INAUGURAL NATIONAL HUMAN RESOURCE DEVELOPMENT CONFERENCE

**Theme:** Competitive Human Resource - A Leading Driver For The Economy In The 21st Century

**Date:** 19th March 2018

**Venue:** Pavilion, Fairground Holdings, Gaborone
The Human Resource Development Council (HRDC) Botswana will hold the Inaugural National Human Resource Development Conference on the 19th March 2018 at the Pavilion, Fairground Holdings, Gaborone Botswana. The NHRD Conference is undertaken in collaboration with different stakeholders. Presentations will be made given the Conference theme and sub-themes. The theme of the Conference is, “Competitive Human Resource - A Leading Driver For The Economy In The 21st Century”.

**Objectives**

1. **To provide a platform for information sharing on best practices and innovations in human resource development.**
2. **To present an opportunity for all stakeholders to exhibit and showcase their works in HRD.**
3. **To share with stakeholders human resource development products and services.**

**Themes:**

- **Employability and Skills Development**
  - Aligning supply and demand for skills.
- **Excellence in Research and Innovation**
  - Creation of information and knowledge through research.
  - Technology transfer and commercialisation.
- **Competitive Human Resource and Entrepreneurship**
  - Competitive Human Resource.
  - Entrepreneurship.

**Participation**

International and national experts, senior administrators, public and private sector, training institutions, decision makers, Civil Society and Non-Governmental organisations will participate in the Inaugural NHRD Conference and share on their experiences, practices, successes, expectations as well as foresights pertaining to Human Resource Development.
# INAUGURAL NHRD CONFERENCE PROGRAMME

## DIRECTORS OF CEREMONY
- Mr. Tebogo Matebesi: Botho University (BU)
- Mr. Ralecha Mmatli: Human Resource Development Council (HRDC)

## 08:00-10:30

## 10:30-11:00
Arrival and Registration

## 11:00-11:20
Opening Remarks, Chief Executive Officer - Human Resource Development Council (HRDC) *Dr. Raphael Dingalo*

## PANELISTS, PRESENTATIONS AND DISCUSSIONS

### Sub - Theme: Employability and Skills Growth

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<th>Session One</th>
<th>Aligning Supply and Demand for Skills</th>
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<td>11:20-11:35</td>
<td><strong>Panelist One:</strong> The Role of the Botswana Qualifications Authority in the Changing National Educational Landscape - Botswana Qualifications Authority (BQA) <em>Dr. Samuel Mosweu</em></td>
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<td>11:35-11:50</td>
<td><strong>Panelist Two:</strong> Enhancing Employability and Skills Growth: Views from Private Tertiary Education Providers - Botswana Association of Private Tertiary Education Providers (BAPTEP) <em>Dr. Gape Kaboyakgosi</em></td>
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<td>11:50-12:05</td>
<td><strong>Panelist Three:</strong> Private Sector Perspectives – Employability and Skills Growth, Business Botswana <em>Mr. Norman Moleele</em></td>
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<td>12:05-12:20</td>
<td><strong>Panelist Four:</strong> Fair Skills Needs Anticipation and Matching: Approaches and Methodologies, International Labour Organisation (ILO) <em>Ms. Laura Brewer</em></td>
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<td>12:20-13:00</td>
<td>Discussions</td>
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<td>13:00-14:00</td>
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## Session Two

### Sub Theme: Excellence in Research and Innovation

| 14:00-14:15 | **Panelist One:** Creation of Information and Knowledge through Research, Botswana Institute for Technology Research and Innovation (BITRI) *Dr. Bathseba Mbongwe* |
NHRD CONFERENCE PROGRAMME (Cont....)

14:15-14:30  **Panelist Two:** Technology Transfer and Commercialisation, Botswana Innovation Hub (BIH)  
**Dr. Budzanani Tacheba**

14:30-14:45  **Panelist Three:** Technology Transfer and Commercialisation, Botswana International University of Science and Technology, (BIUST)  
**Professor Ologetswe Totolo**

14:45-15:15  **Discussions**

15:15-15:30  **Health Break Session**

**Session Three**  
**Sub Theme:** Competitive Human Resource and Entrepreneurship

15:30-15:45  **Panelist One**  
A Journey towards Building a Globally Competitive Human Resource for Botswana, Human Resource Development Council (HRDC)  
**Dr. Fernando Siamisang**

15:45-16:00  **Panelist Two**  
Work Ethic- The Challenge to a Competitive Human Resource, Botswana National Productivity Centre (BNPC)  
**Mr. Teedzani Majaule**

16:00-16:15  **Panelist Three**  
Entrepreneurship, Citizen Entrepreneurial Development Agency (CEDA)  
**Mr. Andrew Madeswi**

16:15-16:30  **Panelist Four**  
Challenges Faced by SMME’s regarding Innovation and Strategies for SMME Support in Botswana, Local Enterprise Authority (LEA)  
**Mr. Kabelo Nkwane**

16:15-16:45  **Discussions**

16:45-17:00  **Closing Remarks:** Permanent Secretary Ministry of Tertiary Education, Research, Science and Technology (MOTE)  
**Dr. Theophilus Mooko**

**END OF CONFERENCE**
Dr. Theophilus Mooko is an educationist and has held various positions in various Government institutions. He started his career as a secondary school teacher and later became a staff development fellow at the University of Botswana (UB).

He rose through the ranks to the position of Dean of the Faculty of Education. He was then appointed Deputy Permanent Secretary in the Ministry of Education and Skills Development and was transferred to Botswana Public Service College (BPSC) as Executive Director. Subsequently, he was appointed the Deputy Director of Directorate of Public Service Management (DPSM), a position he held until he was appointed the Permanent Secretary in the Ministry of Tertiary Education, Research, Science and Technology on the 1st of October 2016.

He sat in various Boards which include BNPC as Chairperson, Vision 2016 Council, Botswana College of Distance and Open Learning (now Botswana Open University) BOU, Botswana Qualifications Authority (BQA), University of Botswana (UB) Council and the University of Botswana Senate.

Dr. Mooko holds a Doctor of Philosophy Degree in Language and Linguistics and Master of Arts in Applied Linguistics both from the University of Essex. He also holds a Post Graduate Diploma in Education and Bachelor of Arts Degree in Humanities from the University of Botswana.
Dr Raphael Dingalo is the Chief Executive Officer of the Human Resource Development Council (HRDC).

He has worked at a number of Organisations that champion human capital development in Botswana, holding various positions including Deputy Permanent Secretary in the then Ministry of Education and Skills Development (MOESD). Dr Dingalo spent time as Ag Vice Chancellor of Limkokwing University of Creative Technology (LUCT) Botswana and also worked at the University of Botswana, in the Centre for Academic Development (CAD).

He holds a professional Degree of Doctor in Education (EdD) University of London, United Kindom (UK); a Master in Education (M.Ed) from the University of Manchester School of Education, (UK); and a Bachelor of Education (B.Ed) from the College of St Mark and St John United Kindom (UK).
Dr. Samuel Mosweu holds a PhD in Environmental Science from the University of North West, Master of Science (MSc) in Environmental Science, Post Graduate Diploma In Education (PGDE) and Bachelor of Science (BSc) in Environmental Science from the University of Botswana. He is a researcher and academic who has published a number of research articles in various journals and presented research papers at different forums.

He joined the University of Botswana as a research fellow in the year 2000 and continued to work at the university in various capacities including the positions of Teaching Assistant, Technician, Senior Technician and Lecturer until 2013. In 2013, he joined the University of Fort Hare in South Africa as Lecturer. He was appointed to the position of Head of Department in 2014. In 2015, he was promoted to the level of Senior Lecturer and continued to be the Head of Department until end of the year.

He joined the Botswana Qualifications Authority (BQA) as a Quality Assurance Officer in the year 2016. In 2017, he was promoted to the position of Manager, Registration and Accreditation - Higher Education, the position he currently holds.
Dr Gape Kaboyakgosi represents the Botswana Association of Tertiary Education Providers. BAPTEP is a member driven advocacy organisation whose primary mission is ‘to advocate the collective ownership of high quality standards and practice amongst members, to speak with one voice to all stakeholders and to create sector commitment to meeting the national human resource development needs of Botswana’.

Dr Kaboyakgosi is a Deputy Vice Chancellor for Research and Innovation at ABM University College. He is also a former Senior Research Fellow and was Head of Public Sector Reforms at the Botswana Institute for Development Policy Analysis (BIDPA). He has over 18 years professional work experience in policy advisory role with BIDPA.

Dr Kaboyakgosi has led among others, a number of leading institutional and policy transformations in Botswana in anti-corruption, construction and waste management. He has experience in reviewing a number of policy sectors including retirement fund regulation; corporate governance, industry regulation, telecommunications sector and others.

Dr Kaboyakgosi is a co-editor in two volumes on governance and an author of a number of policy related outputs including book chapters and a number of journal articles. He sits in a number of national level advisory committees and is a member of the Board of Directors of the Botswana Communications Regulatory Authority (BOCRA).

Dr Kaboyakgosi holds a PhD in Public Policy from the Australian National University (with a focus in water regulation), Master of Public Administration (MPA) from Syracuse University, USA and Bachelor of Arts (BA) from the University of Botswana.
Mr. Moleele holds a Master of Science (MSc) in Strategic Management (University of Derby), Post Graduate Diploma in Law majoring in conciliation and arbitration (University of Namibia), Post Graduate Diploma in Business Administration (Milpark Business School), and Certificate in principles of Business & Management (Wits Business School).

Mr Moleele has senior management experience and capabilities in strategic modelling, leadership, business development (including monitoring and evaluation, training and mentoring), strategy formulation, change management, Small, Medium, Macro Enterprises (SMMEs) development, customer service, stakeholder management and building strategic relationships, excellent communication, presentation and engaging capabilities and banking.

Mr Moleele has risen through the ranks with Business Botswana (Formerly BOCCIM) working with the private sector for over 25 years as ; (a) Field Officer; (b) Regional Manager; (c) Deputy Executive Director; (d) Membership Management Director; (d) Private Sector Development Programme (PSDP) Director- on secondment. In his previous roles Mr Moleele has led, managed and supervised a good number of senior managers and professionals and other numerous employees.

His responsibilities at Business Botswana (BB) include amongst others; driving the overall strategy, risk and management of Business Botswana focusing on Private Sector growth and Social development, research policy and advocacy, establish international partnership, provision

Mr. Norman Moleele, Acting Chief Executive Officer (CEO) Business Botswana (BB)
Mr. Norman Moleele Profile (Continued from Page 9)

of membership service, business development and contribution to accelerated economic growth agenda for the private sector. Mr Moleele sits on the following boards:

- **Vice Chairperson of the Botswana National productivity Centre (BNPC) board**
- **Rural Development Council (RDC)**
- **Economic Diversification and Trade Council (EDTC)**
- **Botswana Bureau of Standards Council (BOBS)**
- **SADC Private Sector Forum (SPSF) (Currently Secretariat)**

He has represented Business Botswana in Regional and International assignments at; International Labour Organization (ILO), Southern African Development Community (SADC) and African Union (AU). Mr Moleele has worked on projects with the Kenya Association of Manufacturers and participated in several high level meetings, seminars, workshops and conferences across the world.
Dr Laura Brewer, Skills and Employment Specialist International Labour Organisation (ILO)

Dr Laura Brewer is currently the Skills and Employment Specialist at International Labour Organisation (ILO) Pretoria. Her research and technical assistance focuses mainly on strengthening TVET policies and systems, building national capacities to better match skills demand with supply, and enhancing the employability of disadvantaged youth.

Prior to joining the Skills and Employability Department, Dr. Brewer was a Senior Policy Specialist in the Youth Employment Network (YEN), an International Labour Organisation (ILO), United Nations (UN) and World Bank initiative established in 2001.

Dr Brewer holds a PhD in Public Policy from the Australian National University, a Master’s degree in Criminology from Carleton University, Ottawa, Canada and an Master of Arts in Sociology from the University of Western Ontario. She has held academic posts at several universities in Canada and Australia.
Dr Bathsheba Mbongwe is the Director of Research and Partnerships at the Botswana Institute for Technology, Research and Innovation (BITRI). Throughout her career, she has worked for both government and the private sector as a Trainer, Consultant, Lecturer, Administrator and Psychologist Practitioner.

Dr Mbongwe’s research interests have included issues of power and partnerships in institutions, HIV/AIDS among adolescents. She has presented her scholarly work at both national and international conferences and published her work in journal articles.

Dr Mbongwe is a graduate of the University of Pretoria, where she obtained her PhD, and the University at Albany, where she received her MSc in Educational Psychology and Methodology.
Dr Budzanani Tacheba is a Director, Innovation and Technology at the Botswana Innovation Hub Company. Budzanani started his career with the Dutch Development Organisation (SNV) as Advisor on sustainable development.

He later joined the University of Botswana (UB) as Research Fellow working in different research projects. Dr Tacheba’s career path would later lead him to a European Space Agency funded project, Global Monitoring for Food Security (GMFS) where he assumed the role of National Coordinator and subsequently progressed to the position of Regional Coordinator.

In 2008 Dr Tacheba joined the public service and worked at the Ministry of Infrastructure, Science and Technology (MIST) within the Botswana Innovation Hub project implementation office. He worked as its Acting Coordinator until his subsequent appointment to his current position when the Botswana Innovation Hub company was established in February 2012.

His main focus is on the development of key cluster areas of the Botswana Innovation Hub from a research and development (R&D) and business development perspective. He is a Non-Executive Board Member of the Botswana Geoscience Institute (BGI) and served in the Botswana Medical Education Partnership Initiative (BOMEPI) Board.
Professor Otlogetswe Totolo is an outstanding and seasoned University administrator, brilliant scholar and internationally renowned Soil Scientist. He is a renowned Environmental Scientist and has invaluable wealth of experience in academia, having held senior academic positions at the University of Botswana (UB), where he served as Deputy Vice-Chancellor (Academic Affairs) and Professor of Environmental Science (Soil Science).

He previously held numerous key positions such as Director of the Centre for Scientific Research, Indigenous Knowledge and Innovation (CESRIKI), Dean of the Faculty of Science and Head of Environmental Science. He has also served in various key UB strategic committees such as; Council, Senate, Staff Appointments and Promotions Committee, Research Committee, to mention but a few.

He obtained a Bachelor of Science (BSc) degree and Post Graduate Diploma in Education (PGDE) at UB, Master of Science (MSc) at the University of Reading in UK, Doctor of Philosophy (PhD) Degree at the University of London (UK), and he has also completed short courses on science management including one at Harvard University, USA. He has published widely in publication outlets of international repute, such as Physics and Chemistry of the Earth, International
Prof Otlogetswe Totolo Profile (Continued from Page 14)

Journal of Environmental Geology, Botswana Journal of Technology and International Journal of Environmental and Applied Science. He has also reviewed journal articles in the international journals.

Professor Totolo has contributed immensely to industry and the science profession, having served industriously in Governing Bodies of many organisations including Botswana Technology Centre (BOTEC), as Chairman; Rural Industries Promotions Company (RIPCo); Environmental Heritage Foundation (EHF). He is a founding member of Somarelang Tikologo; he is the Founding Chairman of the Botswana Institute for Technology Research and Innovation (BITRI), and he is the Deputy Chairman of the Botswana UNESCO Chapter.

He is also one of the first three Batswana to be inaugurated as Fellows of the Botswana Academy of Sciences. The Botswana Academy of Sciences is an independent scientific advisory body to the Government.

As the Vice Chancellor, he is driving the BIUST Strategic Plan to achieve the national agenda, in alignment with the current national policies and plans such as; Vision 2036, National Development Plans and the Millennium Development Goals and Beyond 2015.

He is to ensure that BIUST lives up to its mission, vision and strategic goals, as a premier research-intensive university, with proper governance structures through right policies that should drive quality service delivery, academic excellence, research and innovation, as well as institutional engagement for development with key stakeholders, and an environment that is conducive for students and staff to succeed.
Dr. Fernando Siamisang was appointed Director - Human Resource Development Planning (Demand) of the Human Resource Development Council in October 2015. Before joining HRDC he worked briefly for ABM University College where he established and managed the institutions research department.

Most of his career was spent at the then Ministry of Education and Skills Development (MoESD) where he worked for 24 years. He started as Mathematics and Science Teacher and rose through to the top rank of a secondary school hierarchy when he was appointed the School Head. He was transferred to MoESD- Headquarters to work in Curriculum Development and Evaluation and was later promoted to Head Research Department before appointment as Deputy Director in the Department of Educational Planning and Research Services. Dr Siamisang has attended short term exchange programmes in educational planning, policy development and analysis, research, monitoring and evaluation in Japan (Hiroshima University), Indonesia and South Africa (Wits University).

He holds a Doctorate Degree in Research and Evaluation, Master’s Degree in Research and Evaluation, Masters in Business Administration and Bachelor’s Degree in Secondary Mathematics. He has presented research papers in local and international conferences and published a book with Amazon Publishers.
Mr. Andrew Madeswi,
Chief Operations Officer -
Citizen Entrepreneurial Development Agency (CEDA)

Andrew Madeswi is the Chief Operations Officer (COO) at Citizen Entrepreneurial Development Agency

Experienced Chief Operations Officer with a demonstrated industry of working in the financial services industry. Skilled in Portfolio Management, Financial Risk, Business Relationship Management, Business Planning and Risk Management. Strong business development professional with experience in the SMME development and lending.
Mr. Kabelo Nkwane, Director National Branch Network - Local Enterprise Authority (LEA)

Mr. Kabelo Nkwane is an accomplished Executive who rose through the ranks of the corporate world over 14 years, of which 12 has been in the Entrepreneurship Development and Asset Management.

He is currently studying Chartered Financial Analyst (CFA) and he obtained a Bachelor of Commerce in Finance from Bond University. He has worked at Cresta Marakanelo Group as a Management Trainee and then joined Botswana Insurance Fund Management (BIFM) under Investment Accounting Division and later joined Local Enterprise Authority (LEA) where he is currently employed as Director National Branch Network.

Mr Nkwane has wealth of experience which entails having served in Business Botswana Northern Trade Fair Committee as the Chair person for three (3) years, Participated in Local and regional conferences as a speaker and panellist, he has also participated in BTV in the morning show as an Economic analyst during 50 plus 1 Botswana Independence Celebrations and He is currently part of a Ministerial Task Force under Ministry of Agriculture Development and Food Security (MoADFS) which is driving the development of a Multi Species Export Abattoir In Kgalagadi District.
Inaugural HRD Conference Organising Committee

- Mr. Matthews Lebogang Phiri, Strategy Office, HRDC
- Ms. Keitumetse Lebotse - Basupi, Strategy Office, HRDC
- Mr. Edloren Tachinyunyi, Strategy Office, HRDC
- Ms. Faith Rapuleng - Tuelo, Marketing & Communications, HRDC
- Ms. Ontlametse Mokopakgosi, Department of HRDP-Demand, HRDC
- Mr. Ralecha Mmatli, Department of HRDP- Supply, HRDC
- Mr. Oabona Nthebolang, Department of Statistics, Research Development & Innovation, HRDC
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REALISING OUR POTENTIALS