



Project Incubation as a driver of skills-on-demand: A paradigm shift to competency development in South Africa

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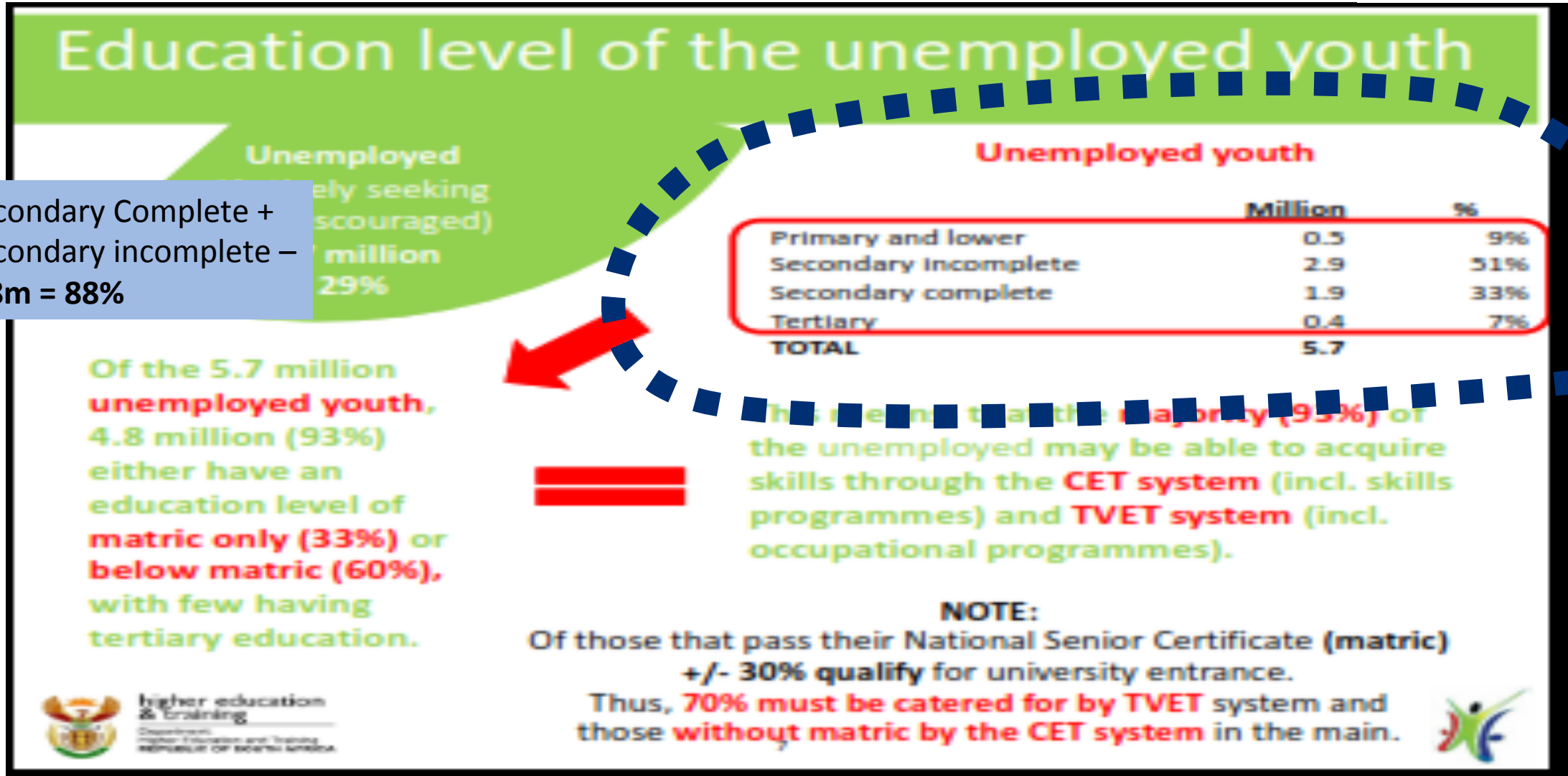
Skills Summit - 07 March 2018

Agenda



- The Problem
- The Instruments & Results
- Definitions
- The Inspiration - 2063 INC
- Our Contribution
- Conclusion

The Problem



Secondary Complete + Secondary incomplete – 4.8m = 88%

It is estimated that the majority (93%) of the unemployed may be able to acquire skills through the CET system (incl. skills programmes) and TVET system (incl. occupational programmes).



Interventions and Results



ESTABLISHMENT OF SETAs AND THE NSF

National Treasury PSET Revenue Expenditure Review Report

Successful in some sectors/industries, Tick-a-Box, Compliance, Social Safety Net and/or Corruption in others

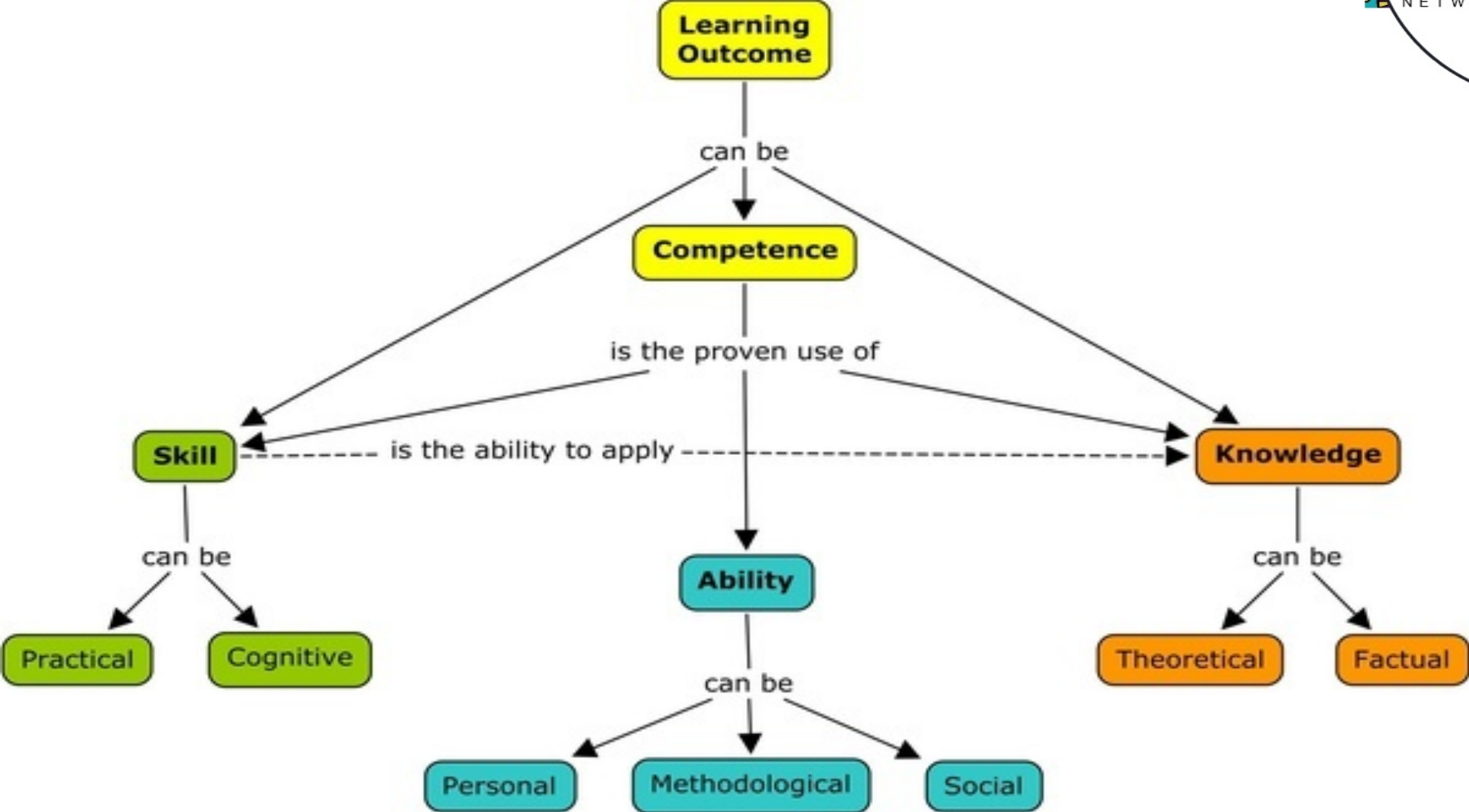
✓ *NSDS II (2006-2010) - Drive to maximise the numbers of unemployed people in learnerships and artisan training; distinct focus on job creation*

✓ *NSDS III (2011-2018) - Focus on skills linked to priority occupations, particularly programmes leading to full qualifications; leading to an occupation that has been identified as being "scarce" or in "high demand."*

Of all the post-schooling sub-systems or sectors, it is the skills development system that is charged most specifically with the delivery of skills to meet the needs of industry and the economy.



Definitions



Inspiration – 2063 INC Model

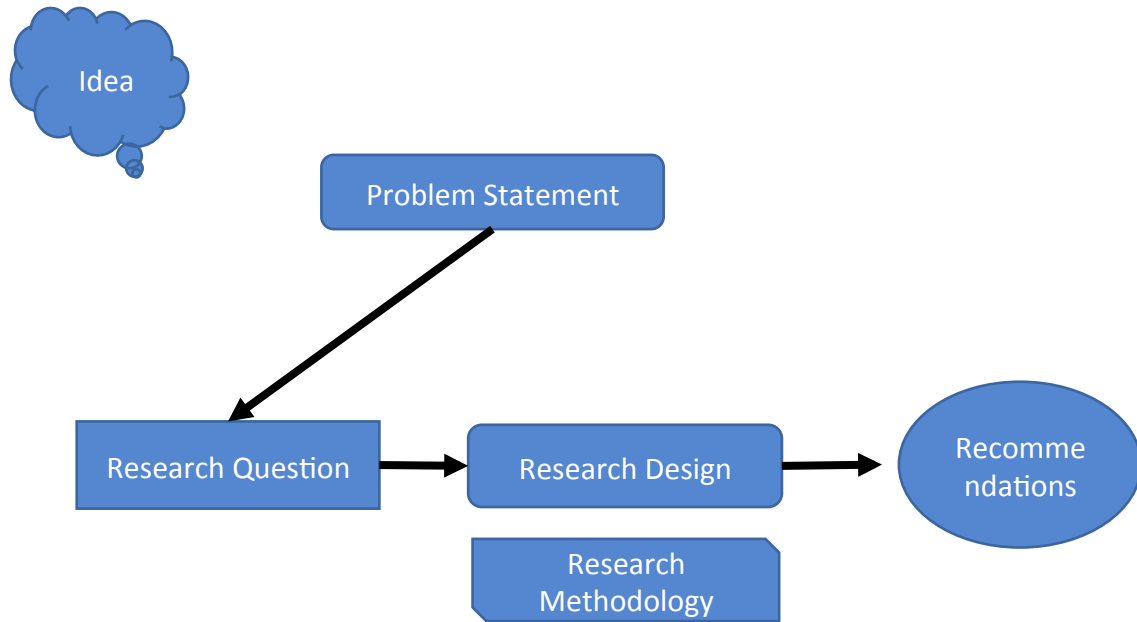


- 2015: **IBM** –2063 INC partnership – declined
- 2016: **iThala Bank** – 2063 INC MoU – migration to opensource operating systems and applications
- 2016: **MUT** – 2063 INC MoU – WIL (software & networking), Advisory Board,
- 2017: **MUT** -2063 INC - Student Enrolment Declined
- 2017/8: **DSBD** – 2063 INC partnership - DG Support, Officials reluctance.
- 2018: **Treasury-OS Holdings MSCOA** (Municipalities) – Opportunity for 2063 INC National FinTech Incubation Project – Planning Stages
- 2017/8: **GIZ-SALGA-COGTA** – ITSM Project Phase 1 (8 municipalities – EC/Mpumalanga) – **Incubation of National ITSM Implementation (IP)** – District Cooperatives
- 2018: **IDPAD** -2063 MoU – Diaspora Engagements
- 2018: **UNISA – AU Agenda 2063 Forum** – Founding member and projects
- 2018: MIC – 2063INC Business **Support Services Internship** – Cooperative Support(IP) – Durban Metro
- 2018 MIC – 2063INC: **Telecommunications Services Learnership:** – Cooperative Support(IP) – KZN & Gauteng

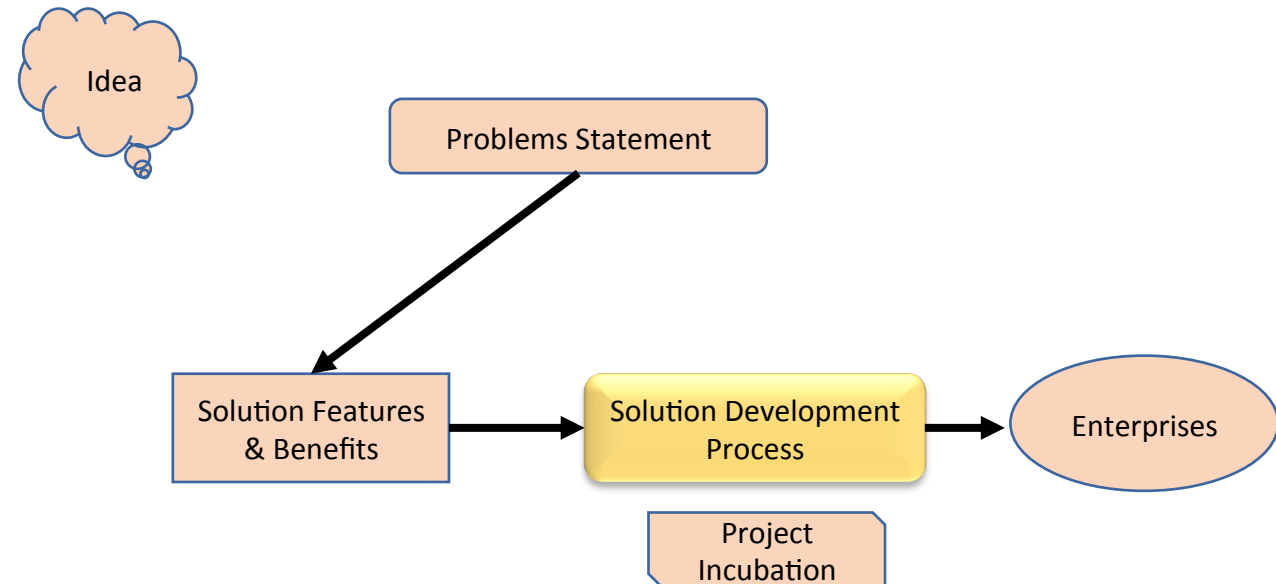
Socialization of our approach



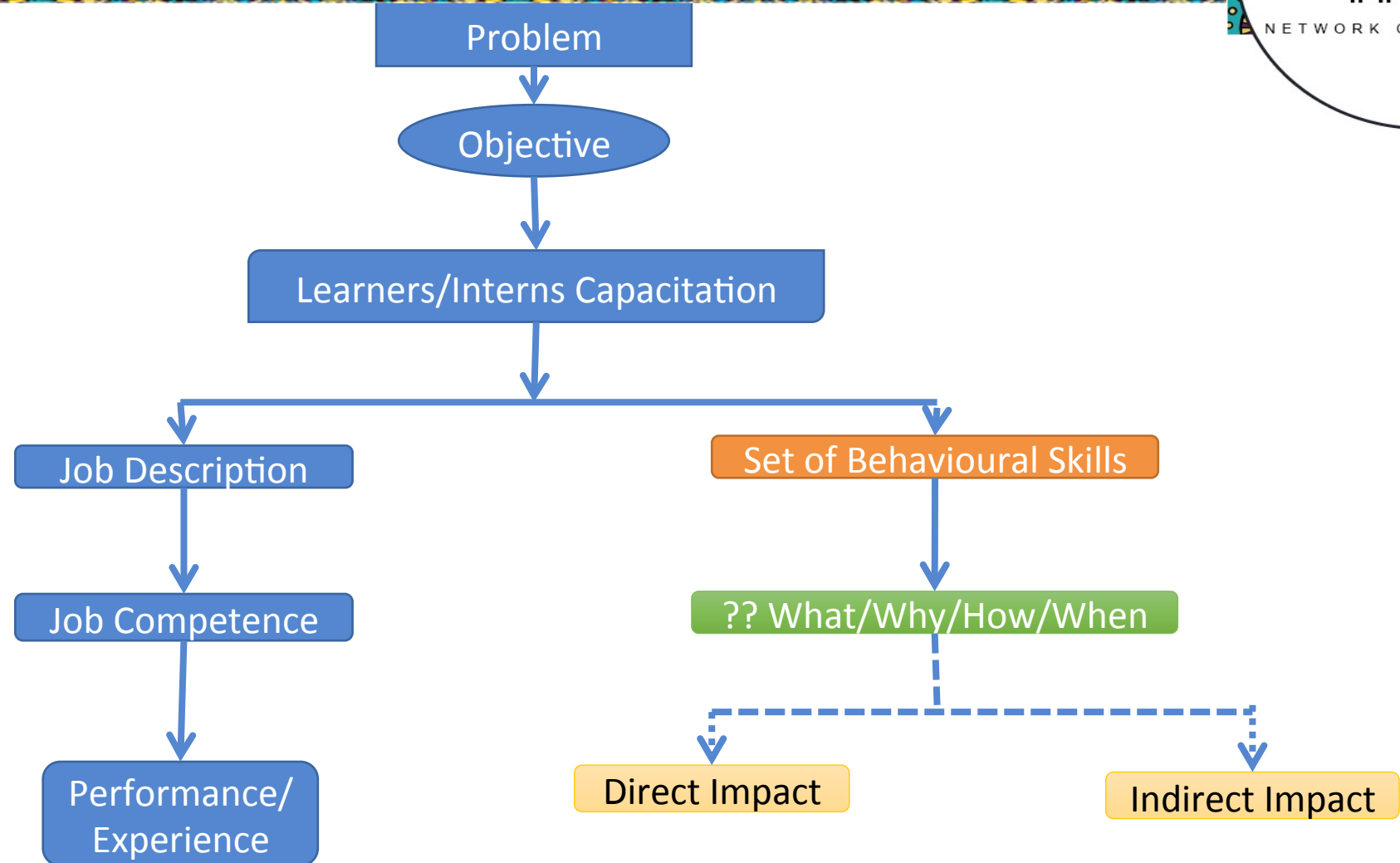
ProDEC Framework



2063 INC Framework



Cooperative Development Process



Action Research

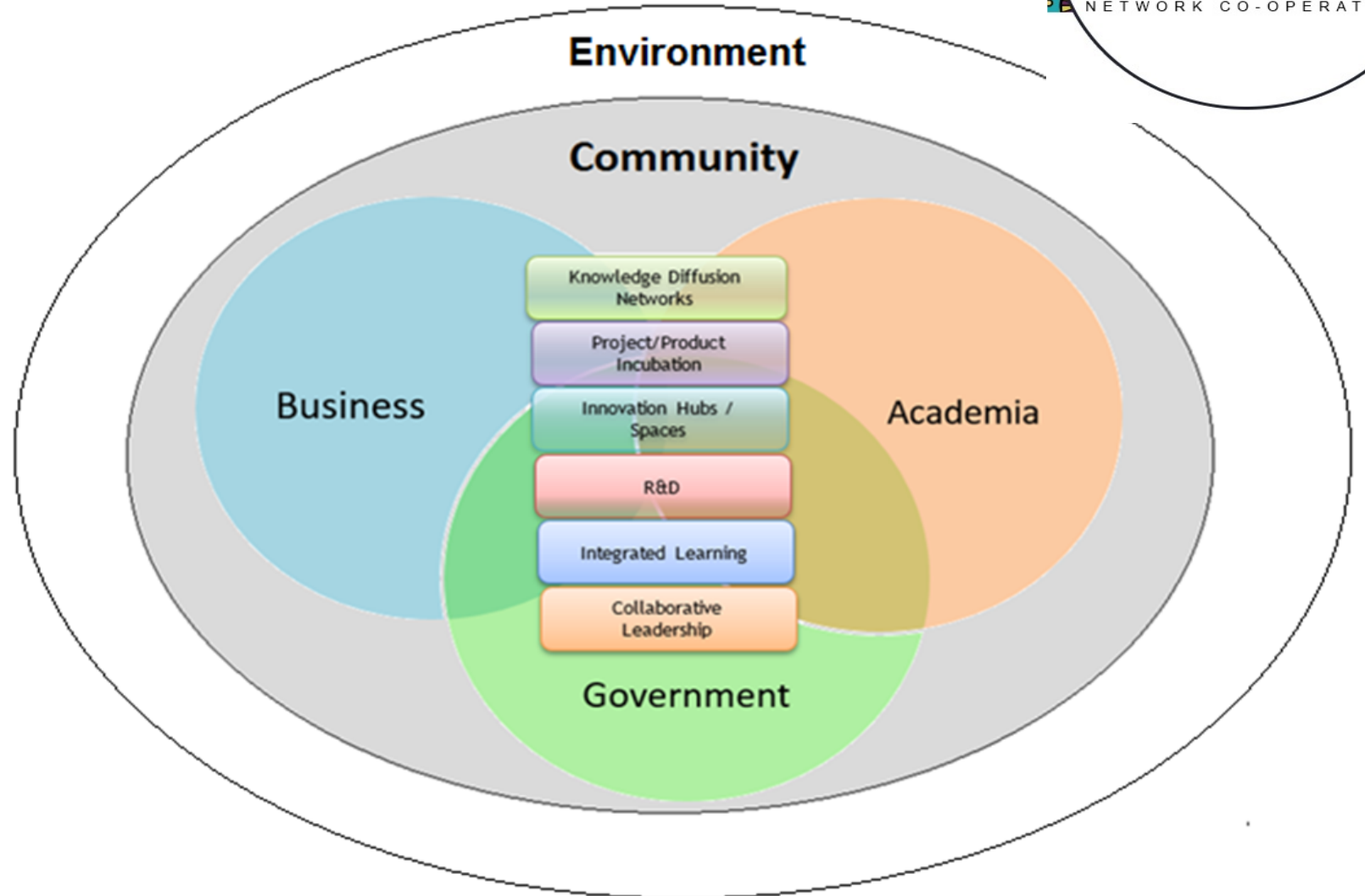


- **Subjects:** Learners/Interns
- **Researchers:** 2063 INC R&D Unit
- **Units of Analysis**
 - Recruitment, Assessment and Selection
 - Job description, Weekly activities, Reports
 - Competence Development
 - Behavioural Skills
 - Foundation Learning Competency
 - Career & Work Readiness
 - Character /Collaboration Learning
 - Creativity / Knowledge Diffusion
 - Entrepreneurship/Cooperative Governance

Project Incubation Support



- Anchor Client
- Partners
 - Business
 - Government
 - Academia
 - Community
 - Environment



Case Studies



- 2018: MIC – 2063INC **Business Support Services Internship** – Cooperative Support(IP) – Durban Metro
 - Subjects: 12
 - Mentors : 4
 - 12 months
- 2018 MIC – 2063INC: **Telecommunications Services Learnership:** – Cooperative Support(IP) – KZN & Gauteng
 - Subjects 100
 - Experiment – 50
 - Control – 50
 - Mentors – 20
 - 12 Months
- The project developmental objective and nurturing approach determines the required abilities, skills and knowledge for sustainability

Conclusion



- A model exists
- Projects Exists
- Recruitment, Assessment & Selection Tools Exists
- Mentors Exists
- Behavioural Skills Development Systems Exists
- Anchor Client Exists
- Project Quality & Assessment Skills Exists
- **Partners Missing!**

Feedback – Skills Summit 2019