



LMIP ANNUAL REPORT

1 APRIL 2015 – 31 MARCH 2016

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1. INTRODUCTION

The fourth year of the LMIP, April 2015- March 2016, marked a period where a number of research reports were produced and research findings disseminated through among others, policy roundtables, policy briefs, seminars, research bulletins, LMIP Update, the DHET Minister's progress reports and the LMIP website.

Continued engagements between the researchers on different projects resulted in synergies being identified across the five research themes. Meetings held between the DHET Technical Theme Committees and the LMIP research teams continued to be valuable in that they created a unique opportunity for collaborative partnerships between government and the research community.

In this annual report we report on: (i) management, coordination and governance activities; (ii) research activities under five interlocking themes; (iii) student and institutional capacity building activities; (iv) research communication activities; (v) overall financial status of the programme and (vi) conclusion, successes and challenges experienced in the project.

2. MANAGEMENT, COORDINATION AND GOVERNANCE

During the fourth year of the project, management activities focused on continuing to establish the high level architecture of the LMIP by:

- Ensuring synergies across research themes;
- Quality assurance of outputs;
- Facilitating consultations between the HSRC consortium and DHET;
- Presenting LMIP research findings at the various fora;
- Convening Advisory Committee and Steering Committee meetings;
- Contributing to the DHET Minister's monthly progress report;
- Facilitating development and revision of Theme 5 business plan;
- Preparing Addenda to the original LMIP MoA and contracts with involved Universities
- Preparing six-monthly progress reports, forecast activities and financial reports.

2.1 LMIP governance structures

The governance structures, namely, the Advisory Committee, Steering Committee and Technical Theme committees established in the first year of the project continued to ensure the alignment of the strategic and operational aspects of the LMIP.

2.1.1 The LMIP Advisory Committee

During this reporting period, the HSRC organised an Advisory Committee meeting which included members of the Reference Group on skills, supply and demand. This was held at the HSRC on **14 December 2015**. The purpose of the meeting was to invite the Advisory Committee (AC) and Reference Group (RG) to engage with the

draft *Annual Report on Skills Supply and Demand in South Africa*, produced by the HSRC. This report aims at informing government and other stakeholders about skills needs in South Africa. Some of the AC and RG members who engaged with the draft report represented the following organisations: the DHET, LMIP -HSRC, Institute of Personnel Management, and the Presidency: DPME and Department of Trade and Industry.

2.1.2 The LMIP Steering Committee meetings

During this reporting period, three Steering Committee (SC) meetings were held, **22 May 2015**, **20 August 2015** and **9 March 2016**. SC meetings focused mainly on presentation and discussion of emerging findings from research work undertaken by the research consortium (Table 1).

At the **9th of March 2016** meeting, a decision was taken regarding draft research outputs shared with DHET for review and comment. Since it often took DHET theme committees very long to give comments on draft outputs, it was resolved that DHET should be given a timeframe of one month to review and respond to outputs. Should this period lapse without a response, then HSRC should regard the report as approved and go ahead to have the output finalised. The HSRC should however, inform DHET each time an output is finalised.

Table 1: Presentations made at SC meetings

Date of meeting	Presentation
22 May 2015	The Dictionary Project: A discussion of the project parameters
20 August 2015	Information and skills planning for the workplace: Case studies of companies in South Africa
9 March 2016	SETA Labour Market Survey: Firm Case Studies

2.1.3 Technical Theme Committees

These Theme specific Committees provided opportunities for LMIP researchers and technical experts from DHET to problematise the research and debate critical research issues at the theme and sub-project level. Given that a number of research reports were produced during the period under review, these Committees served to review draft reports and forward comments to research theme leaders.

2.1.4 LMIP Participation in stakeholders meetings

The LMIP senior management team presented the research or participated in meetings organised by DHET, other government departments and other stakeholders. During the reporting period, Dr V Reddy made presentations on LMIP research or participated in meetings and workshops listed in Table 2 below:

Table 2: Stakeholder meetings and workshops

Date	Meeting/workshop
5 June 2015	Workshop on research methodologies to identify occupations in high demand
19 June 2015	Technical Working Group meeting of the HRDC
6 August 2015	Occupations in High Demand meeting
7 October 2015	Minister of Higher Education and Training launch of the skills forecasting model
10 November 2015	Report back on international study tour on skills planning
12 November 2015	EU project meeting with the Minister of Higher Education
12 February 2016	HRDC research roundtable discussion in Pretoria
15 March 2016	DHET Universities branch meeting on the mid-term review of enrolment and efficiency targets for 2017/18 – 2019/20

EU-SA Skills Planning Dialogue Study Tour

The Department of Higher Education and Training is charged with the development of a ‘credible mechanism for skills planning’ in South Africa. The European Delegation in South Africa provides strategic support to the Department through the EU-SA Skills Planning Dialogue, funded via the Dialogue Facility. The Skills Planning Dialogue provides support for high-level policy engagement and policy learning between South Africa and EU partner countries and agencies, through research, dialogue, and the undertaking of two international study tour missions.

As part of the SA-EU Policy Dialogue Forum, the HSRC was invited by DHET to participate in **two** international study tours in July and October 2015. The first study tour involved visits to five countries (i.e. United Kingdom, Dublin, Brussels, Paris and Italy) from **18-25 July 2015** and the second tour which took place from **26-30 October 2015** involved visits to Australia. In the first tour, the HSRC-LMIP was represented by Dr V Reddy and in the second one by Dr V Reddy and Dr G Kruss. On both tours, the DHET delegation led by the Director General, Mr G Qonde was represented by the following Directorates: Performance, Monitoring and Evaluation; SETA Coordination; Programme and Curriculum Innovation; Academic Planning and Management Support; Research Coordination, Monitoring and Evaluation; and Planning, Monitoring and Evaluation Coordination. The EU organisers were Mr Mike Campbell and Mr Glen Fisher. The purpose of the tour was to engage with groups involved with Labour Market information systems about how they engage with their findings.

2.2 Business Plans and MoA amendments

The LMIP Management Team coordinated the revision of Theme Business Plans by the Theme Leaders. This also involved drafting of the Addendum to the Third MoA. The Third Addendum served to better align the research activities as outlined in the Theme Research Proposals and Business Plans to the original MoA. This Addendum was signed by both DHET and HSRC on the **11th of May 2015**.

As research progressed, it became necessary to request DHET for a no cost extension to enable researchers to complete research outputs and disseminate findings through various fora. The fourth Addendum to MoA towards a no cost extension of the project was prepared. This Addendum served to extend the completion date of the project from 31 March 2015 to 31 December 2016.

In addition, the HSRC signed the First Addendum to MoA with the National Research Foundation to extend the period of the Principal Agreement for a further period of twelve months with effect from the 1st of January 2015 to the 31st of December 2015. This Addendum served to allow further allocation of LMIP bursaries to Honours students in the 2015 academic year. In September 2015, the HSRC liaised with NRF to make another call for bursary applications to fund 8 honours students using the same funding set aside for 12 bursaries in 2015. The HSRC prepared and signed the 2nd Addendum to the MoA to allow NRF to manage the bursary awards of the selected seven Honours students until December 2016.

Theme 5 Business Plan

It is worth mentioning that research work under Theme 5 was halted for a period of one year (i.e. November 2013 - November 2014). The Theme 5 Business plan on **Pathways through Education and Training and to the labour market** took a year to be finalised and approved following the resuscitation of the work in November 2014. The draft Business Plan was presented at the Steering Committee meeting held on **21 January 2015**. This was followed by further discussions and refinement of the Business Plan between DHET, HSRC and Theme 5 research partners. Following a number of revisions, the final BP was submitted to DHET for endorsement on **20 November 2015**. The Business Plan was approved in a letter from DHET dated **8 December 2015**.

2.3 Project Management: Reporting, monitoring and quality assurance

The LMIP management and coordination team prepared and submitted the following reports to DHET:

Bi-annual Progress Reports

The bi-annual progress reports describe the activities undertaken during the said reporting periods and include research outputs and other deliverables. The bi-annual progress reports were submitted to DHET for the periods, 1 April to 30 September 2015 and 1 October 2015 to 31 March 2016.

Six Monthly Activity Forecasting

The six monthly forecast activity schedules for 1 April to 30 September 2015 and 1 October 2015 to 31 March 2016 were submitted to DHET. These schedules provide a list of planned activities with timelines and budget for subsequent six months for monitoring progress on research activities.

DHET Minister's monthly progress reports

The LMIP contributes to the DHET Minister's monthly progress report. **Table 3** below shows the reports submitted during the reporting period. The reports were prepared by the Theme Leaders and focuses on specific research findings. These are also uploaded to the LMIP website as LMIP Briefing notes.

Table 3: LMIP Minister's progress reports

Date	Topic
April 2015	The changing knowledge bases at intermediate labour market levels and examines its Implications for artisanal work and work preparation
May 2015	The role of higher education institutions in predicting labour market outcomes
June 2015	Study on evidence based policymaking and the research policy nexus in the LMIP
July 2015	The SETA labour market survey
August 2015	The Square Kilometre Array (SKA) telescope as a case of a structured and focused public sector intervention to develop high-level skills needed for global competitiveness
September 2015	Sugar farming and milling sectoral system in KwaZulu-Natal as a case of a 'self-sufficient' private skills development system that could benefit from stronger alignment with the public post-school sector
October 2015	Research on institutional responsiveness and student employability in the vocational education and training curriculum
November 2015	Roadmap for the Implementation of a Skills Planning Unit
February 2016	Changing knowledge bases at intermediate labour market levels: Drawing out further insights for artisanal work and work preparation
March 2016	Curriculum responsiveness and employability in the post-school system

Financial Reports

During the current reporting period, the HSRC submitted the following financial reports: 14th financial report for the period ending 30 June 2015; 15th financial report for the period ending 30 September 2015 and 16th financial report for the period ending 31 December 2015.

Quality Assurance Critical Review Processes and Structures

The LMIP has quality assurance mechanisms in place to review substantial LMIP research outputs, such as final thematic reports and policy briefs. LMIP senior management team members, in this case Dr Reddy and Dr Kruss, ensured that draft research outputs mentioned under research activities are reviewed before they are submitted to DHET for further review. Dr Kruss also ensured that there is coherence across themes, projects and sub-projects. Furthermore, other LMIP researchers as well as external experts who are not part of the LMIP also reviewed and commented on

research outputs. Researchers were required to respond to these peer reviews to strengthen their reports. Plagiarism reports were submitted for all final reports. The reports are then copy edited, laid out and proofread by the Compress team, before uploading to the website.

Theme Leaders' meeting

These meetings provide a platform for Theme leaders to engage on how to integrate the emerging research findings across the themes. They also served as a forum to discuss publications and dissemination of research work. A Theme Leaders' meeting held on **14 August 2015** provided opportunity to discuss the communication of LMIP research to a wider audience, journal articles submitted to the Development South Africa journal, and to review progress on the main project deliverables. Another meeting was held on **23 November 2015** where journal and book publications were discussed. In 2016, Dr Kruss has worked with individual theme leaders on book proposals, quality assurance of reports and preparations for the colloquium.

3. RESEARCH ACTIVITIES

The primary focus was on undertaking the research and producing outputs in the form of research reports, working papers, journal articles and policy briefs. The final outputs excluding journal articles were loaded onto the LMIP website. In this section we report briefly on the projects in each theme.

3.1 Theme 1: Establishing a Foundation for Labour Information Systems

Theme 1 facilitates the actual creation of the 'credible skills planning mechanism into which institutions are linked through an information technology system that supports sharing data, information and intelligence for skills planning. The sub-projects under this Theme include, (a) Developing a credible supply and demand framework, (b) Towards a data architecture: Audit of existing databases and national data needs and (c) Labour Market Analysis: Indicator Selection.

(a) Developing a credible supply and demand framework

This sub-project aims to adopt a scientifically defensible approach to skills planning and setting up the skills planning mechanism. During the period under review, research undertaken included an assessment of how information on current skills needs and future needs relevant national development strategies can be generated and communicated. A working paper was produced with the title, *'Estimating the current and future skills demand of government's national growth and development policies'*. The paper was submitted to the DHET Theme Leader in **February 2016**, for review. DHET did not respond to the paper. Therefore, based on the decision taken at the March 2016 Steering Committee meeting, the Working Paper was finalised and is in preparation for publication on the website. In addition, work on the compilation of the dictionary of concepts and terms relevant to skills planning resumed in **February 2016**. The team had commenced with capturing terms and definitions from gazettes and policy documents that were downloaded from DHET's website; documents received from DHET's internal branches in June 2015 and other

documents sourced from the government website (www.gov.za). The dataset currently contains 314 terms.

(b) Towards a Data Architecture: Audit of existing databases and national data needs

This sub-project consists of an ensemble of projects that concentrate on data as an essential constituent of the workings of the LMIS and of research activities. The project explored available datasets through a scoping analysis of all datasets in government that contain data relevant to labour market demand and supply. The research team produced a report with the title, '*High level audit of administrative datasets*'. The draft report was shared with DHET Theme Leader for review and comment. One of the comments made by DHET regarding the report is that it should be shared with all government departments that participated in the study. The HSRC shared the report with the relevant departments, however, not all departments responded to the report. The DHET at the Steering Committee meeting held on the 22nd of May 2015, raised the issue about the importance of departments' confirmation of the contents of the report related to the respective departments. At the same meeting it was decided that the DG Higher Education and Training write to the DG's and give them two weeks to respond or comment to the report and this will serve as proof that they are aware of the contents of the report. Following this decision, the DHET DG, Mr Qonde wrote a letter dated **24 June 2015** to the DG's of the affected government departments to confirm the accuracy of reported information pertaining to their respective departments in this report. The departments were requested to respond by **30 July 2015**. However, this date was not adhered to as some of the departments responded towards the end of September 2015. The report was subsequently finalised and is available on the LMIP website.

In addition, the sub-project, explored different perspectives on the nature of labour market information, its uses, ways of improving data quality and linking datasets. To this end, research undertaken entailed, (a) an investigation of Public Employment Services (PES) generation of skills matching data with potential for improving demand-side data quality, (b) an exploration of how private sector firms use and generate data for the purpose of skills planning. Two research reports were produced with the titles, '*Investigating employer interaction with the Employment Services of South Africa (ESSA)*' related to (a) and the '*Information and skills planning for the workplace: Case studies of companies in South Africa*'. Both reports were forwarded to DHET for review in **July 2015** and **September 2015** respectively. They were subsequently finalised. The former report is available on the website while the latter is being prepared for uploading on the website.

(c) Labour Market Analysis: Indicator Selection

Developing a set of indicators is one of the central goals of Theme 1. The aim of studies undertaken under this sub-project is to generate indicator knowledge in preparation for and to feed into the actual KISP development. Studies undertaken during this reporting period involved, (a) identification of the core indicators for reporting on current and future supply and demand for skills planning, (b) new dataset on social attitudes towards work, unemployment and job search in South Africa and (c) a flagship publication of key indicators of skills planning. Three reports were

produced with the titles, (a) '*Indicators and data to support skills planning in South Africa*', (b) '*Public attitudes to work in South Africa*' and the (c) '*Annual Report for Skills Supply and Demand in South Africa*'. The first and second reports were forwarded to DHET for review in **August 2015** and **February 2016** respectively and comments were received. HSRC responses to comments on the first report are pending while the second report has been finalised. The first draft of the Annual Report for Skills Supply and Demand in South Africa was completed and presented at the LMIP Advisory Committee meeting held on 14 December 2015. The meeting included members of the Reference Group on skills, supply and demand. The meeting allowed the participants to engage with the report and feedback from this meeting, and further engagements with researchers and other stakeholders informed subsequent drafts. A second draft was prepared from January 2016, for presentation to DHET in May 2016.

Publications

Research outputs produced during the current reporting period, involved journal articles, which were prepared and submitted to the journal, *Development Southern Africa* for possible publication. Both papers have been accepted for publication.

Article 1: Powell, Reddy & Juan. 'Skills in South Africa: The journey towards credible planning'.

Article 2: Paterson, Andrew & Visser, Mariette. 'Use of administrative and databases in government departments: platform for Skills Planning'.

3.2 Theme 3: Studies of Selected Priority Sectors

During this reporting period, we report on three project areas under this theme, namely, the (a) Skills-biased Employment Demand: an empirical overview; (b) SETA Labour Markets and (c) Employment Creation: Informal Sector. Each of the research projects developed a generic approach to institutionalize the labour market information they generate. Taken together, they provide labour market intelligence that will enable DHET to design a more optimal set of policy interventions to engender growth and employment in the domestic economy.

(a) Skills-biased Employment Demand: An empirical overview

The sub-projects within this focus area, entail, (a) Human capital accumulation and pro-poor growth and (b) Institutions and labour market outcomes. Within Human capital accumulation and pro-poor growth project, research entailed an assessment of the role played by the Temporary Employment Services (TES) sector in contributing to employment and output growth in post-apartheid South Africa, with a particular focus on youth skills development. During the current review period, the report with the title, '*Temporary Employment Services in South Africa: Assessing the Industry's Economic Contribution*' was completed in **August 2015**. It was then submitted to DHET Theme 3 Technical Task Team for review in October 2015 and the final report submitted to the HSRC in **February 2016** to prepare for publication on the LMIP website.

Three studies were carried out under the sub-project, **Institutions and labour market outcomes**. The studies focused on (i) Education and labour market outcomes, (ii) The National Student Financial Aid Scheme (NSFAS) and (iii) Cape Higher Education Consortium (CHEC) Graduate Tracer Study. The following three reports were completed from these studies.

- (i) The Role of Post-School Education and Training Institutions in Predicting Labour Market Outcomes'. The draft report was submitted to DHET for review. No comments were received from DHET. The final report was submitted to the HSRC in March 2016 to prepare for uploading onto the LMIP website.
- (ii) The National Student Financial Aid Scheme and the development of the higher education system in South Africa: A description of the demographics and performance of NSFAS beneficiaries. This report was completed in March 2016, thereafter submitted to DHET for review. The peer review process has also been completed.
- (iii) The Youth Transitions from Higher Education to the Labour Market report was completed in March 2016 and submitted to DHET for review in April 2016.

(b) SETA Labour Markets

The overarching purpose of the SETA Labour Market Survey is to collect information that would assist in informing DHET's strategy on how to address one of their key mandates of skills planning. To this end, case studies were conducted to gain a deeper understanding of the systems, human resources and time that it took for each firm to answer the questionnaire. A comprehensive report on the case studies entitled, '*SETA Labour Market Survey Firm Case Studies*' was completed in June 2015, and the draft submitted to DHET for review in October 2015. The final report was forwarded to the HSRC in March 2016 to prepare for uploading onto the LMIP website.

(c) Employment creation through the informal sector: A national skills plan

The objective of this project area is to understand how the provision of appropriate skills to the micro-enterprise sector can possibly improve both the performance and growth of microenterprises in South Africa. An empirical overview of skills constraints within the micro-enterprise sector was carried out. This culminated in a report with the title, '*The Role of Skills and Education in Predicting Micro-enterprise Performance*'. The report was submitted to DHET for review. No comments were received from DHET. The final report was then forwarded to the HSRC in March 2016 to prepare for uploading onto the LMIP website.

Policy Brief

Policy briefs raise key points simply and will emphasise the policy implications of the research. These are produced by each theme leader, in consultation with the theme committees and through policy roundtables.

A draft Policy Brief with the title, '*How using a firm level survey can provide useful*

data for skills planning: the case of manufacturing firms in South Africa’ was produced. The draft was submitted to DHET in March 2016 for consideration.

Publications

Publications produced during the period under review included a draft monograph (i.e. specialist book) and a journal article.

A draft monograph entitled, ‘*Sectoral studies of the South African labour market*’ has been produced. The monograph brings together the outputs of the research carried out under Theme 3. It is envisaged that the monograph will be published through the HSRC Press.

A journal article with the title, ‘*Higher education, employment and economic growth: Exploring the interactions*’ was submitted to Development Southern Africa Journal in April 2015. This article has been accepted for publication.

3.3 Theme 4: Reconfiguring the Post-School Sector

The strategic objective of Theme 4 is to inform DHET’s task of reconceptualising the post-school sector, to build a differentiated range of education and training institutions that are responsive to rapid technological change and ensure equitable access.

Theme 4 comprises two research projects. First, a study of labour market interactive capabilities, structures and mechanisms in a range of public and private post-school education and training institutional settings in South Africa. Second, a study of how vocational and professional programmes and curricula are conceptualised in relation to the skills demands of global, national and local labour markets. Research undertaken within the two focus areas has been presented in reports, policy briefs, journal articles, presentations at international conferences, and policy roundtables.

Consultation meetings were held with DHET, SETAS, HE, FET and TVET as users of the research, to draw out policy implications and inform the design of manuals and templates. A major achievement for the year was the completion and finalisation of the project report for the Institutional Responsiveness and Student Employability in Vocational Education and Training Curriculum research area with the title, ‘*Employability and Curriculum Responsiveness in Post-School Education and training*’. The final report is being prepared for uploading onto the website. The synthesis report is based on the following seven case study reports: (a) the South African Sugar Industry: A case study of curriculum responsiveness, (b) University of Technology: Engineering Case Study, (c) Bell Equipment: A case study of corporate responsiveness in a Richards Bay manufacturing company, (d) Growing skills for the forestry profession: a case of Curriculum responsiveness in South Africa, (e) Case study on the role of the National Certificate Vocational for the Automotive Repair and Maintenance Curriculum, (f) Case study on interactive capabilities in Sugar sectoral system of innovation and (g) Case study report on interactive capabilities in Automotive sectoral system of innovation.

Synthesis to inform new post school systems

A number of consultations between the HSRC research team and DHET Theme 4 Committee, SETAs, HE and FET were held to plan and execute a process to institutionalise the approach and methodology to inform skills planning. The consultation process entailed, a Technical Task Team meeting on 5 May 2015 where the value of the research guides for SETAs and TVET colleges was discussed; on 30 June 2015, a meeting was held with the working group responsible for revising the SETA SSPs and a decision on a plan for engagement with the SETAs was agreed upon, and on 20 August 2015, a meeting with the SETA social cluster (SETA researchers and managers) where feedback for revising the guide to improve alignment with current SETA research priorities was discussed. It was agreed that the SETA research guide would be useful for informing the SSP process. The research guide was presented at the SSP forum on 9 October 2015. Following presentation at the SSP Forum, the HSRC Theme Leader had a meeting with SETA task team members on 23 February 2016, to discuss their feedback on the research guide. The research guide was finalised in March 2016 after going through a number of revisions based on discussions with the SETA branch and SETAs. A practical guide with the title, *'Mapping key role-players and SETA partnerships: A design and methodology to guide research on skills development systems'* was finalised in March 2016 and uploaded to the website.

This area of the project also include, synthetic analysis on a systemic and strategic level on skills planning at diverse levels across the post-school sector. During the period under review, *'Synthetic analysis on a systemic and strategic level, on skills planning at diverse levels across the post-school sector'* was completed and submitted to DHET for consideration.

Policy Briefs

The following policy briefs were produced:

- Institutional alignment in the knowledge economy: lessons from Square Kilometre Array telescope. HSRC/LMIP Policy Brief. This Policy Brief is still in preparation
- How can universities and colleges improve the alignment between education and work? A systemic, demand led approach to skills planning and development. HSRC Policy Brief 14, March 2016. This Policy Brief is in preparation for uploading onto the LMIP website.

Theme 4 related dissemination activities

One of the ways in which Theme 4 research dissemination occurred was through conference presentations. A paper with the title, *'Connecting capabilities in highly unequal developing countries: the case of the Square Kilometre Array telescope in South Africa'* was presented at the 13th GLOBELICS International Conference held in Havana, Cuba from 23-25 September 2015.

Another conference paper with the title, *'Work-integrated learning for the engineering qualifications: a spanner in the works?'* was presented at the 8th Annual Teaching and Learning in Higher Education Conference from 25-27 September 2015.

Publications

Publications produced during the period under review included journal articles and a concept note towards a book publication.

A concept note for a book proposal with the title, '*Skills planning in the context of structural inequality: new directions in South Africa*' has been completed and discussed at the Project Leaders' meeting held on 23 November 2015. The edited volume will draw off Theme 4 and 6 research.

Journal Publications

The paper entitled, 'Higher education and economic development: the importance of building technological capabilities' was published by the *International Journal of Educational Development* in July 2015. The paper received the Elsevier Atlas Award recognising research that could significantly impact people's lives around the world.

Three papers submitted to the Journal, *Development Southern Africa* in October 2015 have been accepted for publication:

- (a) 'Connecting capabilities in highly unequal developing countries: the case of the Square Kilometre Array telescope in South Africa';
- (b) 'Bridging skills demand and supply in sectoral systems of innovation in South Africa: the role of public and private intermediaries and
- (c) 'Higher Education Responsiveness through Partnerships with Industry: A South African University of Technology case'

Another Theme related paper with the title, 'Work-integrated learning for the engineering qualifications: a spanner in the works?' submitted to *Journal of Education and Work* has been published.

3.4 Theme5: Pathways through Education and Training and into the workplace

The objective of this theme is to obtain a better understanding of the pathways undertaken by young people through the education and training system into the workplace. The study components of the pathways through education and training institutions include:

- (a) Longitudinal panel study tracking a group of grade 9 learners for 5 years;
- (b) How matric results influence university access, field of study and progression through university;
- (c) School-to-work transitions in the National Income Dynamic Study;
- (d) University graduate destination: learnings from the Eastern Cape study on transitions to the labour market by University graduates;
- (e) Assessing the usability of the Western Cape graduate destination survey
- (f) Scoping for a tracer study of the education and training and labour market outcomes of workplace training programmes;
- (g) TVET colleges: pathways of TVET college learners through NATED programmes;

- (h) Scoping for tracer study of Adult Education Centre / Community College completers to determine labour market outcomes

(a) Longitudinal panel study tracking a group of grade 9 learners for 5 years.

This study concerns the second wave of the South African Youth Panel Study based on longitudinal data collected annually on young people in South Africa on education transitions over a consecutive, five year period. The study examined the main activity choices of young people over time and how learners move through the education system. Findings from this study are documented in the report, entitled, '*Smooth, staggered or stopped? Educational transitions in the South African Youth Panel Study*', which was completed in December 2015 and submitted to DHET for review in March 2016.

(b) How matric results influence university access, field of study and progression through university

This project aims to provide a new analysis of existing data sources which would allow the tracking of individuals from secondary schools into and through tertiary institutions. The study is undertaken by The Research Group on Socio-Economic Policy (RESEP), led by Prof Servaas van der Berg of the University of Stellenbosch. This is one of the projects that was put on hold following the approval of all other projects at the Steering Committee meeting held on **20 August 2015**. The meeting resolved that the research team should first obtain permission from the Department of Basic Education (DBE) to access the matriculation datasets. The project team negotiated with DBE and DHET about data access, matching and anonymising. Subsequently, the necessary permission was obtained. The data fields were extracted and the data anonymised with the support from the DHET. Matching and cleaning data has been completed.

(c) School-to-work transitions in the National Income Dynamic Study

This project analyses the most comprehensive nationally representative household panel survey in South Africa, the National Income Dynamics Study (NIDS), to identify which learners make the transition from schooling to post-schooling education and training and to which types of education and training. The analysis of FETs and HE institutions databases has been completed. Coded NIDS educational institution data is in progress.

(d) University graduate destination: learnings from the Eastern Cape study on transitions to the labour market by university graduates

The study was undertaken to understand pathways through university and into the labour market focusing on University of Fort Hare and Rhodes University. The study was undertaken by the research team from the Neil Aggett Labour Studies Unit (NALSU) of Rhodes University led by Dr Michael Rogan. The key question addressed by this study is: 'What are the dynamics of access, progression, graduation and labour market destinations underpinning learner, student and worker mobility

along various education, training and labour market trajectories, and how can this knowledge inform skills planning in South Africa?’ A report on this study has been produced with the title, *‘Pathways through university and into the labour market: Report on a graduate tracer study from the Eastern Cape’*. A full report is available on www.lmip.org.za

A paper entitled, *‘Schooling Inequality, Higher Education and the Labour Market: Evidence from a Graduate Tracer Study in the Eastern Cape, South Africa’* written by Dr M Rogan & Dr J Reynolds, was presented at the 59th World Assembly on Challenging disparities in education, held from 19-22 June 2015 at the Naruto University of Education, Japan. The paper has been published by the International Council on Education for Teaching (ICET) in an edited volume of the 59th Year Book of Teacher Education.

A working Paper on the study with the title, *‘Schooling inequality, higher education and the labour market: evidence from a graduate tracer study in the Eastern Cape’* prepared by Dr M Rogan and Dr J Reynolds was produced and has been published on the LMIP website. Furthermore, findings from the same study were presented at the HSRC organised LMIP Seminar on *‘Schooling inequality, higher education and the labour market: evidence from a graduate tracer study in the Eastern Cape, South Africa’*, held on 31 March 2016. This seminar focused, in particular, on how factors such as schooling background, race and gender are associated with study choices and unemployment. The findings have important implications for equity and for the efficiency of higher education institutions. The seminar presentation can be accessed from www.lmip.org.za

(e) Assessing the usability of the Western Cape graduate destination survey

This project assesses the level of randomness in the non-response of graduates from the Western Cape tracer study and its relationship to labour market success in tracer studies. The study is conducted by the Southern Africa Labour and Development Research Unit research team at the University of Cape Town led by Dr Nicola Branson. The team has completed the literature review, compilation of data from multiple sources and the analysis of attrition. The writing of a working paper and report is in progress.

(f) Scoping for a tracer study of the education and training and labour market outcomes of workplace training programme

The aim of this study is to reflect on and propose, the adaptation of a methodology designed to track young people into learnership and apprenticeship programmes and out to the workplace, for future tracer studies. During the period under review, the research team had completed reviewing the design and approach to inform the development of templates for tracer studies of learnerships and apprenticeships. The internships and skills programmes datasets have been created.

(g) TVET colleges: pathways of TVET college learners through NATED programmes

This study aims to determine, who accesses and progresses through the NATED qualification route; the destinations of NATED graduates at key exit points and the take-up of NATED college graduates within industry. The study is undertaken by a research team of the Further Education and Training Institute at the University of the Western Cape, led by Dr Joy Papier. During this reporting period, the team had collated all college data including contact details of students and a final list of a representative sample of 5 000 students. The development of a longitudinal survey for all 50 TVET colleges is in progress.

(h) Scoping for tracer study of Adult Education Centre / Community College completers to determine labour market outcomes

This study aims to provide useful information about students who participate in programmes offered in the Public Adult Learning Centres (PALCS) and TVET colleges and the value these institutions add to the students' lives and communities. The study is undertaken by the Centre for Researching Education and Labour (REAL) at the University of the Witwatersrand under the leadership of Prof Peliwe Lolwana. The original research proposal proposed tracing a sample of adult learners in Public Adult Learning Centres and TVET colleges in Gauteng and Mpumalanga provinces. However, the Mpumalanga Community College Directorate, under which PALCS are administered, delayed in responding to requests to visit sites in August 2015. REAL contacted Free State Community College Directorate and received quick response. In November 2015, REAL went ahead with Gauteng and Free State and gained consent of 500 learners to participate in the study. The research team has completed development of adult learner database, contracted service provider to conduct telephonic interviews with selected students, and has developed and finalised the instrument for telephonic interviews. The literature review for the study is in progress.

(i) Coordinating an education and training panel study forum

A coordinating forum for the education and training panel study was established in 2015 led by Dr G Kruss of the HSRC. The forum is constituted by representatives from Universities SA, StatsSA, DHET and LMIP consortium from Rhodes University, Stellenbosch University, REAL Wits and the HSRC. The first Forum meeting was held on **18 August 2015** where participants gave an overview of their current panel studies. Universities SA gave an overview on national higher education tracer studies; StatsSA on household survey of graduate destinations; DHET on higher education cohort studies. The outcomes of the Forum meeting were reported at the LMIP Steering Committee meeting held on **20 August 2015**.

Publications

Publications produced during the period under review included a journal article and a concept note towards a book publication.

The draft Theme 5 concept note for an edited volume book publication entitled, 'Post-schooling trajectories and the labour market in South Africa' was completed in January 2016. This was discussed at the meeting of Theme 5 sub-project leaders held in Cape Town on 29 January 2016. A meeting is planned to discuss the concept note with Theme 5 DHET colleagues.

Journal Publication

The paper entitled, 'Higher education and the labour market: evidence from an Eastern Cape graduate tracer study' submitted to the Journal, *Development Southern Africa* was accepted in September 2015 for publication.

3.5 Theme6: Understanding Changing Artisanal Occupational Milieus and Identities

During the fourth year of the project, studies were undertaken on the following two projects: (a) Shifting Boundaries between Professions and Occupations and how this Impacts Artisanal Work and Training and (b) Relation between the Changing Nature of Artisanal Work, Apprenticeships and Trade Testing.

(a) Shifting boundaries between professions and occupations

The objective of this project is to illustrate what types of insights are possible in a labour market intelligence system that recognises issues such as professionalisation, professionalism, work identity and social identity as key to understanding issues of supply and demand. The main focus was on finalising the project report entitled, '*A study of the shifting boundaries of artisanal work and occupations*'. The report is being prepared for publication on the LMIP website.

(b) Relation between the Changing Nature of Artisanal Work, Apprenticeships and Trade Testing

The objective of this project is to shed light on important aspects of training for artisanal work linked to experiences in employment, at the micro-level. The focus was on finalising the project report entitled, '*Understanding changing artisanal milieus, identities and labour markets*'. The report is being prepared for publication on the LMIP website.

Policy Brief

The Policy Brief draws from the insights gathered at the policy roundtable to make suggestions towards artisanal skills planning in the future. Three draft policy briefs have been produced with the titles, (a) Planning for artisanal skills: why we should understand the changing nature of work, (b) History and economy matters for artisanal skills planning (c) Why changes to occupational domains matter for artisanal skills planning in South Africa.

Journal Publication

During this reporting period two journal articles were produced. The journal article, '*Planning for artisanal skills: Why occupational milieus and identities matter*', submitted to Development Southern Africa, has been accepted for publication.

The second paper, with the title, 'Construction and maintenance of occupational boundaries: The case of mechatronics in South Africa' is being revised for submission to the *Southern African Sociological Review*. .

4. STUDENT AND INSTITUTIONAL CAPACITY BUILDING

Capacity development activities are integral to the conceptualisation of the Labour Market Intelligence Partnership. The research capacity building projects aim to increase the number and quality of researchers working on post-school education, training, skills development and labour market issues in South Africa. Institutional capacity development activities focus on strengthening and supporting the capacity of the DHET and other stakeholders to manage a labour intelligence system.

4.1 Research capacity-building through a bursary programme

The LMIP bursary programme is managed by the National Research Foundation (NRF) in collaboration with the HSRC. In line with the approval for a no-cost extension of the LMIP from 31 March 2015 to 31 December 2016, the HSRC sought to also extend funding to Honours students in the labour markets field for the 2015 academic year. The HSRC requested DHET to allow extension of contract between the HSRC and NRF to 31 December 2015 to allow NRF to award bursaries to 12 Honours students for the 2015 academic year. Six students registered for Honours students were awarded bursaries. However, only 4 students accepted the awards. In September 2015, the HSRC liaised with NRF to make another call for bursary applications to fund 8 honours students using the same funding set aside for 12 bursaries in 2015. NRF prepared the call for 2016 honours bursaries. Seven bursaries were awarded. However, by the 31st of March 2016, only four were taken up. It is expected that the students will complete their Honours degrees in December 2016. Table 4 below shows the Honours programmes and research titles of students who were funded and completed their degrees in 2015. It also shows degrees and title of Masters students who were previously funded but completed their degrees in 2015.

Table 4: LMIP Bursary recipients who completed degree programmes in 2015

Institution	Degree programme	Research title
Stellenbosch University	Masters	Equity and efficiency issues in South African education: Some illustrations using education production functions on TIMSS data
University of Cape Town	Masters	Production upgrading and skills development in the Western Cape clothing sector: are industry requirements being met by institutional policy implications?
University of Cape Town	Masters	Youth Unemployment and Reservation Wages in Cape Town, South Africa
University of Pretoria	Honours	Utilising the course tools available on the Blackboard eLearning platform to enhance teaching and learning within the System Design and Development module of third year students at UP
University of Cape Town	Honours	Youth Unemployment in South Africa: Could mandatory national service be a solution?
University of Pretoria	Honours	Augmented Reality Technologies Today and Tomorrow
University of Pretoria	Honours	Socio-economic evaluation of the upgrading of informal settlements programme in Ditseneng and Greenside

4.2 The structured learning sessions: DHET and SETAs

The formal institutional capacity-building programme centres on six structured learning sessions over the lifespan of the LMIP. The learning sessions are aimed to provide research teams, DHET staff and SETAs the opportunity to interact with each other, sharing and learning collectively, using the evidence base provided by the research as a new opportunity for engagement, reflection and capacity building in the area of skills planning. The sessions are not conceived as merely a one-way flow of knowledge but are designed in consultation with DHET.

During this reporting period, the HSRC prepared a concept note on the remaining two learning sessions. The concept note was presented at the Departmental Coordinating Committee meeting held on the 2nd of December 2015. It was decided that the focus areas for the remaining two learning sessions would be on '*methodologies to identify skills needs*' (i.e. learning session 5) and the '*review of the WSP/ATP templates*' (learning session 6). The learning sessions are planned to take place in August and November 2016. Extensive consultation with DHET has taken place, to inform the design of the events.

5. RESEARCH COMMUNICATION STRATEGY

Research communication for the LMIP is conceived as a broad term that incorporates research dissemination, advocacy and policy translation activities in the form of policy roundtables, policy briefs/media briefs, conferences and seminars, research and technical reports, visual identify and advocacy and understanding the research policy nexus.

The HSRC produced the LMIP Communication Strategy: A Plan for high-level advocacy document. This was submitted to DHET for discussion and adoption. In response, DHET undertook to support implementation of the plan. DHET further informed the Steering Committee meeting of 22 May 2015 that the document will be presented in the Departmental Coordinating Committee.

Policy roundtables

Policy roundtables present a structured and focused opportunity to build a research-policy nexus, at which the research, policy and practitioner communities can meet to debate critical issues emerging from the research.

During the period under review, the LMIP hosted the **seventh** and **eighth** policy roundtables on 5 August 2015 and 17 February 2016 respectively.

The seventh roundtable focused on '*SETA Labour Market Survey Pilot: moving toward better labour market information and intelligence*'. This policy roundtable examined the merSETA Labour Market Pilot Survey to consider the type of labour market information that can be collected and how it can be translated into labour market intelligence. A total of 47 delegates representing the following organisations participated in the roundtable: Afrika Sentinel Compliance Services, FP & M SETA, QCTO, DPME, National Treasury, MerSETA, DHET, EWSETA, DPSA, Department of Labour, CATHSETA, BankSETA, CHIETA, FASSET, HWSETA, BUSA, VUT, NALEDI, PSETA, Institute of Personnel Management, Wits University, HSRC, Green Skills, Palladian, ETDP SETA, DTI, University of KwaZulu-Natal and University of Cape Town. The following presentations were made and are available on the LMIP website – www.lmip.org.za:

- CHIETAs credible mechanism for skills planning by A. Itzkin
- Manufacturing, engineering, and related services SETA(merSETA) by Raymond Patel
- The White Paper on post-school education and training: Policy perspectives by Melissa Erra
- SETA Labour Market Pilot Survey: Results and Key Learnings by Haroon Bhorat

The LMIP hosted the eighth Policy Roundtable on '*How do TVET providers develop intermediate skills to strengthen employability and employment prospects of students?*' on **17 February 2016**. This policy roundtable drew on recent research to examine factors that lead to or hinder the employability of students. It drew on a set of comparative case studies conducted in a range of different PSET programmes at different levels. The primary intention was to bring together education providers,

employers and researchers and policy makers to interrogate the complex interplay between employer expectations, provider opportunities and constraints, to clarify who needs to play what role, when, in the development of skills that are both sufficient for the task as well as the wider processes in a workplace. A total of 52 delegates representing the following organisations participated in this roundtable: SSACI, SEIFSA, SAICA, Provincial Skills Development Forum, CEPD, SA Forestry Contractors Association, NSFAS, Bell Equipment, SUN, Umfolozi TVET college, Mthashana TVET college, Treasury, Department of Labour, Sekhukhune TVET college, KSD TVET College, Central Johannesburg TVET College, Sparrow FET college, Singizi Consulting, Regional Pharmacy, QCTO, CCT, Westcol, Umgugundlovu TVET college, Letaba TVET college, Paper manufacturers association of SA, FP& M SETA, DPSA, DHET, HSRC, Wits University, University of Stellenbosch and University of KwaZulu-Natal. Presentations focused on the following topics and full presentations are available on the LMIP website – www.lmip.org.za.

- Why does industry need artisans and technicians- Riaan de Klerk, Bell Equipment
- The Swiss-South African Cooperation Initiative- Ken Duncan
- Better Foresters Stellenbosch & Forest Industry- Cori Ham, University of Stellenbosch
- The impact of national certificate vocational on the continued learning: patterns and destination of the FET colleges engineering graduates in the North- west province - Thabo Mashongoane, DHET
- How do TVET Providers Develop Intermediate Skills to Strengthen Employability Prospects for Students - Pamela Naidoo, SA Forestry Contractors Association
- The development of new occupational qualifications : implications for employability- Vijayen Naidoo, Quality Council for Trades and Occupations (QCTO)
- How do curriculum providers interface with employers to enhance employability – Thirushen Odayar, TVET College
- Unemployed graduates- Roopnarian Viren, Paper Manufacturers Association of South Africa
- Employability and Curriculum Responsiveness in Post-School Education and Training- Volker Wedekind, Wits University
- Reflections from case studies - Volker Wedekind, Wits University & Sybert Mutereko University of Kwazulu-Natal

LMIP Research Bulletin

The LMIP Research Bulletin is produced and electronically distributed bi-annually to a range of stakeholders and it is also hosted on the LMIP website. The bulletin serves to highlight the key events and project developments in the preceding period as well as showcase LMIP research publications. LMIP Research Bulletin 5 and 6 were released in November 2015 and March 2016 respectively. Research bulletin 5 highlights two of the new LMIP reports available on the LMIP website (i.e. Roadmap for the Implementation of a Skills Planning Unit by Marcus Powell and Vijay Reddy

and the Investigating Employer Interaction with the Employment Services of South Africa (ESSA) by Fabian Arends, Sybil Chabane and Andrew Paterson) as well as the policy roundtable held in August 2015 on SETA labour market survey with the topic, 'Survey reveals potential input tool for a national skills planning mechanism'.

Research bulletin 6 focusses on the debate at the policy roundtable held on 17 February 2016, on curriculum responsiveness. Topics included, Employability and curriculum responsiveness in post-school education and training, what can TVET providers and employers do to enhance students' employability? Why does industry need artisans / technicians? And how do curriculum providers interface with employers to enhance employability?

LMIP-HSRC Seminar Series

The LMIP seminar series provides a productive space in which researchers, government and other stakeholders can critically engage with emerging research findings and ideas. As part of a series of academic seminars, the HSRC hosted, a seminar on 'Schooling inequality, higher education and the labour market: evidence from a graduate tracer study in the Eastern Cape, South Africa' presented by Dr Michael Rogan, Institute of Social and Economic Research, Rhodes University. Dr Rogan discussed the results of a tracer study that surveyed graduates from two universities in the Eastern Cape. The study aimed to identify some of the key factors that predicted whether and how university graduates in South Africa find employment. Following this seminar, the HSRC released a media statement based on this research, with the topic, '*Study choices and employment transitions among Rhodes and Fort Hare university graduates*'. The research was widely covered in the print media as well as on radio.

LMIP colloquium

The LMIP is planning a one and half day colloquium on **28-29 September 2016**, aimed at creating a space for practitioners, researchers and theorists to engage specifically around skills planning. There will be a specialist workshop, two international guests to be invited and will be involved in the content of the colloquium and also work with interest groups and stakeholders to share expertise. There is collaboration with the SETAs who will be supporting various parts of the programme. The plan for the colloquium was discussed and approved at the LMIP Steering Committee meeting held on 9 March 2016.

The colloquium addresses the question, *How do we plan to meet South Africa's skills needs?* The aim is to consolidate evidence from research and practice to inform a credible institutional mechanism for skills planning in South Africa. It targets policy makers, government officials, SETAs, public and private TVET colleges, universities and research organisations.

Specific goals of the colloquium are:

1. To understand the changing nature of work and occupations, and the implications for skills planning;

2. To identify the best available datasets and frameworks for understanding current and future skills demand, at macro, meso and micro levels - the institutional, local, provincial, national, international, sectoral and occupational;
3. To debate appropriate models for matching skills supply and demand that can address South Africa's development challenges;
4. To promote good practice partnerships and mechanisms to enhance PSET responsiveness;
5. To gain insights and learn from comparative international practice;
6. To consider how to track transitions from education and training to the labour market more effectively.

Research and technical reports

The following research reports and a working paper were produced during the period, 1 April 2015 and 31 March 2016. Table 5 below shows Theme reports that were completed and published on the LMIP website and those that were completed and are in the process of being published.

Table 5: LMIP completed /published reports and working papers 2015/2016

Theme	Report number	Title	Status
Theme 1	Report 10	Roadmap for the implementation of a skills planning unit	Published
	Report 12	International comparative analysis of skills planning indicator systems across national contexts	Published
	Report 13	Indicators and data to support skills planning in South Africa	Completed
	Report 14	High-Level Audit of Administrative Datasets	Published
	Report 15	Investigating employer interaction with the Employment Services of South Africa (ESSA)	Published
	Report 16	Public attitudes to work in South Africa	Completed
	Report 17	Information and skills planning for the workplace: Case studies of companies in South Africa'	Completed
	Working Paper	Estimating the current and future skills demand of government's national growth and development policies	Completed
Theme 3	Report 23	The Role of Post-School Education and Training Institutions in Predicting Labour Market Outcomes	Completed
	Report 24	The Returns to Training and the Determinants of Training Expenditure: The Case of Manufacturing Firms in South Africa	Completed
	Report 25	SETA Labour Market Survey Firm Case Studies	Completed
	Report 26	The Role of Skills and Education in Predicting Micro-enterprise Performance	Completed
	Not yet allocated	Temporary Employment Services in South Africa: Assessing the Industry's Economic Contribution	Completed

	Not yet allocated	The National Student Financial Aid Scheme and the development of the higher education system in South Africa: A description of the demographics and performance of NSFAS beneficiaries	Completed
	Not yet allocated	The Youth Transitions from Higher Education to the Labour Market	Completed
Theme 4	Report 7	Understanding Interactive Capabilities for Skills Development in Sectoral Systems of Innovation: A case study of the Tier 1 automotive component sector in the Eastern Cape	Published
	Report 8	Understanding Interactive Capabilities for Skills Development in Sectoral Systems of Innovation: A case study of the sugarcane growing and milling sector in KwaZulu-Natal	Published
Theme 5	Report 18	Pathways through university and into the labour market: Report on a graduate tracer study from the Eastern Cape	Published
	Working Paper 2	Schooling inequality, higher education and the labour market: evidence from a graduate tracer study in the Eastern Cape, South Africa	Published
Theme 6	Report 20	The Shifting Boundaries of Artisanal Work and Occupations	Published
		Understanding changing artisanal milieus, identities and labour markets	Completed

Visual identify and advocacy

The visual identity of the LMIP serves to influence public perception and build reputational capital for the project. This is accomplished through the LMIP website and the production of the LMIP Update which is distributed to the relevant stakeholders.

Website and social media

The LMIP website, <http://www.lmip.org.za> was developed to reach a wide domestic and international audience. The website hosts documents such as working papers, research reports, technical reports, concept papers and presentations and ‘grey literature’ on skills development and labour markets that that not easily available in the public domain . The HSRC drew on its networks, and DHET’s links with SETA’s, to collect grey literature, and identify valuable, lesser known studies. The Repository, collects unpublished research reports, theses and other documents, as a resource for those working on labour markets, skills and the post-school education and training sector. These were and will continue to be uploaded to the repository on the website. In addition, LMIP has a Twitter account through which project news and information gets disseminated.

LMIP UPDATE 2015

The LMIP Update functions as an important publicity tool for the LMIP and it is central to the project image and branding. The LMIP Update provides an overview of the LMIP's cutting-edge research over the past year. It focuses on the main themes and ideas of the project as well as reporting on project-related advancements in the preceding year. It has proved useful in advocacy and dissemination of the work of the LMIP and DHET.

In this reporting period, the LMIP management team produced the 2015 Update. 700 copies of the 2015 LMIP Update were printed in October/November 2015 and distributed to the office of the Minister of Higher Education and Training, HRDC members, Cabinet members, DG's of Premier offices, SALGA, National Skills Authority and other relevant stakeholders. The 2015 LMIP Update is available on the LMIP website.

Highlights covered in the 2015 LMIP Update include:

- reflection on the challenge for any government to anticipate the skills that are needed for the current and future economy
- an overview of the architecture for a skills planning mechanism
- a framework to identify scarce skills
- insight into the use of government administrative datasets for skills planning
- a look at the research-policy nexus in operation

Understanding the research policy nexus

The HSRC produced a paper with the title, '*Explorations in the research-policy nexus in South Africa: the case of a skills planning intervention*'. This was shared with DHET. This paper is a reflexive undertaking, located within the research communications. It is based on document analysis and qualitative interviews with key role-players in the nexus. This paper is in preparation for uploading on the LMIP website.

CONCLUSION, SUCCESSES AND CHALLENGES

The LMIP consortium has had a productive and exciting year. The Project has stirred much interest in skills planning among stakeholders, other government departments and researchers. The contours of a skills planning mechanism are crystallising, and the framework for an annual report on skills has been gazetted. Research has been completed that pilots new datasets as well as processes for their institutionalisation. Ground-breaking research using and demonstrating the value of new frameworks and approaches to understanding the match between supply and demand in the South African context is now available.

Key successes in the year under review include:

- The completion and/ publication of **19** research reports and **two** working papers;

- Produced **six** Policy briefs and **eight** journal articles which have been accepted for publication in the Special Issue of *Development Southern Africa Journal*.
- A paper from Theme 4 work published in July 2015 by the *International Journal of Educational Development* received the Elsevier Atlas Award for research work that could significantly impact people's lives around the world;
- Presentation of emerging findings at DHET technical task team meetings, in seminars, Steering Committee meetings, policy roundtables, and international conference
- Identifying and building synergies across the themes;
- Two Policy Roundtables held in August 2015 and February 2016 which brought together senior government policy-makers and researchers to discuss and debate the conceptualisation of a credible institutional skills planning mechanism for South Africa
- **Seven** LMIP funded students who completed their Honours and Masters degrees in 2015
- Completion and approval of the Theme 5 Business plan in December 2015 which marked the beginning of critical research on pathways undertaken by young people through the education and training system into the workplace.

The main challenge experienced relates to the uptake of research within DHET which is demonstrated by delays in responding to and commending on draft reports. Furthermore, there were delays in reaching consensus on two Theme 5 sub-projects which led to further delays in the finalisation and approval of Theme 5 business plan