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INTELLIGENCE PARTNERSHIP

Mapping key role-players and partnerships: a design and methodology

Glenda Kruss and LMIP team

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A guide to research on skills development systems

- In SA, currently range of methodologies for understanding supply and demand, for different purposes:
  - Manpower planning
  - Forecasting
  - Sectoral plans (SIPS/ Water / Green Economy)
  - Occupations in high demand / critical and scarce skills lists
- We propose a **complementary** methodology **for strategic** purposes**:**
  - **a set of tools that can inform and support SETA's intermediary roles**
  - focused on **partnerships**, interactive capabilities and network alignment

Why is it important to understand networks and partnerships?

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Quantitative projections of skills needs have limited policy utility

=>SETAs intermediary role:

- facilitate and coordinate skills development across public and private interests
- Bridge skills demand and supply

⇒ Articulate skills demand and E&T options, align and link supply and demand actors, support learning processes

⇒ Who are the key partners, and how do they interact within a skills development system?

What is the basis for the research guide?

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- Iterative process to package LMIP case study research templates for use by SETAs and TVET colleges
- *DRAFT*- engagement – redraft – engagement - redraft
  - Task team
  - DHET SETA branch
  - SETA Research Managers in Social Cluster
  - SETA SSP forum

⇒ A set of tools to guide (high quality) research that provides **sectoral and local level** evidence

⇒ To inform more effective SETA and TVET strategies to promote skills development partnerships

How can the research tools help in the preparation of an SSP using the new SSP framework and guidelines?

Ch 1. Sector Profile:

- Scope of coverage
- **Key role players**
- Economic performance
- **Employer profile**
- Labour market profile

Chapter 2. Key skills issues

- Change drivers
- Alignment with national strategies and plans

Ch. 3 Extent of Skills mismatch

- **Extent and nature of demand**
- **Extent and nature of supply**
- Identification of scarce skills and skills gaps (employability)

Ch 4. Sector partnerships

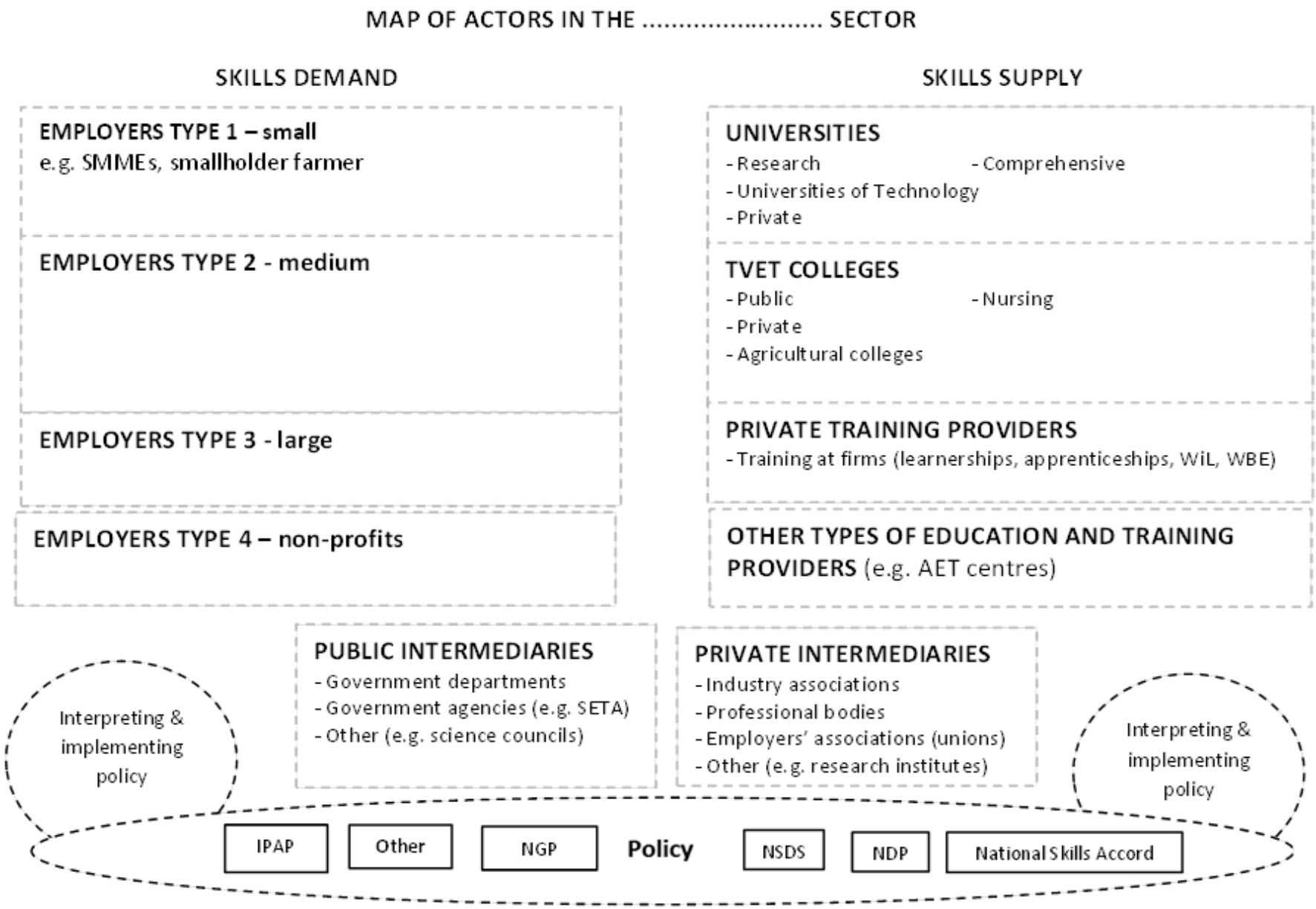
- **Existing**
- **New**

Ch 5. Skills Priority Actions

- **Synthesis of analysis**
- **Recommended actions**

What do the research tools offer SETA /TVET skills and strategic planners ?

- Bottom up approach based on innovation systems framework
- Identify **who are the main stakeholders and partners** in skills development: employers, universities, colleges, non-profit organisations, government, trade unions or industry associations
- Understand the **main types of relationships** with these different kinds of partners
- Identify **gaps and missing types of partnerships** that are **prioritised in policy and SETA mandates** (e.g. SETA linkages with TVET colleges)
- M**onitor** the main goals, deliverables and frequency of existing **partnerships**



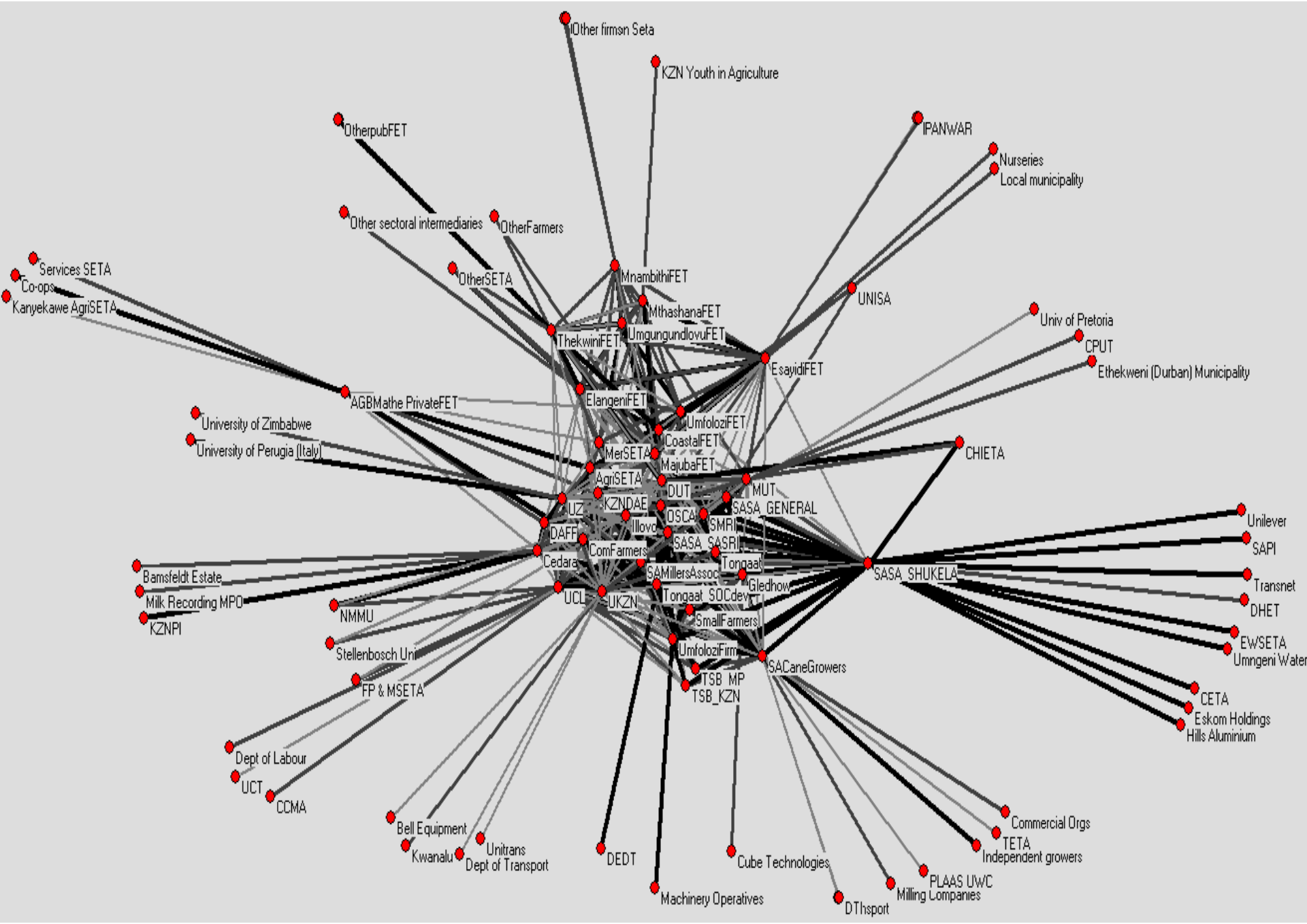
See research guide, **page 16**

Extract of sample questionnaire (See research guide, page 29)

SCHEDULE 4: Network analysis schedule – interaction in the Sugar skills development system

To what extent do you interact with any of these external actors to inform your skills development activities, specifically in relation to the SUGAR sector? Please also indicate the main goal, deliverable and due date for the main deliverable of each partnership.

	External social actors	Not at all	Isolated instances	Moderate scale	On a wide scale	Main goal of the partnership	Main deliverable of the partnership	Deliverable due date
		1	2	3	4			
	SETAs							
1	AgriSETA							
2	MerSETA							
	Other (specify):							
3								
	Private intermediaries							
4	South African Sugar Association (SASA)							
5	SA Cane Growers Association							
6	Local grower councils							
7	SA Sugar Millers' Association							
8	SA Sugarcane Research Institute							
9	Sugar Milling Research Institute							
	Other (specify):							
12								
	Universities							


IOther firmsn Seta
KZN Youth in Agriculture
OtherpubFET
IPANWAR
Nurseries
Local municipality
Other sectoral intermediaries
OtherFarmers
Services SETA
Co-ops
Kanyekawe AgriSETA
OtherSETA
MnambithiFET
MthashanaFET
UNISA
Univ of Pretoria
ThekwiniFET
UmgungundlovuFET
CPUT
EsayidiFET
Ethekweni (Durban) Municipality
AGBMathe PrivateFET
ElangeniFET
University of Zimbabwe
UmfoloziFET
University of Perugia (Italy)
CoastalFET
CHIETA
MerSETA
MajubaFET
AgriSETA
DUT
MUT
UZ
KZNDAE
SASA_GENERAL
OSCA
SMRI
Illovo
DAFF
SASA_SASRI
ComFarmers
Unilever
SAPI
Cedara
Tongaat
SAMillersAssoc
SASA_SHUKELA
Bamsfeldt Estate
Gledhow
Transnet
Milk Recording MPO
UCL
UKZN
Tongaat_SOCdev
DHET
NMMU
SmallFarmers
KZNPI
EWSETA
Umngeni Water
Stellenbosch Uni
UmfoloziFirm
SACaneGrowers
TSB_MP
FP & MSETA
TSB_KZN
CETA
Eskom Holdings
Hills Aluminium
Dept of Labour
UCT
CCMA
Commercial Orgs
Bell Equipment
TETA
Kwanalu
Unitrans
Independent growers
Dept of Transport
DEDT
Cube Technologies
PLAAS UWC
Milling Companies
Machinery Operatives
DThsport

A matrix to analyse SETA partnerships

	Partner type A (e.g. Firms)	Partner type B (e.g. SETAs)	Partner type C (e.g. universities)	Partner type D (e.g. TVET colleges)	Etc.
SETA Chamber/ sub-unit 1	**INSERT Number of partnerships** INSERT Partnership goals	INSERT Number of partnerships **INSERT Partnership goals**	INSERT Number of partnerships INSERT Partnership goals	INSERT Number of partnerships INSERT Partnership goals	
SETA Chamber/ sub-unit 2	INSERT Number of partnerships INSERT Partnership goals	INSERT Number of partnerships INSERT Partnership goals	INSERT Number of partnerships INSERT Partnership goals	INSERT Number of partnerships **INSERT Partnership goals**	
SETA Chamber/ sub-unit 3	INSERT Number of partnerships INSERT Partnership goals	INSERT Number of partnerships INSERT Partnership goals	**INSERT Number of partnerships** INSERT Partnership goals	INSERT Number of partnerships INSERT Partnership goals	
Etc.					

Critical discussion

- What further support would SETA researchers require?
- How useful would such an approach be, for TVET college strategic planning?

Thank you!

gkruss@hsrc.ac.za

ipetersen@hsrc.ac.za

mgastrow@hsrc.ac.za