

HRDCinsight

HUMAN RESOURCE DEVELOPMENT COUNCIL

THIRD ISSUE | DECEMBER 2015

The Official Newsletter of the
Human Resource Development Council



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Editor's Note!



Dear Reader,

Welcome to the third edition newsletter of the Human Resource Development Council. Yet again, this third quarter has been a momentous one as we saw the departments of the HRDC working tirelessly to deliver on the mandate of the HRDC.

It is the role of the Marketing Communications and Stakeholder Relations to serve HRDC's myriad stakeholders internally and externally. The HRDC Departments engaged with stakeholders around the country. HRDC has had an opportunity to visit workplaces in the mining sector such as Majwe Mining in Jwaneng and Ghaghoo Mine in the Central Kalahari Game Reserve (CKGR) in a bid to familiarise themselves with the mining operations and their training activities while creating maximum awareness about the Human Resource Development

Fund and the Workplace Learning. There are a couple of other strategic stakeholder engagement activities that HRDC participated on such as the Botswana Jobs Summit 2015.

HRDC partnered with OneSource Consulting to host the first ever Botswana Jobs Summit which brought stakeholders around the globe and more interestingly, it was graced by His Honour the Vice President of Botswana, Mr Mokgweetsi Masisi.

Clearly, job creation is a national concern and that is why our Vice President implored the Summit participants to find means of reducing unemployment in Botswana by coming up with interventions that will assist Botswana to create jobs, expand the existing jobs and find sustainable ways of jobs creation.

Fascinatingly, to add on to Council's remarkable milestones, the HRDC engaged with stakeholders across all the Five Sector Human Resource Development Committees and workshopped, inducted and subsequently launched the newly elected members.

I am pleased to confirm that HRDC now has 12 fully functional HRD Sector Committees that have pledged to earnestly drive the mandate of the Council. Interestingly, during this active quarter, all the 12 HRD Sector Committees met to discharge their various assignments

and interacted with stakeholders.

As it is always said, "we meet to part and part to meet," the Minister of Education and Skills Development Hon Dr Unity Dow bid farewell to the then former Tertiary Education Council (T.E.C) board and Interim HRDC Board and launched the new HRDC Board Members.

Noting that data is critical in planning, with a view to strengthen our stakeholder relations, HRDC saw it fit to collaborate with Statistics Botswana and signed a Memorandum of Understanding which is essential for the effective and efficient capacity building and data sharing arrangement in performance of the two organisations' respective functions.

As we remain at your service and we are indebted to sharing information about the activities of HRDC and developments within, as a critical stakeholder, kindly note that the success of HRDC insight is largely based on your support. We kindly request you to forward your feedback as it is undoubtedly critical. Please forward your comments, advises and suggestions by emailing us at marketingcomms@hrdc.org.bw

Have a Merry Christmas and a Prosperous 2016. Till next issue. Happy Reading!

Faith Tuelo

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Dr Unity Dow bids Farewell to the Interim HRDC Board and Welcomes the New HRDC Board



Dr Unity Dow witnessing the New HRDC Board Chairperson Mr Christopher B. Molomo receiving the HRDC Board Charter from Dr K.J Gasennelwe, the outgoing HRDC Interim Board Chairperson

The role of the Human Resource Development Council (HRDC) Board is to provide strategic guidance in order for HRDC to realise its mandate. The Board is also responsible for ensuring that there are governance systems in place to ensure accountability and transparency.

It was against this background that the Honourable Minister of Education and Skills Development (MoESD) Dr Unity Dow saw it imperative in her busy schedule to bid farewell to the outgoing HRDC Interim Board and welcome the new HRDC Board Members. The event was held on the 19th November, 2015 at the Gaborone International Convention Centre (GICC).

Hon Dr Dow thanked the outgoing HRDC Board Members for their utmost commitment and dedication displayed through working selflessly in seeing to it that the HRDC successfully goes through the challenging process of transformation from the then Tertiary Education Council (T.E.C.) to become the now HRDC.

“I wish to officially usher in the current Board and lastly my purpose tonight is to recognise and reward the

outgoing Board Members for their diligent work for some spanning from as far as 2002 to the 31st May 2015. I have a small but symbolic token of appreciation from me on behalf of the Government of the Republic of Botswana” excitedly said Dr Dow.

The night of recognition and handing over of the baton to the current Board culminated with the former Interim Board Chairperson Dr Kegalale Gasennelwe handing over the Board Charter to the new HRDC Board Chairperson Mr Christopher Molomo.

During her handing over remarks Dr Gasennelwe said, “To my fellow Board Members, this in a way is an opportunity for me on behalf of those that have been on the HRDC track to handover the baton to the new Board. We wish you the best in serving this nation”.

The event was successfully attended by HRDC Senior Management, staff and myriad of stakeholders such as Tertiary Education Institutions (TEIs) representatives, media, leadership and management from development partners who have worked with the outgoing Board.

HRDC Successfully Holds an Induction Workshop

According to Nikos Nazantzakis, in order to succeed we must first believe that we can. It is against this light, that the Human Resource Development Council (HRDC), on the 15th October 2015 successfully held inaugural workshop for the five newly established Sector Human Resource Development (HRD) Planning Committees.

The induction workshop was held at Avani Hotel (former Gaborone Sun Hotel). The objectives of the workshop were to sensitise the members of the Five newly established Sector Committees on their role and functions as well as orientate them on Human Resource Development Planning and related functions.

The induction workshop also sought to prepare the new HRD Committee Members so they play a meaningful role of advising the Government of Botswana on education and training matters. Lastly, in a bid to reduce graduate unemployment, their key role will see to it that there is targeted skills development which will subsequently ensure that graduates from different education and training institutions have relevant skills that are needed in Botswana's labour market.

These Sector Committees are sector level partnerships that bring together the leadership from Government, Business Community, Employee Representatives, Civil society, Education and Skills Training Sector to form a single nexus in planning and designing collaborative actions around human resource development in various sectors. These newly established Sector HRD Committees are; Education and Training, Transport and Logistics, Manufacturing, Research, Innovation, Science & Technology and Public Sector.

While giving the welcome remarks at the induction workshop, the Acting Chief Executive Officer of HRDC, Dr. Patrick Molutsi sensitised the newly appointed Committees' members that Botswana is at crossroads in the Education and Training System. He pointed out that the Education and Training Sector is experiencing significant challenges amongst them; student drop outs and the ever increasing unemployment rates of graduates. "I am proud to confirm that the development of the National Human Resource Development Strategy (NHRDS) was a solution to Botswana's human resource development challenges" said Dr Molutsi.

Furthermore, Dr. Molutsi also cited other interventions that the HRDC together with the Ministry of Education and Skills Development (MoESD) have put in place to



Mrs Moggie Mbaakanyi – Vice Chairperson of the HRDC Board and the Chairperson of the Human Resource Development Sector Committees giving a vote of thanks

respond to the challenges in the Education and Training Sector which among others include the development of the Education and Training Sector Strategy Plan (ETSSP), promotion of Tertiary Vocational Education and Training (TVET) and the Sector HRD Planning approach.

Ms Nancy Diphupu, Manager – Human Resource Development Planning (HRDP) (Demand), while addressing the new Committee Members said, "The principal functions and roles of the Sector HRD Committees will be to produce sector specific HRD Plans that will ensure a direct linkage between the education and skills that are being developed and the needs of the economy".

In conclusion, giving a vote of thanks Mrs Moggie

Workshop for the New Sector HRD Committee Members

Mbaakanyi, the HRDC Board Vice Chairperson and Chairperson of the Human Resource Development Sector Committees requested the New Committee Members to give their utmost commitment and ensure that they work together with HRDC in transforming Botswana's Education and Training system.

"The development of the different sectoral HRD Plans comes at an opportune time when the Government of Botswana is developing the National Development Plan (NDP 11) and preparing for post Vision 2016. I am sure you will agree with me that investment in human capital is one of the key drivers that will fuel economic development and diversification. Countries like Japan and Mauritius are some of the examples that have invested in human capital and they are now enjoying

their return on investments (ROI) as the rest of the world envies their economic expansion. We want to see Botswana being envied too by the nations around the globe" said Mrs Mbaakanyi.

She further assured members of the various HRD Committees that they will be fully supported by HRDC in carrying out their responsibilities. The workshop proceedings culminated with nominations of the Chairpersons and Deputy Chairpersons of the five Sector HRD Committees.

The event then proceeded to HRDC Gardens where the newly appointed Sector HRD Committee members were launched by the Hon Dr. Unity Dow, the Minister of Education and Skills Development.



Some of the Sector HRD Committee Members during the discussions

Hon. Unity Dow Officially Inaugurates the



Hon. Dr. Unity Dow presenting a token of appreciation to Mr. Masedi Motswaping of the Research & Innovation, Science and Technology Sector Committee

Subsequent to the induction workshop held at Avani Hotel (former Gaborone Sun Hotel), the new Sector Human Resource Development (HRD) Committee members were officially launched on the 15th October 2015, in the Human Resource Development Council (HRDC) Gardens. Honourable Minister of Education and Skills Development Dr. Unity Dow conducted the launch of the new Sector HRD Committee members.

The mandate of HRDC is to ensure that Sector HRD Committees are functional and are able to develop skills in various sectors to enable the sectors to grow, through a process that is collectively inclusive and engaging. This calls for the Private Sector, Civil Society, the knowledge and experiences of all Batswana to contribute towards HRD Planning process so that all Sector HRD Committees are at work for the benefit of the Country.

Over and above, the HRDC saw it fit to adopt the approach that places the industries at the center of this economy by allowing each sector to draw up plans that guide the syllabus delivered in our local education and

training institutions. The Sector Committee members will function as the think-tanks that inform the needs of each sector in the curriculum design through engagement with the captains of various industries.

During her inauguration speech, the Honourable Minister asserted, "The timing of Sector Committees is very apt. As we launch them today, the expectation is that we shall all lend our support to enable them to champion skills development in the country. Through the development of Sector HRD Plans for the various sectors, the Ministry of Education and Skills Development, employers, and Education & Training Institutions will agree on the supply of priority training areas and graduates as identified and recommended by the HRDC Sector Committees." Furthermore, the Hon. Minister Dow said that there are many challenges that Botswana is facing, however the future promises to be bright if all of us can work hard towards the betterment of our Country.

"I urge you to take cognisance of the fact that as Sector Committee Members, you have a huge role before you to enable your respective Sectors to grow and

e New Sector HRD Committee Members

prosper. I therefore, implore you not to sit back and wait for HRDC to implement. We expect you to be at the forefront ensuring that HRDC delivers on its promise of an 'Educated and Informed Nation' I look forward to that day when I will stand before the nation and pronounce improvements that have taken place within the Education and Training Sector as well as the Labour Market as a result of your concerted efforts. I am therefore excited to be part of this forum which wields the potential to revolutionise the Human Resource Development landscape in Botswana", said Dr Dow.

Prior to launching the Sector Committee Members, Hon Dr Unity Dow said that HRDC in line with its mandate saw it imperative to establish the Sector HRD Committee as one of the interventions aimed at curtailing the ever increasing graduate unemployment. Lack of requisite skills to meet job requirement has been identified as one of the major reasons attributed to graduate unemployment. Consequently, the Botswana labour market is faced with unacceptably high levels of unemployment particularly amongst the youth. The challenges cannot be allowed to go unattended as they carry huge social ills.

"I am happy to inform you that between 2015 and 2020, the Ministry of Education and Skills Development will be implementing the comprehensive Education and Training Sector Strategic Plan (ETSSP) which is aligned to national plans and emerging Education Sector priorities as identified by the existing HRDC Sector Committees. This is a Five - Year Strategy designed to

comprehensively transform the education and training landscape". She further said one of her signature projects in this strategy (ETSSP) is the **TARGET 20,000** which aims at upskilling and upscaling of unemployed youth to prepare them for the industry competencies. She particularly urged the HRDC Sector Committees to assist in the proper conceptualisation and eventual implementation of the **TARGET 20,000**.

On another note, Ms Lillian Moremi a newly launched member of the Education and Training Sector Committee jubilantly emphasised, "As a youth activist and educationalist, it gives me pleasure to be part of this strategic decision making HRD Committee and I am proud to say I will be the ambassador of the HRD Sector Committees. I take the responsibility to ensure that at all youth gatherings I will be preaching the role of the HRD Sector Committees and their respective plans".

The HRDC Board Chairperson, Mr Christopher B. Molomo while giving the closing remarks said, "As HRDC, we have gathered all the Sector Committee Members so that you network and get to know each other as it is evident that the different sectors of the economy complement each other in driving economic growth and diversification. I therefore, encourage you to continue to dialogue with each other, so that as we consolidate the different sector plans that form the National Human Resource Development Plan we ensure that there are no duplications in order to have a cost-effective Human Resource Development Plan".



The HRDC New Sector Committee Members

Education and Training Sector Committee Members

1. [Dr Roshen Kishun -](#)
(Committee Chairperson)
2. Ms. Phondy Morwaeng
3. Mr. Richard Molefe
4. Ms. Mphoentle Mathodi
5. Ms. Thato Buckland
6. Sir Wonder Jeconiah Masebola
7. Dr Nephious Mwandila
8. Ms. Tebogo Gwaila-Morolong
9. Mr. Shadreck Majwabe
10. Mr. Cassius Mmopelwa
11. Mr. Mothusi Kgaladua
12. Ms. Refilwe Otsile Diamond
13. Ms. Lillian Nkosazana Moremi
14. Ms. Gorata Lesedi Kewakae
15. Mr. Jeff Thabo Mzwinila
16. Dr Moreetsi Thobega

Public Sector Committee Members

1. [Mr. Ikwatlhaeng G. Bagopi -](#)
(Committee Chairperson)
2. Mr. Bajaki Chika
3. Ms. Moelagongwe Riba Dintwe
4. Mr. David B. Phekoetsile
5. Ms. Wame Samapipi
6. Mr. Mbakiso G. Morapedi
7. Ms. Bitsang Kgosi
8. Mr. Tshepo Sayed
9. Mr. Jimmy Mathuba
10. Mr. Tobokani Rari
11. Ms. Okhola Rudd
12. Mr Clifford Maribe
13. Mr Faried Van Wyk
14. Ms Goitsemanng Tidimane
15. Ms Maele Lele Rabashwa
16. Ms Beauty Wright

Transport & Logistics Sector Committee Members

1. [Dr Comfort Mokgothu -](#)
(Committee Chairperson)
2. Mr. Johnson Thupane

3. Mr. Fred Mabonga
4. Ms. Priscilla Mpondori
5. Ms. Mpho Monametsi
6. Mr. Godwin Tlhogo
7. Mr. Gobusamang Keebine
8. Mr. Patrick Masikara
9. Ms. Masego Bethel
10. Mr. Claude Kamangirira
11. Mr. Moses Sebolai
12. Ms. Saniso Sakuringwa
13. Mr. Victor Tshambane

Research & Innovation, Science and Technology Sector Committee Members

1. [Mr Tshepo Tsheko -](#)
(Committee Chairperson)
2. Ms. Joyce Bannyaditse
3. Mr. Oscar Chiwira
4. Ms. Lesego Motoma
5. Mr. Simisan Mosalakatane
6. Prof Shedden Masupe
7. Mr. Keorutwe Baitsemi
8. Prof Gabriel Anabwani
9. Prof Daniel Motlhanka
10. Mr. Uyapo Ronald
11. Mr. Outule Rapuleng
12. Masedi Motswapong
13. Ms Nani Leteane
14. Prof. John Cooke

Manufacturing Sector Committee Members

1. [Ms. Motlhagodi Molomo -](#)
(Committee Chairperson)
2. Mr. Shahid Ghafoor
3. Ms. Josephine Mothudi
4. Mr. Motsholathebe Kutoro
5. Mr. Dallas Ntopo
6. Mr. Duncan Kgame
7. Mr. Mahesh Shukla
8. Mr. Bonny Wadikonyana
9. Mr. Fredy Morwaagole
10. Mr. Barry Mabena
11. Mr. Vincent Selema
12. Mr. Meshack Ramatu
13. Mr. Ndulamo Chingapani
14. Mr. Nixon Marumloa

HRDC Partners with BQA to host the SAQAN Conference



Dr Patrick Molutsi, Acting Chief Executive Officer of the HRDC giving a vote of thanks

In the wake of promoting quality in higher education in the Southern African Sub-Region, on the 27th – 29th October 2015, the Human Resource Development Council (HRDC) in partnership with Botswana Qualifications Authority (BQA) hosted the Southern African Quality Assurance Network (SAQAN) Conference at Avani Hotel in Gaborone. The Conference which was held under the theme **“Promoting Cooperation and Collaboration in Quality Assurance in Higher education in Southern Africa Region”**, was officially opened by the Assistant Minister of Education and Skills Development, Honourable Fedelis Molao.

The objectives of the SAQAN Conference among others were to; launch the proposed regional network on quality assurance in higher education, review resolutions made at the first Sub – Region Conference on Quality Assurance in Higher education held in Victoria falls, Zimbabwe in July 2014 as well as share experiences, good practises, research findings and promising approaches and innovations towards improvement of higher education.

During his welcome remarks, the Acting Chief Executive Officer of BQA, Mr. Abel Modungwa stated that the establishment of SAQAN will to a great extent facilitate

the internalisation of qualifications and promote mobility of graduates. “The Conference will discuss current developments and lessons in quality assurance in higher education, strategies on capacity building in quality assurance in higher education in the sub-region; draw viable options for cooperation and collaboration in quality assurance and debate initiatives that can enhance graduate employability through quality assurance” said Mr. Modungwa

The Interim SAQAN Chairman Professor E. Ngara from the Zimbabwe Council of Higher Education (ZIMCHE), also gave a presentation on the Background, Challenges and Prospects of SAQAN. Prof E Ngara stated that the proposed SAQAN is a logical outcome of the worldwide development of the quality assurance enterprise in the world, and of the African continent’s active participation in that development.

“In this regard, the Association of African Universities launched the African Quality Assurance Network (AfriQAN) at the UNESCO Conference on Quality Assurance in Dar es Salaam in 2007. In 2013 ZIMCHE was elected to the Executive Board of AfriQAN in 2013 to represent the Southern African sub-region.” elaborated Prof Ngara.

The two-day SAQAN Conference was filled with fruitful discussions with topics centered around creating maximum awareness and educating delegates about the topical issues within the quality assurance field. Interestingly, strategic items like the draft SAQAN Constitution, experiences of Quality Assurance across the Higher Education Sectors, Enhancing graduate employability through quality assurance and many others were presented and more engaging discussions were the order of the day.

In giving vote of thanks, Dr Patrick Molutsi said, “HRDC has drawn strategies on how to enhance graduates employability and will call stakeholders in the next financial year so that we collectively devise interventions geared towards assisting the local education and training institutions to deliver training that will equip the graduates with job creation skills thereby alleviating unemployment”.

HRDC Partners with OneSource Consulting to d



His Honour The Vice President of the Republic of Botswana Mr Mokgweetsi, Eric Masisi flanked by the HRDC Board Members, invited guests, presenters and speakers at the First Botswana Jobs Summit 2015

Jobs Summits are organised all over the world as nations try to find solutions to the challenges of unemployment, close to 50 percent of the World's abled labour force is unemployed. The Human Resource Development Council (HRDC) partnered with OneSource Consulting a private company to host the first ever Botswana Jobs Summit 2015 from the 19th - 20th October 2015 under the theme "A roadmap to Sustainable Jobs Creation 2015" at the Gaborone International Convention Center (GICC).

The goal of the Summit was to help Botswana in drastically reducing unemployment rate. The main objective of the first Botswana Jobs Summit was to identify and unpack quick wins as well as to identify medium and long-term opportunities for jobs creation in Botswana. The Summit presented an opportunity for a think-tanking process that is solution oriented in identifying opportunities for jobs creation.

The Botswana Jobs Summit 2015 was attended by an array of stakeholders in the Jobs Creation Value Chain such as the Government, Jobs Creators, Enablers and overseers from all over the world. During the two-day gathering, the delegates collectively came up with strategies for jobs creation, jobs expansion, jobs retention and jobs enhancement.

HRDCs partnership in the first ever Botswana Jobs Summit 2015, was necessitated by the fact that in March 2015, HRDC hosted the annual Sixth Botswana Tertiary Education Fair (BTEF) and the Botswana Tertiary Education Conference (BTEC) under the theme "Promoting Human Resource Development and Employability through Technical and Vocational Education Training (TVET)". During the Conference deliberations, 'Employability' was at the centre of discussions, therefore, HRDC made a promise to the Conference participants and the nation at large that in October 2015, HRDC will convene a Summit at which ways and approaches to employability could be fashioned out.

HRDC in line with its mandate, is concerned about large numbers of unemployability. HRDC has been tasked with the responsibility of instigating human resource plans that can propel the economy of Botswana forward. Hence when the human resource faces stagnation due to unemployment, it is a reminder that some planning modalities are not yielding expected results.

Officially Opening the First Botswana Jobs Summit 2015, His Honour, the Vice President of Botswana Mr Mokgweetsi Eric Masisi indicated that only 3 000 jobs are created by the private sector. Clearly, job

deliver the First Botswana Jobs Summit 2015

opening are not enough to employ the thousands of unemployed graduates each year. He further indicated that the Botswana Jobs Summit 2015 comes at a time that the Government of Botswana has come up with an Economic Stimulus Package (ESP) to stimulate economic growth in the Country.

He further said that the package will have impact everywhere and the success of the ESP will be measured on the number of jobs created in each sector as well as the number of new businesses created per sector. So far the identified sectors are construction, tourism development, manufacturing and agriculture.

The Office of the Vice President is mandated to coordinate job creation strategies for the Country, therefore the private sector must create more jobs. "I therefore call on the private sector to be more innovative in their approach instead of franchising existing businesses" said Vice President Masisi. Furthermore, he invited the delegates to interrogate the unemployment situation in Botswana and also to come up with solutions for sustainable job creation. In conclusion he indicated that his office is always open for suggestions and that the Botswana Government through his office is **'laser focused'** on unlocking new jobs in our economy.

"Therefore, the objectives of the Botswana Jobs Summit are relevant as they speak to how Botswana can inspire her people especially the youth to realise their potentials by pursuing employment strategies that can usher in hope for them. He applauded the organisers for convening the Summit to discuss the employment situation in Botswana", said Vice President Masisi.

In giving the keynote address Dr Patrick Molutsi, the Acting Chief Executive Officer, HRDC decried. "We are deeply concerned when employers denounce jobs that are occupied by the employees who cannot deliver on the primary duties because the curriculum output of our educational institutions does not speak to the needs and skills relevant to do the job. Youth employability in Botswana has reached unprecedented proportions so much that we must rise from the Botswana Jobs Summit 2015 with immediate plans to eliminate the phenomenon. More specifically, unemployment worsely affects the youth".

In a bid to address the challenge of unemployment we are facing, Botswana must engage in paradigm shift. This entails the major transformations aimed at improving the quality of our education provided for

every Motswana. The education pipeline must enshrine foundations that prepare individuals for the world of work from early childhood to lifelong learning using the acquired skills needed by the economy.

Dr Patrick Molutsi implored Summit participants to engage in research provided they have not done so already, so at the end they share the findings with HRDC in a bid to ensuring the plight of unemployment is collectively interrogated. HRDC is ready to engage with all stakeholders to upskill and upscale the youth through workplace training programmes so they can meet the basic needs to do the job as per the employer's requirements. HRDC through the Human Resource Development Fund (HRDF) reimburses employers who invest in retooling their employees.

Our small economy has been riddled with the problem of demand and supply mismatch for a long time. Today's reality reveals that the job market requires that the industries themselves must participate in the curriculum design, content and joint delivery with academics. This process will safeguard the products of our education and training system so that at the end of their learning journey they land on the jobs prepared for a demand-driven economic activity.

In conclusion, the two-day practical, solution oriented gathering culminated with recommendations that will alleviate unemployment and eradicate poverty as they will be put at the top of Botswana's development agenda.



His Honour, Vice President of Botswana Mr M. Masisi, with some of the HRDC Board members, (L-R) Mrs Grace Kgakge-Tabengwa, Mrs Moggie Mbaakanyi and Ms Kebosweditse Ntebela during the break time

HRDC Internal & External



One of the Botswana Jobs Summit 2015 delegates commenting on the discussions



Group discussion during the National Agriculture Stakeholder workshop



Some of the HRDC Senior Management at the MoU signing with Statistics Botswana



Some of the HRDC staff during the Christmas Party 2015



Hon. Dow welcoming some of the New HRDC Board members



Invited guests at the Botswana Jobs Summit 2015 Cocktail Dinner



Some of the HRDC Staff at the Farewell & Launch Dinner of HRDC Board

Activities in Pictures



Hon. Dow and Mr Christopher B. Molomo Chairperson of the HRDC Board sharing a light hearted moment during the Board launch



His Honour the Vice President Mr M. Masisi with other dignitaries during the official opening of the Botswana Jobs Summit 2015



Ms Selwana Koppenhaver of BQA presenting a token of appreciation to Dr Fernando Siamisang (HRDC)



Some of the HRDC staff listening attentively during the inauguration of the New Sector Committee Members



Ms Karabo Morule of BEC and Ms Faith Tsie of HRDC sharing a light-hearted moment at the Farewell & Launch of the HRDC Board



Some of the HRDC staff at the Christmas Party 2015



Delegates at the SAQAN Conference posing for a group picture

HRDC attends Botho University Stakeholder Seminar held in Francistown



Ms Victoria Damane – Director, Department of Funding giving a presentation at the Botho University Stakeholder Breakfast Seminar

In a bid to further enhance stakeholder relations the Human Resource Development Council (HRDC) saw it fit to attend the Botho University (BU) Stakeholder Breakfast Seminar held in Francistown on Friday 30th October 2015. The BU Corporate Training Department is responsible for working with companies in skills development in Botswana.

The Breakfast Seminar was graced by members of the Francistown Corporate community including the Francistown Mayor. HRDC was represented by Ms Victoria Damane, the Director of Funding and Mrs Batsalelwang Tladi, Fund Assessor, HRDF.

In his presentation, Mr Billy Batlegang, Manager Corporate Training informed the attendants that their Corporate Training Department offers corporate training across a wide spectrum of learning fields which among others includes; Accounting and Finance, Information Technology, Leadership and Professional Development programmes. He emphasised that Botho University's corporate training is Botswana Qualifications Authority (BQA) accredited and it is offered by registered and BQA Accredited trainers. He proudly asserts, "We do not tamper with accredited programmes even if clients have special requests because we always want to be fully compliant with BQA's accreditation standards".

During her presentation, the HRDC Director of Funding, Ms Victoria Damane educated the attendants about the origins of HRDC, its mandate and the function of the Department of Funding. Ms Damane informed the attendants that the HRDF was established by the Government to ensure that employers upskill their employees. "This was upon the realisation that the private sector was not taking part in the financing of education and training even though they employ graduates from the system leaving the Government to shoulder the burden alone", said Damane. She further highlighted some of the challenges that HRDC encounters in managing the HRDF. Some of these challenges include; incomplete claim forms, claims for training that is not accredited, late submissions, levy payers failing to submit claims, Small, Medium and Micro-Sized Enterprises (SMMEs), special groups & emergent companies under utilising the HRDF.

The attendants urged HRDC to re-look into the Human Resource Development Fund (HRDF) reimbursement procedures as the claim processes tend to be too cumbersome.

In conclusion, Botho University Management thanked the HRDC team for their informative presentation. They enthusiastically said they expect that the collaboration between BU and HRDC could continue as it would assist in creating maximum awareness about the HRDF as a tool for encouraging skills development in Botswana.



Mrs Batsalelwang Tladi – HRD Fund Assessor (HRDC) and (Far Right) Mr Ravi Srinivasan – Botho University Pro-Vice Chancellor, Internationalisation & Communication and a stakeholder listening attentively

Dr Patrick Molutsi Officiates at the Ghanzi Brigade Prize Giving Ceremony



Dr. Patrick Molutsi, the Ag Chief Executive Officer giving the key note address during the Prize Giving Ceremony

The Acting Chief Executive Officer of HRDC, Dr. Patrick Molutsi was officially invited as a Guest of Honour to officiate at the Ghanzi Brigade Prize Giving Ceremony.

The event which took place on the 9th October 2015, in Ghanzi was attended by other delegates including Ghanzi South Member of Parliament, the Village Chief, Representatives from the Ministry of Education and Skills Development and key dignitaries within the region.

The objective of the event was to appreciate the good work put by the students in their education and training as well as to recognise the Trainers' efforts in ensuring that the learners acquire efficient training.

Delivering his keynote address Dr Molutsi echoed on the importance of Technical Vocational Education and Training (TVET) and encouraged learners to take their training seriously.

Ghanzi Brigade has played a leading role in the Kgalagadi Region by producing the TVET, skilled human resource

that is required for industrial growth and economic development.

Dr Molutsi pointed out that TVET has a key role to play in addressing youth unemployment as it is oriented towards the world of work and the acquisition of employability skills. "I urge you to carry yourselves with dignity and diligence in the performance of your studies. Through the innovation and creativity acquired, you will undoubtedly be able to find your footing in the world of work", said Dr Molutsi.

He further informed the graduates that the Government of Botswana has an array of programmes geared towards alleviating youth unemployment. He urged them to liaise with the local authorities and find out how they can access them within the region.

In conclusion, he informed lecturers and the learners that the Human Resource Development Council (HRDC) together with the Ministry of Education and Skills Development will soon put in place reforms that will fully promote the TVET sub-sector to its full capability.

HRDC Team Pays a Courtesy Visit to Majwe Mining



HRDC, BQA delegates and Majwe Mining Personnel prior to touring the mine and facilities

Familiarisation tours are essential in every business. Majwe Mining seeks to acquaint, intimate, inform and provide first hand experience about the services it offers to its stakeholders. This therefore necessitated the Human Resource Development Council (HRDC) and Botswana Qualifications Authority (BQA) to embark on a one-day visit to Majwe Mining on the 6th October 2015. Majwe Mining (Pty) Limited is a company that has been subcontracted by Debswana Diamond Company, (Jwaneng Mine), to mine and expose diamond bearing ore for the Cut-8 Project.

The Majwe Mining contract is a joint venture between Leighton International, Basil Read and Bothakga Burrow and it is expected to run for a period of five years. Under this contract, Majwe Mining also renders services such as mine scheduling; drilling and blasting; truck and shovel waste removal as well as ore mining. The Cut 8 contains over 156 million cubic metres of material to be mined in order to provide access to the diamond bearing pipes underneath. The Cut 8 project follows Cut 6 and 7 and there is already talk of Cut 9 to extend the Jwaneng Mine life.

The objective of the visit was among others; to allow the HRDC and BQA delegation to appreciate the mining environment including the training offered at the mine, sensitise mining personnel on the HRDC and BQA mandate, outline the concepts and requirements for the Human Resource Development Fund, (HRDF) and solicit

input on ways to improve efficiency and effectiveness of skills development at workplaces.

The day started with an interesting tour of the mine led by Majwe Mining training personnel. Safety is key in the mining environment, as such the delegates were in full protective clothing comprising boots, gloves, helmets, trousers and shirts. During the tour, the delegates also had an opportunity to view the open pit mining as well as the massive mining equipment and machinery used. The familiarisation tour enlightened the delegates on the need for training in the use of some of the machinery such as dump trucks; shovels and front loaders.

The Majwe Mining personnel appreciated the fact that the Director of Funding, Ms Victoria Damane was part of the HRDC delegation. In addition to the tour, the delegates were also taken through the Jobs Safety Environment Analysis (JSEA) steps so as to appreciate safety procedures in the mine. JSEA is conducted at the highest level to ensure maximum safety is achieved. The HRDC delegation was intrigued by the high precautionary levels that the mine undertakes in order to ensure that safety is maintained.

The tour culminated in presentations by both BQA and HRDC on their mandates. HRDC's emphasis was on the provisions for workplace learning and funding. The team appreciated the tour as it provided awareness, indebtedness of industry issues and the importance of collaboration between HRDC and BQA.

HRDC Sponsors the MISA's Media Champion Award



Mr Lawrence Seretse receiving an award from Mrs Faith Tuelo of HRDC on behalf of the late Mrs Clara Olsen, Managing Director of News Company Botswana

In a bid to strengthen the media relations, enhance HRDC's influence in the industry, increase stakeholder retention and increase brand awareness, the Human Resource Development Council (HRDC) saw it fit to sponsor the Media Institute of Southern Africa (MISA) Media Champion Award. In an event held on the 14th November 2015 Media Institute of Southern Africa hosted a 20th Anniversary, Fundraising and Gala Dinner 2015, which was attended by scores of stakeholders across all sectors of the economy. The event was held at the Ave Maria Pastoral Center in Gaborone.

This dinner held under the theme, "20 Years of Promoting Freedom of Expression In Botswana" presented an opportunity to celebrate the 20 year's anniversary and existence of the MISA Botswana Chapter.

The Media Institute of Southern Africa (MISA) Botswana is a Non-Governmental Organisation (NGO) known in

the community for promoting media diversity, pluralism and self-sufficiency, independence and professionalism in the media. Notable are their laudable efforts in the media industry – the creation of the Press Council of Botswana and the Editors' Forum. These are all positive developments in Botswana's media environment.

HRDC sponsored the Media Champion Award which refers to an individual or individuals who have contributed or are still contributing positively to the media industry. The ideal 'Media Champion' could be an individual who provides support, counsel, development, and information to the media.

The late Mrs Clara Olsen, was the owner of News Company Botswana which publishes the Botswana Gazette newspaper every week. She scooped the Media Champion Award of the year for the contribution she added to the growth of the media industry in Botswana.

National Agriculture Sector Committee Hosts the Stakeholder Workshop



Stakeholders listening attentively

Agriculture plays a pivotal role in the entire life of a given economy. It is the backbone of our economic system. The Human Resource Development Council (HRDC) has Agriculture Sector among its sector Human Resource Development Committees. On the 22nd October 2015, HRDC held a National Stakeholder Consultative Workshop at Avani Conference Centre (former Gaborone Sun). The purpose of this event was to discuss how organisations can assist with skills development, capacitating associations in policy discourse and resource mobilisation. Additionally, the workshop sought to share the results of the Draft Agriculture Sector HRD Plan with stakeholders and solicit their input in the draft Plan.

As part of their responsibility, the Agriculture Sector Human Resource Development (HRD) Committee has completed drafting their first Sector HRD Plan. This Draft Plan has scanned the Agriculture Sector landscape in the country and proposed a number of initiatives geared towards improving the level of skills within the Agriculture Sector.

During the workshop the Draft Plan was shared with other relevant Agriculture Sector stakeholders for their consideration and contribution with an aim of producing an all-encompassing Agriculture Sector HRD Plan.

Officially opening the workshop, the Acting Chief

Executive Officer for HRDC, Dr. Patrick Molutsi raised concerns that Botswana is among the Countries that spends a lot of money in Education, but continue to experience poor productivity across its sectors. “For the past years, the Agriculture and others Sectors have been stagnant, we are therefore here to discuss a plan to transform the sector for its growth” said Dr. Molutsi

Presenting the Draft Agriculture Sector Plan, Dr. Howard Sigwele, the Agriculture Sector Chairperson stated some of the recommendations among them including developing and training the necessary human capital skill and expertise, which will then transform Botswana Agriculture Sector to become the prime mover of economic development and also attend to declining quality of education e.g remove automatic progression and provide conducive environment for teachers.

In conclusion, Dr. Howard Sigwele appreciated the good job done by CIE Consultants in drafting the Agriculture Sector Plan. He further reminded the attendants that Agriculture does not only provide food and raw materials but also employment opportunities in Botswana which will also play a critical role in alleviating unemployment. Therefore, it is imperative that we work hard towards creating utmost awareness about our role in contributing towards Botswana’s economy.

HRDC signs a Memorandum of Understanding (MoU) signing with Statistics Botswana (SB)



Dr Patrick Molutsi, Ag Chief Executive Officer of HRDC and Ms Anna Majelantle, Statistician General, Statistics Botswana jointly signing the Memorandum of Understanding

The need for real and live data in planning cannot be overemphasised. This therefore led HRDC to strategically collaborate with Statistics Botswana (SB) through signing of a Memorandum of Understanding (MoU) at the event that was held on the 1st December 2015 at the Statistics Botswana Boardroom.

The memorandum was signed by the Acting Chief Executive Officer of HRDC Dr Patrick Molutsi and the Statiscian General Ms Anna Majelantle. Every organisation is set up to achieve certain objectives, therefore, availability of data will assist the two organisations to achieve their set goals maximally. Presenting her remarks Ms Majelantle indicated “The objective of this MoU is to set out the broad principles of collaboration between HRDC and SB as well as specific details of engagement”.

The Statistics Act of 2009, recognises the National Statistical System comprising statistics producers and users. The Act specifies the role of Statistics Botswana in enhancing the efficiency of this National Statistical System. She further highlighted that, “We in Statistics Botswana have challenges of consistently and reliably availing information to stakeholders in a timely manner. The challenges stem from among other factors the human resource inadequacy in terms of numbers, capacity and financial constraints. The collaboration with stakeholders, including the HRDC, will go a long

way in filling these gaps,” said Majelantle.

Upon giving his remarks the Acting Chief Executive Officer of HRDC Dr. Patrick Molutsi highlighted that he is pleased for HRDC to have reached this important stage after working hard to formalise the partnership between the two organisations. He stated that the mandate of HRDC entails matching the demand of the economy and the supply and ensuring that graduates are qualified in accordance with the market needs.

“HRDC currently manages the Labour Market Observatory (LMO) which monitors what is happening in the market. It uses data from the Labour Market Information System (LMIS) to develop policy geared towards reducing unemployment and ensuring that the mismatch between skills supplied by institutions and skills demanded by the industry is minimised,” said Dr Molutsi. He further indicated that it became clear from the recent Botswana Jobs Summit 2015 that there is a lack of data such as the number of jobs our economy generates monthly. There is need for data to make accurate decisions and facilitate smooth planning.

In conclusion Dr Burton Mguni, Deputy Statistician General (Socio-Economic Statistics) at Statistics Botswana appreciated the work of the Technical Team that prepared the memorandum. He further highlighted that there was a need to strengthen publications in the Education Sector through tracer studies and other projects.

The HRDC Releases the Statistics

The mandate of the Human Resource Development Council (HRDC) is to advise, plan, fund and coordinate the development of human resource in Botswana. Human resource development is a process that involves moving from one crucial stage to another and data management becomes critical at each stage to produce indicators for monitoring and evaluation. The Statistics Division of HRDC is a unit under the Department of Statistics, Research Development and Innovation (DSRDI) purely mandated to collect, analyse and forecast data for the requirements of Human Resource planning (demand side) and institutional planning (supply side). The division collects and analyses data from all registered Tertiary Education Institutions (TEIs) on annual basis to produce a report called 'Tertiary Education at a Glance'.

The 2014/2015 Tertiary Education at a Glance was released in December 2015.

The objectives of the 2014/15 Tertiary Education at a Glance were as follows:

- a. Produce accurate, relevant and up-to-date statistics on the state of tertiary education in Botswana;
- b. Use the statistics to plan and monitor performance of both institutions and learners on various indicators;
- c. Use the information to guide strategic decisions on the sector;
- d. Use the statistics to assess efficiency and effectiveness in the use of resources by institutions
- e. Determine the quality improvement of programmes;
- f. Inform the employers and the public of the different programmes of study and enrolments in each by years of study;
- g. Use the statistics for further research, monitoring and evaluation of institutional mission, goals and continued relevance; and
- h. Produce data on key indicators for international comparability.

Data was collected from 38 registered Tertiary Education Institutions and some highlights of the report included the following facts:

- A total of 38 TEIs produced data for this 2014/15 Report, where 23 were Public while 15 were Private
- A total of 60,583 students were enrolled during

2014/15; and

- Some 57.5 percent of TE students were females.
- A rapid increase of student enrolment that has been recorded over the previous five years (2009/10 -2013/14) continued at a slower pace in 2014/15.
- Female students dominated across all programmes except in science and science related programmes during the period 2009/10 -2014/5.
- An observed pattern of male dominance at technical colleges with a noticeable increase in female participation
- The University of Botswana continued to register the largest number of students during the period 2009/10 – 2014/15.
- A continued fluctuation in private sector enrolment was recorded in 2014/15.

Some policy implications that were drawn from the report are listed as follows:

1. The report shows progressive growth in the tertiary education sector in Botswana. All indicators show positive growth from year to year.
2. The report shows observable growth in diversity and competition both within public and private tertiary institutions and between the two sub-systems. This development can only be good for the sector as they give rise to competition and removal of monopolistic dominance of the public education system characteristic of the previous decades. Competition is in turn desirable for both improvements in quality of offerings as well as responsiveness to the needs of the labour market.
3. The information on enrolments show a seriously skewed bias in enrolments towards Diploma and first degree programmes and acute low enrolments at graduate level. Hence, the system for now remains an undergraduate systems. While this is understandable given the youthfulness of both the system of tertiary education in Botswana and the country's population, at the same time this spells serious challenges for the research development and innovation culture in the country.
4. Although gender parity is impressive overall, equity indicators on Geographical, disability, socio-economic status, etc. are still generally poor across the sector.

s Report – At a Glance 2014/15

- The report shows a preponderance of small hence very expensive tertiary institutions due to low enrolments and high overhead costs. These types of small institutions are not sustainable in the long term.
- The programme mix of the system especially when put against International Standard Classification of Education (ISCED) categories show an encouraging shift from a traditional social science-humanities, bias towards science and science-related and business fields of study. Going by labour market signals for skills requirements, this is a desirable bias.
- Finally, these statistics are very useful to HRDC because HRDC uses them to advise and to guide the development of relevant skills required for diversifying Botswana's economy.

Chart 1: Enrolment trend (2003/04 – 2014/15)

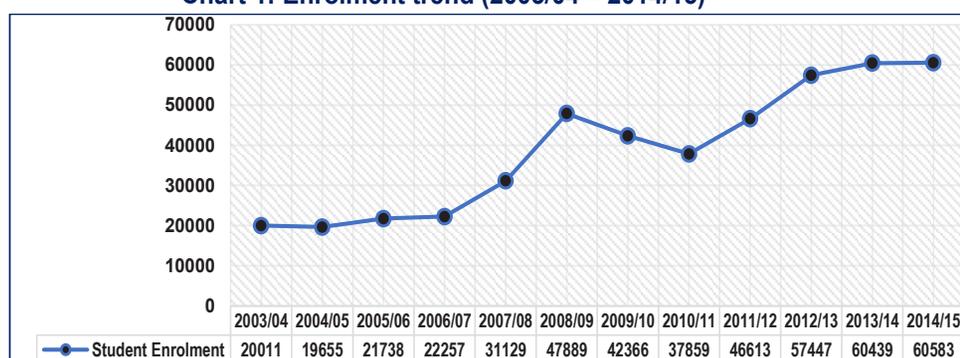


Table 1: Student Enrolment by Type of Institution and Gender - 2014/15

Type of Institution	Female	Male	Total	% Female
Private Institution ¹	14,958	10,867	25,825	57.9
College of Education ²	1,599	818	2,417	66.2
Institute of Health Sciences ³	839	596	1,435	58.5
Technical Colleges ⁴	1121	1598	2,719	41.2
Other Colleges ⁵	5,493	3,319	8,812	62.3
Public Universities ⁶	10,821	8554	19,375	55.9
GRAND TOTAL	34,831	25,752	60,583	57.5

Source: Tertiary Education Institutions.

Table 2: Student Enrolment by Type of Qualification and Gender - 2014/15

Qualification Level	Female	Male	Total	% Female
Certificate	1,016	1,422	2,438	41.67
Diploma	11,809	7,839	19,648	60.10
Bachelors Degree	18,898	14,308	33,206	56.91
Masters Degree	982	790	1,772	55.42
Master of Philosophy (MPhil)	55	59	114	48.25
Post Graduate Diploma (PGD)	283	179	462	61.26
Doctor of Philosophy (PHD)	27	67	94	28.72
Professional Courses	1,761	1,088	2,849	61.81
GRAND TOTAL	34,831	25,752	60,583	57.49

¹ Private Institutions include: ABM University College (ABMUC), Assembly Bible College (ABC), Ba Isago University College (BIUC), Boitekanelo Training Institute (BTI), Bosa Bosele Training Institute (BBTI), Botho University (BU), Imperial School of Business, Flying Mission School (FMS), Gaborone Academy of Education (GAE), Gaborone Institute of Professional Studies (GIPS), Gaborone Universal College of Law (GUCL), Kgogagano College of Theological Education (KCTE), Limkokwing University College of Creative Technology (LUCT), and Management College of Southern Africa (MANCOSA) and New Era College of Arts & Technology.

² Colleges of Education include: Francistown College of Education (FCE), Molepolole College of Education (MCE), Serowe College of Education (SCE), Tlokweng College of Education (TKCE) and Tonota College of Education (TCE).

³ Institute of Health Science include: Bamalete Lutheran School of Nursing (BLSN), Francistown Institute of Health Science (IHFS), Gaborone Institute of Health Sciences (IHSG), Lobatse Institute of Health Sciences (IHSL), Molepolole Institute of Health Sciences (IHSM), Serowe Institute of Health Sciences (IHSS) and Kanye Seventh Day Adventist School of Nursing (KSDASN).

⁴ Technical Colleges include: Francistown College of Technical and Vocational Education (FCTVE), Gaborone Technical College (GTC) and Botswana College of Engineering and Technology (BCET).

⁵ Other Colleges include: Botswana Accountancy College (BAC), Botswana College of Agriculture (BCA), Botswana College of Distance and Open Learning (BOCODOL), Botswana Wildlife Training Institute (BWTI), Institute Development Management (IDM) and Defence Command Staff College (DCSC).

⁶ Public Universities include: Botswana International University of Science and Technology (BIUST) and University of Botswana (UB).

New Appointments



Dr. Fernando Siamisang was appointed the Director of Human Resource Development Planning (HRDP) (Demand), effective 1st October 2015.

He Holds a Doctorate Degree (Phd) in in Research and Evaluation, Master's Degree in Research and Evaluation, Masters in Business Administration and Bachelor's Degree in Secondary Mathematics.

Prior joining HRDC, Dr. Siamisang worked at the Ministry of Education and Skills Development (MoESD) in the Department of Curriculum Development and Evaluation and later on was promoted to become the Head of Research and Evaluation before getting appointed the Deputy Director for the Department in the Education Planning and Research Services. He then joined ABM University College where he established and managed the Institutions Research Department.

His role in the HRDC as the Director of HRDP Planning (Demand) among others will include; coordinating and managing the formulation and review of National and Sectoral Human Resource Development Plans (demand side).



Dr. Ellah Matshediso was appointed the Director Human Resource Development Planning (HRDP) (Supply), effective 1st December 2015.

Dr. Matshediso holds Doctorate Degree (PhD) in Literature and Philosophy in Health Studies, Master of Public Health, Bachelor of Education and a Diploma in General Nursing and Midwifery.

Prior to joining HRDC she was the Director, HIV & AIDS Coordination Office at the University of Botswana (UB) . She has previously worked as the Chief Monitoring, Evaluation and Research at the Ministry of Local Government from 2009 to 2012. She was also a Lecturer in the Department of Population Studies at the University of Botswana from 2005 - 2008 and Health Coordinator National Sexual & Reproductive, United Nations Population Fund (UNFPA) from 1997 - 2004.

As the Director, HRD Planning (Supply), her duties among others will include; promoting establishment and co-ordination of institutional planning, Student Planning and Welfare (SPW) as well as promotion of Workplace Learning.



Atlasaone Motshegwe was appointed Manager, Quality Management Systems effective 10th August 2015.

She holds a Master of Science (Msc) in Audit Management & Consultancy, Postgraduate Diploma Audit Management & Consultancy and Postgraduate Certificate in Audit Management & Consultancy from Birmingham City University, in the United Kingdom (2007 - 2008). She also has an Association of Accounting Technicians (AAT), Higher National Diploma in Accountancy and Business Studies, Diploma in Accountancy from BIAC (1990 - 1994).

Atlasaone Motshegwe has over 19 years of experience in accounting, internal auditing and quality management systems which has been acquired through working in a number of private entities and public organisations.

As the Manager, Quality Management System her duties among others will include; planning, development, implementing, managing and monitoring of the implementation of ISO 9001 Quality Management System within the Human Resource Development council (HRDC).

Promotions



Mr Oabona Enock Nthebolang is promoted from the position of Tertiary Education Institutional Planner to become Manager, Graduate Research and Innovation effective 1st September 2015.

He holds a Master of Education [Curriculum & Instruction] from the University of Botswana.

His duties among others include; conducting situational analysis to establish enrolment by programmes for graduate studies.

Promotions



Sannah Bathai is promoted from the position of Research Analyst to become Manager, Statistics effective 1st September 2015.

She holds a Master of Arts in Population Studies (Technical Demography) and Bachelor of Arts in Social Science (Statistics and Demography) from the University of Botswana.

Her duties among others will include; coordinating and supervising the conducting and commissioning of studies and research.



Doreen Kokorwe is promoted from the position of Workplace Planner to become the Manager, Workplace Planning effective from 1st September 2015.

She holds a Master of Science in Education, Bachelor of Education in Humanities and a Diploma in Secondary Education

Her duties among others will include; establishing clear linkages with relevant internal and external stakeholders to obtain key information for effective workplace planning.



Oratile Madisa is promoted from the position of a Support Assistant to become Sector Analyst effective 1st December 2015.

She holds a Bachelor of Arts in Social Sciences, majoring in Population Studies and Economics from the University of Botswana.

Her duties among others will include; advising on survey design and data collection instruments for collection of primary and secondary data where required.



Tshegofatso Batsetswe is promoted from the position of Support Assistant to become Sector Analyst effective 1st December 2015.

She holds a Bachelor of Arts in Social Science majoring in (Economics and Public Administration) from the University of Botswana.

Her duties among others will include; liaising with research institutions to share and exchange research information that is critical for analysis.



Unomsa Dick is promoted from the position of Accounts Officer to become Fund Assessor, HRDF effective 1st October 2015.

She holds Certificate in Accounting and Business Studies, Diploma in Accounting and Business Studies and Bachelor of Accountancy from UB.

Her duties among others will include; verifying and approving claims & training costs for reimbursements from HRDF.



Batsalelwang Tladi is promoted from the position of Levy Assessor to become Fund Assessor, HRDF effective 1st October 2015

She holds a Bachelor of Accountancy, from the University of Botswana, Diploma in Accountancy and Business Studies, from BIAC.

Her duties among others will include; providing assistance and advice to employers and Education and Training providers on the HRDF.



Dineonyana Maila is promoted from position of Messenger/Driver to become Switchboard Operator effective 1st November 2015.

She holds a Botswana General Certificate of Secondary Education (BGCSE) Certificate and holds a

Certificate in Reception. Her duties as a Switchboard Operator among others will include; directing the visitors and members of the public to the relevant offices, respond to routine public inquiries and organise refreshments for visitors where necessary.

HUMAN RESOURCE DEVELOPMENT COUNCIL (HRDC) INTRODUCES THE NEW BOTSWANA HUMAN RESOURCE DEVELOPMENT SKILLS FAIR & CAREER CLINICS BRAND (BHRDS)

- Merging the future and the past for greater success

BOTSWANA HUMAN RESOURCE DEVELOPMENT SKILLS FAIR & CAREER CLINICS OVERVIEW

THE PAST



- ✎ The Botswana Tertiary Education Fair (BTEF) was first introduced by the then Tertiary Education Council (T.E.C.) in March 2010 as an annual event.
- ✎ This Strategic marketing activity has in the past years radically changed the Tertiary Education Sector for the better in Botswana and around SADC Area. The Botswana Tertiary Education Fair aimed:
 - ✎ To promote the Tertiary Education Sector in Botswana
 - ✎ To stimulate quality education amongst the public and private tertiary institutions in ensuring that they adhere to delivering quality education in Botswana
 - ✎ To attract foreign learners to study in Botswana through 'Study in Botswana' campaign by Botswana Education Hub

Kindly note that the new BHRD Skills Fair & Career Clinics is a continuation of the old Botswana Tertiary Education Fair.

THE FUTURE



- ☆ The mandate of HRDC looks at the whole education pipeline including Technical and Vocational Education hence the need to change the name and the Brand
- ☆ The BHRD Skills Fair and Career Clinics is a strategic stakeholder engagement activity geared towards promoting the Education and Training Sector
- ☆ The BHRD Skills Fair and Career Clinics seeks to convene strategic audiences under one roof to reflect on strategic issues of the Education and Training Sector
- ☆ Career Guidance Clinics will precede the fair to provide guidance to learners before selecting their programmes of study from Education & Training Institutions
- ☆ Local and international Education & Training Institutions will be exhibiting to prospective learners
- ☆ BHRD Skills Fair and Career Clinics will also provide exhibitions from HRDC's 12 Sector Committees to avail information about different occupations and their pre-requisite in each sector

THE BRAND RATIONALE



The BHRD Skills Fair and Career Clinics will be held from 14th - 19th March 2016 at Fairgrounds Holdings, Gaborone



BHRD Skills Fair
and Career Clinics



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www.hrdc.org.bw

For more information contact Marketing & Communications at +267 3930741, Email: marketingcomms@hrdc.org.bw