



The Official Newsletter

insight

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AFN FORESIGHT WORKSHOPS ADVANCE FUTURES ORIENTED PLANNING FOR BOTSWANA



HUMAN
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Editor's Note



Ms Topo Rabasima - Muthoni
Manager, Stakeholder Relations & Communications

The most effective way to safeguard our future is through active co-creation. Foresight extends beyond mere prediction; it is about cultivating agility. When integrated into national planning, it transforms how countries address significant challenges such as climate adaptation, demographic shifts, and artificial intelligence. By examining emerging signals today, we can develop adaptable national policies that will endure under future pressures.

This issue features a collaboration between the Human Resource Development Council (HRDC) and the Africa Foresight Network, culminating in a workshop and convening to discuss strategies for nations to better navigate uncertainty and enhance long-term planning. For further details, please refer to page 3.

To share your feedback, please email trabasima@hrdc.org.bw.

EDITORIAL TEAM

MARKETING AND COMMUNICATIONS

Ms Topo Rabasima - Muthoni
Mr Lebotsang Mohutsiwa
Mr Tshiamo Bothoko
Ms Duduetsang Mothelesi

OTHER CONTRIBUTORS

Ms Phemelo Monekwe
Ms Glenda Tiego
Ms Game Sekwababe
Mr Kgomoitso Waditshwene
Mr Penuell Zambwe
Ms Phatsimo Seleka



AFN FORESIGHT WORKSHOPS ADVANCE FUTURES ORIENTED PLANNING FOR BOTSWANA



Permanent Secretary in the Ministry of Higher Education, Professor Richard Tabulawa, presenting the opening remarks at the AFN Dialogue session

What skills, policies, and institutions will Botswana require in the coming decades? These pivotal questions were at the forefront in Gaborone as the Africa Foresight Network (AFN) hosted a four-day foresight capability-building workshop and dialogue from the 19th – 22nd January 2026. The event aimed to enhance futures-oriented planning and anticipatory governance.

Organised in collaboration with the Human Resource Development Council (HRDC), the multi-day program gathered Policymakers, Academics, Researchers, and Development practitioners from Botswana and the broader region. The objective was to deepen competencies in foresight, futures literacy, and

anticipatory governance. This workshop was part of a continental initiative designed to bolster Africa's capacity to navigate uncertainty and shape long-term development pathways through proactive planning.

The workshops were honoured by the presence of HRDC's Chief Executive Officer, Professor Alinah K. Segobye, and Chief Operations Officer, Mr. Meshack J. Tafa, underscoring HRDC's strategic commitment to integrating foresight into national human resource development and policy planning processes. Over the course of four days, participants engaged in a combination of conceptual learning and practical application of foresight methodologies. Sessions focused on institutionalising futures thinking within

public policy, organisational strategy, and development planning to effectively address complex and interconnected challenges.

The program underscored the importance of Africa-centered and context-sensitive foresight approaches, integrating indigenous knowledge systems, inclusive perspectives, and gender-responsive analysis. Through facilitated discussions and group exercises, participants explored how long-term thinking can inform decision-making beyond short-term political and economic cycles.

A significant highlight of the workshops was the AFN Public Dialogue Session, held on Wednesday, 21st January 2026, which expanded the foresight conversation to a broader public and institutional audience. The session commenced with welcome remarks from HRDC Board Member, Dr. Andrew Molwane, who emphasised



Chief Executive Officer, HRDC, Professor Alinah K. Segobye opening and framing the convening



Ms Jamah Segomotso Mudarikirie-Gopane weighing in on the Implications of Agriculture, Minerals and Manufacturing for Botswana



Dr Julius Gatune, Policy Analyst and Futurist, addressing delegates during a session on Botswana's future development trajectory in the Agriculture sector



Passy Amayo Ogolla features in dialogue on digital transition, culture, creative arts and tourism in Botswana, panel discussion

the necessity of creating structured spaces for reflection on Botswana's long-term development prospects. He highlighted that foresight dialogues offer a platform for diverse stakeholders to collectively examine emerging trends and uncertainties shaping the country's future.

The session was officially inaugurated by the Permanent Secretary in the Ministry of Higher Education, Professor Richard Tabulawa, who stressed the need for foresight-driven policymaking in an era characterised by rapid technological change, shifting labour markets, and evolving global power dynamics. He advocated for stronger collaboration between Government, Academia, and Development institutions to ensure that long-term plans are informed by evidence and strategic anticipation.

Professor Geci Karuri - Sebina from AFN provided the framework for the dialogue by situating Botswana's development choices within the broader context of African and global futures. She emphasised the importance of foresight as both an analytical and participatory tool, capable of challenging prevailing assumptions and creating opportunities for alternative development pathways that are inclusive and contextually relevant.

The keynote address was delivered by Mr. Koffi Kouakou, a lecturer at the Wits School of Governance in South Africa. He advocated for African countries to transition from reactive planning approaches to long-term, adaptive strategies. His address highlighted the dangers of short-termism and stressed the need to build institutional capabilities to anticipate disruptions while capitalising on emerging opportunities.

The subsequent dialogue sessions explored several key thematic areas essential to Botswana's socio-economic transformation agenda. These included

the future of agriculture, minerals, manufacturing, digital transitions, as well as culture, creativity, and tourism.

Panelists and participants explored the impact of global trends such as climate change, technological innovation, demographic shifts, and evolving production and consumption patterns on various sectors. The discussions centered on the implications for skills development, job creation, economic diversification, and long-term competitiveness.

The program concluded with a dedicated session on lessons for Botswana, moderated by Mr. Goitsewang Khutsafalo. Contributions from Professor Geci Karuri Sebina and Dr. Olugbenga Adesida synthesised key insights from the workshops and dialogues, emphasizing strategic considerations for integrating foresight outcomes into national development frameworks such as Vision 2036 and human resource development strategies.

Delivering the vote of thanks, Professor Alinah K. Segobye commended the participants, facilitators, and partners for their thoughtful engagement. She reaffirmed HRDC's commitment to enhancing foresight capability as a cornerstone of responsive, future-ready human capital development.

The AFN Foresight Workshops in Botswana represent a significant milestone in developing a regional community of foresight practitioners across Eastern and Southern Africa. By fostering collaboration, shared learning, and institutional commitment, the initiative aims to support governments and organisations in transitioning from crisis response to strategic anticipation.

For Botswana, the workshops underscored the importance of investing in foresight as a tool for shaping resilient, inclusive, and sustainable futures grounded in evidence, informed by African perspectives, and aligned with national development aspirations.



Creative and Cultural Development Coordinator, National Arts Council of Botswana, Ms Marang Selolwane participating in a dialogue on the implications of digital transition for culture, creative arts and tourism



Technology & Emerging Technology Futures/Foresight professional based in the Ministry of Communications and Innovation, Mr Ontlametse Gaothuse participating in a dialogue on the implications of digital transition for culture, creative arts and tourism



Panelists, at AFN participating in a Dialogue on the Implications of Futures of Agriculture, Minerals and Manufacturing in Botswana from (left - right) moderator: Dr. Olugbenga Adesida, Ms Jamah Segomotso Mudarikirir-Gopane, Dr Julius Gatune, Ms Tanja Hichert, Prof. Koffi Kouakou



Tourism professional spanning destination marketing, high-end safari operations, and strategic leadership across Southern Africa's premium tourism sector. Mr Dawson Ramsen, participating in a dialogue on the implications of digital transition for culture, creative arts and tourism

NATIONWIDE CONSULTATIONS CONDUCTED TO SHAPE BOTSWANA'S FUTURE HUMAN CAPITAL STRATEGY



Area Member of Parliament for Maun North and Leader of Opposition in Parliament, Hon. Dumelang Saleshando making a comment at the NHRDS workshop in Maun

The Government of Botswana has undertaken a comprehensive series of nationwide consultations to evaluate the National Human Resource Development Strategy (NHRDS I) 2009 - 2022 and to develop a new, long-term framework for guiding skills development and workforce planning through 2036. Conducted from 23rd February to 25th March 2026, these consultations are part of a broader governmental initiative to reassess how education, training, and labour planning can more effectively support economic diversification and prepare the nation for the evolving nature of work. The Human Resource Development Council (HRDC), the statutory body responsible for overseeing Botswana's human capital development agenda, coordinated the process.

A multi-sectoral consultation team, comprising representatives from the Ministry of Higher Education, the Ministry of Child Welfare and Basic Education, the Botswana Qualifications Authority (BQA), and CH Group Consultants, travelled across districts to engage with local stakeholders. The consulting team from CH Group, including Mr. Ezekiel Thekiso and Ms. Lesego Pule, facilitated stakeholder engagements throughout the consultation period.

Mr. Meshack J. Tafa, the Chief Operations Officer at HRDC, delivered the welcome and opening remarks as the team conducted workshops across various districts. These workshops were coordinated by Dr. Mathews Phiri, the Acting Director of the Department of Strategy, Planning, and Business Development at HRDC, who ensured overall guidance and coherence throughout the sessions. The review of the NHRDS I aimed to evaluate its effectiveness and relevance over its 13-year duration, while discussions on the development of the NHRDS 2026 - 2036 focused on identifying priorities for a strategy designed to

thrive in an increasingly technologically driven and competitive global environment.

These consultations were intricately linked to the implementation of National Development Plan 12, the Botswana Economic Transformation Programme, and the country's long-term development blueprint, Vision 2036, all of which emphasise human capital development as central to national growth and transformation. Engagements involved participation from Members of Parliament, local authorities, traditional leaders, Private Sector organisations, Civil Society groups, Non-Governmental Organisations, and community-level institutions. This broad participation underscored a concerted effort to ensure that the next phase of the strategy is informed by diverse perspectives from across the economy and society.

Stakeholder perspectives were collected through facilitated group discussions, formal

presentations of group outcomes, and a structured voting process aimed at identifying priority policy interventions for inclusion in the next phase of the National Human Resource Development Strategy (NHRDS). This format fostered dialogue on persistent skills gaps, labour market alignment, and the role of education and training systems in enhancing employment outcomes.

Discussions predominantly focused on skills relevance, youth unemployment, productivity, and the necessity for stronger coordination among institutions responsible for education, training, and workforce development. Participants also explored how future policies could better anticipate labour market shifts driven by digitalisation and economic restructuring. The outcomes of these consultations will be consolidated into a comprehensive strategy document, which is expected to guide public investment and policy direction in human resource development over the coming decade, as Botswana seeks to strengthen its transition towards a knowledge-based economy.



Chief Operations Officer, HRDC, Mr Meshack J. Tafa presenting welcome remarks during NHRDS workshop in Maun



Representatives from Ministry of Higher Education (left to right) Ms Kutlwano Mojanaga and Mr Tefo Moremi attended NHRDS workshops in all districts

HRDC MANAGEMENT RETREAT PUTS NATIONAL PRIORITIES AT THE CENTRE OF THEIR PLANNING



Chief Operations Officer, HRDC, Mr Meshack J. Tafa presenting the welcome remarks at the Joint management strategy retreat



Director of Statistics, Research, Development and Innovation, HRDC, Dr Tlamele Sekambo deliberating during the Joint management strategy retreat



Manager, Stakeholder Relations & Communications, HRDC, Ms Topo Rabasima - Muthoni, presenting the unit's progress

To enhance its pivotal role in advancing skills development, the Human Resource Development Council (HRDC) organised a strategic retreat from 29th - 30th January, 2026. The purpose was to realign its priorities with national policy objectives. The retreat focused on the implementation of the National Development Plan (NDP) 12 and the Botswana Economic Transformation Programme (BETP), two critical policy frameworks that influence Botswana's socio-economic trajectory. During the retreat, management evaluated HRDC's positioning within this context, exploring how its programs and interventions can more effectively bolster national productivity, foster employment creation, and enhance long-term competitiveness.

A significant outcome of the retreat was the development of a refined, market-aligned strategic value proposition designed to enhance HRDC's relevance and responsiveness in an evolving labour market. The Council's leadership also identified and prioritised a series of high-impact initiatives to be implemented during the 2026/27 financial year, concentrating on interventions with the potential to yield tangible results for both industry and the broader economy. The focus will be on aligning skills development with real-time industry demands, particularly in sectors identified as key drivers of economic growth and transformation. Management emphasised the importance of outcome-driven programming that transcends mere compliance, aiming for measurable impact.

The retreat also underscored opportunities to strengthen public-private partnerships, with participants recognising that sustainable skills development cannot be achieved through public sector efforts alone. Discussions were held to enhance collaboration with Employers, Training

institutions, and sector bodies, with the objective of accelerating skills alignment, improving employability outcomes, and supporting enterprise competitiveness.

Beyond strategy formulation, the retreat served as a vital platform for internal reflection and organisational renewal. Management engaged in candid discussions addressing operational challenges, coordination gaps, and areas where execution could be enhanced to improve overall performance and service delivery. Emphasis was also placed on reinforcing a shared vision and collective accountability within the organisation, with executives acknowledging that internal alignment is crucial for translating policy intent into practical outcomes on the ground.

As HRDC prepares to enter a new financial year, the retreat outcomes are anticipated to provide clearer strategic direction, enhanced organisational cohesion, and a renewed focus on advancing Botswana's human resource development agenda. The Council has indicated that its strategic recalibration aims to ensure that skills development remains firmly anchored in national priorities while adapting to the evolving needs of the economy.



Director, Corporate Services, HRDC, Mr Ralph Maganu presenting the financial status of the organisation, and way forward to ensure effective financial discipline



Manager, HR Manpower Planning, HRDC, Mr Obakeng I. Moyo presenting HR updates to joint management



Manager, Non Credit Bearing Short Courses (NCBSC) HRDC, Mr Modiri J. Mogopa contributing to the discussions during the joint management strategy retreat



Manager, Sponsorship Contract, HRDC, Mr Morake S. Matlhaga making a comment during joint management strategy retreat

SECTORS ENGAGED IN GABORONE AND SELEBI PHIKWE



Chief Executive Officer, HRDC, Professor Alinah K. Segobye listening to deliberations at the Department of Funding breakfast seminar in Gaborone

The Human Resource Development Council (HRDC) has intensified its collaboration with industry by launching a series of Business Breakfast Meetings focused on the Wholesale and Retail and Construction sectors in Gaborone and Selibe Phikwe. This initiative is part of HRDC's efforts to align skills development with the evolving demands of the labour market.

The engagements began in Gaborone on the 12th March 2026, with Stakeholders from the Wholesale and Retail Sector, followed by a consultation session with the Construction Sector on the 13th March 2026. The program was subsequently extended to Selibe Phikwe, facilitating similar discussions with regional industry participants to enhance participation beyond the capital city.

These Business Breakfast Meetings are integral to HRDC's strategy to bolster collaboration with employers, training institutions, and industry bodies. The aim is to advance a responsive human capital development agenda that aligns with Botswana's workforce priorities.

Acting Director of Funding, Mr. Modiri J. Mogopa, officially commenced the engagements by welcoming participants and expressing gratitude for their attendance. He emphasised that meaningful skills development is achievable only through ongoing dialogue with industry partners. Mr. Mogopa outlined the objectives of the breakfast meetings, stating that these sessions are designed to serve as a practical platform for information exchange, stakeholder feedback, and collaborative problem-solving.

He highlighted HRDC's commitment to ensuring that its initiatives, particularly those related to funding and workplace learning,

are informed by the challenges faced by employers. Mr. Mogopa further detailed the anticipated outcomes of these engagements, which include enhanced alignment between policy and practice, stronger partnerships, and a clearer understanding of existing support mechanisms. "The success of our human resource development programs hinges on our ability to listen to industry and address the challenges they encounter daily," he remarked.

Discussions across both sectors concentrated on sector-specific human resource development priorities, stakeholder reflections on the implementation of Workplace Learning (WPL) programs, and practical guidance on opportunities available through the Human Resource Development Fund (HRDF). Stakeholders also engaged in discussions on the Sector Skills Plan, underscoring its significance in guiding training investments and long-term workforce planning.

Participants from retail chains, wholesale businesses, construction companies, industry associations, and training institutions convened to share insights on skills gaps, funding access, and workforce transformation challenges, particularly in sectors undergoing rapid operational and technological changes. HRDC officials provided updates on current initiatives, funding processes, and compliance requirements, while also gathering feedback to enhance service delivery, communication, and turnaround times.

These thematic discussions continued during the Selibe Phikwe engagements, enabling regional stakeholders to address location-specific concerns while maintaining consistency in messaging. Participants

appreciated the decentralised approach, noting its effectiveness in improving access to information and reducing reliance on centralised consultations. The sessions also offered stakeholders an opportunity to reflect on progress in strengthening workplace-based skills development and to identify areas for further collaboration to boost productivity and competitiveness.

Concluding the program, a representative from BATA PTY (LTD), representing the Wholesale and Retail Sector, delivered the vote of thanks, commending HRDC for establishing a practical platform for engagement and knowledge sharing. He specifically acknowledged the Department of Funding for providing clear and accessible information, emphasising that the engagement would alleviate everyday operational challenges related to training and funding processes.



Processing Officer, HRDC, Mr Boikanyo Sekwati Presentating on Non-Credit Bearing Short Courses (NCBSCs)

EMPLOYERS TRAINED ON LABOUR MARKET INFORMATION SYSTEM (LMIS)



Hands-on support, Intern- DSRD&I, HRDC, Ms Amogelang Montshiwa assisting an Employer with job portal uploads

The Human Resource Development Council (HRDC) conducted a pivotal training workshop for Employers from the 27th – 30th January 2026, focusing on the forthcoming launch of the Labour Market Information System (LMIS). This initiative marks a significant milestone in the modernisation of labour market data management and workforce planning in Botswana.

The workshop attracted Employers from diverse sectors of the economy. The LMIS is poised to replace the current Labour Market Observatory (LMO), offering a more integrated and efficient digital platform for managing labour market information and recruitment processes.

In her opening remarks, Dr. Tlamelo Sekambo, Director of the Department of Statistics, Research, Development, and Innovation (DSRDI), welcomed participants and provided an overview of the transition from the LMO to the LMIS. She articulated the rationale for the upgrade, emphasising the necessity for a more responsive system to support the evolving dynamics of the labour market.

Dr. Sekambo highlighted that the LMIS is expected to enhance data accuracy, streamline administrative processes, and foster improved collaboration between employers and policymakers. The system will play a crucial role in tracking employment trends, identifying skills gaps, and informing national

human resource development strategies, thereby reinforcing evidence-based policy planning and decision-making.

Mr. Kgomotso Waditshwene, Manager for Statistics and Observatory at HRDC, delivered an in-depth presentation on the LMIS portal, detailing its essential features and functionalities. He elaborated on how the platform will facilitate vacancy management, streamline recruitment workflows, and enhance employment reporting, while also serving as a centralised repository for labour market data.

Participants received guidance on various system processes, including creating and managing vacancy postings, navigating the LMIS interface, processing recruitment stages, and completing annual employment returns. The training emphasised how data generated through the system aids HRDC in analysing employment patterns and maintaining current labour market statistics.

The session featured a live system demonstration by Mr. Kumbulani Seleka, LMO/LMIS Database Administrator, with additional technical support provided by officials from the Directorate of Public Service Management (DPSM). DPSM officials assisted participants during the demonstrations, helping them navigate the portal, test system features, and clarify technical and procedural requirements.

Training was conducted through visual

presentations and hands-on practical sessions, enabling employers to interact directly with the system prior to its official launch. Participants had the opportunity to ask questions and gain clarity to ensure readiness and proficiency.

Mr. Waditshwene also noted that the platform currently doesn't send notifications to system administrators when a job seeker is employed, identifying this as an area for future enhancement. He emphasised that the training is part of a broader strategy to modernise labour market systems and equip employers with digital tools that improve efficiency, compliance, and transparency. Further engagements with stakeholders are anticipated ahead of the full implementation of the LMIS.



Botswana Institute for Technology Research and Innovation (BITRI) Systems Developer, Ms Godiraone Motse explaining the Labour Market Information System (LMIS)

REGIONAL WORKSHOPS ADVANCE WORKPLACE LEARNING AND SKILLS DEVELOPMENT INITIATIVES



Manager NCBSC, HRDC, Mr Modiri J. Mogopa addressing stakeholders during a workshop aimed at sensitising participants on new requirements and revised pricing structure

The Human Resource Development Council (HRDC) organised a series of regional Stakeholder Engagement Workshops from the 2nd – 6th March 2026, in Tsabong, Kang, Ghanzi, and Maun.

The primary objectives of the workshops were to promote workplace learning, guide employers in the development and execution of Work Skills Training Plans (WSTPs) and Annual Training Reports (ATRs), raise awareness about the HRDF reimbursement processes, and enhance compliance with Non-Credit Bearing Short Courses (NCBSC) requirements. Additionally, the workshops served as a platform to address challenges impacting the Workplace Learning, Claims Units, and NCBSC.

In his opening remarks, Mr. Modiri J. Mogopa, Manager of NCBSC, emphasised HRDC's role in fostering skills development initiatives, reimbursing training costs for employee upskilling, and ensuring quality assurance of NCBSC's delivered by BQA-accredited Education and Training Providers. He underscored that workplace learning is a crucial driver in building a competitive and future-ready workforce.

Mr. Mogopa further highlighted that the workshops brought together the Workplace Learning Unit, NCBSC Unit, and Claims Unit to provide comprehensive support to employers. "These engagements help us strengthen the national skills development

ecosystem by ensuring that workplace training remains relevant, compliant, and aligned with industry needs," he stated.

Participants expressed their appreciation for the practical guidance provided, noting that the workshops significantly enhanced their understanding of developing Workplace Skills Training Plans (WSTPs) and navigating reimbursement processes. Stakeholders from the Kgalagadi region highlighted that their last engagement with the Human Resource Development Council (HRDC) occurred in 2018, emphasising the necessity for more consistent communication and support to fully realise workplace skills development objectives.

Mr. Mogopa reaffirmed HRDC's dedication to improving service delivery and ensuring that training interventions benefit both employers and employees. He emphasised ongoing initiatives such as the development of the e-HRDF system, which is anticipated to enhance efficiency, accessibility, and convenience. Additionally, he mentioned that the HRDF model is currently under review to ensure it remains responsive to the evolving skills landscape and inclusive across various sectors.

Through these workshops, HRDC reiterated its commitment to fostering meaningful partnerships with employers and supporting the growth of Botswana's skilled workforce.



Research Assistant in the Department of Funding, HRDC, Ms Oamegile Merafhe, listening attentively during the NCBSC stakeholder engagements in Kang

| SHE Corner



Penuell ZAMBWE

The Cost of Normalising Risk

Risk does not always present itself as immediate danger. More often, it develops gradually through small,

repeated compromises we do that begin to feel routine. An unresolved fault is tolerated. Over time, these conditions are no longer recognised as risks, but as part of normal operations.

In operational environments such as HRDC where efficiency and delivery are prioritised, the absence of incidents (or lack of reports of incidents) can create a false sense of assurance and safety. When nothing goes wrong, it becomes easier to think that existing conditions are acceptable. However, risk does not disappear simply because it has not caused harm yet. It accumulates, often unnoticed, until it reaches a point where consequences can no longer be avoided.

The impact of normalised risk is not often immediate, but it is significant. It is reflected in recurring issues that remain unresolved, in near misses that go unreported, and in gradual declines in workplace standards. By the time an actual incident occurs, the underlying conditions have often been present for some time.

Addressing this requires a deliberate

shift in awareness and accountability. It calls for consistent attention to early warning signs and a willingness to question practices that no longer meet acceptable standards. It also depends on creating environments where concerns can be raised and addressed without hesitation and this speaks to executive management and their support to this awareness.

For institutions and stakeholders engaged in workforce development such as the counselling, maintaining safe and stable working conditions is essential. It supports not only compliance, but also sustained performance, reliability, and the long-term wellbeing (mental health) of those within the system.

The most effective approach to risk is not found in reacting to incidents after they occur, but in recognising and addressing the conditions that allow them to develop. This inculcates formulating and following policies in line with risk reporting and making SOPs that speak to imbedding these in the everyday culture.



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“CLOSING DATE FOR SUBMISSION OF CLAIMS FOR 2025-2026,

Employers are urged to submit their claims within 3 months after training, failure to which they must be submitted before the last working day of June. These are trainings from April 2025 to March 2026”.



Anonymously report any suspicious offers to:

Ethics Hotline Landline/mobile: 16136

Email: HRDC@tip-offs.com

Website: www.tip-offs.com

P.O.Box 448, Gaborone



Professor Geci Karuri - Sebina and Dr Olugbenga Adesida present a token of appreciation to the CEO, HRDC, Professor Alinah K. Segobye (middle) following the AFN workshops



Proceedings of the Africa Foresight Network (AFN) workshops and dialogue were led by Manager Graduate Research & Innovation, Dr Oabona Nthebolang



HRDC Board Member, Professor Elisha Toteng attended the HRDC Policy Review meeting



Fund Assessor at HRDC, Ms Batsalelwang Tladi listening attentively during the breakfast meeting for retail and wholesale sectors



HRDC and Alliance Francaise Teams after a meeting



Group photo of some Panellists, at AFN Dialogue from (left - right) Professor Geci Karuri - Sebina, Mr Dawson Ramsden, Ms Marang Selolwane, Mr Ontlamentsse Gaethusi and Ms Passy Amayo



Chief Executive Officer at HRDC, Professor Alinah K. Segobye commenting during engagements with the HRDC Board and Senior Management at the Policy Review Meeting



Intern Assistant Fund Assessor, Ms Babra Segale, paying attention during the breakfast meeting with stakeholders from retail and wholesale sectors



HRDC and Joint Minds Team, posing for a photo after a capacity building workshop



Some of the participants at the Africa Foresight Network (AFN) Dialogue



Professor Geci Karuri - Sebina moderating a dialogue, which focused on digital transition and its implications for culture, creative arts and tourism in Botswana



HRDC Board member, Mr Otladisa Tsie at the HRDC Policy Review workshop



Vice President of the Republic of Botswana, His Honour Ndaba Gaolathe and Minister of Environment and Tourism, Hon. Wynter Mmolotsi, pictured with Stakeholder Relations Officer (HRDC), Mr. Tshiamo Bothoko during the Tourism Pitso in Francistown

WELCOME TO THE HRDC TEAM



MR BRIAN KITSO MONTHE

Administration Attachee

Mr Brian Kitso Monthe is a student at BA ISAGO University, pursuing a Bachelor of Commerce in Transport Management and Logistics. Mr Monthe is currently undertaking an industrial attachment within the Human Resource Development Council (HRDC) under the Department of Corporate Services, where he is stationed at the Administration Office.

The industrial attachment period runs from 16th February to 14th August 2026. His responsibilities include general administrative duties, fleet administration, and clerical support services.

Outside the work environment, Mr Monthe has a keen interest in reading current affairs and keeping up to date with emerging issues, reflecting an appreciation for continuous learning and awareness.



TEMANI NKALOLANG

Board Secretary Intern

Temani Nkalolang is a law graduate from the University of Botswana serving as Board Secretary Intern at the Human Resource Development Council, where she supports governance and board administration while building practical experience in compliance, stakeholder coordination, and institutional processes. With certifications in Project Management and Lean Six Sigma, she is especially drawn to the intersection of law, governance, business operations, and continuous improvement.

Before joining HRDC, she worked in the microlending sector as a Loan Officer and legal support resource, gaining experience in credit assessment, debt recovery, and legal documentation. That blend of legal and operational exposure shaped her practical, accountable approach to governance and deepened her commitment to improving how systems and processes work.

She takes pride in applying the Lean Six Sigma mindset to streamline processes, reduce variation, and eliminate waste wherever she works. Alongside her legal foundation, project management training, and creative voice as a published



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BE AWARE!!! LEARNING NEW SKILLS IS A DESIRE FOR ALL EMPLOYEES. AS AN EMPLOYEE YOU SHOULD KNOW THAT;

Your employer can train you and claim back the costs from the Human Resource Development Fund

The minimum training hours eligible is 8-10 hours per day

You should only sign for training that you have attended

Please note that your employer may request copy of your ID if necessary

Do not allow yourself to sign for a course you did not attend, it is unethical



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CYBERSECURITY AWARENESS: PROTECTING OUR DIGITAL WORLD

ICT | INFORMATION AND COMMUNICATION TECHNOLOGY

Cybersecurity is the practice of protecting systems, networks and data from cyber threats, unauthorised access and digital attacks.

CYBER SECURITY DO'S

1. Use Strong Passwords

Create unique passwords using a mix of letters, numbers and symbols for every account.

2. Enable Multi-Factor Authentication (MFA)

Add extra protection through verification codes, authenticator apps or biometrics.

3. Keep Devices and Software Updated

Regular updates help fix security vulnerabilities and improve protection.

4. Be Careful with Emails and Links

Verify senders and avoid suspicious links, attachments or urgent requests.

5. Use Secure Networks

Connect to trusted Wi-Fi networks and use a VPN on public networks.

6. Back Up Your Data

Regularly save important files to cloud storage or external drives.

7. Lock Your Devices

Use passwords, PINs, or biometrics and enable auto-lock features.

8. Limit Access to Information

Share sensitive information only when necessary.

CYBER SECURITY DON'TS

1. Don't Reuse Passwords

Using the same password for multiple accounts increases security risks.

2. Don't Click Suspicious Links or Pop-Ups

Avoid phishing links, fake warnings and unknown offers.

3. Don't Download Unknown Software

Only install software from trusted and verified sources.

4. Don't Share Sensitive Information Publicly

Avoid exposing personal or work-related information online.

5. Don't Ignore Security Warnings

Take browser and antivirus alerts seriously.

6. Don't Use Public Computers for Sensitive Accounts

Public devices may expose passwords and personal data.

7. Don't Leave Devices Unattended

Always lock or log out of devices when stepping away.

8. Don't Assume You are Safe from Cyberattacks

Cybercriminals target everyone, not just large organisations.

Cybersecurity is everyone's responsibility. Practicing safe online habits helps protect personal and organisational information from cyber threats.

- Stay Alert
- Stay Secure
- Stay Cyber Safe



HUMAN RESOURCE DEVELOPMENT COUNCIL PROFILE

HRDC Objectives:

- Provide for policy advice on all matters of national human resource development;
- Co-ordinate and promote the implementation of the National Human Resource Development Strategy;
- Prepare the National Human Resource Development Plans; and
- Plan and advice on Tertiary Education Financing and Work-Place Learning.

Functions:

- Education & Training Financing
- National Human Resource Development Strategy
- Institutional Capacity Building
- Workplace Learning
- Human Resource Development Planning
- Internship & Apprenticeship
- Education and Labour Information
- Human Resource Development Policy Advice
- Research & Innovation
- Non-Credit Bearing Short Courses (NCBSCs)

Strategic Foundations

The Human Resource Development Council (HRDC) Board, Management and staff established a shared understanding of the Vision, Mission and Values as strategic foundations that give and define the business of the Council.



MISSION

To Drive The Development Of Botswana's Human Resource To Achieve A Knowledge Based Economy Through The Provision Of Policy Advise, Planning, Funding And Coordination And Effective Collaboration.



VISION

To transform Botswana into a Globally Competitive Human Resource Hub by 2036.



VALUES

We will in all our dealings with stakeholders uphold the following values:

	Excellence:	Quality service and commitment to outstanding performance.
	Effective Communication:	Effective and continuous engagement of both internal and external stakeholders.
	Teamwork:	Collectively working towards common goals.
	Innovation:	Continuously seeking solutions and improvements.
	Integrity:	Ethical, respectful, honest and Botho when dealing with customers and stakeholders
	Accountability:	We act responsibly and commit to being answerable for our decisions and actions.





OUR PEOPLE • OUR FUTURE

CONTACT US:

- 📍 Plot 60113, Sekoma Road, Block 7, Gaborone
- ✉ Private Bag BR 108, Gaborone, Botswana
- ☎ Telephone: +267 3930741
- 📠 Fax: +267 3930740
- @ Email: marketingcomms@hrdc.org.bw
- 🌐 Website: 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
3. Through post to P O Box 448, Gaborone, Botswana
4. Through website at www.tip-offs.com

