



The Official Newsletter

insight

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CRAFTING A BLUEPRINT FOR HUMAN CAPITAL STRATEGY



**HUMAN
RESOURCE
DEVELOPMENT
COUNCIL**
of BOTSWANA

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Editor's Note



Ms Topo Rabasima - Muthoni
Manager, Stakeholder Relations & Communications

A key factor in advancing Botswana's trajectory is the development and relevance of skills within the country's labour market. The National Human Resource Development Strategy (NHRDS) serves as a blueprint for enhancing human capital.

In October 2025, the Ministry of Higher Education, in collaboration with HRDC, initiated the evaluation and development of NHRDS II. This initiative aims to address skills mismatches, enhance youth employability, and support the growth of a knowledge-based economy. For further details, please refer to page 2 of this newsletter.

Annually, the HRDC publishes the Priority Skills Report. This quarter, stakeholder engagements were conducted with representatives from diverse sectors to review and validate the identified priority occupations and skills. To read more on this, refer to page 14 of this newsletter.

In partnership with the Ministry of Higher Education, student leaders were engaged to enhance their leadership skills across the nation's education and training providers. By equipping student leaders with the necessary skills to address student concerns, they are better prepared to manage issues effectively before they escalate. Refer to page 26 of the newsletter to read more.

We welcome feedback on the newsletter. Please email me on

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CRAFTING A BLUEPRINT FOR HUMAN CAPITAL STRATEGY



Minister of Higher Education, Honourable Prince Maele, officially launching the NHRDS Project

Botswana has initiated a comprehensive review of its Human Capital Agenda with the launch of the National Human Resource Development Strategy (NHRDS) Evaluation and Development Project. Announced on October 9th in Gaborone, this initiative is spearheaded by the Ministry of Higher Education in collaboration with the Human Resource Development Council (HRDC).

The project aims to evaluate the impact of the 2009-2022 NHRDS and to guide the formulation of a new transformative strategy for 2026-2036. Officials have described this effort as a national commitment to aligning education, training, and employment with Botswana's long-term development objectives.

Professor Richard Tabulawa, Permanent Secretary in the Ministry of Higher Education, emphasised that the NHRDS remains a strategic instrument for realising Botswana's vision. He highlighted the importance of assessing progress to ensure that investments in education and training yield benefits for both individuals and the economy. Professor Tabulawa underscored the necessity of collaboration among government, industry, and educational institutions in shaping the new framework.

Honourable Prince Maele, Minister of Higher Education, reaffirmed the

Government's dedication to human capital as the cornerstone of Botswana's future economy. He advocated for the strengthening of Technical and Vocational Education and Training (TVET), addressing skills mismatches, and transitioning from traditional education models to empowerment-focused approaches. Minister Maele described Botswana's youth as the nation's new diamonds and called for widespread national engagement to align the NHRDS with Vision 2036, NDP 12, and the Botswana

Transformative Economic Program (BTEP).

Professor Alinah K. Segobye, HRDC Chief Executive Officer, stressed the necessity for a data-driven, inclusive strategy that responds to labour market realities and unlocks Botswana's human potential. Ms. Choice Pitso, HRDC Board Chairperson, commended stakeholder participation and encouraged ongoing engagement throughout the process, noting that collective ownership will be crucial to the project's success.

The launch underscored Botswana's determination to recalibrate its human capital development agenda. By evaluating past progress and charting a new course for the next decade, the NHRDS project is expected to serve as a guiding document for aligning education and training with the country's economic aspirations.



Dr Anton Olivier, CH Group Consultant team leader presenting the NHRDS Project approach



Prof. Segobye and HRDC Board Chair Ms Choice Pitso attentively following the proceedings

SHAREHOLDER COMPACT: PROMOTING ACCOUNTABILITY



Professor Richard Tabulawa Permanent Secretary, Minister of Higher Education engaging stakeholders during the 2025 Stakeholder Compact Signing event.

The Minister of Higher Education, Honourable Prince Maele, has formalised a landmark Shareholder Compact with the Board Chairpersons of the Ministry’s State-Owned Enterprises (SOEs), establishing a new benchmark for governance and accountability. The signing, which took place on October 13th, 2025, is designed to promote excellence and transparency across all SOEs.

The compacts delineate shared responsibilities, expected deliverables, and performance assessment standards. Minister Maele emphasised that SOEs must meet clearly defined targets, deliver tangible outcomes, and demonstrate

financial prudence by developing sustainable income streams.

This agreement is crafted to reward excellence and eliminate complacency, Honourable Maele stated, underscoring a strategic shift that transforms shareholders from passive observers into active participants in governance. He encouraged Board Chairpersons to perceive the compact as a partnership aligned with the Ministry’s vision, pledging his own accountability to the SOE’s.

Board Chairpersons, Chief Executive Officers (CEOs), and Vice Chancellors are called upon to lead with intention, govern with courage, and uphold public trust

through honourable service, consistent delivery, and visionary leadership. This initiative aims to restore confidence in SOEs and ensure measurable results for the public good. HRDC Board Vice Chairperson Mr Odirile Motlhale signed the compact with the Honourable Minister on behalf of the HRDC Board.



Mr Odirile Motlhale , HRDC Board Vice Chairperson presenting on HRDC’s Mandate



Stakeholders pictured after formalising the Stakeholder Compact, signalling a collective pledge to drive impactful, results-oriented collaboration.

VALIDATION ON PRIORITY SKILLS OCCUPATIONS: ROADMAP TO ADVANCING BOTSWANA'S LABOUR MARKET



Ms Chandabona Adams, Ag Director Human Resource Development Planning presenting the objectives of the workshop

The Human Resource Development Council (HRDC) organised a series of workshops from November 25th to December 9th, 2025, in Gaborone to engage representatives from various sectors of Botswana's economy. The objective was to review and validate the priority skills and occupations identified across these sectors. The primary aim was to establish consensus on a list of priority occupations and skills to inform human resource development planning, policy formulation, and national strategies moving forward.

In his opening remarks, HRDC Chief Operations Officer, Mr. Meshack J. Tafa, underscored the urgency of developing a responsive, evidence-based skills ecosystem. He highlighted that Botswana's competitiveness hinges on stakeholder collaboration to ensure that insights are translated into actionable strategies. Mr. Tafa urged all sectors to identify new or emerging skills that align with their visions and missions, contributing to national goals through forward-thinking functional strategies. "Our output must reflect a nation committed to addressing the challenges of unemployment growth," Mr. Tafa emphasised.

Discussions revealed a growing demand from employers for graduates who are not only technically proficient but also adaptable and digitally literate. Industry feedback identified gaps in problem-solving skills and workplace readiness, while educational institutions recognised the need to integrate these competencies into curricula. The sectors emphasised the importance of accelerated upskilling to support digital

transformation, with manufacturing leaders highlighting the necessity for innovation and adherence to safety standards alongside technical expertise.

The workshop established a definitive set of priorities: aligning occupations with qualification pathways, enhancing Technical and Vocational Education and Training (TVET) systems, and implementing flexible learning models, such as micro-credentials, to address critical skills shortages. Stakeholders concurred that structured workplace experience, supported by employer-led initiatives, is essential for bridging the gap between theoretical knowledge and practical application. Additionally, monitoring and evaluation frameworks were recognised as vital for assessing the impact of training investments on placement rates and productivity.

Beyond immediate recommendations, the workshop indicates a shift towards a more agile approach to skills development. HRDC plans to collaborate with sector-specific groups to refine occupational profiles and operationalise strategies that address rapidly evolving economic demands. The Council reaffirmed its commitment to ensuring that skills development remains a cornerstone of Botswana's economic progress, fostering a workforce that is competitive, innovative, and prepared for the future.



HRDC Chief Operations Officer, Mr Meshack J. Tafa responding to questions from stakeholders

STUDENT LEADERS URGED TO BE BOLD AND INFORMED AT NATIONAL SRC TRAINING



Honourable Minister Maele urging SRC leaders to be actively engaged and involved in decision-making

The Human Resource Development Council (HRDC), in collaboration with the Ministry of Higher Education (MoHE), hosted a National Leadership Training for Student Representative Councils (SRCs) on October 10th, 2025 in Gaborone. The workshop aimed to strengthen student leadership across Botswana's Education and Training Providers (ETPs) by enhancing leadership capacity, fostering institutional collaboration, and reaffirming the role of SRCs as key stakeholders in the Country's education system.

Minister of Higher Education, Honourable Maele, addressed some of the concerns raised by the Student Representative Council (SRC), emphasising the importance of maintaining strong relationships between the Ministry and SRCs. "Your voices must be heard and make an impact in your Institutions," stated Honourable Maele. He continued to point out that the relationship between the Ministry and SRCs must be maintained. It is through shared responsibility that we will solve problems in our education system. Lastly, the Honourable Minister commended HRDC for its continued support, noting its critical role in addressing skills gaps and

workforce development.

On his remarks, the Deputy Permanent Secretary, MoHE, Mr. Mmoloki Raletobana emphasised the importance of treating SRCs as legitimate partners in governance. "SRCs are key stakeholders. They must be treated with respect and provided with the necessary support to fulfill the promises they made to their student communities," said Mr Raletobana.

Speaking on leadership motivation, Dr. Richard Khumoekae, former University of Botswana SRC president, author and academic, encouraged SRC leaders to be informed, courageous, and accountable. "You must be fearless, accountable, and ready to engage authority with confidence and clarity." He urged institutions to respond promptly to student concerns, noting that delays erode trust in student governance. He noted that, SRCs are not part of institutional management and must be included in all communications that affect student welfare.

The training focused on communication, negotiation, and conflict resolution. Facilitators emphasised that professionalism and respectful internal communication within SRCs form the

foundation for effective engagement with institutional management. Leaders were also encouraged to thoroughly research issues before initiating negotiations to ensure clarity and avoid delays.

Stakeholders including the Botswana Qualifications Authority (BQA) and Barloworld Equipment, provided presentations to educate SRC leaders on their roles within academic and professional frameworks. These sessions aimed to deepen understanding of institutional policies and empower students to engage meaningfully in decision-making processes.

The conference concluded with a renewed commitment from all stakeholders to support student leadership through mentorship, training, and inclusion in policy dialogue.



Kgatlang Brigade SRC President, Mr. Mothusi, sharing insights on enhancing student representation in decision-making.



Mr. Mmoloki Raletobana, Deputy Permanent Secretary, MoHE, addressing the SRCs

PROFESSOR TABULAWA ASSUMES LEADERSHIP TO DRIVE STRATEGIC TRANSFORMATION IN HIGHER EDUCATION



Minister of Higher Education, Honourable Prince Maele, addresses attendees with a forward-looking message during the introductory briefing for newly appointed Permanent Secretary, Prof. Richard Tabulawa

The Ministry of Higher Education held an introductory briefing session in Gaborone office to formally introduce its newly appointed Permanent Secretary, Professor Richard Tabulawa, to the Chief Executive Officers of State-Owned Enterprises (SOEs) and Vice Chancellors of Higher Education Institutions. This engagement was designed to facilitate a seamless leadership transition and enhance collaboration within the sector. It offered Professor Tabulawa the opportunity to acquaint himself with the Ministry's key stakeholders and gain a comprehensive understanding of their mandates.

In his address, Honourable Minister of Higher Education Prince Maele emphasised the critical importance of resource sharing, role clarity, and the avoidance of duplicative efforts across institutions. He reminded attendees

that the Permanent Secretary serves as the Accounting Officer and should receive full cooperation and support. The Minister advocated for agility, innovation, and measurable impact to drive progress in alignment with the ruling party's priorities. He also urged SOEs to develop independent income streams, prioritise Technical and Vocational Education and Training (TVET), and cultivate talent within their organisations.

Professor Tabulawa, in his remarks, underscored the significance of teamwork, crisis prevention, and alignment with the Ministry's strategic objectives, including its role in Botswana's Economic Transformation Programme (BETP). He expressed gratitude for the warm reception and reaffirmed his commitment to ongoing dialogue through the forthcoming Leadership Forum. This session signified a renewed dedication to collaboration, strategic alignment, and impactful leadership within Botswana's higher education sector.



Newly appointed Permanent Secretary, Prof. Richard Tabulawa, addressing attendees during the introductory briefing



Prof. Segobye presenting an overview of the HRDC Mandate

De Beers Diamond tour



HRDC Athletics team during the Airport Junction marathon



HRDC Board members during the end of year networking cocktail



All smiles, members of staff at the NHRDS Launch



Professor Alinah K. Segobye, HRDC, CEO and Ms Topo Rabasima-Muthoni during the BIFM Cultural night



Celebrating excellence Mr. Ngula Mukositu and Mrs. Kamogelo Moahi with HRDC's Airport Junction corporate 10km challenge victory trophy.



All suited, some staff members at the NHRDS Launch



HRDC staff members at the BIFM cultural night



Ms Keitumetse Tlhabologang engaging with stakeholders during the commemoration of the United Nations International Day for Persons with Disabilities.

STRATEGIC REVIEW OF THE 2025/26 BUSINESS PLAN



HRDC Staff members listening to the presentations during the workshop

The Human Resource Development Council (HRDC) held a high-level Joint Management Workshop on the 14th November 2025 in Gaborone. This event brought together Senior management and departmental heads for an in-depth review of the organisation's 2025/2026 Business Plan. Under the leadership of Chief Executive Officer Professor Alinah K. Segobye, the session focused on evaluating mid-year progress, addressing operational challenges, and setting strategic priorities as the Council continues to fulfill its human capital development mandate.

In his opening address, Acting Director for Policy, Strategy and Business Development, Dr. Matthews Phiri, emphasised the critical role of collective reflection in refining the organisation's strategic direction. He pointed out that the mid-term review was designed not only to assess departmental performance but also to ensure stronger alignment with Botswana's evolving skills requirements.

Professor Segobye, in her remarks, acknowledged the challenging economic climate and advocated for a more agile,

efficient, and disciplined operational culture. She underscored the importance of innovation and enhanced collaboration across units, noting that these attributes are essential for HRDC to maintain its effectiveness in a competitive and rapidly changing skills landscape.

The CEO highlighted significant ongoing initiatives, including the development of the National Human Resource Strategy (NHRDS) and the finalisation of the Labour Market Information System (LMIS), both of which are anticipated to shape Botswana's long-term workforce preparedness. She emphasised that the HRDC's mandate extends beyond institutional planning to encompass broader sectors that depend on skills development and community empowerment.

During the workshop, departments presented updates on their achievements and identified emerging risks that could impact delivery for the remainder of the planning period. Discussions focused on enhancing resource utilisation, strengthening data-driven decision-making, and fostering more coherent coordination across units.

In his closing remarks, Mr. Ralph Maganu, Director of Corporate Services, urged management to remain vigilant for new opportunities while reinforcing financial risk mitigation strategies. He emphasised the need for the organisation to navigate the challenging economic environment with vigilance and fiscal discipline.

The review provided a comprehensive assessment of progress to date and established a framework for a more focused and coordinated effort toward achieving the 2025/2026 plan. HRDC remains committed to supporting national development through initiatives centered on skills, organisational capacity, and community engagement.



Group photo of HRDC staff after the session

STAKEHOLDERS ENGAGED ON ENHANCEMENTS OF THE NCBSCs REQUIREMENTS



Mr. Meshack J. Tafa, HRDC Chief Operations Officer, welcoming the participants

A two-day stakeholder engagement workshop on the Non-Credit Bearing Short Courses (NCBSCs) was held from November 12th to 13th, 2025, in Gaborone. The workshop convened Government representatives and Education and Training Providers (ETPs) to review recent enhancements to the NCBSC's requirements. Hosted by the Human Resource Development Council (HRDC), the workshop aimed to improve transparency, streamline administrative processes, and ensure ETPs are well-informed about NCBSC requirements for compliance. In his remarks, HRDC Chief Operations Officer, Mr. Meshack J. Tafa, elaborated on the Council's vision for a more agile and accountable funding ecosystem. He informed delegates that the enhancements were designed to increase the efficiency of the NCBSC system.

HRDC's Director of Funding, Mr. Mothusi Masole, described the workshop as a platform for dialogue, reflection, and forward planning, rooted in the Council's commitment to providing responsive, client-centered service. In his presentation Mr Masole emphasised that shared accountability and procedural clarity are key to delivering responsive, client-centred service, urging

institutions to embrace compliance and efficiency in their operations.

Throughout the two days, participants engaged in technical and strategic sessions designed to explore recent updates to the program. These sessions included proposed revisions to the NCBSC Guidelines and Tools, a review of the Schedule of Fees, and updates to the application form for the recognition and provision of new short courses. Delegates also examined interventions aimed at improving turnaround times, strengthening compliance with claims regulations, and ensuring equitable

access to services across institutions.

The workshop also underscored the critical role that short courses play in advancing Botswana's broader human capital development agenda. By equipping citizens with targeted, industry-relevant skills, the NCBSC programme continues to support national priorities related to employability, productivity, and inclusive growth. Officials emphasised that short courses are particularly valuable in addressing skills gaps in emerging sectors and providing flexible opportunities for lifelong learning.



Mr. Jerry Mogopa, HRDC Manager for NCBSC, presenting the updated module fee structure



Mr Mothusi Masole, Director, Funding presenting on the Human Resource Development Fund

REFLECTIONS FROM BOTSWANA SUSTAINABILITY WEEK 2025



A panel discussion on Building a Green workforce. Karen Gibson from Solar Industry Association Botswana Professor Alinah K. Segobye (CEO, HRDC) and Giles Enticknap British High Commissioner in Botswana engaged on the discussions

Botswana Sustainability Week 2025 organised by Green Loop was a reminder that sustainability is not an abstract idea or a policy buzzword. It is lived, tested, debated, and shaped by people, communities, and everyday decisions.

One moment that stood out was the quiet electric Land Cruiser designed for use in game reserves. Its purpose was simple and thoughtful: reduce noise pollution and avoid disturbing wildlife. At the same time, some tour guides shared concerns that the silence itself could startle animals that are used to engine sounds. It was a useful reminder that sustainable solutions work best when innovation is matched with real-world experience and careful consideration of natural behaviour.

Waste and resource management featured strongly through organisations such as Eco-exist and Great Plains. Their glass-crushing machine, which turns waste glass into glass sand for brick-making, showed how practical circular solutions can reduce waste while creating new value. It was sustainability that felt tangible, useful, and locally relevant.

Culture also had a powerful presence. A traditional dance performance, rooted in San heritage, told a story of conservation and coexistence with nature. It reinforced

that sustainability is not only technical or economic, but also social and cultural, grounded in identity, history, and respect for the environment.

Skills development emerged as another key theme. Professor Alinah emphasised why green skills matter for Botswana's future, particularly as the country navigates climate change, resource pressures, and economic transformation. The Human Resource Development Council (HRDC) was highlighted as a central hub coordinating skills development, while

also acknowledging challenges such as skills gaps, awareness, and alignment with industry needs.

Overall, Botswana Sustainability Week 2025 showed sustainability as something practical and human. It is seen in how wildlife is protected, how waste is managed, how culture is honoured, how policies are shaped, and how people are prepared for the future. Within all of this, considerations of safety, health, and environmental responsibility naturally sit, not as standalone rules, but as part of how



Delegates viewing the Electric Tour Truck

THE ENTREPRENEURS AND CREATIVE DAY



The Vice President of the Republic of Botswana, His Honour Mr Ndaba Nkosinathi Gaolathe interviewed by Mr Josh Wilson, Time Africa Representative

As part of the Global Expo Botswana 2025, Botswana International Trade Centre (BITC) organised an Entrepreneurs and Creative Day on the 10th October 2025. The occasion was graced by Creatives both locally and internationally. The purpose of this event was to dialogue on issues pertaining to the development of the Creative Industries Sector. The programme featured a series of speakers from both Government and the Private Sector, panel discussions which featured the Creatives (both locally, internationally and those in the diaspora), regulators and key stakeholders in the sector.

The icing on the cake was an interview between the Time Africa Representative Mr Josh Wilson and The Vice President of the Republic of Botswana, His Honour Mr Ndaba Nkosinathi Gaolathe. Time Africa is a digital and live events platform aimed at showcasing Africa's growth and impact on the global stage. On this interview the Vice President stated that the Creative Industry (CIs) are viewed as one sector that could help the country to diversify the economy. This is because they are good at unearthing, and they help make the best use of what is unearthed such as diamonds, flowers and trees for medicinal purposes etc. He further indicated that for the CIs to be better, there is need to build infrastructure particularly the digitisation ecosystem as well as physical infrastructure such as music studios, museums, diamond villages etc. "There is need to make finance and funding available, the right type of funding as opposed to the one-size fits all, in order to build property such as loan capital, equity capital and grants" said the Vice President.

The event also featured two Panell

Discussions addressing topics concerning the Creative Industries. The first Panel Discussion, entitled; "The Creative Economy Reimagined: Harnessing the Creative Capital for Economic Transformation (Towards a robust Business modelling Trajectory) Towards an investment ready Creative Business, unpacked issues and how Botswana can develop and propel the sector towards a creative economy. The main speaker Mr Neo Nwako, Business Botswana President, indicated that the creative economy includes heritage, Arts, media, functional creatives, fashion, film, music, performing arts, software, arts and crafts, research and development etc. He mentioned that in the past, the sector thrived on fragmented informal approaches. "It is now time to adopt creative thinking to come

up with clear creative strategies that will among others; create employment opportunities, bridge the poverty gap; Upskilling and opening opportunities for the skilled, create frameworks that magnifies capabilities of the creative's financial empowerment etc" said Mr Nwako.

The second Panel discussion entitled "The Creative Economy, A World of Opportunities – International Perspective. Asked about how Botswana can position itself in the international creative economy". Through their discussions, the panellists stated that the Private Sector should understand the value proposition and creation of strategic partnerships, networking and technology. They emphasised on CIs telling their authentic stories well and educating local communities to support local CIs. Collaboration and partnerships are also key; there is need for cross cultural conversations and leveraging on what is available. The role of the Private Sector is that they should see themselves in the economy to create opportunities and use of homegrown talent and leveraging on Artificial Intelligence (AI).

In her closing remarks, the Chief Executive Officer (CEO) of Human Resource Development Council (HRDC), Professor Alinah Segobye thanked the organisers for organising a day solely dedicated to the creatives, to dialogue on their issues. She informed the participants that HRDC has developed a Creative Industries Sector Human Resource Development (HRD) Plan that aims at addressing issues of skills development in the sector. She reiterated the need for legislative and policy reforms for the CI sector. She cautioned the CIs to be agile to ensure that they are protected. She further buttressed on the issue of monetising of the creatives, enabling partnerships and mentorship. She encouraged the creatives to be masters of their own future.



Professor Alinah K. Segobye, HRDC, CEO listening to the discussions

PRODUCING TECHNICALLY PROFICIENT ACCOUNTING PROFESSIONALS



Mr. Ndiwo Makula, HRDC Claims Manager, delivering the keynote address

The Human Resource Development Council (HRDC) participated at the Professional Accountancy Organisation (PAO) Employers Forum, held on the 16th October 2025 at Cresta Lodge, Gaborone. The PAO Employers Forum is biennial event hosted in collaboration Professional Accountancy Organisations in Botswana which include Botswana Institute of Chartered Accountants (BICA), Association of Accounting Technicians (AAT), Association of Chartered Certified Accountants (ACCA) and the Chartered Institute of Management Accountants (CIMA).

Held under the theme, “Shaping the Future of Accountancy: Navigating Change and Embracing Opportunity”, the forum brought together Human Resource professionals, Accounting Professionals, financial experts, and industry leaders to engage in meaningful discourse on current trends, emerging challenges and innovative practices in the accounting professional. Some of the key objectives of the forum included: addressing the transformation of accounting professionals in response to evolving business landscapes and equipping HR professionals to align recruitment strategies accordingly; strengthening collaboration between POAs, employers and key stakeholders to produce market-ready professionals; and identifying and addressing skills gaps and preparing future-ready accounting talent.

As a guest speaker at the Forum, and representing HRDC, Manager, Claims Assessor, Mr Ndiwo Makula informed participants that the forum is not just a gathering of employers and professional bodies, it is a platform for collaboration, for insight, and for action. “It is a space where we can come together to explore how we prepare our people, our organisations, and our profession for the future. A future that is not only uncertain, but also full of promise” said Mr Makula. He continued emphasise that, through the Forum’s deliberations, speakers are expected to provide insight on the emerging trends or topical forces that are reshaping the Accounting Profession’s landscape such as the digital revolution and automation, the shift to strategic advisory, the rise of sustainability and Environmental, Social, & Governance (ESG) reporting. Further to that, Mr Makula noted that the forum expect to hear about the challenges facing the profession such as the skills gap in the profession and the ever-growing complexity of the regulatory and ethical environments.

In closing, Mr Makula thanked the Professional Accountancy Organisations for their unwavering commitment to the public interest; their courage to innovate; dedication to quality; transparency; and to the advancement of the profession. “Together, we are building something

extraordinary. We are building a profession that is not only technically proficient, but also strategically insightful. A profession that is not only grounded in standards but also inspired by purpose; a profession that is not only ready for the future, but ready to define it” said Mr Makula.



Ms. Tlamelo Kelebeile Acting CEO, BICA welcoming the participants to the workshop

ADVANCING HUMAN RIGHTS: BOTSWANA COUNCIL FOR THE DISABLED OPEN DAY



Mr. Richard Molosiwa, Secretary for Public Administration in the Ministry of State President, Defence and Security (centre), and Mr. Moffat Louis, Executive Director of the Botswana Council for the Disabled (left), pictured with Kgosi Kgosi Mosadi Seboko during the presentation of the Disability Rights Handbook at the Botswana Council for the Disabled Open Day.

The Human Resource Development Council (HRDC) participated in the Human Rights Open Day organised by the Botswana Council for the Disabled (BCD). The event, themed Human Rights: Our Everyday Essentials, took place at the BCD Headquarters in Gaborone on December 10th, 2025, which is also International Human Rights Day.

The occasion was honoured by the presence of Kgosi Mosadi Seboko, who served as the Guest Speaker. Other participants included representatives from the Government Coordinating Office for Persons with Disabilities, Organisations for Persons with Disabilities from both the public and private sectors, State-Owned Enterprises, private sector companies, individuals with disabilities, and the general public. The commemoration focused on renewing the nation's moral, legal, and social commitments to ensuring that all individuals, regardless of disability, enjoy full human rights and opportunities. This commitment involves addressing significant barriers related to, but not limited to, access to justice, education, healthcare, employment, and social protection.

Botswana has ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and has integrated it into national legislation through the Revised National Policy for Persons with Disabilities (2021) and the Persons

with Disabilities Act (2024), which advocate for the consideration of human rights for persons with disabilities in Botswana. Furthermore, the Government of Botswana has made strides through the enactment of measures such as the Disability Cash Transfer Guidelines, the Inclusive Education Policy of 2011, and the Tertiary Education Sponsorship Guidelines. However, significant barriers to legal and social protection, as well as access to justice for persons with

disabilities, persist due to systemic unresponsiveness and rights violations. Awareness and implementation remain major challenges.

Leaders, policymakers, service providers, and all stakeholders were urged to shift their perspectives and reaffirm their commitment to fostering an inclusive Botswana. Let us stand in unison and advocate for the human rights of persons with disabilities. Make inclusion a reality!



Official delegates and participants listening to the presentations

PASSION AND PURPOSE: HRDC STEERS CAREER PATHS AT CRESCENT INTERNATIONAL SCHOOL



Sector Analyst , Ms. Oratile Madisa, takes students through a detailed overview of HRDC services

The Human Resource Development Council (HRDC) participated in Crescent International School's Career Guidance Day on November 7th, 2025, in Lobatse. The Council delivered a compelling message to students, emphasising the importance of selecting careers that ignite their passion and advocating for purpose-driven careers and entrepreneurial thinking. HRDC views Career Guidance as a crucial strategy to help young individuals navigate Botswana's evolving economic landscape and make informed career decisions.

During the event, Ms. Oratile

Madisa, HRDC's Human Resource Development Planning Sector Analyst, highlighted that passion is the foundation of success. When you love what you do, it becomes easier to persevere through challenges, she advised the students. Ms. Madisa encouraged learners to pursue career paths that align with their interests and offer opportunities for self-employment and job creation.

The session provided practical advice on exam preparation and underscored the importance of achieving high scores to expand study options. Lower marks limit

your choices, Ms. Madisa urged the students to aim for higher exam marks, which would grant them greater flexibility in selecting tertiary-level programs.

Students were also encouraged to attend the upcoming Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics to explore various Education and Training Providers (ETP) and their career opportunities. Having clarity on your goals helps you stay focused on your studies, Ms. Madisa added.

STAKEHOLDER ENGAGEMENT WITH KANYE YOUTH



Dr. Tlamele Sekambo, Director of Statistics, Research, Development and Innovation, presenting on the LMIS portal during the youth stakeholder engagement

On November 17th 2025, the Human Resource Development Council (HRDC) accepted an invitation from the Kanye District Council to participate in the Council Chairpersons’ Stakeholder Engagement meeting at the Kanye Council Chambers. The primary objective of this meeting was to inform the youth in Kanye about available initiatives that could aid them in their employment pursuits.

During the session, Dr. Tlamele Sekambo, Director of Statistics Research Development & Innovation (DSRD&I), provided an insightful presentation on the HRDC’s mandate. She highlighted that the HRDC is tasked with establishing and managing a National Labour Market Information System and a National Education and Skills Development Database, as stipulated by the Act. “It is on this basis that HRDC is currently developing a nationwide Labour Market Information System (LMIS),” stated

Dr. Sekambo. She elaborated that the LMIS serves as both an information system and an active labour market policy tool, designed to collect, analyse, monitor, and capture labour market data, including labour indicators, data, and forecasts of labour demand and supply.

Dr. Sekambo also discussed the existing system, known as the Labour

Market Observatory (LMO) Jobseeker Database, which was established in 2020 following the integration of databases from the Department of Public Service Management (DPSM), the Ministry of Labour and Home Affairs, and the Ministry of Child Welfare and Basic Education. The primary function of this platform is to provide an online space where jobseekers can register, upload their qualifications, and specify job preferences. It also allows employers, including government HR officers, to log in, filter, and shortlist candidates based on criteria such as qualifications, graduation year, and location.

This online platform is meticulously crafted to streamline the connection between jobseekers and potential employers, ensuring that employers can competitively identify candidates who meet their specific requirements while adhering to Botswana’s labour laws. Employers, including designated human resource officers within the government, must register on the LMO website at www.botswanalmo.org.bw to access the jobseeker database.

Upon registration, employers can filter candidates based on qualifications and educational levels, generating a list of eligible jobseekers. Employers are then tasked with

reviewing and shortlisting candidates before proceeding with their internal recruitment processes, which may include interviews and assessments prior to hiring.

In conclusion, Dr. Sekambo emphasised that the HRDC does not engage in the recruitment processes of any sector, including the hiring of graduates within the Public Service.



Ms. Tshefotsatso Batsetswe, Sector Analyst



Stakeholder Relations Officer Mr. Tshiamo Bothoho listening

WELCOME TO THE HRDC TEAM



Ms Tsaone Magetse

Ms. Tsaone Kgalalelo Magetse is an accomplished professional with extensive expertise in internal audit, and financial assurance. She brings over 15 years of progressive experience across both external and internal audit environments, having served at in key roles at organizations such as the Institute of Development Management (IDM), Botswana Telecommunications Corporation (BTC), Botswana Qualifications Authority (BQA), the Office of the Auditor General (OAG), and Grant Thornton Botswana.

Ms. Magetse holds an Executive Master of Business Administration (EMBA) and a Bachelor of Commerce in Financial Accounting from the University of Cape Town (UCT). She is also a Fellow Chartered Certified Accountant (FCCA) and an Associate Certified Professional Accountant (ACPA). She also holds other certificates a Senior leadership development programme (SLDP) from the University of Witwatersrand (WITS), a postgraduate certificate in Enterprise Risk Management, and a Trainer of Trainers from Institute of Development Management (IDM) Botswana.

In her most recent role as Risk and Internal Audit Manager at IDM, she was responsible for leading the audit function, developing and executing the risk-based audit plan, conducting financial and operational reviews, presenting findings and reports to Board and Audit Committee, and overseeing the implementation of audit recommendations. This experience, combined with her strong technical credentials, equips her well for the position of Manager, Internal Audit at HRDC, where she will oversee the internal audit function. Her focus will be on enhancing the effectiveness, independence and value of the internal audit function.



Ms Chedu Sesinyi

Ms. Chedu Sesinyi is a Certified Internal Auditor (CIA) and a Fellow of the Association of Chartered Certified Accountants (ACCA), bringing over 10 years of post-qualification experience. She holds a Bachelor of Business Administration from the University of Botswana and recently completed a Management Development Programme with the University of Stellenbosch in South Africa.

Chedu is a versatile auditor with solid experience in operational and financial audits, complemented by exposure to IT audit assignments. She has also completed trainings in risk management and corporate governance. Her career includes impactful roles at Debswana Diamond Company, where she contributed to strengthening internal controls and enhancing risk management across both the Mining Operations and the Corporate Centre.

Guided by a strong commitment to continuous improvement, Chedu is focused on delivering value and supporting the successful achievement of organisational objectives.



Ms Amogelang Montshiwa

Ms Amogelang Montshiwa is an enthusiastic and energetic Economist and Statistician with a strong academic foundation and a passion for research and innovation. She holds a Bachelor of Arts in Social Sciences, majoring in Statistics and Economics, from the University of Botswana, where she developed a keen interest in data-driven decision-making and policy analysis.

Currently, Amogelang serves as a Research Analyst Intern in the Department of Statistics, Research Development and Innovation, located in Office No. 230. In this role, she actively supports departmental activities through data analysis, reporting, and general administrative tasks, ensuring that accurate and timely information informs planning and operational decisions. Her work contributes to shaping strategies that enhance organizational efficiency and drive evidence-based outcomes.

Amogelang's responsibilities include compiling and interpreting statistical data, preparing research reports, and assisting in the development of innovative approaches to data management. She is committed to leveraging her analytical skills to support projects that advance knowledge and improve service delivery. Her ability to combine technical expertise with practical problem-solving makes her a valuable asset to the team.

Beyond her technical skills, Amogelang brings energy, curiosity, and a collaborative spirit to every task. She is passionate about continuous learning and is eager to explore emerging trends in data science, economic modeling, and research innovation. Her goal is to contribute meaningfully to initiatives that promote sustainable development and informed policy-making.



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HRDC Ethics Hotline

To Report incidences of suspected fraudulent and corrupt activities affecting the HRDC use the following contact details:

1. By calling the toll free number: **16136** through Landline or Cellphone (all mobile service providers)
2. Emailing: HRDC@tip-offs.com
3. Through post to P O Box 448, Gaborone, Botswana
4. Through website at www.tip-offs.com

