



Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE PERFECT  
SKILLS DEVELOPMENT

# SKILLS PLANNING RESEARCH AND REPORTING JANUARY-2020/21

## An Overview of the National Skills Development Plan (NSDP)



National Skills Development Plan Background

National Skills Development Plan Outcomes

National Skills Development Plan Principles

Government Plans & Policies



# BACKGROUND TO NSDP

- The NSDP seeks to ensure that South Africa has;
  - adequate & appropriate high quality skills
  - economic growth,
  - employment creation & social development.
- For the country to achieve high levels economic growth
  - address unemployment,
  - poverty and inequality,
  - social partners must work together to invest in skills development



# NATIONAL SKILLS DEVELOPMENT PLAN BACKGROUND

## Vision

An educated, skilled and capable workforce for South Africa

## Key Policy Instruments

- National Development Plan
- New Growth Path
- White Paper for Post-School System
- Industrial Policy Action

## Contribution towards

- Economic growth
- Employment creation
- Productivity
- Social Development

Shifting to a Longer-term Plan



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME ONE:**  
Identify and increase production of occupations in demand



- Primary aim of determining occupations in high demand
  - ❖ to improve the responsiveness of the post-school education and training system
  - ❖ the needs of the economy and the broader developmental objectives of the country;
- National list of occupations in high demand will be produced and reviewed every two years;
- The methodology of Centres of Specialisation will be encouraged.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME TWO:**  
**Linking education and workplace**



- Improving the relationship between education and training and work
  - ❖ key policy of the White Paper for Post-School and Education;
  - ❖ The WP-PSET is un-equivocal that the main purpose of the TVET is to prepare students for the world of work;
- OECD- TVET systems around 20 countries concluded that a key feature common to effective TVET systems everywhere is a focus on training for employment.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME THREE:**  
Improving the level of skills in the South African workforce



- **South Africa is challenged**
  - ❖ low productivity in the workplace, as well as
  - ❖ slow transformation of the labour market
  - ❖ lack of mobility of the workforce;
- From 2010 to 2014 the share of the employed with a matriculation certificates increased **from 49% to 52%**,
- Share of employed with tertiary education increased from **19.3% in 2010 to 20.5% in 2014**; and
- The number of and share of the employed with primary completed or lower was still **over 2 million workers in 2014**.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME FOUR :**  
Increase access to occupationally directed programmes



- NDP sets the target of 30 000 artisans produced annually by 2030,
- South Africa's intermediate skills base is too low to support the country's socio-economic development goals.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME FIVE:**  
Support the growth of the public college system



- TVET Colleges as critical pillars for social and economic development;
- Countries with strong TVET colleges have good relationships between industry and the TVET Colleges;
- Community Education and Training (CET) Colleges will cater for the **knowledge and skills needs**;
- Stats SA estimates that more than **18 million** people above **20 years** have educational levels below the National Senior Certificates;
- More than **3.3 million youth aged 15-24 years** and **4.6 million aged 25-34 years** who are not in education, employment or training (NEET).



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME SIX:**  
Skills development support for entrepreneurship and cooperative development



- It is estimated that SMMEs contribute more than 30% to South Africa's GDP.
- With regard to employment, SMMEs absorb about 70%-80% of the employed population but contribute less than 4% to export earnings;
- Support for the cooperatives can play an important role, not just in the margins, but in the mainstream of the economy.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME SEVEN:**  
Encourage and support worker- initiated training



- **Trade unions;**
  - ❖ educational programmes and other worker-initiated programmes, play an important role in skilling workers;
  - ❖ in broader sectoral policy and capacity to effectively engage in the workplace and broader economy;
  - ❖ Worker initiated education and training can also contribute to the workforce;
  - ❖ that is better able to understand the challenges facing the economic sectors in which they operate.



# NATIONAL SKILLS DEVELOPMENT PLAN OUTCOMES

- **OUTCOME EIGHT:**  
Support career development services



- ❖ One of the milestones in someone's life is to make a career choice,
- ❖ The NDP talks about the need for every individual to 'embrace their potential',
- ❖ Career development services therefore, do not just aim to provide quality career and study related information and counselling but also contribute to the larger goal
- ❖ The OECD (2017) Report – Getting Skills Right in South Africa



# NATIONAL SKILLS DEVELOPMENT PLAN PRINCIPLES

- ❑ 1. Locating the NSDP within an integrated PSET System
- ❑ 2. Contributing to the country's socio-economic development objectives
- ❑ 3. Advancing an equitable and integrated system
- ❑ 4. Greater inclusivity and collaboration will be promoted
- ❑ 5. Focusing on support system for learners and employers
- ❑ 6. Strong emphasis on accountability
- ❑ 7. Understanding skills demand
- ❑ 8. Steering supply: Qualifications and Provision
- ❑ 9. Steering supply: Funding Mechanisms



# Chapter 9 of the NDP sets a range of numerical objectives to be met by 2030 as indicated below:

1. Expand the college system with a focus on improving quality. Better quality will build confidence in the college sector and attract more learners. The recommended participation rate in the TVET college sector of 25 percent would accommodate about 1.25 million enrolments;
2. Provide 1 million learning opportunities through Community Education and Training Colleges;
3. Improve the throughput rate to 80 percent by 2030;
4. Produce 30,000 artisans per year by 2030;
5. Increase enrolment at universities by at least 70 percent by 2030;



## Chapter 9 of the NDP sets a range of numerical objectives to be met by 2030 as indicated below:

6. Increase the number of students eligible to study towards maths and science based degrees to 450,000 by 2030;
7. Increase the percentage of PhD qualified staff in the higher education sector from the current 34 percent to over 75 percent by 2030;
8. Produce more than 100 doctoral graduates per million per year by 2030. This implies an increase from 1,420 in 2010 to well over 5,000 a year; and
9. Expand science, technology and innovation outputs by increasing research and development spending by government and through encouraging industry to do so.



## The White Paper for Post School Education and Training (WP-PSET) articulates:

“Quality education is an important right, which plays a vital role in relation to a person’s health, quality of life, self-esteem, ability of citizens to be actively engaged and empowered.

However, few can argue with the need to improve the performance of the economy, is to expand employment and to equip people to achieve sustainable livelihoods.”



*Thank you !*

*COMMENTS & DISCUSSIONS.....*

