

Jipsa Annual Report for 2007

Background and highlights



The Presidency, April 2008

Origins of Jipsa

- ❑ The Joint Initiative for Priority Skills Acquisition arose out of the adoption of the Accelerated and Shared Growth Initiative **AsgiSA** (Both were rooted in wide consultations)
- ❑ AgsiSA targets halving poverty and cutting unemployment below 15% between 2004 and 2014 through accelerated shared GDP growth, rising to 6% in 2010
- ❑ AgsiSA was launched by Deputy President Phumzile Mlambo Ngcuka at the beginning of 2006
- ❑ AgsiSA identifies 6 constraints on accelerated shared growth including skills
- ❑ Amongst the 6, the skills shortage was considered of the highest priority and requiring of a dedicated initiative
- ❑ As a result, the first phase of Jipsa began in March 2006 with all major stakeholders on board

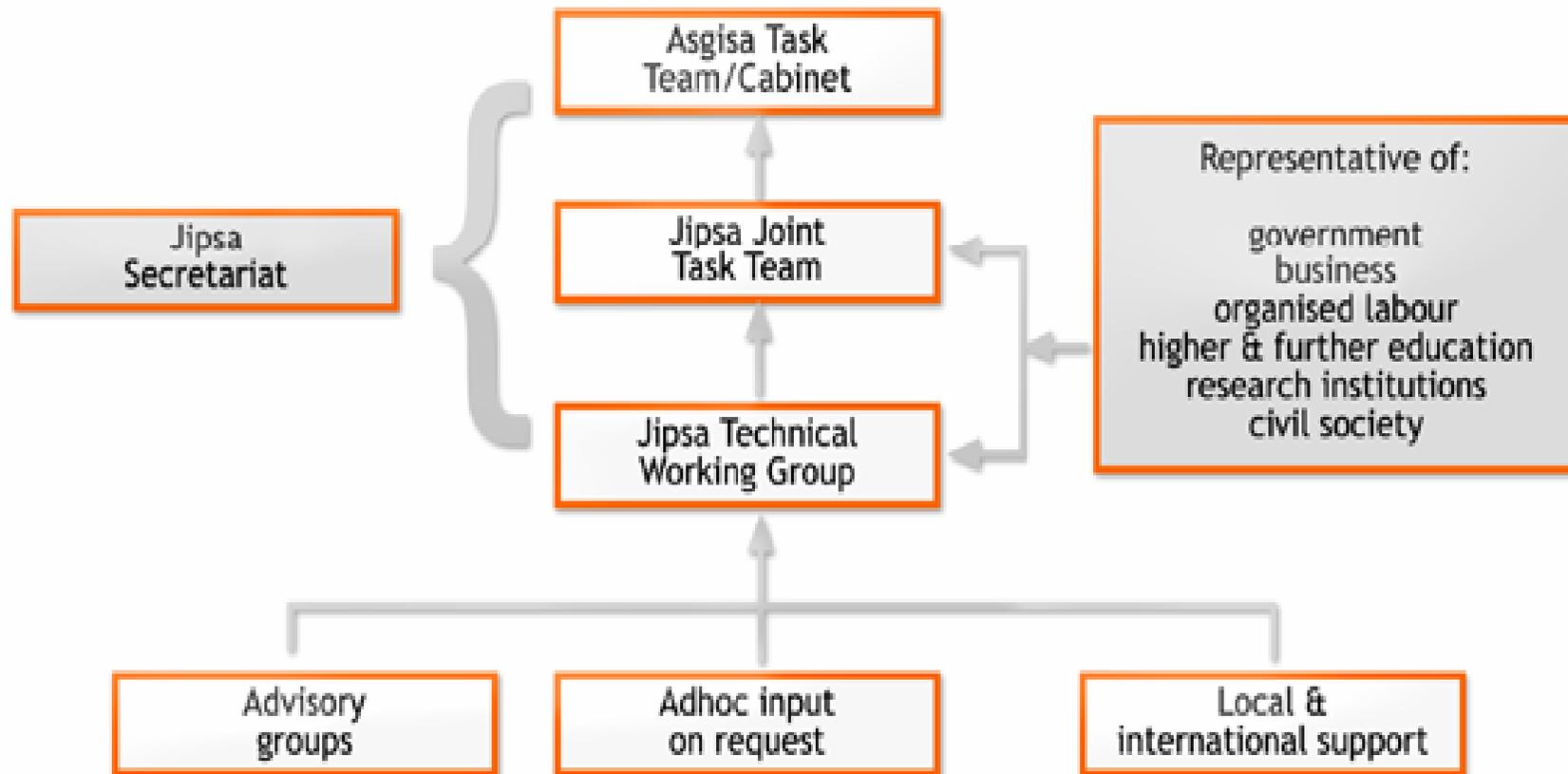
Rationale for Jipsa

- ❑ Though unemployment is high, skills at all levels from operator, technician or artisan upwards are in short supply
- ❑ The first task of Jipsa was to elevate the skills issues in the national agenda
- ❑ While longer term policy initiatives are mainly the responsibility of national government departments, the urgency of AsgiSA entailed some short-to-medium-term interventions
- ❑ In many cases these required close cooperation with stakeholders external to government, and some projects are driven outside of government
- ❑ This approach was widely supported inside and outside of government

Modality of Jipsa

- ❑ Jipsa targets a limited number of priority skills thought to be key, binding constraints on shared growth
- ❑ Jipsa's approach is to base interventions on the findings of quality research and analysis
- ❑ It operates on the basis of the voluntary "self-binding" of autonomous project owners
- ❑ In other words, departments in Government or private associations or unions make commitments to achieve certain objectives
- ❑ The moral and practical support of other stakeholders are prerequisites for success
- ❑ The committed and visible leadership of the Deputy President is also a key element for success
- ❑ Elevating the skills issue on the national agenda has given impetus to Jipsa interventions

The Structure of Jipsa



Priorities in First Phase

- Engineers
 - Intermediate engineering skills: target of 1000 more engineers graduating annually (2 500 p.a.);
 - with a significant injection of resources, commitment to reach 500 by 2010 (2 000 p.a.)
 - 33% increase in 4 years, on top of increases since 2000
 - Also strategies to attract high level engineers for network industries
- Artisan and technical skills
 - Skills Development Amendment Bill was sent to Parliament in 2008
 - New artisan training routes gazetted in December 2007 for public comment
 - Targets for artisan output up to 18 000 in 2007/08 and 20 000 in 2008/09
 - Through Business Leadership SA CEOs have made a “Commitment on Skills”
 - Technical Business Skills Partnership started by business

Priorities in First Phase

- City and regional planning skills
 - Identified the professional and work environment as the key areas of focus
- Management and planning skills
 - Health management and planning—several discussions of research reports and findings; DoH to continue to drive this
 - Education management and planning—some further engagements between the DOE and Jipsa in this field
 - Regarding both of these fields, Jipsa could make relatively little contribution and the departments continue to drive these activities
- Mathematics, Science and ICT competence in public schooling
 - Business support for schools and the Dinaledi programme has made a significant contribution and is intended to continue

Priorities in First Phase

- AsgiSA Sectoral projects:
 - Business process outsourcing (BPO)
 - Significant progress was made with the DoL Monyetla initiative contributing to a significant increase in training supported by NSF and UYF
 - In general, skills programmes are supporting BPO
 - Tourism
 - Jipsa supported the DEAT in developing its strategy to improve tourism training in SA
 - ICT sector
 - Jipsa did some research on skills needs in ICT but welcomed the establishment of the E-Skills Council which now has the responsibility for driving the ICT skills strategy
 - Biofuels
 - Key opportunity is in support for small scale and new farmers supplying the biofuels sector through training and extension officers—shortage of 5 000 extension offices
 - Jipsa will continue to support the DOA with policy research and strategy development in this field where appropriate

Priorities in First Phase

- ❑ Review of the National Learner Database
 - ❑ Conducted to investigate the feasibility of a national skills and education database

- ❑ Work placement programme
 - ❑ More than 20 000 offers have been received and more than 14 000 graduates have been placed in SA and more than 700 abroad
 - ❑ Main challenge is to provide support structures for domestic and foreign placements
 - ❑ Siyenza Manje has placed 118 retired professionals at 101 municipalities and has deployed 50 young professionals as understudies
 - ❑ Siyenza Manje has received 787 c.v.s which it is processing

Social partnership in Jipsa

- ❑ Social partner involvement
 - ❑ Jipsa firmly based on the commitment of Ministers, trade union leaders, CEOs and educational leaders
 - ❑ This has given Jipsa a strong base, and access
- ❑ Project owners and autonomy
 - ❑ Jipsa partners have agreed to making programme commitments and subjecting themselves to scrutiny
 - ❑ It's a flexible structure, but with uncompromising monitoring and evaluation responsibilities
- ❑ Problem solving approach
 - ❑ The Jipsa approach is to gather a strong evidence base, and then to act flexibly in response to findings
 - ❑ It's not Jipsa's responsibility to develop long term policies though the outcome of its actions might influence these

The way forward

- ❑ November 2007: Bosberaad assessment decided to support Phase 2—a 2nd 18 month commitment to March 2009
- ❑ The Business Trust renewed its funding commitment to the Jipsa Secretariat
- ❑ Continuation of key projects except for those completed or handed over or where Jipsa impact is low
- ❑ Key additional area is likely to be agriculture training and extension services
- ❑ The continued support of leaders in government, labour, business and the education and training sector is greatly valued and remains the key to success

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