

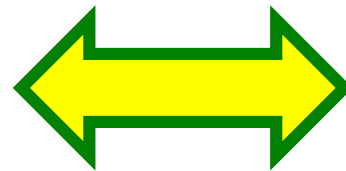


PROVINCE OF KWAZULU-NATAL  
ISIFUNDAZWE SAKWAZULU-NATALI

# PROVINCIAL HUMAN RESOURCE DEVELOPMENT STRATEGY

NATIONAL DEVELOPMENT PLAN 2030

**Our future -  
make it work**



PROVINCIAL GROWTH  
AND DEVELOPMENT PLAN

*Building A Better Future Together*



**Goal 2 : SO- Enhanced workplace  
training, employee development and  
worker education....**

# OUTLINE

1. Overview of the focus area
2. Standing policies and the effect of policy on implementation
3. Statistics related to the priority focus areas
4. Challenges encountered priority focus areas
5. Progress on the interventions and activities already implemented
6. Implementation of the new interventions as per PHRDS
7. Envisaged changes to the specific area of focus
8. Recommendations for the PHRDS and the DHRDP

# OVERVIEW OF THE FOCUS AREA

- The focus of this area is the upscaling of workplace training and learning opportunities in order to enable employees to enhance their competencies and to continue to grow so that they meaningfully contribute to the economy.
- We therefore envision workplaces where employees in all sectors enhance their competencies at the workplace on an ongoing basis in order to sustain their productivity and performance.

# STANDING POLICIES, PLANS AND STRUCTURE

- Skills Development Act,
- Skills Development Levies Act
- National Development plan,
- Current Medium Term Strategic Framework
- Provincial Growth and Development Plan
- Human Resource Development Council
- SETAs

# STATISTICS RELATING TO THIS AREA

- KZN's population was 11.1 million as in 2015
- Total labour force of 3.25 million
- 2.7 million in formal employment
- 500000 in informal employment and discouraged work seekers
- Unemployment rate of 21.6 %
- KZN economy is the second largest contributor towards SA's economy with about 16.5% to the National Gross Value Added

# IMPLICATIONS FOR THE FOCUS AREA

- The growing number of unemployment means that the employed are also becoming more vulnerable.
- One of the inputs to the GVA is human capital – competencies enhancement and optimum engagement of our employees will increase our contribution to the GVA.
- Increased access for graduates to the workplace and their continuous development could decrease the 500000 discussed above.

# CHALLENGES ENCOUNTERED IN THE FOCUS AREA

- Generally employee development is not a high priority of employers.
- There are limited avenues through which the province create a committed and capable workforce.
- The degree to which employers create opportunities for employee development is being reported on, but not properly monitored or managed.
- Scarce skills
- Skills mismatch

# INSTITUTIONAL ARRANGEMENT





# PROGRESS ON THE CURRENT WORK OF THE TTT

- The Strategic Objective on enhanced workplace training and employee development is facilitated by the technical task team on building the capacity of the state.
- A baseline has been established on the extent to which graduates workplace access has been responded to by various sectors (Provincial departments, Municipalities, SOE and private sector. Provincial departments have made significant efforts. Other sectors are lagging behind. Statistics on private sector's contribution is not encouraging but it is still being verified through SETAs.

# PROGRESS ON THE CURRENT WORK OF THE TTT

- A number of professional development programmes have been initiated i.e CA's traineeship and professional registration for various trades in the built environment.
- A technician development programme is currently underway.
- A study to assess the quality and impact of training interventions that are currently being offered to employees is also underway.
- Strengthening of the provincial research and development capabilities.

# IMPLEMENTATION OF THE NEW INTERVENTIONS

- Coordination of public sector training through the PPSTA
- Integrated management of internship opportunities
- Expand workplace based learning opportunities to build pool of competent potential candidates.
- Provide structured workplace career development programme
- Sector monitoring of employees training and development
- Sector specific skills development and upgrading programmes in partnership with educational institutions.
- Availability of developmental information for employees at the workplace
- Provision of worker empowerment and trade union educational programme

# RECOMMENDATIONS

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# CONCLUSION

THANK YOU  
NGIYABONGA