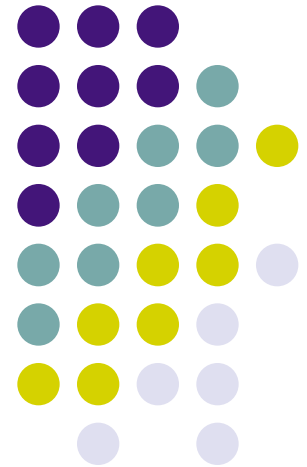
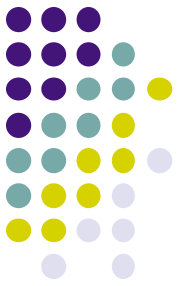


Skilling for portability and impact in the changing global economic context

Dr. Matthews Katjene

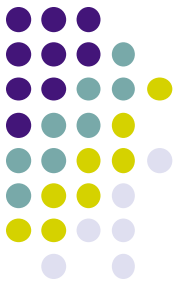
Chief Executive – PsychWell
CSIR Pretoria, 25 August 2016



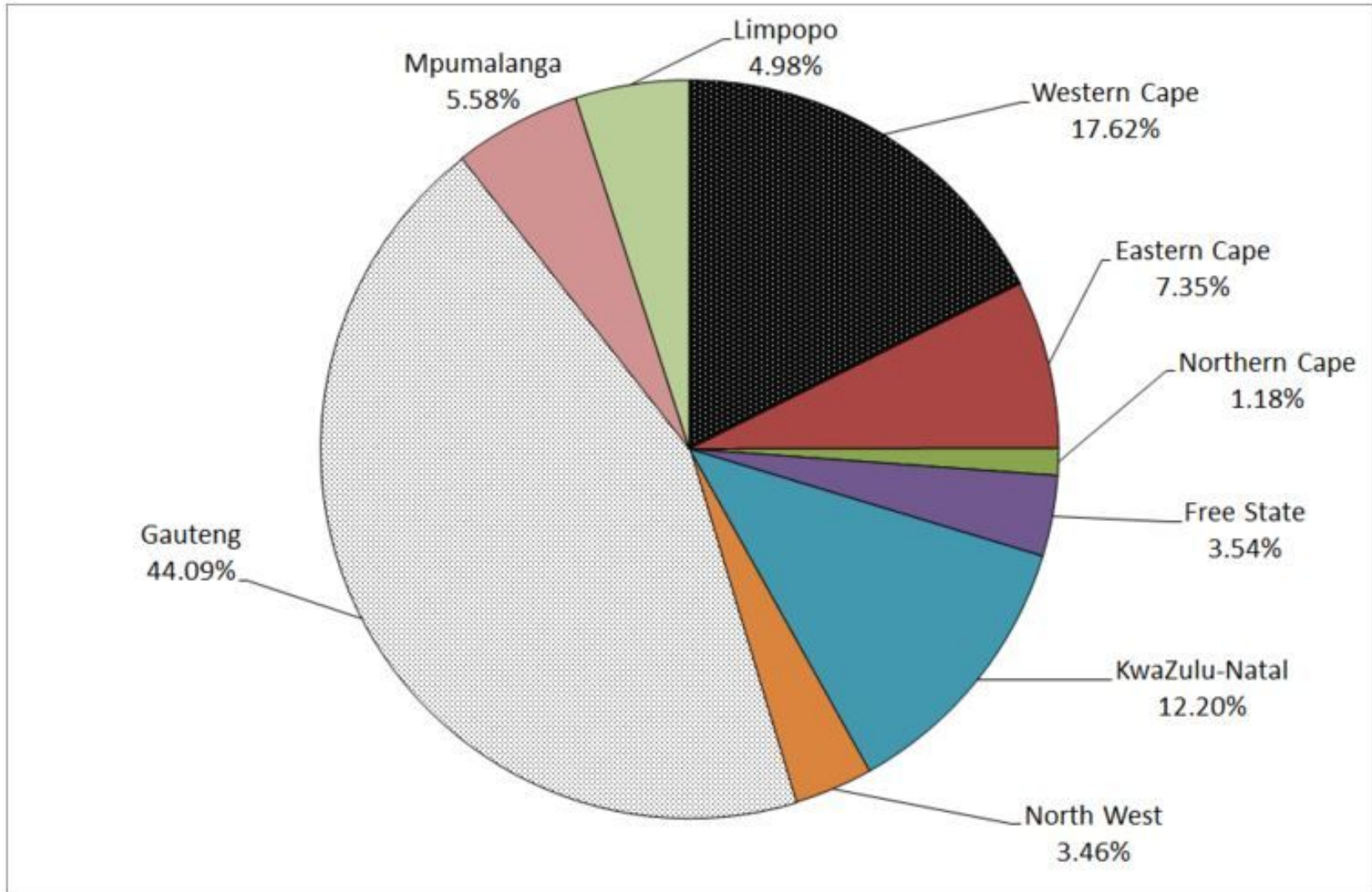


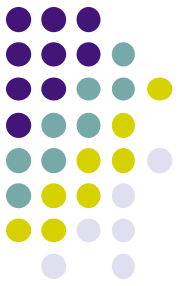
Overview

- The unemployment rate in South Africa remains one of the highest in the world
- It is becoming increasingly hard to fill positions in organizations
- South Africa's unemployment rate decreased from 26.7%
- Lack of Technical skills
- Experience still remains a critical requirement
- Industry/sector specific qualifications
- Oversaturation of unwanted skills



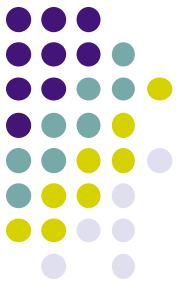
Unemployment by Province





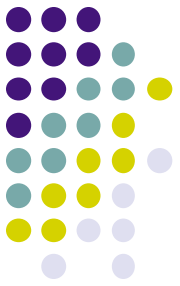
What is it worth?



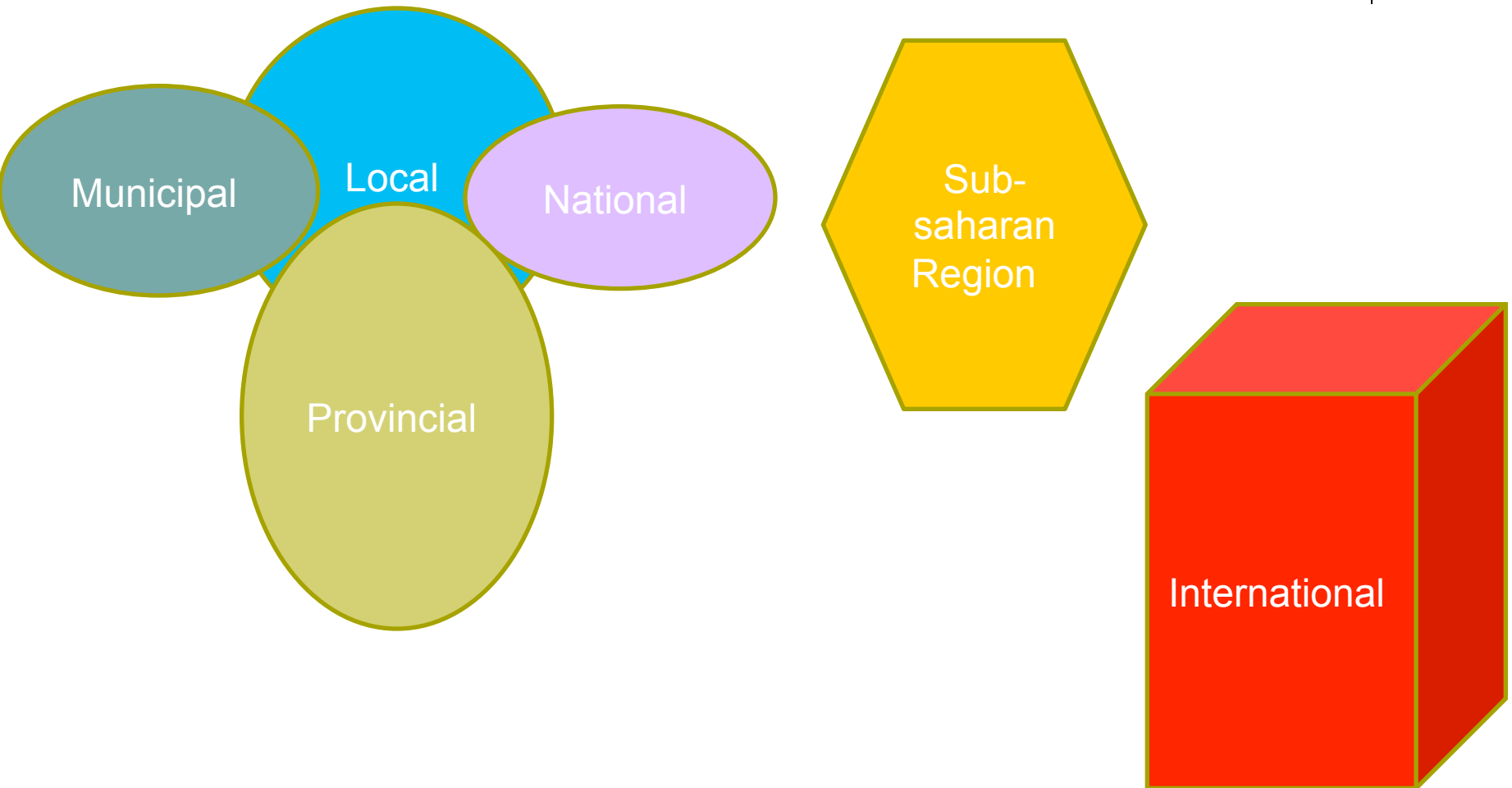


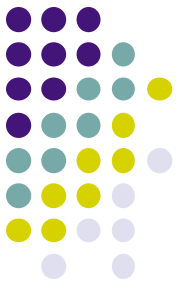
With unemployment soaring?

What else can you do with what you have?

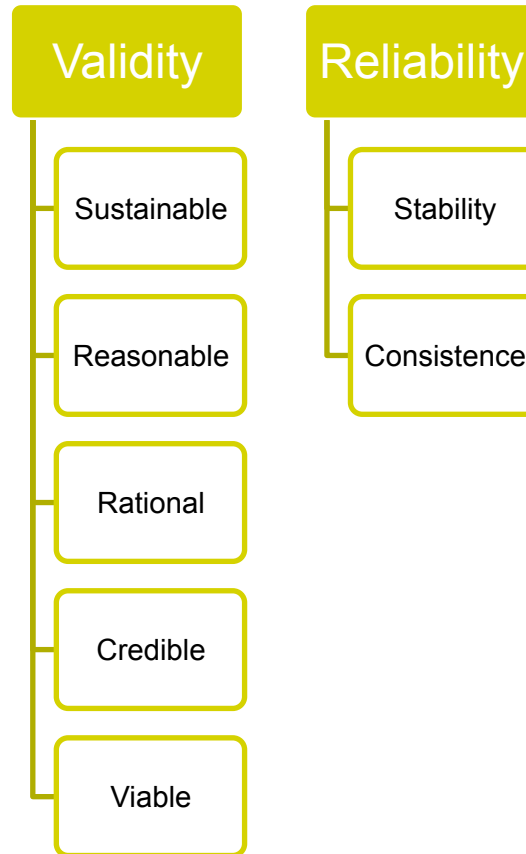


Levels of Impact

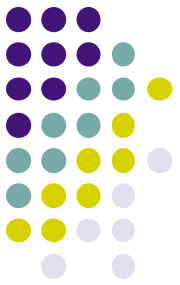




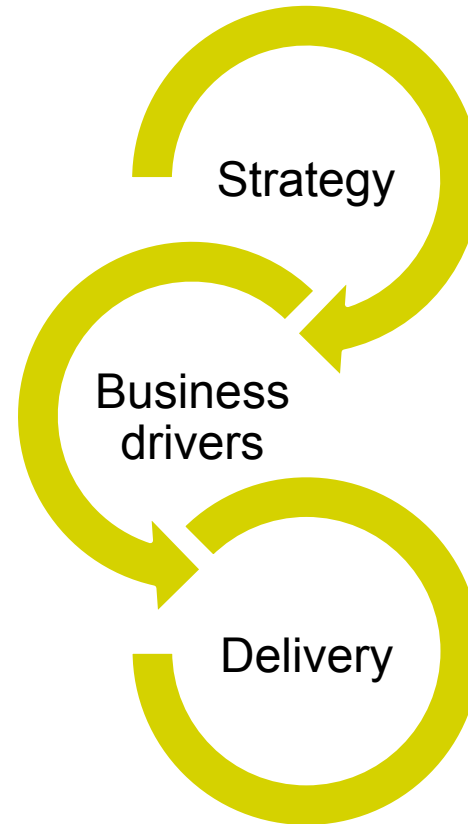
The value of a skill

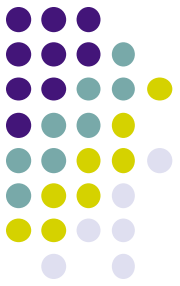


The value of any qualification lies in its continued relevance in the changing global context



The impact of a skill





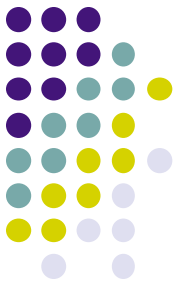
The portability of qualification

“Portability is a characteristic attributed to a computer program if it can be used in operating systems other than the one in which it was created without requiring major rework.

Porting is the task of doing any work necessary to make the computer program run in the new environment

Using the qualification differently

Applying knowledge with adaptation



Skills clustering

Level

Category
(Not exchangeable)

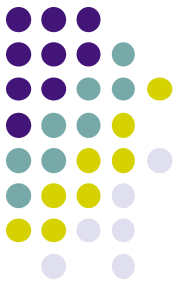
Subcategory
(Not exchangeable within 36 months)

Job group
< 36 months

Job level
< 18 months

Skill level
< 12 months

Skills Categories/Logic



Technical

Positions using specific technical knowledge to design, build and/or maintain structures, machinery, components, technical processes which are core to the business

Examples:
Engineers, artisans, technicians, etc.

Operational

Non-technical positions performing value chain activities which are core to the business

Examples:
Drivers, machine operators, process controllers etc.

Services & Admin

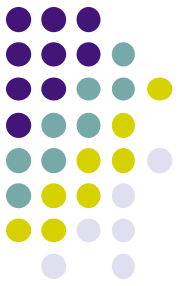
Positions performing business enabling/supporting activities

Examples:
HR, Information Management, SCM, Finance, Auditing etc.

Semiskilled / Low skilled

Positions requiring training but without formally required education

Examples:
Crane driver, drivers, process workers, train assistants etc.



Key rallying Questions

What are the drivers of the workforce requirements?

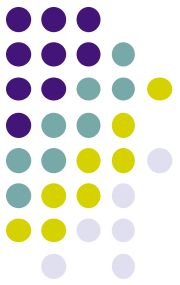
Do we have agile workforce?

What are the potential future staff gaps and associated operational issues on the future growth path

Are we still hung on “ this is not what I went to school for?

How can we optimize the use of available capacities, considering the exchangeability of skills across the spectrum?

What shifts do we need to make to skill for portability, impact and mobility?



Conclusion

If the output in institutions of higher learning continue to be guided by what they can produce and not closing vacanciesour collective challenges will soar

Questions

