

The Official Newsletter

# insight

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## Ministry of Higher Education hosts a successful 2025 TVET Pitso and Expo



HUMAN  
RESOURCE  
DEVELOPMENT  
COUNCIL  
of BOTSWANA

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## Editor's Note



**Ms Topo Rabasima - Muthoni**  
 Manager, Stakeholder Relations

This is the Second Quarter newsletter for the Council, highlighting key activities undertaken from July to September 2025.

A significant initiative led by the Ministry of Higher Education was the inaugural Technical Vocational and Education Training (TVET) Pitso and Expo 2025. This event aimed to transform Botswana's Technical and Vocational Education and Training (TVET) landscape. As technology evolves and industries become more specialised, it is increasingly important to align skills with labour market demands. TVET skills have the potential to enhance employability, drive economic growth, and foster innovation. However, societal perceptions have often undervalued TVET education. For more information on the TVET Pitso and Expo, please refer to page 3. The Council has also initiated a review and development of the National Human Resource Development Strategy (NHRDS), a comprehensive plan designed to align Botswana's education, training, and workforce development with its economic and social objectives.

Engaging with stakeholders is crucial to aligning our services with their needs. Events like the annual Consumer Fair provide valuable opportunities for interaction, allowing us to further explain and refine our offerings.

We welcome your feedback on the newsletter. Please feel free to email me at [trabasima@hrdc.org.bw](mailto:trabasima@hrdc.org.bw).

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Human Resource Development Council Botswana



## Ministry of Higher Education hosts a successful 2025 TVET Pitso and Expo



The President of the Republic of Botswana, Advocate Duma Gideon Boko posing for a group photo with dignitaries at the TVET Pitso and Expo 2025

The Ministry of Higher Education successfully hosted the 2025 TVET PITSO and Skills Expo from July 10<sup>th</sup> to 11<sup>th</sup> in Gaborone. This event brought together Policymakers, Educators, Industry leaders, Development Partners, and learners to reimagine Botswana's Technical and Vocational Education and Training (TVET) landscape, aligning it with both national and global development goals.

In his keynote address, The President of the Republic of Botswana Advocate Duma Gideon Boko highlighted the Pitso as an essential platform for national reflection and innovation. He identified TVET as a strategic solution to address youth unemployment, economic diversification challenges, inequality, and limited entrepreneurship. "Botswana is on the rise and must build a future rooted in shared responsibility, innovation, and inclusive growth," the President asserted. "When hands learn, the nation earns. When hands innovate, the nation ascends," he added, urging a shift towards a production-led economy that values every capable hand and leaves no one behind.

The Minister of Higher Education, Honourable Prince Maele, presented a transformative roadmap for TVET, emphasising that the Pitso represents a national coalition encompassing government, industry, education providers, and youth. He described Botswana's youth as the country's new diamonds, whose creativity and skills will drive national progress.

Ghana's Minister of Education, Honourable Haruna Iddrisu, shared insights from Ghana's TVET reforms, including the establishment of the Ghana TVET Commission and the development of demand-driven curricula. He stressed the importance of closing the skills mismatch to empower young Africans as job creators rather than job seekers.

The two-day event featured a variety of panel discussions and presentations on topics such as governance in TVET, opportunities in the mining sector, access to technical education, AI and

future skills, sustainable financing, and agricultural TVET. Delegates also explored quality assurance and the National Qualifications Framework.



VIP delegates touring stalls



Part of the audience at the Pitso



Delegates at the Pitso



Dr Olefile B. Molwane presenting on Transformative TVET Policy to revitalise the Sector



Prof Segobye presenting the closing remarks and way forward



Panel discussion on revitalising, reposting, rebranding, digitalisation of the TVET ecosystem



Minister of Education from Ghana Honourable Harura Iddrisu presenting on Global Best Practices in TVET



# HRDC and BQA Induct the Ministry of Higher Education on their Mandates



Honourable Minister Prince Maele addressing officers during the HRDC and BQA mandate presentation

On 23<sup>rd</sup> September, 2025, the Human Resource Development Council (HRDC) and the Botswana Qualifications Authority (BQA) convened an Induction Programme for the Ministry of Higher Education. This engagement served as a platform to elucidate institutional mandates, share achievements and challenges, and explore strategic alignment within the higher education and skills development ecosystem.

In his opening remarks, the Minister of Higher Education, Honourable Prince Maele, emphasised the significance of collaboration

and knowledge-sharing. He highlighted that effective partnerships between the Ministry, BQA, and HRDC are crucial for building a robust education system that supports Botswana’s national development agenda.

During their presentations, the Acting CEO of BQA, Ms Boitumelo Watlhaga and the CEO of HRDC, Professor Alinah K. Segobye outlined their respective mandates. BQA focused on its key objectives, the National Credit and Qualifications Framework (NCQF), and its role in quality assurance, while HRDC emphasised its responsibility

in driving human capital development and aligning skills with market needs.

Both institutions candidly addressed the challenges inherent in executing their mandates, underscoring the necessity of stronger institutional cooperation to address sectoral gaps. The induction aimed to bridge knowledge gaps between the Ministry and its state-owned entities, thereby strengthening the collective effort to fulfill national priorities in higher education and skills development.



Employees from HRDC, BQA, and the Ministry of Higher Education listening to the discussions



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

# AAHEFA Benchmarking Visit to Botswana: A Continental Dialogue on Education Financing



HRDC, AAHEFA and SADC teams posing for a group photo

The Human Resource Development Council Botswana, hosted a high-level delegation from the Association of African Higher Education Financing Agencies (AAHEFA), marking a significant moment in the country's ongoing efforts to strengthen education financing and regional collaboration. The five-day benchmarking visit, held from 14<sup>th</sup> –18<sup>th</sup> July 2025, brought together key stakeholders from across Botswana's education ecosystem and provided a platform for continental dialogue on sustainable student support models.

Led by Dr. John Machayi, President of AAHEFA and Chief Executive Officer (CEO) of Zambia's Higher Education Loans and Scholarship Board, the delegation included Mr. Kennedy Kandume, Secretary General and CEO of Namibia's Namibia Students Financial Assistance Fund (NSFAF) and Mr. Zephania Maduhu, Acting CEO of AAHEFA. The visit was facilitated by HRDC, with engagements spanning Government Ministries, Regulatory Bodies, Universities, Vocational Institutions, and Regional Organisations.

The delegation began its programme with a courtesy call to the Ministry of Higher Education, where Permanent Secretary Professor N. Torto acknowledged the economic pressures affecting Botswana's education financing, particularly in light of challenges facing the diamond

industry. He emphasised the Ministry's strategic pivot toward vocational training and entrepreneurship as pathways to self-reliance and graduate employability.

At HRDC, presentations covered Botswana's National Human Resource Development Strategy, including the National Credit Bearing Short Courses (NCBSCs), the Human Resource Development Fund (HRDF), and the Labour Market Information System (LMIS)-a digital platform praised by AAHEFA for its evidence-based planning capabilities. The Botswana Qualifications Authority (BQA) also shared its regulatory mandate and ongoing efforts to align qualifications with national and regional standards.

The delegation also engaged with the University of Botswana through the University of Innovation Pod (UNIPOD), Botswana Association of Private Tertiary Education Providers (BAPTEP), Southern African Development Community (SADC), Oodi College of Applied Arts (OCAAT) and Oodi Weavers.

The AAHEFA Secretariat concluded its visit with a Stakeholder Dinner, during which Dr. John Machayi emphasised that the exchange of information and experiences across the African region is essential for countries to effectively address their challenges.



Prof Segobye handing a token of appreciation to Dr Machayi



HRDC team at Tsabong Youth employment training



Mr. Tafa presenting the vote of thanks



PS Ministry of Higher Education Prof Torto giving the keynote address at the AAHEFA reception



Group photo during the OCAAT visit



HRDC team bidding the delegation safe travels



Prof Ramogola-Masire giving a token to Mr Kandume



BAPTEP representatives presenting on their mandate



One of the weavers at Oodi during a visit



UB, HRDC and AAHEFA teams at the UniPod



# Botswana Embarks on a Bold New Chapter in Human Capital Development



Minister of Higher Education, Honourable Prince Maele welcoming attendants at the briefing

skills planning, and strengthened partnerships across public, private, and international sectors, the new strategy will seek to further these advancements. With frameworks such as the National Credit and Qualifications Framework (NCQF) and the Skills in Demand Reports, Botswana has established a robust foundation for aligning education with market needs.

The transformative NHRDS will provide a comprehensive roadmap to develop talent, support economic diversification, and enhance Botswana’s global competitiveness. By 2036, the vision is for Botswana to be recognised for the quality, productivity, and motivation of its people. The mission is to empower all citizens to realise their full potential, balancing national development goals with individual aspirations.

The Ministry of Higher Education will spearhead the process, ensuring strategic coordination, stakeholder engagement, and the delivery of key outputs. These outputs include an evaluation of the 2009-2022 strategy, a draft of the new NHRDS, and a high-level implementation plan for the Strategy. Honourable Minister Prince Maele will serve as the Project Champion, overseeing the launch, national consultations, and approval process. His leadership will be crucial in advancing the strategy through Cabinet, Parliament, and the Economic Consultative Council.

The Honourable Minister expressed his full support for the project, emphasising the importance of adhering to timelines and cautioning against any lapses. With strong leadership and collective effort, the strategy is poised to achieve its ambitious goals.

On the 15<sup>th</sup> August 2025, the Minister of Higher Education, Honourable Prince Maele, received a briefing from the Human Resource Development Council (HRDC) team, led by Chief Executive Officer Professor Alinah K. Segobyte, regarding the

development of the transformative National Human Resource Development Strategy (NHRDS) 2026-2036.

Building on the achievements of the NHRDS 2009-2022, which enhanced the country’s education and training landscape, improved



CEO, HRDC, Professor Alinah K. Segobyte giving an overview of NHRDS



Acting Director, DSPBD, HRDC, Dr Matthews Phiri presenting on the development of the new NHRDS



Acting Deputy Permanent Secretary (CS), Ministry of Higher Education, Mr Mompoloki Raletobana appreciated the briefing on the development of NHRDS



## PCF11, Urges Innovation and Inclusion in Education



The President of the Republic of Botswana Advocate Duma Gideon Boko presenting the keynote address

The 11<sup>th</sup> Pan-Commonwealth Forum on Open Learning (PCF11) convened on September 11<sup>th</sup> -12<sup>th</sup> 2025 in Gaborone. President Advocate Duma Gideon Boko called for bold innovation and inclusive knowledge systems to propel sustainable development. Organised by the Commonwealth of Learning (COL), this global conference attracted a diverse array of stakeholders, including Educators, Policymakers, and Innovators from across the Commonwealth and beyond.

In his keynote address, President Boko underscored the pivotal role of creativity and innovation in cultivating a resilient, knowledge-based economy. He urged open universities and learning institutions to empower the creative industries and promote inclusive growth. President Boko also expressed pride in Botswana's role as host, noting that it joins South Africa and Nigeria as the only African nations to have hosted this prestigious Forum.

The Minister of Higher Education, Honourable Prince Maele, reaffirmed the country's commitment to digital transformation in education. Honourable Maele stated, "We are exploring the full potential of online learning to ensure that no learner is left behind. Our goal is to build a resilient education system that adapts to the evolving needs of our society and economy. Open and distance learning is not just a tool it is a catalyst for transformation."

Held every three years, PCF is one of the world's leading international conferences on open and distance learning (ODL). It serves as a crucial platform for the global open, online, and flexible learning community to exchange ideas and explore emerging trends. The Forum focuses on expanding access to education, bridging the digital divide, and leveraging ODL to drive social and economic development, particularly in developing countries.

This year's theme, Innovative Open Education: Fostering Resilient Societies for Sustainable Economic Development, underscores the transformative power of open education in strengthening communities and supporting sustainable development.



The Minister of Higher Education, Honourable Prince Maele speaking at conference

# Botswana Embraces Digital Innovation to Transform Labour Markets and Empower Youth



Director, Department of Statistics Research Development and Innovation, HRDC, Dr. Tlameo Skambo (center) shares expertise on employability and prior learning accreditation as part of a youth employment-focused panel discussion

Botswana’s push toward a future-ready workforce gained momentum at the 4<sup>th</sup> Annual Labour Conference, hosted by the Institute for Labour and Employment Studies (ILES), which was held on 22<sup>nd</sup> August 2025. Themed “Future Ready: Labour Rights and Productivity in the Digital Revolution,” the event provided a national platform for dialogue on how technology and collaboration can reshape labour markets and empower youth.

The Human Resource Development Council (HRDC) reaffirmed its leadership

in skills development and digital transformation by showcasing innovations from University Innovation Pods (UniPods) hubs, highlighting practical, market-ready solutions that bridge the gap between research and industry.

During a high-level panel on “The Role of Digital Revolution on Human Capital Productivity,” HRDC’s Head of Statistics Research, Development & Innovation, Dr. Tlameo Sekambo, stressed the need for data-driven strategies and inclusive innovation to prepare Botswana’s workforce

for the Fourth (4<sup>th</sup>) Industrial Revolution.

Her remarks were echoed by Dr. Athalia Molokomme and other thought leaders, who called for stronger alignment between education systems and evolving job markets.

Officially opening the conference, the Speaker of the National Assembly, Honourable Dithapelo Keorapetse, urged renewed commitment to labour reform and social dialogue. “These challenges call for effective legislation and a shared vision for a just and fair labour market,” he said.

One of the standout exhibits was presented by Mr. Ali Ngwako founder-New-Start Technologies (Pty) Ltd, also an innovator from the Botswana International University of Science and Technology (BIUST) satellite UniPod, which focuses on Tourism Tech and Mine Tech. His invention a solar-powered geyser is designed to cut energy costs and promote sustainability. For Mr. Ngwako, the conference was more than a showcase. “This conference is more than an exhibition-it’s a launchpad for innovators like me to connect with industry and Government.”

The conference ended with a clear message- technology must advance alongside fairness and inclusion. Delegates agreed on the need to safeguard labour rights, enhance productivity, and ensure a “Just Transition” that leaves no worker behind. Strong collaboration among government, employers, and workers, coupled with updated legal frameworks and workplace safety measures, will be key to managing the impact of digital transformation.



CEO, Institute for Labour and Employment Studies Mr Shandukani Hlabano presenting at the Forum



HRDC ladies celebrating Botswana's Independence with pride



A moment of pride and inspiration - CEO, HRDC, Professor Alinah K. Segobye attended the BIUST Graduation in Palapye



Dr. Matthews Phiri addressing Teams from BQA, HRDC, and the Ministry of Higher Education on the mandate of HRDC



Ms. Keitumetse Koboyatau captured during HRDC's Independence Celebration lunch

## LET'S DO THE WORK.™



Barloworld and HRDC Teams after a Stakeholder Visit



HRDC Team posing for a group photo with participants at the US Embassy YALI Engagements



Minister of Justice and Correctional Services, Hon Nelson Ramaotwana with CEO, HRDC, Professor Alinah K. Segobye at the official opening of 2025 Botswana Consumer Fair



HRDC team celebrates Spring Day in the office



HRDC Team members pictured with Barloworld Equipment Team at the company's plant, strengthening partnerships for skills development



Ms. Batsalelwang Tladi proudly showcases the BDF Half Marathon trophy won by HRDC



# Youth Training Programme Targets Unemployment and Social Challenges in Botswana’s Remote Districts



Minister of Youth and Gender Affairs, Honourable Lesego Chombo with Hukuntsi village leadership and exhibitors

The Generation Unlimited (Gen U) Employability Training Programme, conducted from August 18<sup>th</sup> to 20<sup>th</sup>, 2025, in Tsabong and Hukuntsi, provided young individuals with practical skills, entrepreneurial insights, and social empowerment tools. This initiative represents a significant advancement towards inclusive youth development in Botswana’s remote districts.

Jointly executed by the Ministry of Youth and Gender Affairs, the Ministry of Labour and Home Affairs, the Ministry of Local Government and Traditional Affairs, the Ministry of Trade and Entrepreneurship, and United Nations Children’s Fund (UNICEF) the programme is a key component of a national strategy aimed at equipping youth with market-relevant skills and preparing them for the demands of the labour market.

In Hukuntsi, the Minister of Youth and Gender Affairs, Honourable Lesego Chombo, delivered a compelling message of affirmation and urgency. “Your dreams are valid, every single one of them,” she stated. Ms. Chombo emphasised that the issue of youth unemployment is not due to a lack of intelligence but rather a lack of preparation. She outlined Gen U’s four strategic pillars: connectivity, entrepreneurship, skills for employment, and social impact. To maintain engagement, she announced the establishment of a WhatsApp group to facilitate ongoing peer support.

Dr. Tlamele Sekambo, Director of Statistics Research, Development and Innovation- HRDC, provided participants with an overview of the Labour Market Observatory (LMO) and its advantages. Dr. Sekambo also offered insights into the new Labour Market Information System (LMIS) and its operational capabilities. Additionally, Mr. Senior Seleka from HRDC discussed the forthcoming upgrade to the LMIS, which aims to enhance data-driven employment strategies. HRDC remains committed to collaborating with various stakeholders to equip the youth with the necessary skills, knowledge, and confidence to succeed in the workforce.

During a session in Tsabong, Ms. Bagele Masimole, Principal Programmes Officer for Youth at the Ministry of Labour and Home Affairs, highlighted the program’s alignment with local needs. “We train youth for the jobs that are available,” she stated, emphasising that entrepreneurship is not merely a career choice but a sustainable lifestyle. She underscored that the training is designed to reflect the aspirations and socio-economic realities of young people across different constituencies.

In an inspiring address, Ms. Oabona Jacobs, a Board member of the Botswana National Youth Council (BNYC), encouraged participants to take charge of their futures. “Do not wait to be chosen. Choose yourself,” she urged, motivating the youth to leverage the training as a foundation for community-driven innovation and problem-solving.

Breakout sessions, facilitated by Mr. Kristian Mmusi, Principal Programme Officer, provided an opportunity for youth to tackle challenges such as inadequate digital infrastructure, educational disparities, and limited employment opportunities. Participants proposed practical solutions, including community-based job creation and enhanced access to digital tools.

The final day in Tsabong concentrated on gender-based violence (GBV), with Ms. Gaoganetswe Mosimanegape leading a session on gender roles and the various forms of violence, including physical, emotional, and economic. She encouraged the youth to challenge harmful norms and become advocates for change.



Minister of Youth and Gender Affairs, Honourable Lesego Chombo giving keynote address in Hukuntsi



Director of Statistics Research Development and Innovation, HRDC, Dr Tlamele Sekambo presenting on the LMIS Project

## Victory at BDF Half Marathon



HRDC Athletics Team celebrating their win at the BDF Marathon 2025

On August 17, 2025, the Botswana Defence Force (BDF) Athletics Club successfully hosted its Annual Half Marathon at the Sir Seretse Khama Barracks (SSKB) Recreation Grounds in Mogoditshane. This prestigious event drew participants from across Botswana, including representatives from government departments, private companies, state-owned entities, fitness clubs, and individual athletes. The marathon featured three distinct race categories: the 21.1km Half Marathon for competitive runners, the 10km Corporate Challenge aimed at promoting workplace wellness, and the 5km Fun Run designed for families and casual participants. The primary objectives of the BDF Half Marathon were to promote healthy lifestyles, foster unity across various sectors, encourage the use of sport as a tool for development, and celebrate Botswana's national pride through inclusive engagement.

A notable highlight of the event was the outstanding performance by the Human Resource Development Council (HRDC), which secured first place in the 10km Corporate Challenge category. Leading the team to victory was Mr. Kago Aubrey Ntwaagae, who achieved an impressive first-place finish with a time of 40 minutes and 31 seconds. He was closely followed by Mr. Sydney Baeletsi, who completed the race in 46 minutes and 12 seconds, Mr. Katlego Motsatsing at 48 minutes and 27 seconds, and Mr. Oaitse Ganelang at 48 minutes and 12 seconds. Their collective

efforts ensured HRDC's dominance in the category, earning them top honours.

The achievement was particularly remarkable due to the team's innovative training strategy. HRDC's runners prepared exclusively indoors, transforming the organisations gym into a center of discipline and determination. Their training regimen included treadmill-based endurance runs, strength and mobility circuits, recovery routines, and team-led sessions that fostered morale and consistency. This indoor approach enabled the team to maintain a consistent schedule regardless of weather or external conditions, optimizing available resources to achieve excellence.

Reflecting on the experience, Mr. Katlego Motsatsing remarked, "We trained together, encouraged each other, and stayed consistent. The gym wasn't just a room; it was our launchpad. This sentiment encapsulated the spirit of HRDC's preparation, which transcended physical fitness to embody collaboration, resilience, and strategic coordination. The marathon served as a platform for team building, reinforcing HRDC's commitment to holistic development."

On race day, HRDC's team exhibited focus, endurance, and unity as they navigated the 21.1 km route through Mogoditshane. The atmosphere was electric, with cheering spectators and fellow runners creating a sense of shared purpose. As HRDC crossed the finish line and secured its top position, the celebration extended beyond medals and rankings. It was a moment that reflected

the Councils belief that development is multifaceted, encompassing physical wellness, teamwork, and national pride.

HRDC's participation in the BDF Half Marathon was not merely a sporting achievement; it was a statement. It showcased the Councils dedication to empowering individuals to embrace the notion of Realising Our Potentials. As Botswana continues its journey of progress, HRDC remains committed to advancing alongside the nation, stride by stride, with purpose and pride.



HRDC athlete, Mr Sidney Bantusitse, posing with the trophy won by HRDC



# HRDC Supports French Jewellery Trainers to Empower Local Talent in TVET Transformation



Former PS Prof Torto, Honourable Prince Maele, His Excellency Mr. Oliver Brochenin (Former French Ambassador), Prof Segoby and Mr Rapoo at OCAAT welcoming the Trainers from France providing technical support

Oodi -The Minister of Higher Education, Hon. Prince Maele, recently welcomed French trainers from the Paris School of Jewellery during a visit to Oodi College of Applied Arts and Technology (OCAAT). The visit marked a significant milestone in the Jewellery Design and Manufacturing (JDM) Training of Trainers Programme, an initiative sponsored by the Human Resource Development Council (HRDC).

The programme formed part of a collaborative agreement between OCAAT and the Paris School of Jewellery aimed at equipping local lecturers with advanced skills ahead of the rollout of the JDM diploma. The initiative was expected to position the country as a hub for creative and technical excellence.

Addressing the gathering, Honourable Maele said the training represented a key

milestone in efforts to transform Technical and Vocational Education and Training (TVET). He stressed the importance of skills transfer to empower lecturers and urged graduates to embrace entrepreneurship as a strategy to tackle unemployment. “We want learners to not only acquire technical skills but also create businesses that contribute to economic growth,” he said.

Former French Ambassador to Botswana His Excellency Olivier Brochenin commended the active implementation of the France local education partnership, describing it as a model for sustainable skills development. Former Permanent Secretary in the Ministry of Higher Education, Prof. Nelson Torto, highlighted TVET’s role in diversifying the economy beyond traditional sectors, noting that such initiatives were critical for long-term resilience.

The Human Resource Development Council supported this initiative as part of the Councils mandate of expanding Skills Development. The event was attended by HRDC Chief Executive Officer Prof. Alinah K. Segoby, former Ambassador to France Mr. Mustaq Moorad, Workshop Facilitator Prof. Leo Myers, Acting Director of Teacher Training and Technical Education Mr. Dintle Rapoo, delegates from Ghana, and senior OCAAT staff.

With the JDM programme now in motion, stakeholders believe it will not only strengthen technical education but also create new opportunities for entrepreneurship and innovation. The partnership underscores a shared commitment to building a skilled workforce capable of driving economic diversification and competitiveness in the global market.



OCAAT Lecturers during the training



His Excellency Mr. Oliver Brochenin (Former French Ambassador) speaking to media during the welcoming ceremony

## International Labour Organisation (ILO) convened the Labour Market Information System (LMIS) Reporting Workshop



Chief Operations Officer (COO), HRDC, Mr. Meshack Tafa presented the opening remarks at the workshop

The International Labour Organisation (ILO) convened the Labour Market Information System (LMIS) Reporting Workshop for the Human Resource Development Council (HRDC) and its partners on August 27<sup>th</sup> and 28<sup>th</sup>, 2025, at Travel Lodge, Gaborone. This workshop aimed to equip participants with the skills necessary to analyse and report on labour market indicators using Botswana's LMIS.Stat platform. The resulting reports will contribute to the Labour Market Observatory (LMO) Governing Body, which oversees the integration of labour data into national planning.

Participants included Government officials, Researchers, and development

partners, all collaborating to enhance Botswana's labour market reporting systems, with a particular focus on youth employment. This initiative was conducted in partnership with the ILO, which has been instrumental in supporting HRDC's efforts to develop LMIS capacity.

In his opening remarks, Mr. Meshack J. Tafa, Chief Operations Officer (COO) at HRDC, highlighted youth unemployment as one of Botswana's most urgent challenges. He identified several root causes, including a persistent mismatch between education and labour market needs, limited private sector job creation, weak linkages between training institutions and employers, inadequate career guidance, and barriers faced by rural youth, such as poor digital access.

Mr. Tafa stressed the importance of robust labour market reporting to guide targeted interventions in skills development, education reform, and employment creation. The ability to accurately interpret labour market indicators and translate them into high-quality, evidence-based reports will strengthen our collective response's he stated. He also expressed profound gratitude to the ILO for its technical and institutional support, noting that this partnership exemplifies the type of collaboration required to address complex challenges like unemployment.

For her part, the International Labour Organisation (ILO) expert Ms. Maria Payet, expressed concern over the infrequency

with which Botswana produces and releases the Quarterly Multi-Topic Household Survey (QMTHS) reports. The ILO expert noted that while the survey is labelled as "quarterly," the actual frequency of publication has become irregular—more akin to an annual release than a quarterly one. The most recent QMTHS report was published in the first quarter of 2024, raising questions about the consistency and timeliness of labour market data dissemination. The ILO underscored the importance of regular and predictable reporting cycles to ensure that labour market indicators remain current and useful for evidence-based policy and planning.

The ILO further encouraged Botswana to align its data collection and reporting frameworks with the latest internationally adopted statistical standards, particularly in the measurement of informality within the labour market. The expert emphasised that adherence to these standards is crucial for enhancing the accuracy, reliability, and global comparability of Botswana's labour market statistics. Failure to adopt these updated definitions and methodologies limits the extent to which Botswana's labour performance can be meaningfully compared with that of other countries, thereby constraining both regional and international benchmarking efforts.



Manager, Statistics and Observatory, Mr Kgomotso Waditshwene responding to questions at the workshop



Director of Statistics Research Development and Innovation, HRDC, Dr Tlamelo Sekambo presenting on the overview of the LMIS Project



Labour Statistician, ILO, Ms Maria Pyete facilitating at the workshop



# Local Manufacturing Summit 2025: Shaping the Future of the Manufacturing Sector



HRDC, delegates at the Local Manufacturing Summit

The Human Resource Development Council (HRDC) participated in the Local Manufacturing Summit held on September 1<sup>st</sup> and 2<sup>nd</sup>, 2025, in Gaborone. Organised by the Botswana Chamber of Mines (BCM), this year's summit was themed *"Shaping the Future of Botswana's Manufacturing Sector: Exploring the Opportunities of Industrial Manufacturing & Agro Processing."*

The summit aimed to discuss and exchange ideas on the current opportunities and challenges within the manufacturing sector while forecasting future trends. It also served as a foundational element of the innovation flywheel, as Botswana strives to establish a vibrant, export-oriented local manufacturing sector.

In her keynote address, the Minister of Minerals and Energy, Honourable Bogolo Joy Kenewendo, emphasised that the summit provides a platform to reaffirm Botswana's commitment to building a more productive and self-reliant economy, supported by a competitive industrial base. The Minister highlighted that over-dependence on mineral export revenues has constrained broader economic development in Botswana. "While the mineral sector has significantly contributed to our national

progress, it alone is insufficient to sustain future growth. Therefore, we must focus on diversification, both within and beyond the mining sector," she advised.

Reflecting on recommendations from the previous summit, BCM's Chief Executive Officer, Mr. Charles Siwawa, provided a progress update on several action plans. These included the establishment of a centralised manufacturing data portal to

provide sector information, the launch of agro-industrial parks in Pitsane, Pandamantega, and Masunga, supported by the Ministry of Agriculture, the United Nations Development Programme (UNDP), and private investors tasked with operationalising these agro-processing hubs. Additionally, BCM is collaborating with HRDC to identify the skills needed in the sector.



Minister of Minerals and Energy, Honourable Bogolo Joy Kenewendo posing for a group photo with dignitaries that attended the Summit

# Embracing Innovation and Technology for Economic Transition, Botswana Consumer Fair



HRDC stands proud at the Botswana Consumer Fair- Stakeholder Relations Officer, Mr. Tshiamo Bothhoko, receives the 3<sup>rd</sup> Best Regulatory Parastatal trophy

The Human Resource Development Council (HRDC) actively participated in the 2025 Botswana Consumer Fair, held from August 25<sup>th</sup> to 31<sup>st</sup> at Fairgrounds Holdings in Gaborone. This year's theme, "Embracing Innovation and Technology for Economic Transition," resonated with HRDC's dedication to leveraging Information and Communication Technology (ICT) to achieve its strategic objectives and sustain a globally competitive workforce in today's rapidly evolving environment. HRDC was honoured with the third position in the Regulatory Parastatals category at the 2025 Botswana Consumer Fair Awards.

During the fair, HRDC engaged with stakeholders to discuss the Council's strategic initiatives, including the Human Resource Development Fund (HRDF), which focuses on promoting workplace learning and skills development; the Non-Credit Bearing Short Course (NCBSC's), aimed at recognising industry-specific training programs; and the Labour Market Information System (LMIS), which provides Policymakers, Employers, Job Seekers, Educators, and Researchers with reliable and up-to-date information on various aspects of the labour market.

Since its inception in 2007, the Botswana Consumer Fair, hosted annually by Fairground Holdings, has become one of the country's most influential platforms for enterprise growth, public engagement, business-to-business interactions, and cultural exchange. Attracting over 30,000 visitors, the fair offers market access for local products and services, trade and investment opportunities, and a vibrant mix of entertainment, youth zones, food courts, and health awareness campaigns.



Third place never looked this good! Ms. Duduetsang Mothelesi and Game Sekwababe of HRDC show off the team's latest accolade from the Consumer Fair.



Connecting with clients: Ms. Amanda Matlhadisa from HRDC outlines the organisation's mandate and services



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- 📠 Fax: +267 3930740
- @ Email: [marketingcomms@hrdc.org.bw](mailto:marketingcomms@hrdc.org.bw)
- 🌐 Website: [www.hrdc.org.bw](http://www.hrdc.org.bw)
- 📘 Botswana Human Resource Development Council
- ✂ BotswanaHRDC
- 🌐 Human Resource Development Council Botswana



# 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](mailto:HRDC@tip-offs.com)**
3. Through post to P O Box 448, Gaborone, Botswana
4. Through website at **[www.tip-offs.com](http://www.tip-offs.com)**

