

HRDC HAILS YOUNG PROGRAMMERS AT THE NATIONAL ICT FAIR IN MOLEPOLOLE



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Welcome to the ninth edition of the HRDC Insight Newsletter. The Human Resource Development Council (HRDC) in its quest to drive Botswana's Human Capital Development Agenda continues to engage with stakeholders around the country.

In the last quarter, these interventions enabled HRDC to create consultation platforms thereby creating awareness and educating stakeholders about our mandate. Some of these stakeholder engagement activities provided platforms where linkages between the demand and supply were discussed largely owing to HRDC's mandate of contributing towards Botswana's economy. In yet another intervention towards development of human capital in the tourism sector, HRDC sponsored the HATAB Conference, this opportunity facilitated dialogue amongst all tourism stakeholders as well as

providing sector based strategic approach for sustainable tourism development.

HRDC is in the middle of developing the National Human Resource Development Plan, a tool that will fundamentally change planning of the supply and demand of the human capital thereby supporting economic and social development thus enhancing Botswana's competitiveness.

In a bid to empower the less privileged communities, HRDC continued its partnership with Indian High Commission and yet again sponsored four (4) Batswana women from Xai Xai village in Okavango Sub- District to attend six months Solar Electrification training at Barefoot College in Tilonia, India. They have since completed their training and are now qualified Solar Electrification Trainees, a noble development that has brought light, learning and skills impartation to their community.

Fundamentally, HRDC hosted Institutional Planning workshop in Maun, Agriculture Sector Stakeholder engagement workshop for Agriculture Teachers in Palapye, attended the Young Information, Communication and Technology (ICT) Fair in Molepolole. Over and above, HRDC partnered with Business Botswana (BB) to host the Botswana Northern Trade Fair in Francistown.

Inarguably, training is the essence of economic development, work-places need skilled work force to deliver productively,

hence the need for HRDC's Work – Place Unit together with Human Resource Development Fund (HRDF) to have hosted workshops in Palapye, Francistown and Jwaneng for levy payers.

By enlarge, HRDC also took part in national Fairs and Exhibitions around the country to create awareness, educate stakeholders and persuade them to buy into HRDC products and services. These aforementioned stakeholder engagement platforms assisted HRDC to gather different stakeholders and discuss ways of working together in building Botswana's human capital.

In compiling this newsletter, we acknowledge stakeholders, contributors from different departments who played a role in putting this publication together. Since the HRDC Insight is published quarterly, I implore readers to take advantage of this publication and provide HRDC with feedback (positive and negative) on our service rendering to enable us to serve stakeholders better. We welcome your opinions, suggestions and comments. Send us your input at: marketingcomms@hrdc.org.bw. For more information on HRDC's products, services, news, upcoming events, tenders and vacancies kindly visit our website at www.hrdc.org.bw.

Happy reading.

Ms Faith Tuelo

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HRDC CALLS FOR DEVELOPMENT OF HUMAN CAPITAL IN THE TOURISM SECTOR: HATAB CONFERENCE



His Honour The Vice President of the Republic of Botswana, Mr Mokgweetsi Masisi officially opening the annual HATAB Conference 2017.

The Tourism Sector is one of the sectors that the Government of Botswana has identified as a potential contributor towards Botswana's economy. Tourism Sector Committee has been established to facilitate the development of the HRD Plans.

Therefore, HRDC continues to partner with entities that facilitate dialogue amongst all tourism stakeholders as well as provide sector based strategic approach for sustainable tourism development. Tourism offers major economic and social development for Botswana. The tourism sector has substantial expansion potential thereby well suited to the national goal of diversifying Botswana's economy.

In light of this, the Human Resource Development Council (HRDC) partnered with Hospitality and Tourism Association of Botswana (HATAB) in hosting the popular Annual HATAB Conference from the 27th – 28th April, 2017. HATAB is an entity that strives to promote and improve quality of the Tourism Sector in Botswana.

HATAB Conference held under the theme, The Role of the Tourism Sector in Expanding Economic Opportunity in Botswana in Kasane was officially opened by His Honour, The Vice President of the Republic of Botswana Mr. Mokgweetsi E.K Masisi.

In his opening remarks, His Honour, Mr. Mokgweetsi E. K Masisi noted that, Government is appreciative of the critical role that tourism continues to play in the overall development of Botswana, given its support to Government's priority areas of job creation and poverty eradication. "There however remains a lot that the Private Sector can do by investing in capital intensive projects, including infrastructure, engaging in joint ventures to capacitate citizens, training tourism workers, thereby creating additional employment opportunities" added His Honor Mr. Masisi.

Furthermore, His Honour Mr Masisi implored participants to respond to this call by supporting implementation of national policies, adopting appropriate practices and promoting consumer behavior towards a more sustainable tourism sector that can contribute effectively to the 2030 Agenda for Sustainable Development Goals (SDGs). He encouraged participants to reflect on the role of tourism as a sector that expands Botswana's economic opportunities and pleaded with them to recognise the need to diversify the product to derive benefits from various tourism niches including

medical, sports, geo – tourism, ecotourism, industrial, culinary, fashion, rural, cultural and course of course enclave tourism.

Dr. Raphael Dingalo, Chief Executive Officer of HRDC, gave an insightful presentation on 'Building the Future of the Human Resource Capital in the Tourism Industry, for Economic Diversification'. Dr Dingalo noted that the 2017 Travel and Tourism Index has established that "Travel and Tourism remains mostly untapped" highlighting that air connectivity, travel costs, visa policies and infrastructure remain a challenge".

Dr. Dingalo emphasised that the National Human Resource Development Planning (NHRDP) will serve as a tool to be used in planning for the supply and demand of the human capital to support economic and social development and enhance the competitiveness of the country. This will involve an examination of the demand for human capital by the productive and services and the extent to which the educational institutions are able to meet demand.

Giving the closing remarks, Hon Paul Chabaesele held, "Tourism is one of the world's largest industries and one of the fastest growing economic sector, for many countries it is seen as a main instrument for the Country's development because it stimulates new economic activities foreign exchange, employment and multiplier effect. I believe through initiatives such as HATAB Conference, Botswana will as a nation harness better returns on this sector".

During the Conference, other heads of captains from different Industries presented and discussed initiatives geared towards finding solutions that will improve the quality and standard of Botswana's tourism sector.

HRDC HAILS YOUNG PROGRAMMERS AT THE NATIONAL ICT FAIR IN MOLEPOLOLE



Dr Raphael Dingalo HRDC (CEO) interacting with the young ICT Programmer during the tour of projects.

The second Information Communication and Technology (ICT) Fair 2017 could not have been held at a better place than Molepolole College of Education (MCE) in the Kweneng District.

The Institution has produced the highest number of ICT Lecturers in the Country. On the 28th July 2017, the Botswana Schools Information and Communication Technology (BOSICTA) held its first National ICT Fair for Learners from Primary, Junior and Secondary Schools around Botswana.

The theme of the event was, 'ICT for Sustainable Innovation in the Class Room'. Elaborating on the background of the

Association, Mr Kobamelo Mogampane, the Chairperson of BOSICTA indicated that their mandate is to actively encourage research in ICT, promote the science and art of IT and to develop competence of members through their code of conduct. The aim of the ICT Fair was to showcase the Young Programmers' ICT Projects and to have the projects judged by a panel of judges.

Giving the official opening address, Dr Raphael Dingalo, Chief Executive Officer of the Human Resource Development Council (HRDC) said, "this event is a major milestone in our Country's education system and we are most impressed by this noble initiative." Dr Dingalo highlighted to the learners present that the advancement of ICT has completely changed the communication network of our country. "When I did my Tirelo Sechaba, there were no telecommunication systems and back then the only way to communicate was through a letter which would take a month to reach the addressee." said Dingalo. He further said that HRDC is responsible for coordinating the country's Human Capital Development and highlighted that ICT Sector continues to play a role in improving service delivery which is a fundamental element towards the growth of the economy.

"As part of our mandate, we have partnered with the Ministry of Basic Education (MoBE) to integrate ICT into everyday teaching and learning." said Dr Dingalo. He further stated that he was pleased that this event was a collaboration between public and private institutions. In conclusion, he pleaded with the Learners to think outside the box and to be innovative in all their undertakings. "Innovation and creativity should be the driver of dreams." delightedly said Dr Dingalo.



Young ICT Programmers demonstrating their programming skills.



Students listening to the presentations.

BOOT CAMP BENEFITED MATSHA COLLEGE STUDENTS ON CAREER DEVELOPMENT



Learners of Matsha College listening attentively to the speakers during the Boot Camp.

Since the Human Resource Development Council (HRDC) is responsible for ascertaining that learners have access to equitable, access to quality education system that is responsive and advances their potential, the student community therefore remains HRDC's critical stakeholder.

HRDC therefore continues to undertake strategic initiatives that are targeted at supporting learners from an early educational stage to realise their potential and empower them to acquire knowledge and skills throughout their education path.

This is in response to National Human Resource Development Strategy (NHRDS) as it regards citizens of Botswana as its greatest assets and the guarantor of its long term prosperity. The NHRDS advocates for citizens to have a high quality education, to possess the right knowledge, skills and competencies that will empower them to be gainfully employed in high quality jobs therefore benefitting them as individuals and drive the competitive, sustained and

vibrant national and global economy.

In cognisance of the NHRDS's advocacy on citizens' empowerment through education and training, HRDC through the Student Planning and Welfare Unit, participated at the Boot Camp organised by Matsha College in Kang. The event took place on the 3rd – 5th May 2017 where career development information targeting 870 learners from both Form Four (4) and Five (5) classes was shared. The Boot Camp particularly zeroed into principles cutting across learner's character building, leadership, life skills training and career development. Learners were informed about the career opportunities available in various sectors of Botswana's economy and also prepared them for entry into tertiary education.

In his presentation Mr. Shadrack Botshelo, Student Planner (HRDC), informed learners about the priority occupations that have been identified by HRDC.

He also informed them about the mandate of HRDC in general, particularly on how the Council intends to align the supply of graduates with the skills demand from the labour market. Career Guidance and Counseling is fundamental to learners career development from an early education stage as a tool that guides them in realising their full individual potential. HRDC therefore continues to provide career guidance to learners through advising them on the priority occupations in the labour market.

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While interacting with learners, it was evident that most of them are still not informed about their desired career paths. It evidently became clear that learners needed to be further educated on the mandate of HRDC and how they could benefit from the Council as it plays a critical role in informing them about careers in

demand thereby assisting them to make informed choices and sensitising them about the importance of sound career choice. Interestingly, among the 12 Sectors in display, learners were mostly aware about careers from Agriculture, Tourism and Mining sectors.

Other Institutions that participated at

this event were University of Botswana (UB), Botho University (BU), Botswana International University of Science & Technology (BIUST), Boitekanelo College (BC), Botswana Accountancy College (BAC) and Botswana Police Service (BPS.)



Mr Shadrack Botshelo, HRDC Student and Welfare Planner, explaining the Top Occupation Skills in Demand.



Mr Botshelo presenting on the mandate of HRDC.



Learners paying attention to presentations.

HRDC PARTNERS WITH BUSINESS BOTSWANA TO HOST THE NORTHERN TRADE FAIR 2017



Business Botswana Northern Trade Fair (BBNTF) 2017 Official Opening in Session.

In a continuous bid to pencil its footprint in the 'City of All Things Precious' - Francistown, the Human Resource Development Council partnered with Business Botswana (BB) to host the Annual Northern Trade Fair in Francistown.

The five - day event was held from the 24th – 28th May 2017 at Business Botswana Grounds in Gerald Estates, in Francistown.

The event sought to promote interaction between Business and Customers thereby facilitating promotion of products and services. This year's Fair was held under the theme, 'The Ability of Organisations in Botswana to Adapt or Respond to Rapid Market Changes in a More Cost Effective Way at Botswana's 50th Anniversary and Beyond.'

Giving the welcome remarks at the official opening ceremony of the event, Her Worship Sylvia Muzila, the Mayor of Francistown, highlighted that the City of Francistown is celebrating its 120 years of existence. She further indicated that the recent completion of the Thapama interchange will boost local economic growth through easy and convenient

movement of goods and services.

Dr Raphael Dingalo, Chief Executive Officer of HRDC presented on Human Capital Development and Sustainable Economic Growth. He elaborated on the mandate of the organisation as well as the development of the National Human Resource Development Plan (NHRDP). "The NHRDP seeks to identify and develop both the current and future skills required in the labour market within different sectors and sub-sectors of the economy. The plan also intends to identify sectors with high potential for employment creation and support them with relevant human capital development to achieve global competitiveness." said Dr Dingalo.

Dr Dingalo also indicated, "In order for Botswana to move from a resource based to a knowledge based economy, factors



Dr Raphael Dingalo presenting on Human Capital Development and Sustainable Economic Growth.

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Ms Faith Tuelo - HRDC Manager, Stakeholder Relations and Marketing & Communications informing the students about the priority skills in demand.

such as the production of new and innovative goods and services has to be considered. The development of sophisticated production processes and educating and training high level knowledge workers also play a critical role."

In his presentation, Mr Leta Mosienyane, the outgoing President of Business Botswana bid the audience goodbye as his term came to an end at the end of June 2017. "I thank the Executive Council, Council members, CEO, members, stakeholders and secretariat for their continued guidance in tackling issues relevant to our mission statement, forging partnerships with stakeholders, retaining and attracting members. Advocacy will remain at the heart of our role," said Mosienyane.

As Business Botswana, they have a long and distinguished 46 year history of supporting and promoting development of the private sector in the country. He further highlighted that some of the Business Botswana achievements was when it became the implementing agency for the Private Sector Development Programme (PSDP) in December 2013. "Since its implementation the programme has achieved sizeable milestones including boosting the competitiveness of SMMEs and restructuring of Business Botswana into an Apex body," highlighted Mr Mosienyane.

HRDC exhibited at the Business Botswana grounds and had an opportunity to interact with different Stakeholders primarily in the north of Botswana and across. HRDC created awareness, educated stakeholders and persuaded them to buy into services

offered by HRDC such as the Human Resource Development Fund (HRDP), Sector – Based Approach National Human Resource Development Plans, Work-Place Learning, Institutional Planning, Student Support Services and other many services.



Business Botswana Northern Trade Fair 2017 Awards in session.



Mr Lucky Kgosithebe (Student Planner) sharing a light moment with the DCEC Mascot.

BAREFOOT COLLEGE'S PARTNERSHIP WITH HRDC CONTRIBUTES TO SUSTAINABLE DEVELOPMENT GOALS



HRDC Management welcoming the Barefoot College Solar Electrification Trainees during dinner at Tlotlo Hotel.

In 2015, the Human Resource Development Council (HRDC) partnered with Barefoot College from India with a strategic objective of developing Botswana's human capital.

This is intended to be achieved through providing Solar Electrification training to semi-literate women in communities around Botswana. The project particularly focuses on empowering the less privileged communities. To date, eleven (11) Botswana women from disadvantaged communities have graduated in Solar Electrification training through HRDC and Barefoot College partnership.

According to its profile, Barefoot regards its College as one of the few places in India where the spirit of Mahatma Gandhi of service and thoughts on sustainability are still alive and his philosophy taken into cognisance. With a geographic focus on the least developed countries, Barefoot

College trains women worldwide as Solar Electrification Trainees, Innovators and Educators, who then return to their villages to bring light and learning to their communities.

The partnership between HRDC and Barefoot College, resonates with Botswana's strategic goal of attaining a knowledge based society that would sustainably contribute to the Country's economy. The project also subscribes to the Sustainable Development Goals (SDGs), which are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. It is through this partnership that HRDC addresses two global goals which are; provision of quality education

and decent work and economic growth.

On the 16th March 2017, HRDC welcomed the 2016, Solar Engineering Trainees graduates in an event that was held at Tlotlo Hotel and Conference Center in Gaborone. HRDC staff members were delighted to welcome the Four(4) Solar Electrification Graduates back home. The graduates are from a village called XaiXai in the Ngamiland region and their names are Ms Julia Sebongo; Ms Susan Jane; Ms Xasae Xishee and Ms Rimana Marenga.

When welcoming the graduates, the Chief Executive Officer, of HRDC, Dr. Raphael Dingalo asserted, "HRDC is proud and happy to be welcoming you after successfully completing your training. We therefore believe that you will utilise your

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Mr Mathews Phiri - HRDC Manager, Strategy Office shedding light on Barefoot College partnership with HRDC.



Dr Raphael Dingalo receiving a training memento from Ms Rimana Marenga.



Ms Masego Mokubung - HRDC Director, DSRDI sharing a light hearted moment with Sollar Electrification Trainees



Welcome dinner in session at Tlolo Hotel.

knowledge and skills as solar electrification engineers to gain economic benefits. We also trust that your skills will meaningfully contribute to your communities.”

The four women shared their experiences with the HRDC team, explaining the cultural difference between India and Botswana which they managed to adapt to during their six months of training. The women also shared some of the solar electrification skills that they learned from Barefoot College.

On the 5th May 2017, the Solar Electrification Graduates received yet another warm welcome specifically organised by the Xai Xai Community in conjunction with Okavango Sub District Council, Ngamiland Region. The graduates were welcomed by

the Chief of Xaixai, Ms. Nxuko Xishee, the Chief Executive Officer of HRDC, Dr. Raphael Dingalo and the community at large.

The Okavango Sub District Council saw it fit to organise this event to celebrate the success of these women, appreciate and allow them to share their experiences during their six(6) months training at the Barefoot College, Tilonia, India.

Giving the welcome remarks, the Chief of Xaixai, Ms. Nxuko Xishee commended the Barefoot College graduates for successfully completing their studies. Ms Nxuko expressed her sincere gratitude to HRDC and the Indian High Commission in Botswana for empowering (upskilling and upscaling) the ladies through training and skills development. She implored the

graduates to ensure that they meaningfully contribute towards the development of their community thereby implementing what they have learnt and imparting the skills and knowledge attained from Barefoot College.

“The Barefoot College Solar Electrification graduates are a role model to all of us. Their achievement should be a motivation to many and that, regardless of one’s disadvantaged upbringing and economic status, we are all capable of realising our potential through hard work and dedication,” concluded Chief Xishee.

In the spirit of Mahatma Gandhi, HRDC and Barefoot College are in a partnership to nurture and support a journey to empowerment, one village at a time, one woman at a time.

HRDC EMBRACES SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM FESTIVAL)



Mr Oabona Nthebolang - HRDC Manager, Research and Innovation interacting with stakeholders.

In an effort to transform Botswana into a knowledge-based economy, one of the initiatives that the Botswana International University of Science and Technology (BIUST) has been coordinating is the annual Science, Technology, Engineering and Mathematics (STEM) festival.

The festival was held from the 10th – 13th April 2017 in Francistown. The Human Resource Development Council (HRDC) is of the view that industry-linked research is an effective way to address and solve economic and societal problems, hence the need to strengthen interactions between researchers and innovators in different sectors. HRDC was represented by Mr. Oabona E. Nthebolang, Manager of Graduate Research & Innovation and Mr. Boikanyo Sekwati, Research Analyst.

Speaking during the official opening ceremony that was held on the 10th April 2017 at Francistown College of Education (FCE), Dr Theophilus Mooko, Permanent Secretary in the Ministry of Tertiary Education, Research, Science and Technology (MoTE) highlighted, “This festival should be a source of inspiration for BIUST to ensure it has tangible outcomes that it can show to its Stakeholders and Partners.” He further challenged BIUST to effect change which resonates with their

motto of ‘Driving Change’ which eventually boosts performance of schools in its catchment area.

STEM Festivals around the world increase the Public’s STEM awareness by celebrating Science, Technology, Engineering and Mathematics through various activities such as exhibitions, seminars, symposia and demonstrations under the theme ‘STEM for Development: Creating a Sustainable Future for Botswana.’ Her Worship Ms Sylvia

Muzila, Mayor of the City of Francistown highlighted, “This initiative will reach out to learners in Francistown and surrounding villages encouraging them to nurture their talents and potential in Science, Technology, Engineering and Mathematics through education”.

Representing the business community in the Northern part of Botswana, Mr. Kebaabetswe Bogatsu, Regional Manager of Business Botswana (BB), informed STEM Festival attendants that his organisation saw it fit to partner with BIUST so as to support learners in the science and technology industry. HRDC’s participation in this event was of a significant value since the Council is a major player and facilitator of research and innovation. The Council aspires to enhance its capacity in commercialisation of research outputs, innovation and technology transfer, research management through research networks, therefore events such as STEM present a platform for stakeholder collaboration.

HRDC intends to continue utilising stakeholder interaction platforms such as the STEM Festival in order to promote research activities, capacity building and collaboration with different stakeholders in Research and Innovation Sector.



AGRICULTURE SECTOR HOSTS STAKEHOLDER ENGAGEMENT WORKSHOP FOR TEACHERS



Dr Howard Sigwele - Chairperson, Agriculture Sector Committee demonstrating the Agriculture Sector Supply Chain.

The Human Resource Development Council (HRDC) through the Agriculture Sector HRD Committee hosted a two - day Stakeholder Engagement Workshop in Palapye at Majestic Five Hotel from the 20th - 21st July 2017.

The aim of the workshop was to sensitise Career Guidance and Agriculture Teachers on the draft Agriculture Sector Human Resource Development Plan and to source comments from the Teachers on the same.

When officially opening the workshop, the Chief Operations Officer (COO) of HRDC, Mr Meshack Tafa apprised participants on the mandate of the Council as a coordinating agency responsible for the Country's human capital development and its goals in driving the National Human Resource Development Strategy (NHRDS). He highlighted that the HRDC has been established among other roles, to develop sector-based and National Human Resource Development Plans with a view to address misalignment between the supply

of graduates and the labour market skills demand.

Mr Tafa also noted that the Draft Agriculture Sector Plan was developed through a consultative process involving key players in the Agriculture Sector and as such it is in order for HRDC to have found it fit to engage the Teachers since they are critical as they are part of the supply chain in delivering the said plan. He concluded by encouraging Teachers to work diligently towards developing the future workforce of the country.

Presenting on the Draft Agriculture Human Resource Development Plan, the Agriculture Sector HRD Committee Chairperson, Dr Howard Sigwele noted

that the Agriculture Sector was one of the lowest performing sectors in the economy and highlighted low productivity and skills shortages as some of the major national concerns in the Agriculture Sector despite its potential for economic diversification.

He underscored the need to provide critical skills, knowledge and technologies to assist in transforming the sector to become a productive, commercial and competitive industry. Hence, the Sector Committee has developed a Draft Sector HRD Plan that has identified critical skills requirements to assist in developing the sector. Dr Sigwele went on to share the skills needs as identified by the Plan with the participants and emphasised the need for partnerships in the implementation of the Agriculture

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HRD Plan.

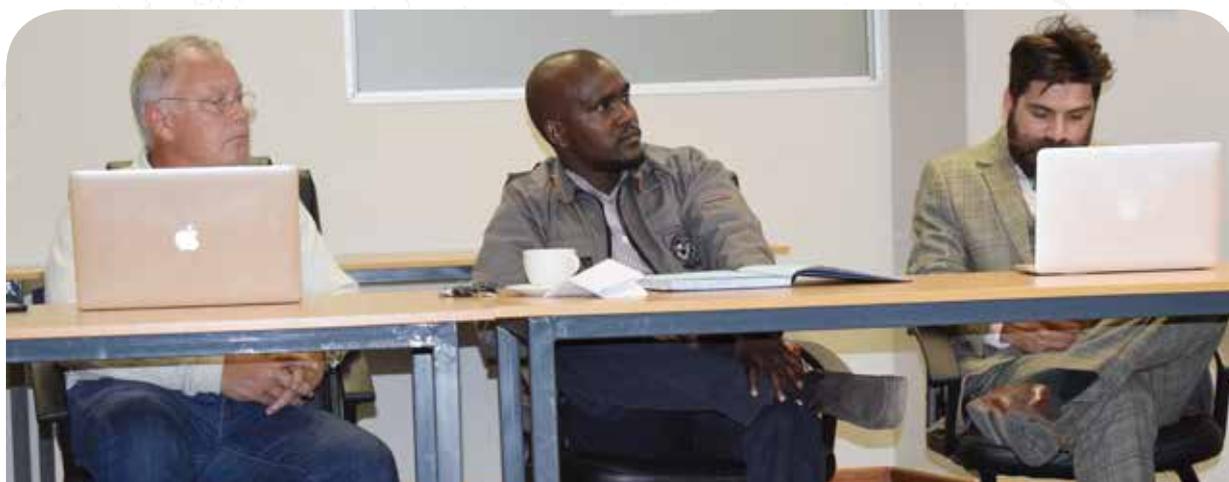
The first day included sub-sector presentations by representing Committee members who gave a synopsis of the economic performance of their sub-sectors, challenges and their subsectors' potential for economic development.

The representatives also buttressed the point of partnerships pointing out that it is critical for developing the sector as it allows for exchange of views and knowledge that would enable the Agriculture Sector to thrive. Interestingly,

during the workshop Teachers also had an opportunity to convene in groups so as to discuss and comment on the Draft Plan. The first half of the second day of the workshop was used to discuss the challenges in the Agriculture environment in schools, both teaching and learning and enabled Teachers to draw recommendations that will improve the way Agriculture is delivered in the classroom.

During the last half of the second day, the Agriculture Sector Committee members

met with some Academic staff of the Botswana International University of Science and Technology (BIUST) to share the findings of the Plan and discuss areas of collaboration in knowledge, skills development and technology. Some of the collaborative areas identified entailed; training of farmers to assist in improving proceeds from their farms around the country (biochemical technologies for use by the sector), smart Agriculture and ICT for Agriculture.



Teachers listening attentively to the deliberations.



Teachers discussing the objectives of the Agriculture Sector plan

HUMAN CAPITAL STRATEGIES: KEY TO SYNCHRONISING DEMAND AND SUPPLY



Dr Raphael Dingalo addressing panel questions during the Conference.

“For Botswana to continue growing from the success of the past 50 years, there is need to bring together think - tanks from within Botswana and Internationally to discuss ideas around Botswana’s investment and economic environment.”

This was said by Mr Kagiso Habangana, one of the Organisers of the 50 years of doing Business in Botswana Investment Symposium.

The Human Resource Development Council (HRDC) participated and sponsored the event that was held from the 9th – 10th May 2017 at the Gaborone International Convention Center (GICC). The event further served as a platform to instigate interventions that will drive Botswana’s investment and economic environment. Presenting the welcome remarks and outlining the Symposium objectives, Mr Habangana indicated that the idea was first initiated in 2013 and sought to evaluate how Private Sector has contributed towards developing Botswana. “The aim was to bring together Captains of Industry and unpack the economic growth of Botswana to see how far we have come comparatively with the rest of the world” said Mr Habangana. Dr Raphael Dingalo, Chief Executive Officer of HRDC, presented on Human Capital Development Strategies, where he elaborated on the role of HRDC in

synchronising the supply (Education and Training Institutions) and demand (labour market) to ensure that training is relevant to the market needs.

He further highlighted that HRDC is currently developing the National Human Resource Development Plan (NHRDP) that seeks to identify sectors with high potential for employment growth as well as identify and develop current and future skills of the country. The NHRDP will be guided and thus aligned to the National Development Plan 11 (NDP), National Human Resource Development Strategy (NHRDS) and Vision 2036. The challenges faced by Botswana include lack of real time data and collaboration between organisations to develop the human capital. “Our population size should not be a disadvantage to growing our economy as we can export our products and services. Our Country can focus on its competitive advantage/unique strengths in Beef, Tourism and Diamonds.” stressed Dr Dingalo.

Dr Dingalo further indicated that the

Southern African Development Community (SADC) Industrialisation Strategy and roadmap recognises that trade liberalisation in the region can contribute to sustainable and equitable development and thus reducing poverty. The Strategy is anchored on three pillars namely; Industrialisation as champion of economic and technological transformation; competitiveness as an active process to move from comparative advantage to competitive advantage and regional integration and geography as the context for industrial development and economic prosperity.

In conclusion, Dr Dingalo enthusiastically said HRDC is developing the Labour Market Observatory (LMO) to provide relevant and timely Labour Market information. HRDC will continue to link with its strategic partners such as Ministry of Tertiary Education, Research & Innovation (MoTE), Botswana Qualifications Authority (BQA), Botswana Unified Revenue Service (BURS), Statistics Botswana and Ministry of Basic Education (MoBE) to ensure there is alignment in the system.



50 years of Botswana’s Economy Symposium in progress.

HRDC CONDUCTS TRAINING FOR SECTOR HRD COMMITTEE MEMBERS

The Human Resource Development Council (HRDC) through its Department of Human Resource Development Planning (HRDP) – Demand, hosted a two - day workshop at Avani Hotel from the 14th to 15th June 2017. The aim of the workshop was to provide training to Sector Committee Members and Staff on methodologies for assessing and approving National and Sector Human Resource Development Plans.

Giving the welcome remarks on the first day of the workshop, Dr Raphael Dingalo, Chief Executive Officer (CEO) of HRDC said, "It is a great pleasure for me to welcome you to this training workshop. You will agree with me that work on the development of sector-based Human Resource Development Plans (HRDP) commenced as far back as in 2012. However, the process has been slow and to date, only four (4) Sector Plans out of the 12 Sectors have been approved as



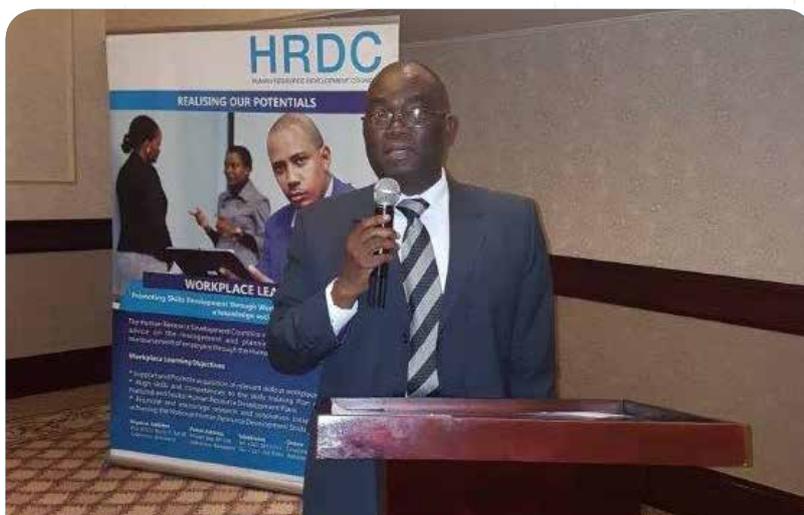
Sector HRD Committee members Training in session.

working documents by the HRDC Board." He further highlighted that the training is expected to equip all Sector Committees with Human Resource Development Planning skills. He added that it will help them in appreciating the process so that they know what is expected of them as they guide

and support the development process of sectoral plans as well as the National HRD Plan.

Presenting the objectives of the workshop, Dr Fernando Siamisang, Director HRDP - Demand said, "This training will provide Sector Committee members on methodologies for assessment and approvals of both the National and Sector Human Resource Development Plans." He also introduced Prof. Hoosen Rasool who is an experienced labour market consultant for FR Research Services based in South Africa.

Giving vote of thanks at the end of the training, the Chief Operations Officer (COO) Mr. Meshack Tafa, extended a vote of thanks to all Sector Committees members and staff who participated in this training. He further thanked HRDC staff for organising such a training and also applauded the training facilitator, Prof. Rasool for an informative and thought provoking presentations.



Mr Meshack Tafa - HRDC Chief Operations Officer giving vote of thanks.



Dr Raphael Dingalo addressing Kgatleg District Council.



HRDC athletics team posing for a snapshot with Nigel Amos.



HRDC staff members displaying their women's day collage.



Ms Faith Tuelo attending to stakeholders during the HATAB Conference 2017.



Dr Raphael Dingalo appreciating the Young Programmers work during the ICT Fair in Molepolole.



The Four Barefoot College Graduates arriving from India after completing their studies.



Dr Raphael Dingalo addressing guests during the HATAB Cocktail Dinner.



Ghanzi Agriculture Show 2017 Camels Parade.



Ministry of Youth Empowerment Sports and Culture (MYESC) Officials bracing the Ministry's rebranding launch.



The young ICT programmers Enjoying a conversation with the HRDC CEO.



Local Cattle Farmers showcasing their produce during the Ghanzi Agriculture Show.



HRDC Athletics Team Members competing during the Lady Khama Obstacle Challenge.



The HRDC stall attracting youth during the MYSC rebranding launch at the National Stadium.



HRDC Women (BoMme-Mme) in a jubilant mood during Mothers Day celebrations.



Business Botswana Northern Trade Fair 2017 Official Opening in session.



Mr Bautule Diboko - HRDC's Institutional Planner facilitating during the IP workshop in Maun.

HRDC PRESENTS AT THE 15TH ANNUAL SARIMA CONFERENCE

On the 21st May 2017, a team of four HRDC delegates travelled to Windhoek, Namibia to attend the 2017 Southern African Research and Innovation Management Association (SARIMA) Annual Conference HRDC delegates and were Mr. Oabona Nthebolang, Ms. Victoria Ndzinge - Anderson, Mr. Boikanyo Sekwati and Ms. Oratile Madisa.

The need to attend this Conference was necessitated by the fact that HRDC regards statistics and research as one of the most important drivers towards achieving a sustainable human resource development agenda for Botswana. It is therefore, under this context that a continuous engagement of industry players on the area of research and innovation will always be beneficial to HRDC.

SARIMA is a stakeholder organisation that provides a platform for engagement between Research and Innovation (R&I) Managers in any organisation that is active in R&I within Southern Africa. It also offers networks and linkages for broader engagement within Africa and the rest of the world. One of the overarching objectives of SARIMA is to develop the discipline of R&I management, including professional development and the promotion of best practice.

The theme for this year's Conference was, 'Developing the Research and Innovation Value Chain'. The Conference was preceded by workshops that were attended by participants. Apart from attending the conference, HRDC delegates presented at the Conference by displaying research motivated posters as presentation and also



15th Annual SARIMA Conference Panel.

gave oral presentations to other researchers. Mr. Nthebolang, Ms. Ndzinge-Anderson and Ms. Madisa put in a collaborative effort and exhibited a poster titled, 'Tertiary Education Institutions – Industry Linkages: The Way Forward for Botswana'.

Mr. Sekwati similarly displayed a poster presentation titled, 'Translating Investments in Education to Applied Research: Capacity for Economic and Social Impact'. Furthermore, Mr. Nthebolang made an oral presentation during the Technology Transfer Office Strategy and Framework parallel session held on the 23rd May, 2017. The presentation that gathered innovative think – tanks was titled 'University-Based Technology Transfer Offices: The Missing Link in Botswana's Research and Innovation Space'.

The 15th Annual SARIMA Conference presented a platform and an opportunity for HRDC to engage and discuss ideas with other research organisations which are regional members of the research and innovation management fraternity. As a growing organisation, it is imperative for HRDC to benchmark from other institutions with similar mandates on human resource development. As HRDC continues to develop and enhance its research management mandate, it is also critical to appreciate how more established organisations have been able to develop and overcome challenges associated with

implementation of research management. During this period, the important appointment of a new SARIMA President was also conducted where Dr. José Jackson - Maletle officially handed the organisation's presidential duties to President-elect, Ms. Jaci Barnett during the 15th Anniversary Gala Dinner & DST Awards Ceremony. It was at the gala dinner that one of HRDC delegates, Mr. Nthebolang, was awarded sponsorship to register for a free Online SARIMA Course. This was a clear demonstration that some key objectives of attending the Annual SARIMA Conference are being realised as it demonstrates HRDC's support for research and innovation. Meanwhile, HRDC delegation had an opportunity to meet Botswana High Commissioner in Namibia where they briefly discussed the purpose of their visit in Windhoek.



Mr Oabona Nthebolang giving a presentation.

HRDC ATTENDS EMPLOYMENT PITSO IN SELIBE PHIKWE



Employment Pitso delegates posing for a group picture.

In the wake of the closure of BCL Mine in Selibe Phikwe, the Botswana Government has taken a stand to support the business community in the mining town by instituting initiatives geared towards stimulating its economy.

The Ministry of Employment, Labour Productivity and Skills Development (MELSD) organised an 'Employment Pitso' that was held from the 4th - 5th May 2017 at Hotel Selebi. This forum was held under the theme 'Breaking the Barrier between Government, Labour & Industry; Fostering Collaboration for Growth'. The Human Resource Development Council (HRDC) presented on a topic titled, 'Skills Demand Vs Supply, Is there a Skills Gap?'



Dr Fernando Siamisang - HRDC Director HRDP - Demand answering questions from the attendants during the conference.

Presenting the objectives of the Pitso, Ms. Pearl Ramokoka, Permanent Secretary of MELSD highlighted that the Conference sought to foster collaboration between Government, Labour & Industry. Ms. Ramokoka further stated that there are challenges faced by Botswana, among them including, high unemployment rate, skills mismatch between demand and supply, low progress of localisation, a decline in formal employment, low productivity of Botswana as referenced in the Global Competitiveness Report, Labour Regulations as well as the economy being unable to generate jobs. "Therefore, this is a consultative forum intended to discuss ideas on how to address these challenges," said Ms. Ramokoka.

Presenting the keynote address, His Honour the Vice President of the Republic of Botswana, Mr. Mokgweetsi E.K. Masisi informed the attendants that, the resolutions from this Employment Pitso should be able to identify barriers preventing job creation as well as solutions and commitment to breaking through those barriers. His Honour further noted

that, we all use the products of labour and its importance cannot be underestimated.

"In this regard, Government has adopted a cluster development concept to develop competitive, diversified and sustainable economic growth. The four clusters include; beef, mining, tourism and financial services. Your town, Selebi Phikwe can aptly be of service to at least two of the above." concluded His Honour Mokgweetsi E.K Masisi.

The Director, Human Resource Development Planning (HRDP) - Demand, Dr Fernando Siamisang, elaborated on the goals of the National Human Resource Development Plan (NHRDP) which seek to identify and develop both the current and future skills required in the labour market. He further indicated that the current skills mismatch is aggravated by the following labour market signals; employment of graduates, quality of graduates from Tertiary Education Providers (TEPs) as well as productivity of graduates at the Work - Place.

In conclusion, the forum recommended that there is a need for review of the current education system, collaboration between Ministries tasked with employment and training, a focus on education for production, data on work patterns and that communities should be part of development policies.

In his closing remarks, the Minister of Employment, Labour Productivity and Skills Development (MELSD), Honourable Tshenolo Mabeo said, "The deliberations from this Employment Pitso will bear fruits in terms of better relations between Government, Labour and Business. With the relevant skills, all businesses can be productive and effective."

INSTITUTIONAL PLANNING CONDUCTS WORKSHOPS IN MAUN

In an effort to capacitate Tertiary Education Institutions (TEIs) on Institutional Planning, the Human Resource Development Council (HRDC) through the Department of Human Resource Development Planning (HRDP) - Supply hosted a two - day Institutional Planning Capacity building workshop in Maun.

The workshop was held from the 14th – 15th June 2017, under the theme ‘Institutional Planning (IP): The Gate Way to Producing Quality and Employable Graduates’. The participants for the workshop were from North West, Chobe, Ghanzi and Boteti Sub-Region of the Central Region in Maun.

The objectives of this workshop among others were; to discuss the rationale for Institutional Planning as premised on the current scenario of the existence of a mismatch/skills gap on the products of the Tertiary Education System. Furthermore, the objective of the workshop sought to explain the roles, responsibilities and expectations of HRDC through the Human Resource Development Planning (Supply), Botswana Qualifications Authority (BQA) and Tertiary Education Institutions (TEIs) towards addressing the skills needs of the labour market.

In his welcome remarks, the Director of Education: Regional Operations for North West Region, Mr Galesengwe Mohube implored participants to take institutional planning seriously since it is a central aspect in education at any level of the sector. Mr Mohube applauded HRDC for the guidance and support they give to the TEIs around the country, noting that such workshops



Mr Bautule Diboko - HRDC Institutional Plan Sharing the Institutional Planning Frameworks and Guidelines.

provide a platform for training TEIs on IP to ensure that their products are relevant to the industry specific skills need.



Mr Ralecha Mmatli - HRDC Manager, Institutional Planning giving the keynote address.

Mr Ralecha Mmatli, Manager Institutional Planning, gave a keynote address and emphasised on the importance of planning. Mr. Mmatli noted that planning is the logical step in addressing the national outcry of skills mismatch. He assured participants that the Annual Performance Plans for the Ministry of Tertiary Education, Research, Science and Technology as well as for the Ministry of Employment, Labour Productivity and Skills Development, echoes

message on provision of quality and relevant education and training as well as enhancement of the provision of industry relevant skills respectively. Furthermore, Mr Mmatli implored all participants and their Institutions to embrace Institutional Planning as a tool that can address the concern of misalignment, which resonates well with the theme of the workshop which states, ‘Institutional Planning: The gate way to producing quality and employable graduates’.

Giving an overview of Institutional Planning and Governance Planning, Mr Bautule Diboko, TEI Institutional Planner, highlighted that Governance Planning is supposed to provide strategic leadership for the realisation of the Institutional Plan. He also explained the essential prerequisite towards sustainable funding of the tertiary education sector, as it provides a logical and systematic approach to policy implementation. Mr Diboko informed the participants that HRDC will provide a framework and guidance on how institutions can contribute to the realisation of the strategy.

HRDC ENGAGES STAKEHOLDERS AT THE GHANZI AGRICULTURE SHOW



Local farmers displaying their cattle breeds during the Ghanzi Agriculture show 2017.

According to the Agriculture and Food Security Policy brief, Agriculture Sector has experienced a steady decline in its contribution to Gross Domestic Product (GDP) over the past 42 years.

The beef industry is the only sub-sector of the Agriculture sector that has constantly remained a significant contributor to the National GDP. Despite these challenges, the Human Resource Development Council (HRDC) believes the Agriculture Sector is one of the potential contributors to Botswana's Economy therefore continues to promote this sector through different strategic initiatives.

The Agriculture Shows held across Botswana, are one of the platforms that have been essential in promoting the Agriculture Sector with regards to showcasing local Agriculture products, selling of Agriculture products and sharing of ideas/information with an intention to improve the economic benefits of the sector. On the 4th – 8th July 2017, HRDC participated at the Ghanzi Agriculture

Show held under the theme, 'Diversifying the Agricultural Production - A Key to Food Security and Sustainable Economic Development.'

Farmers across all the Agriculture sub-sectors including Dairy, Small Stock, Beef, Poultry, Piggery and others, thronged the show in good numbers and showcased their products. They also shared information among many others on dealing with farming challenges and how one could benefit from opportunities in various Agriculture sub-sectors.

The HRDC Agriculture Sector Committee represented by members from the Dairy, Small Stock and Beef Sub-Sectors attended the Show to meet with farmers from these sub-sectors. This was for the Sector Committee members to appreciate what farmers are experiencing on the ground and share ideas with them on how they could



Ghanzi Agriculture Show attendants at the HRDC stall.

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Cattle Parade during the Ghazi Agriculture Show 2017 Official Opening.

grow into a profitable and sustainable commercial businesses. This is in line with diversifying Botswana's economy.

Ghanzi area due to its well - endowed geographic location remains the best place year in and out to showcase a show of this magnitude. The Ghanzi Agriculture Show still remains a perfect platform to reach out to stakeholders in the region. Therefore, during the four (4) days of the Show, HRDC had an opportunity to interact with stakeholders informing them about the mandate, functions and strategic initiatives.

The Council was represented by staff members from the Department of Funding who created awareness on the Human Resource Development Fund (HRDF) and how farmers could tap into the HDRF and continue to upskill and upscale their employees with farming skills within

the broader Agriculture Sector. Other representatives from HRDC were from the Human Resource Development Planning (Supply and Demand) who educated stakeholders on how HRDC strives to strike a balance between the demand and the supply of skills for the country.

Interestingly, HRDC also reached out to schools in Ghanzi and interacted with learners who also got the opportunity to acquire career development information and also learned about skills in demand and the importance of choosing the right and marketable career. Furthermore, HRDC also visited Government Departments and some Work - Places in and around Ghanzi area and created maximum awareness, educated them on the mandate of HRDC and persuaded them to make use of HRDC services to improve their lives.



Mr Thapelo Tsheole - Botswana Stock Exchange Chief Executive Officer giving the keynote address during the Ghanzi Show 2017 Official Opening.

HRDC CELEBRATES MOTHER'S DAY IN STYLE



HRDC Women (BoMme-Mme) in a jubilant mood during the celebration.

On the 12th May 2017, HRDC's Women Staff members hosted an event to remember and celebrate the warmth, strength and love of motherhood.

This event, which was beautifully organised by The Human Resource Development Council (HRDC) Mothers', was in celebration of Mother's Day. The event also sought to recognise the importance of all women across the globe.

In order to keep the momentum going on International Mother's Day, (HRDC) Women employees celebrated this day in style as they were all fully dressed in various traditional regalia and head scarves. It is a day to honor mothers, aunties, grandmothers and all females around the world for the sentimental role they

continue to play at work and also at home. Ms Keolebile J. Koti, HRDC's Woman of value while delivering the key note titled 'Women of Excellence', said, "At this stage I call every woman to stand up in order to honour and appreciate them as they continue to play a very important role of bringing humans into this earth, mothers are not perfect but they are surely precious. We need to always express our gratitude to our mothers all the time not only on mother's day".

Furthermore, Ms Ontlametse Mokopakgosi, a proud mother and employee of HRDC implored other HRDC women to support

each other in acknowledgement of the special role they play in the universe. *Mosadi ke Thari Ya Sechaba.* "Mother's Day is a celebration honouring the mother of the family, as well as motherhood, maternal bonds, and the influence of mothers in society. It is celebrated on various days in many parts of the world", said Ms Mokopakgosi.

During the love-lit session, various speakers shared valuable tips on what it takes for a woman to appreciate and be appreciated and concluded by exchanging gifts and sharing meals. "A Mother's happiness is like a beacon, lighting up the future but reflected also on the past in the guise of fond memories." - Honore de Balzac.



Lovely mothers sharing love during the session



HRDC Women sharing a light hearted moment



HRDC Women enjoying meals during the session.



Ms Lebogang M. Mpinang sharing motherhood tips.

STAFF NOTICE



Lebotsang Steps Mohutsiwa
Communications Officer

*Lebotsang Steps Mohutsiwa was appointed **Communications Officer** in the Office of Chief Operations Officer, under the Marketing Communications and Stakeholder Relations Unit effective 1st August 2017.*

He holds a Bachelor of Business Administration specialising in Marketing from the University of Botswana.

Prior to his appointment, Steps worked for a number of organisations including Ministry of Mineral Resources, Green Technology and Energy Security, Attorney Generals Chambers and Ministry of Land Management, Water and Sanitation. His responsibility was to coordinate public relations, communications, sales and marketing activities of the said organisations.

As a Communications Officer, he is responsible for developing the communication and media plans, implement communication marketing activities, track and analyse their performance while ensuring that the overall branding and communication objectives of HRDC are met.

Steps is also responsible for assisting in the development and review of HRDC's policy, strategy and plan for public relations, communication, marketing and branding. He also supervises external specialists in developing the brand and corporate identity standards for HRDC as well as handle media relations.



Maduo Sebikiri
Sector Analyst

*Maduo Sebikiri was appointed **Sector Analyst** in the Department of Human Resource Development Planning (Demand) effective 11th September 2017.*

She holds a Bachelor of Arts (Social Sciences) majoring in Economics and Public Administration and also holds a Master's Degree in Economics both from the University of Botswana (UB).

Prior to her appointment, Maduo worked in the Ministry of Finance and Economic Development as a Senior Economist in the Department of Macroeconomic Policy. Her role included among others; coordinating Botswana's National Development Plans, producing annual Budget Speeches and producing fiscal policy papers; which entailed production of macroeconomic forecasts for Botswana's domestic economic outlook and government revenues & expenditures.

Maduo as a Sector Analyst, is responsible for supporting the Sector Committees in the analysis of data and information relevant to each sector's demand and supply for labour, and consolidations of inputs for drafting into sector plans. She also performs special technical analysis and forecasting on data and information relevant to the national and sector plan, draft the Human Resource Development Sector Plans based on inputs, instructions and guidance from Sector Committee secretary.



Modiri Jerry Mogopa
Work - Place Planner

*Modiri Mogopa was appointed **Work - Place Planner** in the Department of Human Resource Development Planning (Supply) effective 1st September 2017.*

He holds a Diploma in Construction Technician Part II from Botswana Polytechnic, a Higher National Diploma in Building Studies (Architectural Technology) from Brighton University (United Kingdom) and a Degree in Quality at Cape Peninsula of Technology (USA).

Prior to joining HRDC, Modiri worked at the Ministry of Tertiary Education, Research Science and Technology under the Department of Teacher Training and Technical Education as the Principal of Jwaneng Technical College (JTC).

Modiri as a Work - Place Planner is responsible for drafting and revising the plans for workplaces, monitoring and evaluating their implementation and impact there of/ liaise with and interrogate relevant information sources to conduct the monitoring and evaluation exercise. He also identifies the direct tangible outputs that the plans have delivered as a result of their implementation as well as assessing their outcomes against targets. He monitors and evaluates whether the planned activities have been completed on time and within the budget, and identifies status of incomplete activities. Modiri is also responsible for providing guidance and assistance to implementing bodies in executing their part of the plans as and when required.



Baboloki Batshidi

Records Officer

*Baboloki Batshidi was appointed **Records Officer** in the Department of Corporate Services (DCS), effective 1st July 2017.*

Mr. Batshidi holds a Diploma in Archives & Records Management and also a Bachelor of Arts Humanities obtained from University of Botswana (UB).

Prior to this appointment, he served as Assistant Records Officer from the Department of Corporate Services for a period of eight years and one month (8 years, 1 month). His duties included managing the HRDC Registry or Records Management Unit (RMU) as well as administration duties. He was also responsible for receiving incoming and outgoing correspondence and processing it in a timely manner to reach internal and external stakeholders, taking inventory on a regular basis, developing Records Policy, Records Procedures Manual and regular updating of the File Classification Scheme, responding to staff requests and enquiries pertaining to Records to name but a few.

Baboloki as a Records Officer is responsible for development of the Records Management programme, effective and efficient management of HRDC records from their creation through to their ultimate disposal. He is also responsible for providing access to accurate records for a range of operational and strategic purposes and respond in a timely manner to internal and/or external information enquiries.



Bachenamisi O. Mangori

Information Technology Support Assistant

*Bachenamisi Oteng Mangori was appointed **Information Technology Support Assistant** in the Department of Information Communication and Technology (DICT) effective 1st July 2017.*

He holds a Degree in Computing and Practice from Botho University (BU).

Prior to his appointment, Mangori was working as Research Assistant within the Department of Information Communication and Technology, where he was offering Information Technology Support services to HRDC End-Users which included troubleshooting, information technology configuration, installations and other Information technology related support issues.

Bachenamisi as Information Technology Support Assistant, is responsible for; providing technical assistance, support and training users, tracking, documenting actions, monitoring, escalating and resolving all user requests.

Moreover, he is also responsible for network access accounts and passwords to users as required, coordinating and troubleshooting corporate services such as telephony, video conferencing, remote access and mobile etc.



Tlhago Petrus

Fund Assesor

*Tlhago Petrus was appointed **Fund Assesor** in the Department of Funding effective 1st August 2017. Mr Petrus holds a Bachelor of Accountancy from the Univesity of Botswana (UB).*

He previously worked as THE Fund Officer in the same Department for seven(7) years where he was accountable for claims assessment and liaising with HRDC Work-Place Learning Unit and other external key stakeholders such as Botswana Qualifications Authority (BQA) and Botswana Unified Revenue Service (BURS) among others. His experience has equipped him with vast knowledge about the Fund relevant to executing this new position.

Tlhago as a Fund Assessor is responsible for supervising the processing and evaluation of applications for reimbursement from the Fund, and ensures claims are in strict compliance with Fund rules and regulations as well as established agreements with other relevant stakeholders.

Moreover, he oversees Fund Officers and manages their work as well as generation of standard reports on reimbursement applications.

HONOURABLE COUNCILLORS EDUCATED ON HRDC'S MANDATE



Jwaneng Town Council leadership listening to HRDC presentation

Addressing Full Council briefings in Kgatleng and Jwaneng, Dr Raphael Dingalo Chief Executive Officer of the Human Resource Development Council (HRDC) urged Honourable Councillors to come up with creative and innovative interventions that will assist in the implementation of the National Human Resource Development Strategy (NHRDS).

HRDC embarked on a mission to engage stakeholders so as to create awareness and educate members of the public on the mandate of HRDC. "The role of that you play as Councillors in your respective communities cannot be taken for granted as you disseminate information."

Dr Dingalo informed Honourable Councillors that HRDC is charged with advising, planning and coordination of the development of Botswana's human capital development. He categorically shared the sectoral approach and revealed that the National Human Resource Development Planning (NHRDP) has given Botswana's economy the long overdue review as now the skills plans are formulated through linkages with employers.

HRDC has embarked on developing the National and Sector Human Resource (HRD) Plans which seek to address the

misalignment between the supply of graduates and the demand for skills from the labour market. Lack of requisite skills to meet job requirements of employers has been identified as one of the major reasons attributed to graduate unemployment.

HRDC believes that through a truly demand driven system of skills development, problems of unemployment caused by the mismatch of skills in the labour market would be addressed [through sector based approach].

Dr Dingalo further illuminated on the role of Work-Place Learning and Funding which are critical functions of HRDC. As per the Act, HRDC is entrusted with managing Funds established in accordance with sections 26, 27 and 28 of the Act, respectively for financing tertiary education and Work-Place learning. The

Funds were established to address issues of responsiveness, sustainability and efficiency of the education sector. The Human Resource Development Fund has been established and operational while the establishment of the other two Funds i.e. the Public Tertiary Education Institutions Fund (PTEIF) and the Tertiary Education Student Sponsorship Fund (TESSF) is underway.

Honourable Councillors applauded Dr Dingalo and HRDC for seeing the need to engage with them on these critical issues of national interest. In response, Dr Dingalo pointed out that Work-Places or Companies that make a turnover of less than P1 million do not pay into the training levy and that only those which make a turnover of P1 million and above are levied and upon training their employees are reimbursed.



Dr Raphael Dingalo - CEO HRDC addressing Kgatleng District Council.

HOW TO COMOPLETE THE HUMAN RESOURCE DEVELOPMENT FUND (HRDF) REINBURSEMENT FORM

SECTION 1 EMPLOYER DETAILS

1. Note that the client must provide details of two contact people in the organisation – names and e-mails and phone numbers of each one must be provided.
2. The organization must provide the VAT no. If the organisation is

Section 2 Particulars of Training

1. The title of the programme trained must correspond exactly with the name of the programme as it appears on the BQA Certificate of Accreditation for local training whereas for external training the name should appear as per the pre-approval letter.
2. Attach a copy of training provider and trainers' list of accredited programmes to confirm this.
3. The minimum Learning hours reimbursable is 10hrs as this is an equivalent of one credit in the Botswana National Qualifications Framework. Levy payers should ensure that the training adheres to the stipulated learning hours as accredited by BQA.
4. Location of training must state the area (town) where training took place (e.g. Francistown.)

NB. Programme titles and contents are not to be changed without approval by Botswana Qualifications Authority

Section 3. Breakdown of Course / Training duration

1. The module / programme must correspond exactly to the programme name registered with BQA.
2. Enter the Trainer's name and their accreditation number (e.g. HRDC and accreditation number).

NB: 1. It is the responsibility of the client to ensure that the training

Section 4 Training Costs Paid

Training costs are costs that relate directly to the training programme. Proof of payments to the training provider and to other service providers in a form of receipts, copies of bank statement, deposit slip or EFT payment notification has to be provided for reimbursement.

1. Tick the Outsourced Training box if the programme is outsourced from external trainers or the in house training box if it is done by internal trainers.
2. Tuition fees: They include tuition fees (course fees), exam fees and are reimbursable if the levy payer has provided proof that they have paid the training provider. **(Tuition fees do not attract VAT.)**
3. Course materials such as books and other stationary items with VAT inclusive.
4. A copy of invoice and proof of payment in respect of training costs must be duly attached.
5. If the training is in-house there will be no tuition fees reimbursed but the trainers salary prorated to the period of training will be reimbursed. (proof of current payslips must be attached)
6. Trainees salaries prorated to the period of training. (proof of current payslips must be attached)
7. Accommodation for trainees on training and or Conference facilities for the training with proof of payment attached.
8. Transport for both trainees and trainer if applicable.

Section 5 Particulars of Trainees

1. Certified copies of the National Identity (Omang) for citizens and passport for non-citizens must be provided for all the trainees. Omang cards must be valid as at the time of training.
2. HRDC pre approval letter must be attached for non-citizen training and training outside the country.
3. The attendance register has to be signed by all trainees for each day of training and not a tick. Where log books were used they should also be attached.
4. The telephone number for each employee

Section 6 Declaration

1. The Processing Officer and Supervisor/Training Officer must be from the client not from training provider.
2. The officer who signs the declaration must be an authorised representative of the organisation.

The client has to courier or hand-deliver the claim to the HRDC offices.

NB: The HRDC financial year runs from 1st April to 31st March of the following year but levy payer are given up to 30 June to submit claims for the financial year. Levy payers are encouraged to submit claims throughout the year as they complete training to avoid delays in processing claims due to congestion as at the closing time.

STAFF WELLNESS PROMOTES TEAM WORK AND PERFORMANCE



HRDC staff members enjoying the Ballroom Dance during the Wellness Day event.

According to Patricia (2007), reward and recognition programmes can positively affect motivation, performance and interest within an organisation. Since the Human Resource Development Council (HRDC) is still finding grounds to adopt its perceived culture of a High Performance Organisation, it is important for the Council to explore programmes which could motivate staff members to achieving its strategic intends.

The HRDC Wellness Committee has been at the forefront in promoting and instilling the notion of staff motivation through different programmes such as team building, social welfare, health and sports activities. On the 16th June 2017, the HRDC Wellness Committee organised a staff appreciation and wellness event, where staff members

were motivated and encouraged on their work performance and personal growth. The event also coincided with the 'June 16 Youth Day', commemorating the Soweto Uprising where students stood up against a discriminatory and oppressive education system in South Africa. When addressing staff members during the appreciation and wellness event, the Chief Executive Officer (CEO), Dr. Raphael Dingalo emphasised the importance of staff motivation in improving their work performance. He also encouraged staff members especially the young ones to be free in expressing their views and ideas that could contribute towards improving the organisations performance. "The future of HRDC is on the hands of young people and I am happy because the majority of staff members are youngsters.

Since today marks the commemoration of the 'Youth Day' this resonates well with my views that we need to empower our young staff members so that they could be tomorrow's good leaders of this organisation." said Dr. Dingalo. The CEO also encouraged staff members to reflect on and internalise the HRDC Values which are; Botho, Excellence, Accountability, Transparency and Teamwork. In conclusion, Dr. Dingalo applauded staff members for their contribution to the success of all the activities and projects that HRDC had achieved, especially the just ended Botswana Human Resource Development Skills (BHRDS) Fair and Career Clinics. He also commended the Wellness Committee for organising the day's event which seeks to help staff members to unwind and interact with



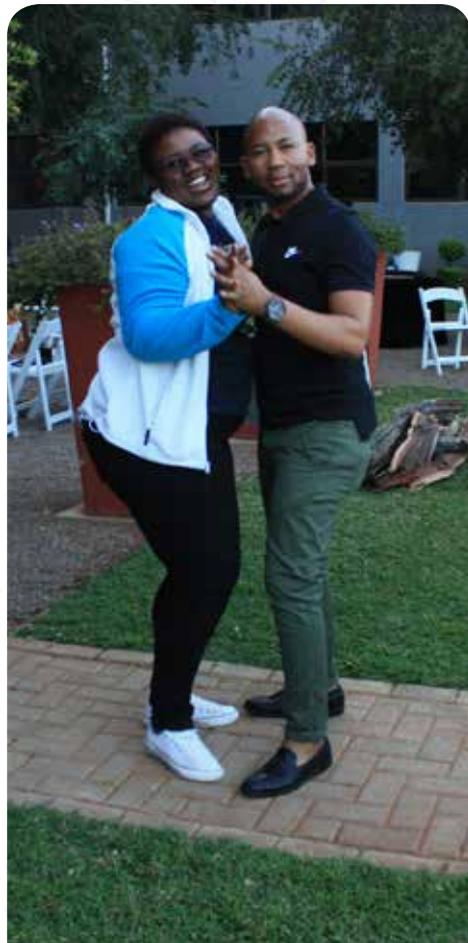
HRDC staff members posing for a snapshot.

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HRDC staff members enjoying the Ballroom Dance during the Wellness Day event.



HRDC Staff members displaying their Ballroom Dance moves - Faith Tuelo and Lucky Kgosithebe



HRDC Men received presents from their Female counterparts in celebration of Father's Day.

their peers outside work setup improving on teamwork and social cohesion. During the event, HRDC staff members had an opportunity to be inspired by a motivational talk rendered by one the enthusiastic Mr. Motshwegwa Thekiso representing Transformation Engels Organisation. Mr. Thekiso encouraged staff members to adopt a positive attitude both in their professional and social lives. He also inspired staff members to be diligent with their work regardless of any challenges which they could be countering, because the benefits for

their hard work will pay off in future. In appreciating staff members, the CEO took time to individually thank all staff members for contributing towards the BHRDS Fair and Career Clinics 2017. Some members were also awarded certificates for completing the Statistical Package for Social Sciences (SPSS) short term programme. A fitness instructor facilitated some dancing exercise to warm up staff for the evening. The event culminated with a bonfire and staff interaction with one another dancing the night away.

PARTICIPATING IN SPORTS PROMOTES TEAM WORK AND ORGANISATIONAL PERFORMANCE



HRDC Athletics team members competing during the Lady Khama Obstacle Challenge.

In the famous words by Babe Ruth, “the way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don’t play together, the club won’t be worth a dime.”

The Human Resource Development Council (HRDC) shares the same sentiments with Babe Ruth, of encouraging team work and promoting performance through participation in sports activities by staff members.

HRDC staff members have formed the athletics and football teams which have been active in their sports codes throughout the year. The HRDC football team has been participating in the 5 Aside Corporate League where it competed with other teams from different organisations. The team is registered in the current 5 Aside league which has since started on the 27th July 2017 and will be completed on the 30th November 2017.



HRDC Athletics team members showing off their medals after the race.

On the other hand, HRDC’s Athletics team has also been active in their competitions as they participated in all the scheduled marathons throughout the year. Those including the popular Comrade Marathon, held in South Africa. For the second time, Mr. Oaitse Ganelang participated at the 2017 Comrade Marathon that was held on the 4th June 2017, from Durban to Pietermaritzburg and he managed to complete the 88km race. Other marathons that took place this year that the athletics team participated in, included; Lady Khama

Run; Diacore Gaborone Marathon; PPC King of the Hill 15km Run; Lady Khama Obstacle Challenge; Gaborone Mayor’s Marathon and Botswana Independence Half Marathon.

Through sports activities, HRDC staff members are able to socially interact with one another. This promotes the spirit of team work which according to Ruth will determine the success of the Organisation as a united team.



HRDC Athletics team members competing during the Lady Khama Obstacle Challenge.



HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL

Mandate

The Objectives of the council are to:

- Provide for policy advice on all matters of National Human Resource Development
- Co-ordinate and promote the implementation of the National Human Resource Strategy
- Prepare the National Human Resource Development Plans; and
- Plan and advise on tertiary education financing and workplace learning

Vision

To make Botswana's human resource globally competitive by 2026

Mission

To advise, plan, fund and coordinate the development of Botswana's human resource to achieve a knowledge based economy by engaging and integrating stakeholders.

Values

- Accountability
- Botho
- Excellence
- Teamwork
- Transparency

Functions

1. Education & Training Financing
2. National Human Resource Development Strategy
3. Institutional Capacity Building
4. Workplace Learning
5. Human Resource Development Planning
6. Internship & apprenticeship
7. Education and Labour information
8. Human Resource Development Policy Advice
9. Research and Innovation



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The Human Resource Development Council (HRDC) is responsible for the coordination of Botswana's Human Capital Development Agenda. HRDC coordinates efforts by all parties to project the human resource needs of the country.



HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL

Mandate:

The objectives of the Council are to:

- Provide for policy advice on all matters of National Human Resource Development
- Co-ordinate and promote the implementation of the National Human Resource Strategy
- Prepare the National Human Resource Development Plans
- Plan and advice on tertiary education financing and workplace learning

Sector Human Resource Development (HRD) Plan:

Facilitates the Government's strategies of matching the supply and demand of human capital, improving employment prospects, supporting economic diversification as well as facilitating the country's transition to a knowledge economy.

Health Sector Top 20 Occupations in High Demand

IDENTIFIED OCCUPATIONS (GENERAL)

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Medical Doctors - General Medical Practitioners 2. Pharmacists / Pharmaceutical Technicians 3. Medical Laboratory Scientists /Technologists & Technicians 4. Radiographers 5. Occupational Therapists 6. Physiotherapists 7. Speech & Language Therapists 8. Radiotherapists 9. Psychologists 10. Dentists & Dental Therapists | <ol style="list-style-type: none"> 11. Dieticians 12. Paramedical Practitioners 13. Nurses 14. Health Education (HE) & HE Assistants 15. Healthcare Auxiliaries & Assistants 16. Perfusionists 17. Medical Physicists 18. Orthotics 19. Biomedical Engineers/Technicians 20. Audiologists |
|--|---|

SPECIALISATION - NURSES

Nurse Anesthetists , Family Nurse Practitioners , Theatre Nurses, Midwives, Community Health Nurses , Critical Care Nurses , Pediatric Nurses, Diabetic Nurses, Cardiac Nurses , Oncology Nurses, Dialysis Nurses, Neonatal Nurses, Case Management Nurses, Ophthalmic Nurses, Psychiatric Nurses, Mental Health Nurses, Palliative Care Nurses and Public Health Nurses

Source: HRDC Top Occupations in High Demand, December 2016.