



POST-SCHOOLING TRAINING AND HIGHER EDUCATION: KEY ISSUES FOR SKILLS DEVELOPMENT AND THE LABOUR MARKET

LMIP ROUNDTABLE – THEME 5

31 October 2017

PRETORIA

Background

- How is South Africa responding labour market and skills challenges?
- Key strategic priority for the Department of Higher Education and Training is to 'establish a credible institutional mechanism for skills planning' in South Africa.

Purpose

- mechanism aims to respond to, and address, the fragmentation and 'lack of credibility' of supply and demand-side skills information sources by aiming to 'provide credible information and analysis' to address the country's skills provisioning.

Challenges

- skills shortages and mismatches – and how do we improve productivity in the economy
- We thought SETAs have value add - their understanding of labour market issues in their respective industrial and economic sectors.
- There are systemic blockages such as: a lack of synergy between the various post-school sub-systems
- increase access to high quality and relevant education and training and skills development opportunities
- key driving force of this strategy is improving the effectiveness and efficiency of the skills development system.
- to facilitate the journey individuals make from school, college or university, or even from periods of unemployment, to sustained employment and in-work progression

NSDS III and LMIP

- **Vision:** A skilled and capable workforce that shares in, and contributes to, the benefits and opportunities of economic expansion and an inclusive growth path.
- **NSDS Goal 4.1** *Establishing a credible institutional mechanism for skills planning*
- **NSDS Outcome 4.1.1:** *National need in relation to skills development is researched, documented and communicated to enable effective planning across all economic sectors*
- **Output 4.1.1.1:** Capacity is established within the Department of Higher Education and Training to coordinate research and skills planning.
- **Output 4.1.1.2:** Sector skills plans are professionally researched, provide a sound analysis of the sector and articulate an agreed sector strategy to address skills needs.
- **Output 4.1.1.3:** Sector and nationally commissioned research and data is analysed, validated and captured in an integrated database that is accessible to stakeholders.

➤ **Other objectives**

- LMIP seek to promote a skills development system and architecture that effectively responds to the needs of the labour market and social equity.
- seeks to establish and promote closer links between employers and training institutions and between both of these
- inadequate skills levels and poor work readiness of many young people leaving formal secondary and tertiary education and entering the labour market
- There is a need for much more substantial programmes that improve qualifications, support career-pathing, enable greater flexibility and mobility and increase productivity
- Relevant sector-based programmes addressing the needs of unemployed people and first-time entrants to the labour market will be developed

Focus and Objectives of the Policy Roundtable

The specific objectives of the roundtable are to:

1. Engage with the key findings from the research undertaken by LMIP Theme 5 researchers;
2. Develop a critical understanding and insight into the drivers of skills supply in South Africa and on the nature equity and efficiency in skills attainment;
3. Consider the type of data and research that we need to make policy decisions about education and training in South Africa;
4. Consider the range of possible interventions that may inform a skills planning mechanism that are responsive to supply-side dynamics and circumstances;



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THANK YOU

