

Commission 4 feedback

The Policy Imperatives to be considered by the Minister/DHET for regulatory change to support implementation of NSDP



Policy and Regulatory challenges during the transition from NSDIII to the new NSDP2030?

1. Lack capacity and capability of institutions to support the changes
2. Lack of Synergies between the key role-players [NSA ; SETAs ; QCTO; NAMB]
 - a) Evidence of unresolved issues
 - b) Underlying power play
3. White paper of Post School Education has been in existence , with little action to implement during the NSDIII; **no workshops on its contents**
4. Big bang approach will create tensions and conflict between stakeholders

Policy and Regulatory challenges during the transition from NSDIII to the new NSDP2030 continued

6. Lack of understanding of the labour market
 - a) Impacts of cost when employees are away from work on training [Employees have to resign to be an apprentice]
negative perception that training is a cost instead of seeing it as investment.
 - b) Choices made by employees are for short term financial gain
7. Not considering jobs of the future - 4IR
 - a) policy is based on what currently exists
8. No Industry input to TVET qualification, and no alignment. **Negative perceptions of persons qualified through TVET**

Policy and Regulatory changes proposals in support of the NSDP 2030?

1. Policy doesn't reflect anything on localisation – IPAP imperatives
2. Consider how to support local street vendors , **co-operatives**, informal and rural sectors with training and education
3. Process must include an implementation and transitional plan
4. Consider how to create synergies between Industry and TVET & CET
5. Integrated Advocacy and Buy-in Programmes between stakeholders, from local moving up to National level [Merseta, Industry , TVET & CET, DTI, **EDD**]
6. Build internal research capacity that would provide information to QCTO & Seta

Policy and Regulatory changes propose in support of the NSDP 2030?

7. Better align companies to the correct seta's and simplify the transition between seta's **{inter-Seta information sharing}**
[Example : Wireforce is a manufacturing company and has been with Service seta for 10 years]

Opportunities within NSDP 2030 to strengthen the role of SETAs as intermediary Skills Development body?

1. Coordinate regional forums between TVET/CET and Industry
2. Integration between DTI, EED/Government and MerSETA to ensure skills supplied are inline with Government initiative & **imperatives**
 - a) Support Industrial parks & Special Economic Zones
 - b) Support renewable energy projects
 - c) Support Entrepreneurship & **Co-operatives** programmes
3. Database to track qualified graduates and artisans – to supply skills to job opportunities of advertised vacancies
4. Improve workplace experience for graduate [Companies require **experience** and qualifications]



PROPOSALS & OPPORTUNITIES – RESEARCH & DEVELOPMENT CAPACITY

- DHET R&D:
 - capacity to trace placement of qualified persons, if unemployed, what are the barriers?
 - Research Skills Development for 4IR new Occupations
- DHET, SETAs R&D capacity to monitor advertised vacancies v/s unemployed qualified persons and seek synergies between these.
- SETAs, QCTO to have strong research capacity to be able to meet socio-economic imperatives, show impact of skills develop on unemployment, inequality & poverty eradication



PROPOSALS & OPPORTUNITIES – RESEARCH & DEVELOPMENT CAPACITY

- Research Skills Development for 4IR new Occupations
- Research the formalisation of informal economic activity & co-operatives development skills needs to move towards **sustainable** livelihoods , poverty and inequalities reduction.



END OF PRESENTATION



NO FURTHER INPUT