



LABOUR MARKET
INTELLIGENCE PARTNERSHIP

Skills planning in post-school education and training organisations:

An interactive capabilities approach

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How can firms and PSET organisations work together more effectively?

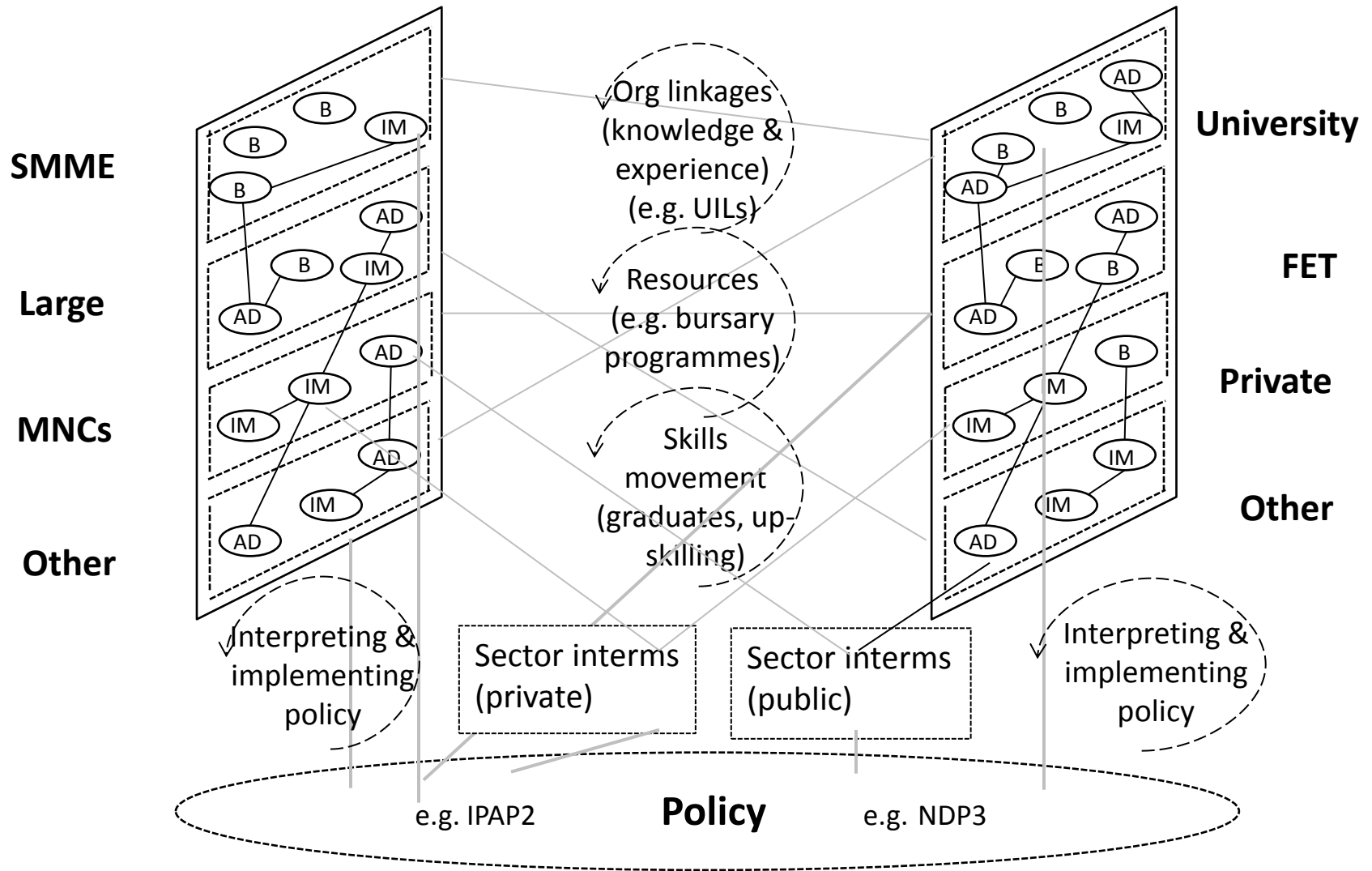


1. **Value of a new approach:** building national technological capabilities, capabilities of firms, PSET, government and private sector intermediaries to network to achieve common goals
2. **Empirical evidence:** existing skills development practice at all occupational levels in **3** sectoral systems of innovation
 - ⇒ Spaces for policy intervention
 - ⇒ Mechanisms for replication and extension
3. **Methodology and sets of templates** for use by skills planners
 - ⇒ Economic contexts and strategic opportunities
 - ⇒ Identify mechanisms to enhance interactive capabilities

SKILLS DEMAND

MECHANISMS/STRATEGIES

SKILLS SUPPLY



Capability building and network alignment in a sector

Sugar growing and milling in KZN	<ul style="list-style-type: none"> • Self-sufficient private sector system to meet routine skills needs • Foundational programmes – selected universities, local agricultural colleges • Sugar specific training – private sector intermediaries (industry associations, research and training facilities) • FET colleges not linked into network • Changing skills needs – land reform farmers; replacing artisans and supervisors – driving interaction with public sector
Tier 1 automotive component suppliers in EC	<ul style="list-style-type: none"> • In-house and on the job training at basic and intermediate levels • Research and innovation with selected universities • Artisanal training with selected FET colleges • PSET needs to develop dynamic interactive capabilities to support IPAP -> firms to innovate, advance up the global value chain, local employment, exports
SKA in astronomy SSI nationally	<ul style="list-style-type: none"> • Technological foresight and capability in advance to grow scarce high level graduates • R&D, graduate E&T with research universities and UoTs • Strong local formal and tacit linkages • Strong insertion into global innovation networks • FET college and artisanal programme not yet working

Understand economic dynamics, actors and interaction in networks at sectoral and regional levels



- Understand economic dynamics, and sectoral technological challenges, in global context
- Analyse routine and shifting skills development challenges, at *each* occupational level in a sector

=> Inform SETA, college and university strategic planning in niche fields and focal disciplines – responsiveness

- Intermediary actors a valuable resource in skills networks

=> Create mechanisms to facilitate collaboration

- Understand the strength of relationships and the nature of alignment in networks – gaps, missing linkages and blockages

=> Assist DHET, SETAs to identify spaces for intervention

Focus on capability building of post school education and training organisations

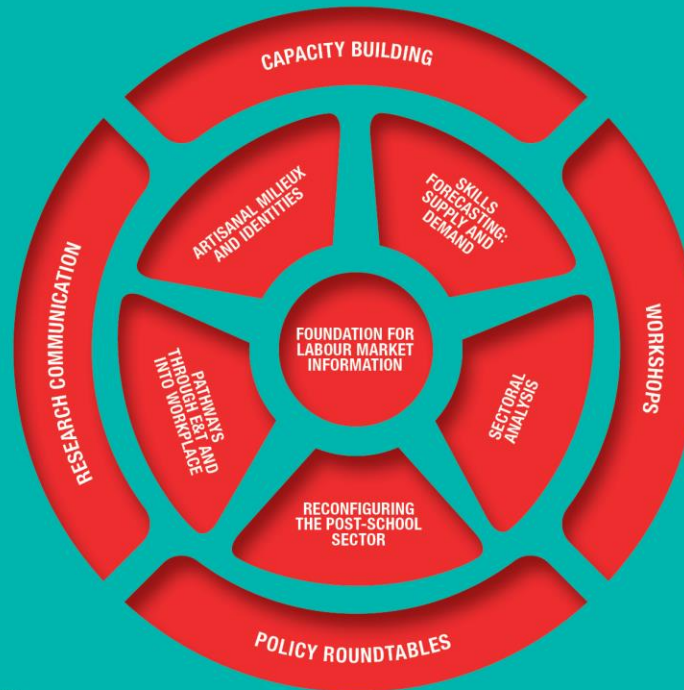


- Competences to interact: the individual and institutional will and expertise
- Interactive capabilities: interface mechanisms to incentivise, coordinate internally, and to link with other actors externally
- Dynamic interactive capabilities: sense change, seek partners, learn, coordinate across and integrate into existing organisational practices and activities

=> Good practice policy, interface structures and mechanisms can be replicated or extended to support capability building

Methodology and templates for users

SETA skill planners	HE and FET college planners	DHET
<ul style="list-style-type: none">• Templates to guide research to identify economic dynamics, actors and interaction in networks at sectoral and regional levels• Inform Sectoral Skills Plans	<ul style="list-style-type: none">• Framework to identify and a set of good practices for new institutional policies, structures and mechanisms• Inform building dynamic interactive capabilities	<ul style="list-style-type: none">• Framework to identify nature of alignment, gaps, missing linkages and blockages• Inform strategic policy interventions at sectoral or regional levels



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