



MINISTRY OF EDUCATION AND SKILLS DEVELOPMENT HOSTS 'TAKING THE MINISTRY TO THE PEOPLE' INITIATIVE



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Editor's Note



Mrs Topo Rabasima - Muthoni
Acting Manager Communications and Stakeholder Relations

Welcome to Issue Number 19 of the Human Resource Development Council (HRDC) Insight Newsletter!

During the first and second quarter of the 2022/23 financial year, the Council undertook various initiatives that contributed to its strategic achievements. One of the key activities for the first half of the financial year was the HRDC Board and Executive Management retreat to review the Organisations Strategic Plan 2021-2026.

The review of the Strategic Plan entailed evaluation of the operating environment and emerging trends that need to be addressed to ensure the organisation is on course to fulfil its mandate and deliver on stakeholder expectations. HRDC commits to drive effective human capital development through a process that engages and accommodates the input and broad participation of its different strategic partners and stakeholders.

The organisation also welcomed three new Board Members whose experience and skills will contribute to the decision making process of the HRDC Board. They are; Ms Tebogo Mogotsi, Dr Vincent Molelekwa and Ms Opelo Marata joined the Board in August 2023.

We continued to engage with our Stakeholders across the country to ensure we provide great service. During the reporting period, HRDC also engaged with potential key partners to discuss prospects of strategic partnerships and collaboration, in order to advance Human Capital Development in Botswana.

Happy Reading!

Mrs Topo Rabasima - Muthoni

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Minister of Education and Skills Development, Honourable Dr Douglas Letsholathebe and Permanent Secretary, MESD, Ms Miriam Maroba visiting the HRDC Stall with Professor Alinah K. Segobye

The Ministry of Education and Skills Development (MESD) in collaboration with its Departments and parastatals including the Human Resource Development Council undertook a stakeholder engagement dubbed 'Taking the Ministry to the People'. The event was held in Tshesebe on the 24th August 2023 under the theme "Driving a knowledge economy through skills development and mind-set change".

In her welcome remarks, the Permanent Secretary at The Ministry of Education and Skills Development, Ms Miriam Maroba stated that the objectives of the Taking the Ministry to the People initiative are to raise awareness about the Ministry's mandate and to give stakeholders an opportunity to interact with Ministry Management and give them feedback on the services they receive from the Ministry. Ms Maroba said, "this event is an example of the collaborative meetings that the Ministry holds and will continue holding with its numerous stakeholders". The education landscape is ever changing and therefore needs continuous collaboration with all stakeholders including Parents, Community Leaders, Political Leadership, Learners and the Industry.

When giving the keynote address, the Minister of Education and Skills Development,

Honourable Dr Douglas Letsholathebe indicated that MESD is mandated with equipping citizens with skills that are in demand both locally and internationally. Implying that Botswana is striving to move from a resource-based economy to a knowledge-based economy and this is largely dependent on the education system. The Ministry is working with critical stakeholders to digitalise education provision. Phase 1 of this project saw the distribution of laptops to 152, 161 learners and 4, 583 teachers, across 34 public senior secondary schools. Specialist ICT equipment has been provided to learners with Visual Impairment (VI) in the four (4) schools with VI special education units. During Phase 2 of this project, gadgets will be provided to all junior secondary school learners (152,709) and teachers (13,625), lecturers (1785) at Technical and Vocational Education and Training (TVET) institutions together with Colleges of Education and IHSs. During her presentation at the event, HRDC Chief Executive Officer, Prof. Alinah K. Segobye stated that, the Council continues to work with MESD and other institutions in the education ecosystem to ensure Botswana's transformation towards a knowledge-based economy is adequately guided by prudent use of resources and ensures all Botswana can benefit. Furthermore, Prof. Segobye explained that HRDC is administering projects such as the

Labour Market Observatory (LMO) which will include the development of a Labour Market Information System (LMIS). "LMIS will provide a virtual solution to Botswana with a one stop facility to look for jobs, find potential employers and to find information to develop their career pathways" emphasised Prof. Segobye.

The HRDC is also working with MESD to ensure that the development of TVET is prioritised through supporting internships and apprenticeships at the workplace. This is in recognition that the country's industrialisation drive will need TVET skills across many sectors including construction and mining. Enhancement of the TVET programme will benefit many young people as they will use their creative skills and innovation to improve their entrepreneurial skills.

The Taking the Ministry to the People Initiative was based on the notion that stakeholder engagement helps organisations to proactively consider the needs and desires of anyone who has a stake in their organisation, which can foster connections, trust, confidence, and buy-in for the organisation's key initiatives. When done well, stakeholder engagement can mitigate potential risks and conflicts with stakeholder groups, including uncertainty, dissatisfaction, misalignment, disengagement, and resistance to change.

GABORONE CITY COUNCILLORS BRIEFED



Director of Statistics Research Development and Innovation (DSRDI), Dr Tlamelo Sekambo presenting to the Council

As part of our public education efforts, HRDC addressed the Full Seating of the Gaborone City Council on Friday 22nd September 2023.

Leading the presentation was Dr Tlamelo Sekambo, Director of Statistics Research Development and Innovation (DSRDI) who elaborated on the HRDC mandate. The objective of this engagement was to explain to the Honourable Councillors how HRDC advises, plans, funds and coordinates the development of the Country's Human Resource.

During the question and answer session,

Honourable Councillors were able to ask questions relating to the different functions of the organisation such as: how data is collected to be able to advise Government on the needs of the economy; clarity on how the Labour Market Observatory website functions since its transfer from the Directorate of Public Service Management (DPSM); clarity on how the Human Resource Development (HRD) Fund operates; and the need for career guidance to be provided to Students while still as basic education.

Responding to the questions were the

Acting Director Funding, Ms Kebabonye Molosiwa, Acting Director Human Resource Development Planning- Supply Mr Ralecha Mmatli, Manager Sector Committees Human Resource Development Planning- Demand Ms Ontlametse Mokopakgosi and Acting Manager Stakeholder Relations Ms Topo Rabasima-Muthoni.

In conclusion, further engagements will be made to continue to clarify some aspects of our mandate as we value the role of Councillors in their local communities as they share information with their constituents.

2023 BUDGET PITSO



The Minister of Finance and Economic Development, Honourable Peggy Serame together with other top officials during the Budget Pitso in Francistown

to continued strong performance from both mining and non-mining sectors.

As part of the panel discussion during the Pitso, the HRDC Chief Operations Officer, Mr Meshack Tafa addressed some of the HRDC's strategic initiatives including: development of the Labour Market Information System; development and implementation of the National Apprenticeship and Student Internships Policy and others.

In conclusion Mr. Tafa cautioned that achieving high-income status through an efficient education and training system is a continuous process that involves adaptability and responsiveness to changing economic conditions and technological advancements. "It requires a strong commitment from Government, ETBs, the Private Sector, and Civil Society to work together to build a skilled and competitive human resource for the country" he emphasised.

The Human Resource Development Council (HRDC) participated at the 2023 Budget Pitso hosted by the Ministry of Finance and Economic Development at Francistown on the 12th September 2023. Addressing the attendants during event, The Minister of Finance and Economic Development, Honourable Peggy Serame, highlighted that the Budget Pitso is an initiative by her Ministry seeking to promote inclusiveness, transparency and ownership of the National budget preparation process as well as giving Stakeholders an insight in the formulation and distribution of available resources. Some of the highlights from the deliberations during the Budget Pitso is how Botswana is showing signs of economic recovery after the COVID 19 pandemic with positive Growth Domestic Product (GDP) growth rates of 5.4 percent. It was also revealed that during the first quarter of 2023 output is projected to remain slightly below potential at least until 2025 with a projection above 4.4 percent, this is due



HRDC, COO, Mr Meshack Tafa on a panel discussion during the budget

LEVY PAYERS IN MAUN CALL FOR REVIEW OF THE REIMBURSEMENT MODEL



HRDC CEO, Professor Alinah Segobye, giving welcome remarks during the workshop

On the 13th June, 2023, HRDC held a Breakfast Stakeholder Engagement meeting with Levy Payers in Maun. Among others, the meeting was meant to: sensitise members about the Human Resource Development Fund (HRDF) reimbursement process and the dispensation given to special groups; share workplace learning and Product Related Training procedures and requirements and discuss challenges and or concerns that the industry may be facing regarding the training levy.

The issues that were raised by workplaces during this meeting include: complaints that reimbursement model disadvantages them particularly SMEs as they are challenged by cash flow issues; delays in payment of reimbursement claims; lack of communication from HRDC regarding progress in payment of claims as well as pre approvals; and accreditation issues – nature guides training courses for which apparently according to BQA the standards have expired.

It was recommended that HRDC must review the reimbursement model to assist the industry to access the Fund. Workplaces also requested HRDC to recognise the unique operational models and the subsequent skills needs for each industry. Lastly the workplaces advised HRDC to improve the turnaround times for all services offered.



Group Picture: Representatives from different companies

MANUFACTURING SECTOR IS A CATALYST FOR EMPLOYMENT CREATION

Botswana Chamber of Mines hosted the Inaugural Local Manufacturing Summit from 1st - 3rd August, 2023 in Gaborone under the theme *'Shaping the Future of Botswana's Manufacturing Sector: The Road to Resilience through Innovation, Collaboration and Strategic Partnerships'*. In his welcome remarks, the President of Botswana Chamber of Mines, Mr Montwedi Mphathi indicated that the summit offered a unique platform for showcasing what had

Dr Mokgweetsi E. K Masisi noted that the mining sector currently contributes the fifth largest share of jobs in Botswana at 7.1 percent. The President said the conference came at an opportune time when the Government is intensifying efforts to maximise the country's value chain development in the manufacturing sector. President Masisi commended the mining sector for realising the need to push the agenda of import substitution driven by local manufacturing,

(CEEP) with import substitution driven by a local manufacturing stream aimed at increasing local procurement and facilitating the Citizen Economic Empowerment drive" said the President. Dr Fernando Siamisang, Director, Human Resource Development Planning (Demand) represented the Human Resource Development Council (HRDC) on A panel discussion on Local Manufacturing Sector's Skills Gap Analysis. The panel discussion reviewed the lack of specialised

skills in the country, explained what is currently being done, and identified the support Government needs from both the private and civil society sectors. Dr Siamisang said there is a need for a long term skills strategy for the manufacturing sector and this should review both skills needs for the now and the future. He noted that skills mismatch emanates not from the learner, rather from the trainers since they lack industry experience. Therefore, strategic partnerships are needed to give



HRDC staff members manning the stall at the 2023 Manufacturing Summit

been achieved and engaged with industry leaders, visionaries and policy makers to benefit both mining and manufacturing sectors. He said strategic partnerships would not only open new markets, but would also drive knowledge transfer, technology exchange and sustainable projects. When giving the keynote address, the President of Botswana, His Excellency

noting that because of this, as early as 2014 the mining sector reviewed its position and decided to focus its procurement internally to assist in development of the economy. "To show their commitment to this cause, Debswana Diamond Company and Morupule Coal Mine recently embarked on an inclusive Citizen Economic Empowerment Policy

trainers industry exposure and access to industry facilities. He implored stakeholders to promote technical skills.

The Summit attracted over 350 speakers, delegates, and exhibitors spanning the public, private, civil society sectors, and academia and research institutes.

SRC LEADERSHIP CAPACITY BUILDING



Group Picture: SRC Leadership Participants

The SRC Leadership Capacity Building Workshop, held at Big Valley Lodge from the 12th to the 13th of September 2023, was a carefully orchestrated event designed to empower and equip student leaders for their pivotal roles within higher education institutions. This training further became an interactive networking platform for participants to exchange their experiences, challenges, and successes. This invaluable exchange of insights and perspectives fostered a profound sense of community among the attendees, enabling them to learn from one another.

The students were informed about the following, in order to improve understanding of their roles in institutional governance: understanding the Role

of Student Leaders in Governance; the Role of SRC in Quality Assurance; Tertiary Education Financing; and Tertiary Education Student Charter.

Over the course of this intensive workshop, participants were further trained on a broad range of crucial topics, each carefully crafted to empower them as leaders. This included the following: Leadership and Effective Communication, Civic Engagement, Effective Problem Solving/Conflict Management, Ethical Leadership and Contemporary Issues for Student Leaders.

The workshop also had presentations from Professional Bodies, Architects Registration Council Presentation, Quantity Surveyors Registration Council to ensure the Students Leaders understand the roles of

the Bodies as they embark on their careers.

The SRC Leadership Capacity Building Workshop was a definite success, leaving a lasting impact on student leaders. Participants departed the workshop not only with a deeper understanding of their roles but also with sharpened problem-solving abilities, enhanced communication skills, and a renewed dedication to ethical leadership.

The networking opportunities and experience-sharing sessions cultivated a strong sense of unity among participants and encouraged the exchange of best practices. The professional bodies' presentations and the establishment of institutional student chapters will foster a strong connection between students and their respective industries, paving the way for bright futures in their chosen fields.

BUSINESS BREAKFAST MEETING WITH PROFESSIONAL BODIES



Director Funding, Mr Mothusi Masole presenting on Human Resource Development Fund

On the 7th June, 2023 HRDC engaged with Professional Bodies at Fairgrounds Holdings in Gaborone. This meeting was attended by the HRDC Chief Executive Officer (CEO) Professor Alinah K. Segobye with her team and the representatives from different professional Bodies.

The intention of this stakeholder engagement meeting was to sensitise the Professional Bodies about the HRDC Mandate and solicit input on how the industry can advance skills development. The engagement also served to solicit innovative ways on how the industry can benefit from the Fund to build professional capacity in the workplaces. As well as to

appreciate and discuss challenges and concerns that the industry may be facing regarding the advancement of skills development.

Raising their concerns during the meeting, Professional Bodies were concerned with the level of their representation on the Human Resource Development (HRD) Sector Committees, while they are very key in the identification of relevant skills. They also cited a challenge of limited participation in the development of both Non Credit Bearing Short courses (NCBSC) and Qualifications as mandated to Botswana Qualifications Authority (BQA), which leads to over subscriptions of some programmes by the Education

and Training Providers (ETPs). There is also a concern that the Fund is not financing relevant courses because it is focused on soft skills and there should be consideration for post graduate studies or funding at higher levels.

As a way forward, the Professional Bodies recommended that HRDC must: consider funding of bridging courses and higher level programmes required by the different sectors; establish the Research Fund to fund industry linked researches that can come with programmes that address societal issues; and together with BQA strengthen Communication and Collaboration not only amongst themselves and also with the stakeholders



Professor Alinah K. SEGOBYE

Ms Choice PITSO

Ms Tebogo MOCOTSI

Dr Vincent MOLELEKWA

Ms Opelo MARATA

HRDC welcomes newly appointed Board Members (Front)



HRDC signing a Service Level Agreement with Botswana Public Employees Union (BOPEU)



HRDC Staff participating in Teams Challenges during Staff retreat



2023 Botswana Independence day celebration



HRDC CEO Professor Alinah Segobye and Ms Doreen Kokorwe, Manager Workplace meeting with GIZ Representative



Mr Oaitse Ganelang and Mr Kefilwe Kalayakgosi at the 2023 Comrades Marathon



HRDC COO, Mr Meshack Tafa handing over donations to Block 7 Community for Independence Day Celebrations



HRDC CEO Professor Alinah Segobye meeting with Interns engaged at HRDC



HRDC Athletics Team at Diacore Gaborone Marathon 2023

APPRECIATION VISIT TO ALI BOATS



One of the finished boats manufactured by Ali Boats



HRDC delegates with Ali Boats staff members

On the 12th June, 2023 HRDC engaged on an appreciation visit to Ali Boats, in Maun. The meeting was requested by HRDC among others to: appreciate the work environment, training offered, as well as the skills required by the workplace; provide guidance on Workplace Learning and solicit input on ways to improve efficiency and effectiveness of skills development at workplaces; dialogue more on innovative ways of how the Human Resource Development Fund can better benefit the industry; and appreciate the Workplaces' contribution to the livelihood and society impact within their locations, especially in relation to human resource development.

Ali Boats is a levy payer, situated in Maun and they specialise in manufacturing a wide range of

Aluminium Boats. The company mostly do in-house training on company specific training. Ali Boats have opened up their Facility to other Organisations, to train their employees for free. E.g. (recently trained some employees from the Office of the President). Some of their challenges they shared with HRDC including their inability to claim from the Fund as they are not registered and accredited as a workplace training provider. In this regard, they requested HRDC to liaise with BQA to help facilitate them for registration and

accreditation.

In conclusion, Ali Boats recommended for an improved collaboration between HRDC and BQA to enable a smooth facilitation, guidance and support in terms of registration and accreditation of Education and Training Provider. Ali Boats also requested for HRDC's intervention Botswana Bureau of Standards (BOBS) to quality assure Ali Boat's products for their easy exportation

STUDENT AFFAIRS SERVICES PRACTITIONERS ENGAGED



Participants listening attentively during the student affairs practitioners workshop

The Human Resource Development Council (HRDC) held a workshop on the 30th May 2023 for the Student Affairs Services (SAS) Practitioners from local Tertiary Education Institutions (TEIs). The objective of this workshop was to discuss matters regarding Student Welfare as well as the nomination of the SAS National Committee.

Launched in 2017, the SAS Norms and Standards framework is widely regarded as a 21st Century phenomenon that any TEIs is expected to embrace and inculcate in its training programmes in order to produce well rounded graduates with regards to academic, social and professional acumen.

Participants discussed the need to assist students within the learning environment by ensuring they have the necessary support to complete their studies. Some of the functional

areas identified within the SAS include; residence life, sports and recreation, career services, HIV and AIDS services, welcoming and orientation.

For many Learners, entering into a higher institution of learning presents new opportunities that could assist them in their progression or hinder it. It is therefore important that students are provided with adequate support through this transition period. This is in order to prepare them for their first experience being away from home, hence being empowered to make independent decisions. In this regard, part of the HRDC responsibility includes advocating for the welfare of students to ensure they have the right support to become well rounded graduates who are able to contribute positively to society and to the development of our country.



MR Lucky Kgosithebe, Student Planner (academic) presenting the SAS Norms and Standards

STAKEHOLDERS ENGAGED AT CONSUMER FAIR 2023

HRD C took part in the Botswana Consumer Fair 2023 which was held under the theme “Fostering Consumer Confidence through Business Resilience post COVID Pandemic” from

the 28th August – 3rd September 2023.

This engagement provided The Council with an opportunity to discuss the importance of skills development for the Country as well as the Human

Resource Development (HRD) Fund, Labour Market Observatory and Non Credit Bearing Short Courses (NCBSC’s).



MS Kamogelo Moahi, HRD Fund Officer engaging with stakeholders

HRDC SUPPORT ADVANCING STEM EDUCATION AND SMART INFRASTRUCTURE DEVELOPMENT

On the 25th July, 2023, HRDC participated in a round table discussion on Advancing STEM Education and SMART Infrastructure Development for Youth Empowerment in Africa.

The event was organised by the University of Botswana (UB) in collaboration with Michigan State University and Infers Group, with an aim to explore strategies and solutions for empowering young Africans through education, entrepreneurship, and sustainable infrastructure development.

Representing HRDC, the Director of Human Resource Development Planning (Demand), Dr. Fernando Siamisang formed part of the panel, and their discussions

addressed different topics including; STEM Education and Innovation; strategies to enhance STEM education, promote innovation, and empower youth as social innovators and entrepreneurs.

The discussions also addressed exploring adaptable and transferable hardware and software technologies to improve local infrastructure, addressing access limitations and high costs. Collaboration and Research was also formed part of discussion, by exploring partnering with experts from Michigan State University, the University of Botswana, and Infers Group to tackle technology access challenges and resilient infrastructure development.



APPRECIATION VISIT TO KHOEMACAU MINE



HRDC delegation during Khoemacau mine appreciation visit

On 14th June, 2023 HRDC engaged on an appreciation visit to Khoemacau Mine. Among others, the visit was to appreciate the work environment, training offered, as well as the skills required by the workplace. Khoemacau holds a licence to this copper and silver mine, but currently have contracted the mining's operations to Barmenco Mining Services. Khoemacau are

regular claimants and are familiar with pre-approval and funding requirements. Some of the challenges expressed by Khoemacau Mine is that they are not able to claim for the Mine Rescue training it provided to their contractor (Barmenco Mining Services) because of the employer / employee relationship, but as per license requirement they have to do the training. Khoemacau also noted

that they have expensive equipment and incur high training costs without reimbursement. The engagement with Khoemacau helped clarify the mines training needs. HRDC was also able to appreciate what the Mine Rescue course entails. Therefore, a need for HRDC to relook into the Funding requirements and probably agree on how best to assist the Mines.

ENGAGEMENT WITH BOTSWANA DIAMOND MANUFACTURING ASSOCIATION



HRD C together with the Ministry of Education and Skills Development, Business Botswana and Botswana Unified Revenue Services (BURS) held a meeting with Botswana Diamond Manufacturing Association (BDMA) on the 31st May, 2023.

This meeting was convened after BDMA's request for permanent exemption from paying the training levy. In this regard, the meeting was called to engage with the Industry and other key stakeholders such as Business Botswana and BURS to gain more insight for the reason for request of the exemption. As well as to gather more information that would guide on effectively advising the Ministry of Education and Skills Development on the request.

During the engagements, BDMA explained that training levy on turnover is not appropriate for their Industry because of its high turnover, high costs nature of their business, hence tight margins. For this reason, the sector would experience cash-flow issues. They also highlighted that, where the Industry experience cash-flow issues, it may lead to closure of some of their businesses and result to loss of jobs.

In this regard, the Industry made the following recommendation for consideration by HRDC:

1. BDMA members to pay a Training Levy at 1 percent on the Total Wage Bill/Payroll, as opposed to a permanent exemption which had been proposed earlier.
2. Requesting for an extension of the exemption on Training Levy for one year until all the training schools in the various factories are accredited.
3. Benchmarking with other countries particularly Namibia which is managing the levy Fund and also having the diamond beneficiation strategy as Botswana.



HOLMES EDUCATION GROUP COURTESY VISIT TO HRDC



FRONT FROM RIGHT: HRDC CEO, Professor Alinah R. Segobye (far right), Holmes Institute Australia, Chief Executive Officer (CEO), Mr Stephen F. Nagle (center), Holmes Institute Australia Dean Dr Hamish Coates accompanied by Executive Management team from HRDC and Holmes Institute Australia

Holmes Education Group paid a courtesy visit to HRDC. This courtesy meeting was called by Holmes Institute Australia to share their vision, as well as to discuss an opportunity to secure an operating license in Botswana. This engagement was held on the 11th May, 2023.

The Holmes Institute CEO stated that his Institutions is committed to providing degree programs at Bachelor and Master level of the highest quality to a local, but predominantly international student cohort, applying best practice teaching. Holmes Institute operates as an integrated multi-sector private provider of education. The Holmes Institute delegation

consider Botswana as a potential to be an African Hub for Education. In this regard, the Institute is interested to work with HRDC and other strategic partners in Botswana with prospects of setting up an Institution in Botswana and create Business Networks in Africa through Botswana.

HRDC explained its mandate and how it contribute to Botswana's Education and Economic ecosystem, emphasising its role on working with different sectors to advice on skills need gaps in Botswana. HRDC emphasised a need for Institutions to educate for entrepreneurship instead of employment to reduce the unemployment rate.

Holmes Institute expressed their intent to initiate the registration process that will enable them to operate in Botswana. They also requested HRDC together with the relevant local Authorities, to guide them through a process of getting their program of studies to be accredited in Botswana. HRDC agreed to share information that could help Holmes Institute to familiarise themselves with its mandate, as well as help them understand the landscape of Botswana's Education and Training Sector in Botswana.

APPRECIATION VISIT TO WILDERNESS AIR / OKAVANGO



HRDC delegation during Wilderness Air/Okavango Appreciation Visit

In efforts to appreciate the work environment, training offered, as well as the skills required by the workplace, HRDC visited Wilderness Air/Okavango on the 13th June, 2023.

Wilderness Air/ Okavango formerly known as Sefofane Air Charter, is an air charter company headquartered in Maun. The company regularly claim from the Fund and are familiar with pre-approval and funding requirements. Some of the issues raised by the company is that the fund requirements are cumbersome and rigid especially for their safari operations that are outside, where there is no network. Also that Aviation industry requires specialized training often not available locally.

As a way forward from the meeting, Wilderness Air/ Okavango recommended that BQA Accreditation issues regarding the Professional Guides programmes needs to be addressed, and HRDC must intervene to help solve the issue

HATAB ANNUAL CONFERENCE 2023



HRDC CEO, Professor Alinah Segobye contributing at the HATAB Conference 2023

the Hospitality and Tourism Association of Botswana (HATAB) to host their Annual Conference that was held from the 20th – 21st April 2023 in Maun.

HRDC considers HATAB a strategic partner in identifying the skills needs of the Hospitality and Tourism Sector in Botswana. The conference was held under the theme “Tourism: An Engine that Fosters Sustainable and Inclusive Growth.” Dr Fernando Siamisang, Director in the Department of Human Resource Development

Planning- Demand made a presentation entitled ‘Emerging Digital and Green Skills for Sustainable Development in Tourism.’

Dr Siamisang highlighted that the ever increasing speed of technological advancements and changing customer expectations makes it arguably more difficult to forecast the future of the tourism industry than ever before hence most sectors adopt foresight analysis as one of

the methods for developing their strategies and plans with the aim of being futuristic.

“There is lack of knowledge in usage of new technologies and e-business especially for tourism related Small Medium Enterprises, therefore, there is need to introduce and encourage the use of new technology in the industry. It is also necessary to promote practical training, mentoring initiatives and systems in support of local entrepreneurs.”

HRDC also participated in a focus group discussion entitled ‘Establishing A Roadmap for Multi Skilling and Training for The Tourism Sector of Botswana Public-Private Partnership of Training Institutions (Academic, Technical and Vocational).’

Participating in the discussions were Professor Alinah K. Segobye, Chief Executive Officer, Mr Meshack J. Tafa, Chief Operations Officer who emphasised the efforts that HRDC has made in the development of the Tourism Sector Plan as well as on how Companies should use the Human Resource Development (HRD) Fund to train their employees.

Tourism remains the second largest contributor to Botswana’s Gross Domestic Product (GDP) and as such the skills needs of the sector are crucial for sustainability in the sector. It is against this context that The Human Resource Development Council (HRDC) partnered with

NATIONAL YOUTH EMPLOYMENT FORUM



Mr Khumbulani Seleka explaining the registration process for the Job seeker database

The Human Resource Development Council participated at the recent National Youth Employment Forum hosted by BW Jobs 4 Graduates to engage with the Youth on issues related to training and skills development. The Forum was held from the 27th - 29th July 2023 in Gaborone. The event was held under the theme “Facing the Future Workforce Employment Prospects for Young People”

The National Youth Employment Forum is a platform where a large contingent of youth and representatives from diverse sectors of governance shared innovative practices and strategies for promoting youth employment.

Mr Kgomotso Waditshwene, Manager Observatories presented on ‘Improving the Flow of Information between Jobseekers

and Employers: One of the key Outcomes of the National Employment Policy.’ Mr Waditshwene’s presentation delivered a brief update on what the Government of Botswana is doing to improve the flow of information between job seekers and employers.

Mr Waditshwene highlighted the following as the current state of affairs on the labour market; Lack of central repository system—There needs to be a central repository which will have information on the supply and demand of the labour market, processed and turned into information that can be used by youth, as well as relevant labour and employment oriented organisations.

The current challenges regarding labour market information include; lack of coordination of the fragmented systems for labour market information; Insufficient

data and information on the private sector. This can be countered through updating the current databases; There is no situational analysis on the impact of policies and skills needed to underpin the economic growth and labour and Inadequate infrastructure to put in place for remote areas and cities.

In conclusion, Mr Waditshwene indicated that HRDC is currently working on a new labour market information system that will contain two major sub systems of data management and employer’s system. The data management system includes career advice, occupation and employment services. There will also be information on labour markets and other relevant information for employment agencies or relevant actors.

RESEARCH DEVELOPMENT AND INNOVATION PROMOTED



Manager, Graduate Research and Innovation, Dr Oabona Nthebolang engaging with stakeholders

Through its Research Development and Innovation function, the Human Resource Development Council (HRDC) commits to nurture nationwide, multidisciplinary and multinational research collaboration between Research Institutions, as well as Tertiary Education Providers and Industry Partners. The Council participated at the Strengthening Research and Innovation Management (SRIM) II Symposium held 10th – 11th August 2023, Phakalane Golf Estate, Gaborone. This symposium was held under the theme “Research and Innovation Management for Impact on Driving National Economies”.

The objective of SRIM II is to support, facilitate and promote the management of science, technology and innovation at institutional levels for socio-economic value and wealth creation, of which the Botswana chapter aligns to, by virtue of building

capacity and promoting connection and cooperation between Research & Innovation (R & I) Management practitioners, institutions and other role players within the country R & I ecosystem. Further to that, the Botswana chapter implementation project is intended to advance R & I Management and strengthen the professional and technical skills as well as capacity of practitioners and their institutions in the country.










During the symposium, the Manager, Graduate Research and Innovation, Dr Oabona Nthebolang presented a paper titled “Technology Transfer Efficiency: Developing Scientific and Technological Capabilities for Technology Transfer Professionals in Botswana”. In his presentation, Dr Nthebolang noted that the success of technology transfer process usually depends on a series of factors, amongst them including: skilled and experienced

Technology Transfer Professionals (TTPs); managerial capabilities and practical skills to effectively support technology transfer activities; and growing expectations for technology transfer and commercialisation to drive economic growth and Botswana to be globally competitive.

In his recommendations, Dr. Nthebolang emphasised that there must be a comprehensive capacity building programme that provide continuing professional development, support, and an enabling environment. He also cited a need for capacity-building strategy and execution plan - secondments, coaching, mentoring, workshops, courses, training materials, social media. As well as a conducive institutional climate and provide strong management and policy support for Technology Transfer processes.



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HRDC Ethics Hotline

To Report incidences of suspected fraudulent and corrupt activities affecting the HRDC use the following contact details:

1. By calling the toll free number: **16136** through Landline or Cellphone (all mobile service providers)
2. Emailing: HRDC@tip-offs.com
3. Through post to P O Box 448, Gaborone, Botswana
4. Through website at www.tip-offs.com