and inducted in July 2018 with an aim to equip them with knowledge that will assist them to discharge their duties meaningfully as they drive the mandate of HRDC.

HRDC continued to undertake its Corporate Social Responsibility (CSR) activities in fulfilment of the Adopt – A – School initiative. During the quarter, the Council attended Malatswae Primary School Victory Party to celebrate the good results attained during the Primary School Leaving Examination (PSLE). HRDC celebrated with PSLE 2017 graduates who are now at Secondary School by handing gifts to them in recognition of their academic excellence.

During the event, HRDC donated stationary and ICT related peripherals to the school to enhance the classroom-learning environment. It is worth noting that, over and above HRDC's efforts, staff as a close knitted family have also donated at personal level to support HRDC in the drive for Adopt-A-School initiative.

HRDC continued to implement its Stakeholder Engagement Plan by reaching out to stakeholders across the country. Some of the activities

undertook during this quarter include; Open Days and Business Breakfast Seminars, Exhibitions and Trade Shows, Workshops, targeted stakeholder meetings and many others.

As usual, in compiling this newsletter, we acknowledge stakeholders, contributors from different departments who played a role in putting this publication together. Since the HRDC Insight is published quarterly, I implore readers to take advantage of this publication and provide HRDC with feedback (positive and negative) on our service rendering to enable us to serve stakeholders better. We welcome your opinions, suggestions and comments.

Send us your input at: [marketingcomms@hrdc.org.bw](mailto:marketingcomms@hrdc.org.bw). For more information on HRDC's products, services, news, upcoming events, tenders and vacancies, kindly visit our website at [www.hrdc.org.bw](http://www.hrdc.org.bw).

The Board, Executive Management and Staff of HRDC wish you a Prosperous 2019.

Happy reading.

*Faith Tuelo*



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## THE MINISTER OF TERTIARY EDUCATION, RESEARCH, SCIENCE AND TECHNOLOGY (MoTE) HONOURABLE MAGANG NGAKA NGAKA PAYS COURTESY VISIT TO HRDC

In an effort to appreciate the mandate of the Human Resource Development Council (HRDC), the Minister of Tertiary Education, Research, Science and Technology (MoTE), Honourable Magang Ngaka Ngaka paid a courtesy visit to the Council on 9<sup>th</sup> October 2018. The Minister's visit also entailed sharing his vision and working relationship with the council.

"It has always been the Honourable Minister's wish to meet the Staff of the Human Resource Development Council (HRDC) after his appointment in April 2018 but unfortunately due to other official commitments this could not be possible." said Dr Raphael Dingalo, Chief Executive Officer of HRDC in welcoming the Minister to the meet and greet session.

Dr Dingalo further went on to share the mandate of the organisation which involves Human Resource Development Planning – Demand; Human Resource Development Planning – Supply; 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. Furthermore, he provided a brief update on the major initiatives that HRDC is currently spearheading such as the Labour Market Observatory (LMO), Labour Market Information Management System (LMIS). Dr Dingalo indicated that the HRDC Board had approved the National Human Development Plan (NHRDP) and is due to be presented to Cabinet.



Honourable Minister Mr Magang Ngaka Ngaka (Minister of MoTE) being welcomed by Dr Raphael Dingalo (CEO -HRDC), Mr Meshack Tafa (COO- HRDC) and Ms Masego Mokubung (Manager- Statistics and Observatories).

In his remarks, the Honourable Minister Magang Ngaka Ngaka reiterated that he had wished to meet the HRDC Staff earlier. He also said that he was appointed the Minister of Tertiary Education, Research, Science and Technology (MoTE) on the 4th April 2018 and his experience is in Electrical and Economics, therefore, he has the skills and expertise to trouble shoot systems and programmes in the process of uplifting HRDC to achieve its mandate.

"HRDC is the driver for innovation and transforming our country from a natural resource based to a knowledge based economy as such your role is crucial to guide and implement reforms that will eventually transform Botswana", emphasised Honourable Minister.

He also highlighted that he will continue to engage with HRDC and indicated that his office is always open to facilitate the work of HRDC.

In conclusion, the Chief Operations Officer (COO) of HRDC, Mr Meshack Tafa thanked the Minister for the visit and stated that HRDC will continue to dialogue with the Ministry of Tertiary Education, Research, Science and Technology (MoTE) on how to enhance initiatives and programmes intended to drive the National Human Resource Development Strategy (NHRDS). Other Staff members who remarked during the meeting highlighted that for HRDC to achieve its mandate, it needs to be adequately resourced in terms of human resource and financial support.



HRDC Staff listening to Honourable Minister Magang Ngaka Ngaka's presentation.

## CHIEF EXECUTIVE OFFICER'S (CEO) CORNER



Dr Raphael Dingalo (CEO- HRDC)

### **Transformation from the Mid-Income to High Income Status**

Vision 2036 seeks to transform Botswana from a mid-income to a high-income country by the Year 2036. The country finds itself trapped in the Middle-Income status, attained in the 1990's before many African countries could achieve the feat. "The transition to high-income status requires us to introspect and be bold in charting our way forward. We need to put in place conditions that will allow dynamic transformation" (Vision 2036, p11).

The transformation to high-income status will be anchored on the transition from a resource to a knowledge-based economy. According to the World Bank, 'knowledge economies' are defined by institutional structures that provide incentives for entrepreneurship and the use of knowledge; skilled labour availability and good education systems; ICT infrastructure and access; and finally, a vibrant innovation landscape that includes academia, the private sector and civil society.

Botswana has laid out plans for transformation to a knowledge economy, i.e. in providing for good education systems, the country has developed the Education and Training Sector Strategic Plan (ETSSP), and is also finalising the National Human Resource Development Plan. On ICT infrastructure, Botswana Communications Regulatory Authority (BOCRA) and Botswana Fibre Network (BofINET) have since been established to champion same ICT infrastructure and access.

On the innovation landscape, the Botswana Innovation Hub (BIH), Botswana Institute for Technology, Research and Innovation (BITRI), Botswana International University of Science and Technology (BIUST), etc. have been set up to champion the transformation. All these should be looked at within the context and the centrality of their contribution to the high-income status.

*The transformation to a high-income status entails accurately putting together pieces of a jigsaw puzzle, namely Infrastructure, Doing Business and Competitiveness, Human Capital, ICT Infrastructure and access, etc.*

Infrastructural development alone without the complement of Doing Business and Competitiveness support will not produce the desired results, nor will Infrastructural Development and Infrastructure lead to the desired results without the backing and support of thriving Human Capital.

Whilst human capital, driven by knowledge is key in raising the returns on investment, by stimulating more efficient methods of production organisation and as well stimulating new and improved products and services, human capital alone without the intrinsic support of others will not lead to the desired outcome of transformation from mid-income to high-income. ICT comes in as a bedrock and foundation as the world transits to the 4<sup>th</sup> Industrial Revolution.

We must therefore, as a matter of urgency take deliberate steps to overhaul the current economic growth model as highlighted in Vision 2036. The economic growth model is not in harmony with the radical economic transformation intended in Vision 2036. The growth model served the country well against adverse effects of the global economic downturn. Despite the stability, and modest growth, the model comes with a baggage, i.e. high unemployment rate especially amongst the youth, low productivity, unsustainably

high public spending, etc.

There is however optimism, with His Excellency the President Dr MEK Masisi taking the button against the backdrop of a relatively strong performance in a number of areas. The Country has maintained high overall rankings in Africa i.e. 3<sup>rd</sup> in sub-Saharan Africa on the UNDP Human Development Index, 3<sup>rd</sup> overall out of 54 African countries, in the 2017 Ibrahim Index of African Governance (IIAG) with a score of 72.7 etc. Furthermore Botswana has experienced the doubling of per capita gross national income to US\$ 7 058 in 2014.

HE the President Dr MEK Masisi is on a renewed path to attract Foreign Direct Investment, pushing to the limit the reform agenda aimed at facilitating and motivating investors' passion into doing business in Botswana. HE the President attended the World Investment Forum 2018 hosted by United Nations Conference on Trade and Development, seeking to promote Botswana as an investment destination.

Whilst in Geneva, HE Dr MEK Masisi met with the Secretary General of WIPO, as well with the Geneva Chamber of Commerce. He also held meetings with Mr Michael Reybier, owner of La Reserve Hotel to discuss among others, interest of the Reybier Group in the hospitality business in Botswana. The President also attended the Botswana Tourism, Investment and Cultural night, once more sending a clear message that attracting FDI remains one of his key priorities. This drive by HE will positively "grow Botswana's population" as empirical evidence tells us that the population size is a key determinant of FDI inflows.

Marija Petrović-Randelović, Vesna Janković-Milić, Ivana Kostadinović of the University of Niš, Faculty of Economics, Serbia undertook studies to examine the impact of foreign direct investment inflows in the Western Balkans countries in the period 2007-2015. Their results show that the highest relative impact on the foreign direct investment

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inflows was recorded for variable population size (beta coefficient is 0.569); whereas, statistically significant impact on the foreign direct investment inflows was recorded for market size and market growth (significance <0,001 and <0,015, respectively). These studies tell us that with a population of a little over 2 million, Botswana finds itself at crossroads, in a bid to attract FDI inflows.

But it is not all doom and gloom because other Countries with the population size less than, equal to and slightly more than Botswana have done it. The fundamental is to learn how they achieved the feat and adapt to our circumstances. This is not in any way suggestive that we should swallow the 'hook, line and sinker' in our learning journey.

In our learning journey, Journalist and author Daniel Brook, tells us that "96 percent of Dubai's population is 'foreign born', Dubai makes even New York City's diversity — 37 percent of New Yorkers are immigrants — seem mundane. As a pair of American observers put it, Dubai is a city where "everyone and everything in it — its luxuries, laborers, architects, accents, even its aspirations — was flown in from someplace else."

Daniel Brook characterises the growth as orchestrated in the following manner: "that in 1974, Sheikh Rashid tasked the young Mohammed with overseeing the growth of Dubai International Airport. In the 1980s, Mohammed tapped British Airways veteran Maurice Flanagan to launch Emirates airline, which would become an archetype of the Dubai model: A state-owned company managed by Western experts that would thrive in open international competition".

He goes on: "By 1990, Emirates was flying to major hubs like London, Frankfurt and Singapore, taking advantage of the fact that most of the world's population lives within a reasonable flying time of the city-state. As Emirates grew, it became a kind of octopus, grabbing ever more far-flung parts of the world and drawing them to Dubai. Lured

by the prospect of tax-free salaries, some of the international businessmen who visited, stayed". "In 2002, Mohammed issued a land reform decree allowing foreigners to own real estate in Dubai — a first in any Gulf state. Before the reforms, Dubai had no real estate market. Land was given out under a quasi-feudal system; all land was held by the sheikhs or by favored Emirati friends upon whom the sheikhs had bestowed parcels. Everyone else — including every foreigner — was a renter. With the 2002 reform, anyone could buy a home in Dubai".

We can thus draw a no of lessons to assist us in our endeavour to drive towards high-income. The first lesson is that population increase can be attained by bringing in the 'foreign born' as 96% of Dubai population is the 'foreign born'. Through radical mind-set transformation, we need to acknowledge this reality which would in turn assist us in meeting the challenges associated with population size (the highest relative impact on the foreign direct investment inflows was recorded for variable population size (beta coefficient is 0.569).

Attracting FDI means Investors should be able to land in the country with relative ease, hence the necessity to introduce 'Emirates Airline' equivalent. As a priority, we need to, significantly revamp our air-transportation, both the Airline and the Airport. We could take a leaf from the Dubai model: "A state-owned company managed by Western experts that would thrive in open international competition".

This model of outsourcing the National Airline and building of the Iconic 'International Airport', (a design that is 'ground breaking' and one that sets new standards) will ensure that the Country reduces the unsustainably high public spending. The said Iconic International Airport will furthermore critically power one of the key priority areas for growing the economy, being the Tourism Sector.

The other lesson is that we should reform

our tax system. As highlighted, in the Dubai experience, their 'foreign born' were lured by the prospect of tax-free salaries. The need for Land Reform is also one of the critical lessons to learn, as land pushes estate development, including the drive for Mega and outstanding iconic structures. Notwithstanding, we have had tax reforms as well as land reforms, but the impact of such in the transformation agenda to high income status has not paid much dividends. There is therefore need for radical approaches on the said, beyond what currently obtains. All entities, Public, Parastatals, the Private Sector etc. must see themselves as a part of the greater jigsaw puzzle.

HRDC's contribution amongst others in this jigsaw puzzle, is through the development and operationalisation of National Labour Market Observatory and Information Management System that will be a one-stop-shop for employment/unemployment trends, rate of skill-job vacancy mismatches, educational attainment, as well as sector-employment-intensity, among others, to facilitate both local and foreign investors to determine availability of relevant skills. HRDC is also working with Local institutions and Industry to develop market responsive and internationally competitive programmes.

In conclusion, the views expressed in the Vision 2036 Preamble says it all: "We must take deliberate steps to overhaul the current economic growth model, moving away from resource-driven growth, to growth based on high productivity, innovation and competitiveness". Business as usual is no longer an option.

## 'BON VOYAGE' OUTGOING BOARD MEMBERS



Mr Batho Molomo, out-going Board Chairperson being presented with a token of appreciation from Ms Masingoaneng Ramodimoosi (HRDC Board Secretary).

"A journey of a thousand miles begins with a single step" ,said Dr Raphael Dingalo, Chief Executive Officer (CEO) of the Human Resource Development Council at the Farewell dinner for the outgoing Board Members. The private dinner was held on Thursday, 27<sup>th</sup> June 2018 at Bai Sheng Restaurant at the Grand Palm Hotel.

Dr Dingalo further applauded the former Board Members for laying the foundation for the Organisation. He highlighted that HRDC has identified key projects that will drive Botswana's economy to a knowledge based society such as the development of the National Human Resource Development Plan (NHRDP). "You eat an elephant by chewing it in small chunks. The mandate of the organisation is broad but each function contributes to its achievement", posited Dr Dingalo.

As part of the HRDC Act of 2013, the organisation is expected to have a Board that is appointed by the Minister of Tertiary Education, Research, Science and Technology (MoTE). The HRDC Board was appointed in 2015 following the end of term of the previous Board. The role of the Board is broadly to advise, formulate policies and make strategic decisions for

the organisation.

In his remarks, the outgoing Chairperson of the Board, Mr Batho Molomo indicated that it has been an honour to serve as the Chairperson of the HRDC Board. He pointed out that upon its appointment, the Board found the organisation undergoing transition and this was a challenge that required solutions that could assist HRDC in advancing the human capital development agenda on behalf of the Government of Botswana.

"I am very proud to have served in the HRDC Board which was diversified, very sharp on addressing issues and did not want to simply put a rubber stamp on matters brought before it. I wish to also applaud my Deputy Chairperson, Ms Moggie Mbaakanyi for her humility, strength and an amazing character. She was indeed the 'Mother of the House'. As you may be aware, Mrs Mbaakanyi used to be an Assistant Minister in the Ministry of

Education then and she chose to deputise someone who used to report to her then in the Public Sector", jovially said Mr Molomo. Presenting the vote of thanks, Ms Moggie Mbaakanyi applauded the leadership of Mr

Batho C. Molomo for bringing everyone together and working together as a team. "I wish you well in your new role Mr Molomo and I know you will continue to serve with dedication in your national duty. I am proud to have served in this Board too. It has been quite an exciting and humbling experience. HRDC Staff has been supportive and professional. I am proud of the work we have accomplished as a team. I further applaud the guidance of the Board Secretary Mrs Masingoaneng Ramodimoosi. May GOD bless you all", concluded Ms Mbaakanyi.



Ms Moggie Mbaakanyi (the then HRDC Board Vice Chairperson) giving the vote of thanks at the Dinner.

The out-going Board consisted of the following:

- Mr Batho Molomo (Chairperson),
- Ms Moggie Mbaakanyi (Vice Chairperson)

Including other Board Members, namely:

- Dr Thapelo Matsheka,
- Ms Kebosweditse Ntebela,
- Mr Kelapile Ndobana,
- Ms Seilaneng Godisang,
- Dr Grace G. Kgake-Tabengwa,
- Ms Ruth Maphorisa,
- Ms Serty Leburu,
- Ms Michelle Adelman,
- Ms Hellen C. Chilisa,
- Mr Labane E. Mokgosi,
- Ms Dorcas Phirie,
- Mr Sebetlela Sebetlela

## THE NEW HRDC BOARD MEMBERS SINCE JULY 2018



Ms Moggie Mbaakanyi  
HRDC Board Chairperson



Mr Moatswi Sekonopo  
HRDC Board Vice Chairperson



Dr Thapelo Matsheka  
HRDC Board Member



Dr Grace G. Kgakge-Tabengwa  
HRDC Board Member



Ms Seilaneng Godisang  
HRDC Board Member



Ms Kebosweditse Ntebela  
HRDC Board Member



Ms Helen Chilisa  
HRDC Board Member



Ms Ruth Mandu Mphathi  
HRDC Board Member



Ms Tebogo Bagopi  
HRDC Board Member



Mr Lesego Harold Pule  
HRDC Board Member



Mr Kavis Kario  
HRDC Board Member



Mr Kelapile Ndobano  
HRDC Board Member



Dr Raphael Dingalo  
HRDC Board Member (Ex-Officio)

## COMMUNITY ENGAGEMENT ACTIVITIES HELD IN LETLHAKANE AND FRANCISTOWN DURING BREAKFAST SEMINARS AND OPEN DAYS



Dr Raphael Dingalo (CEO-HRDC) welcoming Stakeholders at the business breakfast seminar in Letlhakane

In an effort to continuously inform, educate and communicate with its diverse stakeholders and clients, the Human Resource Development Council (HRDC) held Breakfast Seminars and Open Days in Letlhakane and Francistown on the 3<sup>rd</sup> August and 7<sup>th</sup> September 2018 respectively. This initiative is premised on the notion that nowadays organisations need to think bigger than delivering stakeholder value and pay attention to the imperatives that really matter. Therefore, HRDC endures to consider its impact on its customers and stakeholders as it implements its mandate of developing the Country's human capital agenda.

When addressing stakeholders during the Francistown Breakfast Seminar, HRDC Chief Operations Officer (COO), Mr Meshack Tafa emphasised that the main objective of the Breakfast Seminars and Open Days is to take HRDC services to the people. He further added that these activities serve as a platform that facilitates interaction among stakeholders thereby enabling HRDC to get their views on effective ways of transforming Botswana from a

mineral resource to a human resource based economy. Mr. Tafa indicated that, "The world has changed, vocational skills are in demand. This therefore calls for prioritisation of vocational education in the curricula. Our education system is destined to change and prioritise vocational training as that will assist in creating employment. It will enable graduates to start their own businesses and ultimately employ other graduates".

The attendees of the workshops included Levy Payers; Education and Training Providers and Teachers from the local Junior and Senior Secondary Schools within and around Letlhakane and Francistown. All HRDC core departments had the opportunity to present on their respective functions and responsibilities during the breakfast seminars. The various departments present were the Human Resource Development Planning (Demand); Human Resource Development Planning (Supply); Funding; Statistics, Research Development and Innovation (SRDI). The presentation delivered by Ms. Unomsa Dick, Fund Assessor, on the

training levy drew a lot of interest. Ms. Dick explained that a company that accumulates an annual turnover of one million pula automatically qualifies to benefit from the training levy. This means that they can train their employees and qualify to be reimbursed a maximum claimable amount which is determined by how much they contributed at BURS. She encouraged the levy payers to utilise the fund especially that the turnaround time for reimbursement has reduced from six (6) months to four (4) weeks.

During the feedback session, the attendees appreciated the effort by HRDC to engage stakeholders and the public on the services and programmes offered especially to far - flung areas such as Letlhakane and its surrounding villages. The attendance for both Breakfast Seminars and Open Days was a resounding success. In closing, Mr Tafa assured the participants that the initiative will be rolled out to other areas. Villages that have hosted the Breakfast Seminars and Open Days in the past are Palapye, Maun and Ghanzi.



Ms Mpho Mogalakwe (Sector Analyst-HRDC) presenting on the mandate of Department of HRDP Demand during the business breakfast seminar in Francistown

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## Breakfast Seminars and Open Days in pictures



Ms Unomsa Dick ( Fund Assessor-HRDC) presenting on the mandate of Department of Funding during the business breakfast seminar in Francistown



Ms Thato Bolokwe (Sector Analyst-HRDC) presenting about the mandate of HRDP demand during Letlhakane breakfast seminar



Participants at the Letlhakane breakfast seminar listening attentively to various presentations conducted by HRDC Staff



Ms Kamogelo Moahi (Fund Officer-HRDC) assisting Stakeholders during Letlhakane Open Day



Ms Keitumetse Koboyatau (Fund Officer-HRDC) assisting customers during Francistown Open Day



HRDC Staff attending to stakeholders and customers during Letlhakane Open Day

## BOARD INDUCTION: A TOOL TO ENHANCE EFFECTIVENESS IN THE BOARDROOM



Mr Ralph Maganu ( Director, Coporate Services-HRDC) presenting on the function of his department. Dr Raphael Dingalo and Ms Moggie Mbaakanyi referring to some reading material.

In a bid to enhance Board Member effectiveness in the Boardroom, the Human Resource Development Council (HRDC) saw it fit to induct its new Board Members. The event was held at Cresta Marang Hotel, Francistown from the 31<sup>st</sup> July to the 2<sup>nd</sup> August 2018.

Welcoming new Board Members and HRDC Executive Management, Mrs Moggie Mbaakanyi, the new HRDC Board Chairperson enthusiastically said, "This workshop is critical, it is an imperative these days for new Board Members to get an effective induction as this equips them with the knowledge and understanding of their role and how the Council works. A good orientation is also critical in helping Honourable Board Members to feel a strong engagement with HRDC's mission and purpose and this exercise will go a long way in building good working relationships with me as the Board Chairperson, fellow Board Members and the Chief Executive Officer (CEO) of HRDC. In a nutshell, Board Induction is a tool

that enhances effectiveness of corporate governance."

The objectives of the Induction Workshop for new Board Members was for them to appreciate the mandate, functions, policies and programmes relevant to Human Resource Development. During the three-day workshop, HRDC Departmental Directors and Heads of Units presented on their functions, achievements and challenges to the Board Members for appreciation and further guidance on how issues should be handled towards realisation of the Council's mandate. After gaining first-hand understanding of the organisation's services, the Board Members were also issued with induction packs for ease of reference. The induction pack among others included the HRDC Act, Strategic Plan (2016 – 2021), Code of Conduct, Board Charter, Delegation Matrix, Annual Reports, Declaration of Conflict of Interest Form, Annual Board Meeting Schedule and minutes of recent board meetings. Good induction helps

in shaping boards because an engaged and knowledgeable Board Member who understands the organisation's services and identifies with their purpose and vision will be a more effective Board Member and a great ambassador for the organisation.

In closing the workshop, Mrs Moggie Mbaakanyi said, "You will agree with me that following the new Board Member appointments, it was imperative for HRDC to conduct this exercise. The sooner we embarked on this exercise the better and I am happy that this more structured approach has worked. My fellow Board Members have immensely contributed during presentations and I believe this has made them feel welcome, well supported and aware of their responsibilities and more essentially on HRDC mandate and objectives".



Board Members and Executive Management listening to the presentations and discussions.

## HRDC HOSTS THE RESEARCH AND INNOVATION OPEN DAY



Dr Raphael Dingalo (CEO-HRDC) presenting the welcome remarks at the Research and Innovation Open Day

*Research plays a critical role in structuring successful businesses. Researchers provide practical solutions to the problems. Advancement of technology and innovation has given businesses the competitive edge to solve problems and this has become more crucial that organisations base their decision-making on thorough research output.*

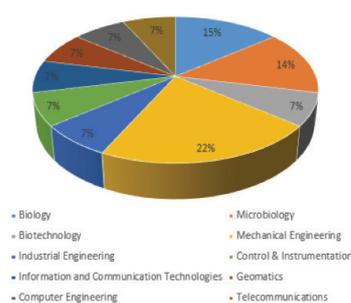
In 2017, the Human Resource Development Council (HRDC) came up with the Research and Innovation Grant Project to improve the competitiveness of Botswana’s research industry, industry-tertiary education linkages and generate the knowledge needed to transform from a resource-intensive to a knowledge based economy. The project was spearheaded by the Department of Statistics, Research Development and Innovation (DSRDI).

The Project began by publishing a Call for Proposals from interested researchers in November 2016. HRDC received 41 proposals. HRDC then entered into an agreement with the Botswana Innovation Hub (BIH) to evaluate, shortlist and select the successful research proposals. Out of 41 proposals, 14 were selected and qualified to receive the P50, 000 Grant each.

The theme for the 2016/17 HRDC Research & Innovation Grant Project was ‘Promoting the Uptake and Utilisation of Research

Outputs for Industrial Development’. The 14 successful proposals covered 10 different and unique disciplines (See figure below) with a focus on applied research projects. These are projects with the potential to yield tangible products and/or usable services for commercialisation. It is critical to drive the envisaged knowledge-based economy by promoting linkages between the industry and tertiary education institutions.

Figure 1: Project Disciplines



It is against this background that HRDC held a Research and Innovation Open

Day on the 13<sup>th</sup> August 2018 to showcase research projects that have been funded by HRDC through the Research Grant Project. The Open Day presented a platform to discuss, share ideas and specifically form partnerships between the industry and awarded Grant Projects with prospects of upscaling the projects.

The objective of this initiative was to sensitise and share all the HRDC Research & Innovation Grant Project recipients’ findings. It further provided the grantees with a platform to engage with key stakeholders, market their projects, respond to queries and refine their projects going forward. Many of the projects have the potential to solve various societal problems and improve the efficiency in completing particular activities in addition to simply providing new knowledge in various disciplines.

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With many of these projects unknown to the public, HRDC found it fit that In 2017, the Human Resource Development Council (HRDC) came up with the Research and Innovation Grant Project to improve the competitiveness of Botswana's research industry, industry-tertiary education linkages and generate the knowledge needed to transform from a resource-intensive to a knowledge based economy. The project was spearheaded

by the Department of Statistics, Research Development and Innovation (DSRDI). With many of these projects unknown to the public, HRDC found it fit that these projects be shared with both key stakeholders and the public who are often the end-users of the products and/or services consequent of the research and innovation undertaken during the Grant Project.

The paths to commercialising research in Botswana are limited and with the HRDC R&I Grant Project, it is aspired that more outputs will come of local research that can make a difference towards addressing everyday societal problems.



Prof Clever Ketlogetswe (HRDC Grant Project Mentor) sharing the successes and challenges of the Grant Project with the guests



Mr Kabo Wale (HRDC Grant Project Researcher) explaining his project to invited dignitaries



Invited Stakeholders listening to the presentations



Some of the invited guests listening to the presentations

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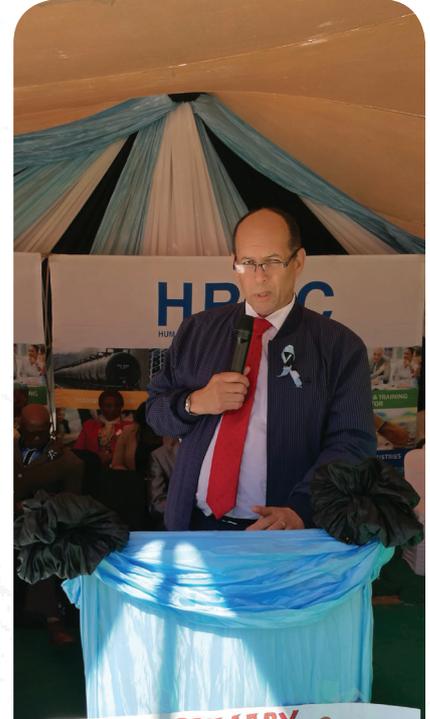
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**Table One: List of Projects & Affiliated Institutions**

	Researcher/s	Institute	Research Title
1	Dr. Baghali G Mathapa	Botswana University of Agriculture & Natural Resources (BUAN)	Exploring Local Seed Oils For The Development Of Microencapsulating Materials
2	Melusi Nyoni, Vincent Akormedie, Prof. Motsamai	University of Botswana (UB)	Design, Manufacture and Testing of a Lablab Bailer Machine
3	Prof. Rapelang Marumo	University of Botswana (UB)	Commercialisation Of Morula Processing Plant
4	Shaun K. Daniel; Keineetse Motlhanka	Limkokwing University of Creative Technology (LUCT) & University of Botswana (UB)	Design and Development of a 3D Printing Fused Deposition Modelling (FDM) Unit
5	Botlhe Phutologo; Lillian Okui	University of Botswana (UB)	UAVs for Geospatial Data Collection in Botswana
6	Taolo Tlale	Botswana International University of Science & Technology (BIUST)	Real Time Integrated Farm Monitoring System Using the Internet of Things in Botswana
7	Dr. Lemme Kebaabetswe; Dr. Cosmas Muiva	Botswana International University of Science & Technology (BIUST)	Synthesis Of Doped Silver, Zinc And Titanium Oxide Nanostructures And Their Antibacterial Activity And Effects On Lung, Breast And Colon Cancer Cells (Cell Lines).
8	Kabo Wale	University of Botswana (UB)	Biosynthesis of Silver and Gold Nanoparticles with Potent Microbial Activity Using Lactic Acid Bacteria for Industrial Application
9	Dr. David Nkwe; Dr. Florence Nareetsile; Dr. Daphne Mapolelo; Dr. Melvin Leteane	Botswana International University of Science & Technology (BIUST) & University of Botswana (UB)	Transition Metal Complexes as Anti-Cancer and Anti-HIV Agents
10	Daniel Loeto	University of Botswana(UB)	Development of Probiotic Strains from Traditionally Fermented Foods of Botswana with Possible Industrial Applications
11	Gorata Molamoganyi, Dr. Adamu Murtala Zungeru, Dr. Mmoloki Mangwala	Botswana International University of Science & Technology (BIUST)	Availability and Security issues in Healthcare Cloud Computing
12	Masego Dode; Prof. Cecil Patrick	Botswana University of Agriculture & Natural Resources (BUAN)	Design and Testing of a Manual Sweet Sorghum Juice Extractor
13	Resego Rabalone; Gibson Chengetanai; Kagiso Motshidisi	Botswana Accountancy College (BAC) & University of Botswana (UB)	Evaluation Of The Current Status Of Records Management/ERP Systems In Tertiary Institutions In Botswana
14	Onkgopotse Busanang; Leungo Golebetswe; Douglas Phutego	University of Botswana (UB)	Production of Bandages Using Bleached Cotton Yarn



Some of the HRDC Staff Members who attended the OAA Study networking session hosted by HRDC (L-R: Mr Karabo Segaeetsho, Ms Oarabile Motingwa, Ms Kamogelo Moahi and Ms Batsalelwang Tladi)



**MALATSWAE PRIMARY SCHOOL**  
**2017 PSLE VICTORY PARTY**  
THEME:  
**BREAKING EDUCATIONAL BARRIERS**

Minister of Environment, Wildlife and Tourism and Area MP for Serowe West - Honourable Tshekedi Khama giving the keynote address during Malatswae Primary School prize giving victory ceremony



Mr Meshack Tafa (COO-HRDC) and Mr Lesiga Phillip Segola (Chairperson of the Creative Industries Sector HRD Committee) listening to presentations during the CAPA Project hand over ceremony



Dr Ellah Matshediso (Director Department of HRDP - Supply) directing proceedings at a Dinner organised for outgoing HRDC Board Members



Mr Oaitse Ganelang (HRDC Athletics Team Member) at the starting line of the Comrades Marathon 2018



Mr Kelesitse Maikaelelo (Workplace Planner- HRDC) presenting on work skills plans to Levy Payers workshop in Gaborone



Dr Raphael Dingalo (CEO-HRDC) handing over stationery to Ms Johanna Kgopo (School Head- Malatswae Primary School) and Ms Lingani Akujalo - Stephen ( Principal Economist)



Dr Fernando Siamisang (Director, Department of HRDP - Demand) giving an overview of the CAPA Project



HRDC Staff Members listening attentively during the Honourable Minister Magang Ngaka Ngaka's courtesy visit to HRDC



HRDC Athletics Team showcasing their medals after scooping second position under the Corporate Challenge category at the Airport Junction 10k and 5k Run

## HRDC SCOOPS 2<sup>nd</sup> PRIZE AT THE CONSUMER FAIR 2018



Ms Topo Rabasima ( Communications Officer-HRDC) accepting an award for HRDC at the Consumer Fair award Ceremony from Fairground Holdings Board Member

*Human Resource Development Council scooped Second Prize under the category of Parastatals at the 13<sup>th</sup> Edition of Botswana Consumer Fair that started on 27<sup>th</sup> August and ended on 2<sup>nd</sup> September 2018.*

The Botswana Consumer Fair is an annual trade fair that provides a platform for local and international organisations, businesses and individual stakeholders to display their products and services to clients.

HRDC took part in the event to advance its consumer education mandate with the aim to enhance public knowledge, awareness and understanding of the

human capital development landscape in Botswana. Through its myriad stakeholders, HRDC generates a lot of stakeholder interest who benefit from services offered by the Council. HRDC uses forums such as Botswana Consumer Fair to appreciate and network with stakeholders, seek feedback and get to appreciate this feedback and utilise it to improve service delivery.

Based on the 60 000-visitor attendance registered during the 2017 Consumer Fair, the Fair is inarguably Botswana's most visited exhibition.



Ms Kabo Bakwena ( Research Analyst-HRDC) welcoming Dignitaries during the tour of stalls at the official opening of the Consumer Fair



Ms Linda Jonas (L-Support Assistant-HRDC) and Ms Lulu Ngakane ( R-Fund Officer-HRDC) attending to a stakeholder

## HRDC TO HOST THE FIRST NATIONAL HUMAN RESOURCE DEVELOPMENT (NHRD) CONFERENCE IN MAY 2019

The Human Resource Development Council (HRDC) Botswana will host the National Human Resource Development Conference (NHRD Conference) on the 22<sup>nd</sup> - 23<sup>rd</sup> May 2019 in Gaborone, Botswana at the Gaborone International Conference Centre (GICC). The theme of the Conference is 'Competitive Human Resource- A leading driver for the economy in the 21st Century'. The Conference will be undertaken in collaboration with various stakeholders and a call of abstracts for papers to be presented during the NHRD Conference was issued internationally. The abstracts will address pertinent issues aligned to the Conference Theme and sub - themes.

The objectives of the NHRD Conference are to provide a platform for information sharing between Human Resource

Development (HRD) stakeholders on best practices and innovations for transformation to a knowledge economy and to present an opportunity for trainers, educators, learners, employers, public and private establishments to display their products and services in human resource development.

In line with the national human resource development planning, papers and presentations will aim at addressing the following sub-themes; Relevant Education and Skills for Employability, Entrepreneurship, and Sustainable Financing for Human Resource Development

The Relevant Education and Skills for Employability and Entrepreneurship sub - theme will address issues relating

to labour market demand and supply, entrepreneurship development and employment creation and research and innovation for economic diversification. The Sustainable Financing for National Human Resource Development sub - theme will address issues relating to innovative higher education funding models for Africa, Cost-Benefit Analysis for educational policy in developing countries and Technical and Vocational Education and Training (TVET) improved financing and accessibility.

Targeted audience and participants for the NHRD Conference include; research luminaries, learners, publishers, employers and many other stakeholders within the research landscape.



Dr Gape Kalayakgosi the then Chairperson of Botswana Association of Private Tertiary Education Providers (BAPTEP) giving a presentation during the Inaugural National Human Resource Development Conference 2018

## GHANZI AGRICULTURE SHOW IMPACTS POSITIVELY ON THE SECTOR



His Excellency the President of The Republic of Botswana Dr Mokgweetsi E. K. Masisi delivering the keynote address at the Official Opening of the Ghanzi Agric. Show.

Annually, the Human Resource Development Council (HRDC) participates at the Ghanzi Agriculture Show. As an effective Ghanzi Region stakeholder engagement platform, it has necessitated HRDC to spread its wings and take the services to the stakeholders among them being farmers, business entities as well as the public. The Show was held from the 3<sup>rd</sup> – 7<sup>th</sup> July, 2018 in Ghanzi under the theme, ‘Sustainable Economic Diversification Beyond 50 Years Through Green Technology.’

During the show, HRDC informed

stakeholders about its strategic initiatives, functions and its mandate. Some of the HRDC’s strategic initiatives that stakeholders were more interested in included; the Human Resource Development Fund (HRDF), Workplace Learning, Agriculture Sector Plan and the Top Occupations in demand. The Ghanzi region is popular for its farming activities especially on cattle breeding and rearing for commercial use. In this case, this Show presented an opportunity for HRDC to engage with both Commercial Farmers who the majority are Levy – Payers as well as Small Micro- Medium Enterprise (SMME) Farmers on how they can utilise the HRDF to upskill their employees, which in return will help and grow their businesses.

The Ghanzi Agriculture show was officially opened on the 5<sup>th</sup> July, 2018 by the President of the Republic of Botswana, His Excellency Dr Mokgweetsi Eric Keabetswe Masisi. During his address, His Excellency affirmed his confidence on Agriculture as one of the key sectors that will lead the transformation of Botswana’s economy. “It is abundantly clear to all; Agriculture remains a key priority for the Government of Botswana, signified by continuous stakeholder consultations

on a variety of issues spearheaded by the Ministry of Agricultural Development and Food Security. I am aware that an Agricultural Pitso was held in Ghanzi from 6<sup>th</sup> - 8<sup>th</sup> June, 2018, an event that brought together farmers and other stakeholders from all over Botswana to exchange information on developments and opportunities in the sector including challenges and possible solutions” elatedly said His Excellency Dr Masisi.

The Show was well attended as exhibitors displayed different agricultural products including animal breeds (cattle, goats, chicken, etc.), agriculture machineries, plants seedlings, financial services and many others. These displays of agricultural products and services during the show reflected a great potential in the growth of Botswana’s agriculture sector. In this regard, HRDC plays a critical role in ensuring that there are clear plans on how the sector could utilise its Human Resource to grow the sector. It is critical to share this information with stakeholders on platforms such as the Ghanzi Agriculture Show.



Farmers showcasing the various cattle breeds during the official opening



HRDC Stall at the Ghanzi Agric. Show

## LOCAL INSTITUTIONS NETWORK WITH INTERNATIONAL UNIVERSITIES AND COLLEGES



Dr Raphael Dingalo (CEO-HRDC) welcoming guests at the OAA Networking Session.



Mr Matthias Ehizua ( Managing Director -OAA) presenting an overview of his organisation.

*The key to growth and improvement often lies in making strong partnerships for sustainability. In an effort to promote linkages between local and international education and training providers, the Human Resource Development Council (HRDC) in partnership with Opportunity for Africa and Australia (OAA) Study hosted a networking session for Australian and Canadian Universities and Colleges. The event sought to facilitate 'meet and greet' with local Education and Training Providers (ETPs) on Tuesday 18th September 2018 in the HRDC Gardens.*

Local education and training institutions, Media and other Stakeholders from Government were invited to this session. The overarching objective of the event was to promote international education as defined by the United Nations Educational, Scientific and Cultural Organisation (UNESCO) recommendation of 1974 as a process resulting from international understanding, cooperation and peace. Welcoming guests during the session, Dr Raphael Dingalo, the Chief Executive Officer (CEO) of HRDC said, "Your mission as institutions providing teaching and learning experience should be to help students develop a worldview and analyse issues from varied perspectives". He further implored them to understand the wide range of human experiences and celebrate the diversity of humanity, with the views to enhance global citizenship.

"Our role is to facilitate, coordinate and simplify Study Abroad Programmes between Education and Training Providers and learners such as Graduate Enrichment Programme Partnership, Admission Processing, VISA Application, Pre-Departure Services, Arrival Services and Student Support services," said Mr Matthias Ehizua, Managing Director of OAA Study when presenting an overview of his organisation. Learners studying a semester or a year abroad gain valuable work experience, paid employment and will build networks for the future. Institutions will be able to expand programme content and specialisation. It is also a source of internalisation of the curriculum and they will also be able to facilitate study abroad opportunities for students. International Institutions which were present for this networking session

were Seneca College of Applied Arts and Technology from Canada, Kaplan Business School and the Engineering Institute of Technology from Australia. The international institutions also participated in exhibitions that were held at Game City and at Fairgrounds.

OAA Study Company is a student's placement agency, specialising in student placement, training and business development for Universities and Colleges. The agency focuses on connecting students and professionals towards appropriate study opportunities locally and abroad. It also offers targeted marketing and provides in-depth one on one consulting services in Australia, Botswana, Kenya, Namibia, Nigeria and South Africa.

## PUBLIC NOTICE

### ALLOCATION OF FUNDS TO NON-LEVY PAYERS - HRDF

The Human Resource Development Council (HRDC) is a parastatal organisation under the Ministry of Tertiary Education Research Science and Technology, established by the Human Resource Development Council Act No.17 of 2013. As per Section 5 (1) of the Vocational Training (Reimbursement) Regulations of 2008, the Council is mandated to allocate the Fund balance for reimbursement of special groups. The Special Groups are those entities that are not paying the training levy because they are below the prevailing VAT threshold.

The public is hereby informed of the allocation of moneys remaining in the Human Resource Development Fund as follows for training undertaken from **April 2017 to March 2018**:

- a) Two and a half percent (2.5 %) for Special Groups;
- b) One percent (1%) for skills in Emergent Industries;
- c) Five percent (5%) for Small Medium and Micro Enterprises (SMMEs);

**Note the definitions of the above categories as follows:**

**Special groups** refer to employers who have particular training needs because of their location, gender, health, mental and/or physical ability status, and/or educational levels. They also include non-governmental, non-profit making and/ or charitable organisations which have enhanced relevant skills of their employees.

**Small Micro and Medium Enterprise** means an enterprise with a turnover below the prevailing Value Added Tax threshold.

**Emergent Industries** refers to an infant industry that requires special training needs and also deemed to be driving the diversification agenda of Botswana.

Employers who are eligible under the above categories are requested to submit applications for reimbursement of training costs, for consideration. To qualify for reimbursement, employers need to meet the following requirements:

1. Training should have been carried out in accordance with the Regulations;
2. Training should have been for employees and not members in the case of associations;
3. Completed the Reimbursement Form obtainable from HRDC Offices and Website with the requisite attachments;
4. Furthermore companies are requested to submit certified copies of the list of Directors and certificate of incorporation from CIPA (Companies and Intellectual Property Authority)

**Requests should be submitted on or before 31<sup>st</sup> January 2019. We regret that any requests submitted after this date will not be accepted.**

For more information, kindly contact the following: Contact Centre at 3162169 or 3646283 / 6361 / 6367/6373

E-mail [hrdfclaims@hrdc.org.bw](mailto:hrdfclaims@hrdc.org.bw)

## TERTIARY EDUCATION INSTITUTIONS CAPACITATED ON SAS NORMS AND STANDARDS



Mr Lucky Kgosithebe (Student Planner-HRDC) presenting during the workshop.

The Student Affairs Services (SAS) Norms and Standards is widely regarded as a 21st Century phenomenal that any Tertiary Education Institutions (TEIs) is expected to embrace and inculcate in its training programmes in order to produce well rounded graduates with regards to academic, social and professional acumen. However, this development brought associated challenges such as an increase in the need for tertiary education financing, return on investment and student retention and output rates and other operational gaps. This therefore, necessitated the Human Resource Development Council (HRDC) to develop the Framework of Norms and Standards as a value-add to the provision of Student Affairs Services in the tertiary education sector.

The SAS Norms and Standards were successfully launched by the Assistant Minister of Tertiary Education, Research Science and Technology, Honourable Fidelis Molao in December 2017. Captains of the Education Industry were present to witness the launch and most importantly embraced the SAS Norms and Standards and their Implementation Guidelines. As part of the plan to roll out the SAS Norms and Standards to TEIs, a series of capacity building workshops were held in

Gaborone, Palapye, Maun and Francistown in June 2018. The objectives of the workshops were to mobilise and build awareness and comprehension of the Student Affairs Services Norms & Standards by Tertiary Education Institutions (TEIs); strengthen TEIs' ability to conduct self-assessment and develop implementation plans for the provision of student affairs services and to support TEIs in the development of student affairs services plans.

"There is need to provide a generic framework to guide TEIs that will aid them in establishing fully functional Student Affairs structures with comprehensive policies and programmes", reiterated Manager – Student Planning and Welfare, Ms. Marianyana Selelo during the workshops. She further explained that this would then assist in having signposts for minimum standards for student affairs services thus strengthening the impact of student affairs services through a system approach that advances standardisation, consistency and quality.

The Norms and Standards Framework has Implementation Guidelines. The guidelines are standard guiding principles, therefore should be contextualised and applied in

accordance with the needs of the student community. The implementation of the standards could differ due to variances existing between TEIs and this could include size; the nature and diversity of academic programmes offered; mode of delivery of academic programmes; single campus vs multi – campus.

Some of the key challenges that were identified include but not limited-to limited institutional autonomy. This means decisions are made elsewhere outside the realities that exist within. This is an issue largely for Government Institutions and this has effects on both administration and implementation of Student Affairs activities/structures. e.g. there is no provision for counsellors and sport administrators in most Government Institutions. Institutions recommended that for purposes of leadership buy-in of the SAS Norms & Standards Framework, similar capacity building intervention should be considered for their principals at various strategic levels. The workshops were generally a success as the attendance was satisfactory.



Mr Shadrack Botshelo, (Student Planner-HRDC) engaging participants during the workshop

## HRDC SUPPORTS YOUNG PROGRAMMERS AT THE NATIONAL ICT FAIR



Learners showcasing their presentations at the ICT Fair to stakeholders

*The need for Information Communication and Technology (ICT) inclusion in the learning curricula cannot be over emphasised. We live in a rapidly changing world and shifts in technology together with stakeholder expectations therefore require learners to be alive to ICT approaches that can help them to excel in the classroom.*

In an effort to showcase the innovation and problem solving skills through ICT by young programmers across the Country, Botswana Schools Information Communication and Technology Association (BOSICTA) has yet again hosted the National ICT Fair for Primary, Junior and Senior Schools. The aim of the Association is to promote the use of ICT in day-to-day problem solving, innovation, teaching and learning processes.

HRDC has been sponsoring this event for the past two years in support of the ICT HRD Sector initiatives. The 2018 National ICT Fair was held in Kanye from the 1<sup>st</sup> – 4<sup>th</sup> August 2018 under the theme 'Attaining Self-reliance through ICT'. Speaking during the official opening, Mr Kobamelo Mogampane, the Chairperson of BOSICTA indicated that their mandate is to actively encourage research in ICT, promote the science and art of IT and to develop

competence of members through their code of conduct.

"In a quest to develop our human resource, we have as BOSICTA partnered with Botswana International University of Science and Technology (BIUST) in developing teachers in basic computing skills. It is worth noting that, through this partnership 326 and 321 Educators were trained in 2016 and 2017 respectively. It is our sincere belief that if the Teachers have the right skills, then the Learners will be better equipped in the area of ICT", emphasised Mr Mogampane.



Learner showcasing his talent in software development.

# LABOUR MARKET OBSERVATORY (LMO) STAKEHOLDERS ENGAGED



Dr Raphael Dingalo ( CEO - HRDC) welcoming Stakeholders at the meeting.

The use of Information Communication and Technology in the modern world of work is critical as it facilitates awareness, easy access of information and policymaking decisions on dynamics of the labour market. Amongst its core functions, the Human Resource Development Council (HRDC) is responsible for establishing and managing a national Labour Market Information System (LMIS) and national education and skills development database. It is on the basis of this function that HRDC is spearheading the composition of the Labour Market Observatory (LMO) Committee to observe the labour market trends. The goal of the LMO is to provide relevant, quality and timely labour market information for users to make informed decisions regarding the labour market situation in Botswana.

On the 21<sup>st</sup> July, 2018, HRDC hosted a Stakeholder Engagement Meeting at Phakalane Golf Estate, which was intended to create a common understanding of requirements in the development and implementation of LMIS & EMIS and solicit stakeholder support. The objectives of the meeting were to; appreciate previous and on-going initiatives relating to Education, Training and LMIS to ensure that HRDC does not reinvent the wheel. The meeting called for alignment of structures,

systems, processes and capabilities that create readiness for establishing a robust integrated information system with a Change Management Plan.

During the meeting, Dr Raphael Dingalo, Chief Executive Officer (CEO) of HRDC informed the attendants about the mandate of HRDC and the role of the Council in coordinating and managing the LMO Botswana. In his address, Dr Dingalo stated that LMO is a platform that monitors, understands and reports on labour market patterns and trends. "These trends are ever changing owing to changes in demographics, technological advances, occupations, skills required and training demands hence they need to be monitored," said Dr Dingalo.

Dr Dingalo also explained the benefits of LMO, noting that it provides information on the number of jobs created as a result of the implementation of Employment Creation Policies and Programmes. Further, he added that the LMO provides regular, accurate and time series data on employment information to guide policy and programme development as well as supporting the formulation and implementation of efficient labour market interventions. "When armed with information on how many people are qualified for certain types of jobs both locally and Internationally, investors (employers) will be able to effectively determine how easy or difficult it is to find new employees and how to best direct recruitment efforts", Dr Dingalo explained.

In conclusion, Dr Dingalo emphasised that development of the LMO is a national project and not an HRDC project – hence the name Botswana Labour Market Observatory. The key implication is that all key stakeholders will need to collaborate with HRDC to develop methods for sharing the information between themselves and the LMIS, regardless of where the data is stored. "These will, in some cases, require entering into MoUs/MoAs with stakeholders, therefore, all should be ready to embrace HRDC and collaborate with it for the LMO to be realised", said Dr Dingalo.



Dr Tlamele Sekambo (Director, Department of Statistics, Research, Development and Innovation- HRDC) presenting during the stakeholder meeting



Ms Sannah Bathai (Manager Statistics, DSRDI- HRDC) presenting during the stakeholder meeting

# HRDC PARTICIPATES AT THE GABORONE AGRICULTURE SHOW

The Agriculture Sector Committee is one of the four Committees that already have a draft Sector Human Resource Development (HRD) Plan. In an effort to educate stakeholders about mandate of the Human Resource Development Council, the Agriculture Sector HRD Committee participated at the National Agricultural Show hosted at the National Agricultural Show Grounds from the 20<sup>th</sup> – 27<sup>th</sup> August 2018.

The show which was held under the theme, 'Enabling Food Security Through Profitable Communal Farming Practices', attracted

farmers and exhibitors across Botswana and internationally to showcase their agricultural products.

The show was officially opened by His Excellency the President of the Republic of Botswana, Dr. Mokgweetsi E.K. Masisi. Members of the Agriculture Sector Committee including Secretariat also interacted with Stakeholders sensitising them on the HRDC mandate and the findings of the draft Agriculture Sector HRD Plan as well as the importance of agriculture in economic diversification. The interactions between stakeholders and HRDC Team had

reciprocal benefits since the stakeholders got to learn about the new trends in the Agriculture sector. On the other hand, HRDC sought feedback from stakeholders on their needs and perceptions which would be beneficial in the sector planning process.



Agriculture Sector Committee Members discussing the plan for the sector with stakeholders



Stakeholders visiting the HRDC Stall at the Gaborone Agric. Show



More Stakeholders visiting the HRDC Stall at the Gaborone Agric. Show

## THE CAPA PROJECT HANDED TO THE MINISTRY OF BASIC EDUCATION (MOBE)

The Creative Industries Sector is one of the 12 Sectors identified by the Human Resource Development Council (HRDC). The Committee's role is to serve as a forum for constant dialogue and consensus building among stakeholders in the sector on all matters relating to Human Resource Development starting from Pre- Primary education through to lifelong learning.

The Creative Industries Sector HRD Committee identified that Creative and Performing Arts (CAPA) subjects were not taught effectively in schools in Botswana. CAPA subjects are taught to learners from Standard Three to Six. The subjects include Visual Art, Music, Drama, Dance, Physical Education and Home Economics. Committee members highlighted the need for the CAPA teachers to be capacitated to enable them to teach CAPA efficiently.

The Creative Industries Committee members made a decision to conduct pilot training from the 27<sup>th</sup> - 31<sup>st</sup> March 2017 to 10 teachers from 10 Primary Schools in the Chobe Region namely Kasane, Plateau, Kazungula, Mabele, Satau, Parakarungu, Lesoma, Kavimba, Kachikau and Pandamatenga. Also in attendance were some practical subjects' teachers from the Chobe Community Junior

Secondary School (CJSS), in order for them to also appreciate the linkage between the CAPA and other subjects.

Post the training that was conducted, a team from HRDC visited the 10 schools that participated in the pilot training to assess its impact as well as to analyse CAPA challenges and to assess how the pupils rate the CAPA subject after their Teachers induction. The general observation is that the Teachers have begun to appreciate CAPA more and are able to make it practical hence more comprehensible to learners.

The Creative Industries Sector Committee proposed found it necessary for the CAPA Project be handed over to the Ministry of Basic Education (MoBE) in order for them to continue with the project either by making further improvements to address the challenges raised during both the training and the monitoring visit and also note the recommendations made in the reports of the two activities or cascading it to other Regions.

Speaking during the handover ceremony that was held on the 22<sup>nd</sup> August 2018, Mr Meshack Tafa, Chief Operations Officer, HRDC said "The Committee and HRDC are

of the view that for the creative industries to develop and thrive in Botswana, a vibrant visual and performing arts culture must be nurtured both through practice and the engagement of the broader community".

Arts practitioners need room for experimentation and the ability to innovate and push the boundaries in order to be competitive. In the global workforce, individuals with creative and critical thinking skills including the ability to be flexible and adaptable are highly sought especially where information and communication technologies are used.

In his closing remarks at the handing over ceremony, Mr Phillip Segola, Chairperson of the Creative Industries Sector HRD Committee concluded that "I would like to take this opportunity to thank in particular the Ministry of Basic Education (MoBE) for allowing us through the then Ministry of Education and Skills Development, to carry out this project and agreeing to its hand over that we have just witnessed. I also would like to thank the Chobe Regional Office for having agreed to be used as a pilot and the support that they rendered to the team during both the training and the Monitoring visits undertaken by the team".



Mr Meshack Tafa (COO-HRDC) welcoming guests at the CAPA Project handing over ceremony



Ms Tebogo Bagopi (Deputy Permanent Secretary- MoTE) handing over the CAPA Project report to Mr Simon Cole (Deputy Permanent Secretary- MoBE)

# OAITSE GANELANG PARTICIPATED AT THE COMRADES MARATHON 2018



Mr Oaitse Ganelang (Research Analyst -HRDC) springing towards the finish line at the Comrades Marathon 2018.

The Comrades Marathon is an ultra-marathon of approximately 89 km which is run annually in the KwaZulu-Natal Province of South Africa between the cities of Durban and Pietermaritzburg. It is the world's largest and oldest ultra-marathon race. The Comrades was run for the first time on the 24th May 1921, and with the exception of a break during World War II, has been run every year since. The direction of the race alternates each year between the "up" run (88 kms) starting from Durban and the "down" run (90 kms) starting from Pietermaritzburg.

Mr Oaitse Ganelang, Research Analyst from the Department of Statistics, Research Development and Innovation (DSRDI) has participated in this marathon for the past three years. We conducted an interview with him to find out more about his participation in the ultimate 'human race'.

**1. What do you find to be the most rewarding thing about running? Specifically running long distances?**

When I started running in 2013, I did it mainly for weight loss, I weighed more than 90kg by then. The comrades training is demanding I lost about 8kg during the preparation stage and about 2.5 kg on race day.

**2. What do you think is the biggest misconception about the Long distance running in general?**

Long distance running is not about speed; it's about reaching your destination within a specified time. All you need is proper planning, especially in races like comrades

where you have multiple cut off points. Another common misconception is about age; many people think that they cannot start running when they are above forty. When I went for my first Comrades marathon in 2016, the eldest participant from Botswana was 59 years and he started running in his late 50s. The average age of male Comrades runner was 42 and the average age of female runner was 40, the eldest to complete the race within a given time was 73 years old.

**3. What in the world motivates a person to run long distance?**

You get used to distances and you'll want to do more next time to challenge yourself. I started in 2013 with 10kms, followed by several 21kms in 2014 before I graduated to a full marathon (42kms) in 2015. In 2016 I started doing ultra-marathons starting with Om Die Dam (50kms) and then Comrades (90kms).

**4. Why did you choose the Comrades?**

It is the world's largest and oldest ultra-marathon race. Outside of a disaster, war or conflict zone the medical tent facility at the finish venue of the Comrades Marathon is the biggest temporary medical facility in the world, that's how big the event is.

**5. Describe the training process for the Comrades marathon. How did you prepare—both mentally and physically?**

In order to take part in the Comrades marathon one has to qualify by running

a minimum distance of 42kms under 5hrs. I usually start my training in January by running a total of 1200kms until end of May. For the month of April, I run 90-100kms per week including the 60kms long run from Gaborone to Lentsweletau and back to Kopong. I also do the Om die Dam Ultra marathon in March as part of the preparations. I also do a lot of hill training to get the legs strong.

**6. Day of the big race...how are you feeling and what are you thinking?**

Running the Comrades Marathon is a daunting physical challenge: Slap two marathons together, add on another 5km, throw in some of the biggest hills in KZN and some hot and humid weather, and there's little doubt that this race is one of the toughest single-day running events in the world. The emotional finish line is something to always remember, the body would have given up, but you have to find it somewhere deep within yourself to get over the line. I have learnt that the mind is stronger than the body, and that we can achieve anything we put our minds to.

**7. Which marathon will you be participating in next?**

I will not be running the Comrades marathon in 2019, however I hope to be back in 2020. I needed some time off so that I can explore other races. On the 26th January 2019, I will be doing Ottosdal Draif & Trap (42.2kms) in Ottosdal, Northwest province which is a Night race. The race will be used as a qualifier for the Two Oceans ultra-marathon (56kms) in Cape town which I'll be doing on Easter Saturday.



Mr Oaitse Ganelang (Research Analyst -HRDC) during the Comrades Marathon.



**ADMISSION: FREE**

**For all students and the public**

**TIME: 0800hrs - 1700hrs**

**VENUE: Business Botswana Grounds, Francistown**

**6<sup>th</sup> - 8<sup>th</sup> March 2019**

**VENUE: Botswana Open University, Maun**

**12<sup>th</sup> - 13<sup>th</sup> March 2019**

**VENUE: Ditshupo Hall, Fairgrounds, Gaborone**

**25<sup>th</sup> - 29<sup>th</sup> March 2019**

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Botswana Human Resource Development Council



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# HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL



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## 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.



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## VISION

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



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## VALUES



**Botho**

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



**Excellence**

We commit to doing our best individually and collectively to drive success on a daily basis.



**Team Work**

We will work together cohesively, towards a common goal.



**Transparency**

We are open and honest in all our dealings



**Accountability**

We act responsibly and commit to being answerable for our decisions and actions