



Comment on

The KwaZulu- Natal Provincial

Human Resource Development Strategy (2018-2045)

The Durban Chamber welcomes the opportunity to comment on the KZN Provincial Human Resource Development Strategy for the period 2018 to 2045. The Durban Chamber believes that promoting the development of skills and capacities to ensure the economy is well-served, especially in sectors which are identified as being of particular importance is significant to South Africa's economic growth.

The Durban Chamber acknowledges that this strategy is a co-ordinated effort on behalf of the Province to uplift the population so that they are able to develop to their full potential and overcome poverty, unemployment and inequality. Hence, the Chamber would like to highlight the following:

A challenge in South Africa is the shortage and quality of public schools; this raises concerns going forward. The Durban Chamber believes that such a challenge is an opportunity for Business to get involved by assisting with the funding and resources. There needs to be greater co-ordination between Business and NPO's who have the ability to mobilise resources to help bridge the gap. Engaging with secondary and tertiary institutions and training providers will assist in bringing these institutions in touch with market demands. Furthermore, during the early years of learning fundamental skills such as problem solving, numeric ability and literacy should be encouraged in order to ensure the student is well versed.

On the other hand, TVET colleges are critical in the development of young individuals therefore the Chamber believes that these colleges need to be in touch with market demands in order to ensure that industry is adequately served with the necessary skills. A proposed method of achieving this alignment is for the TVETS to engage in the relevant business forums within the maritime, manufacturing, agriculture and tourism sector to identify what skills are needed and are critical for industry. These are major sectors that drive KZN's economic growth.

The Durban Chamber believes there is potential for Business to become engaged in curriculum development at academic institutions in order to help them keep abreast of recent industry developments. Through this Business will be able to provide insight into which skills are in high demand and those which are over- supplied- this will help encourage businesses to access SETA funding and develop a closer relationship with SETAS.

The Chamber supports and encourages “town and gown” initiatives to interact with tertiary institutions. There needs to be facilitation of a co- operative learning relationship between educational and training institutions and Business. Internships and similar experimental learning initiatives are considered essential in ensuring that education and training are aligned to work- place expectations. In this regard it creates opportunities for mentoring and coaching which will in turn encourage governance and achieving a common ethical standard.

We stand on the verge of the 4th of Industrial Revolution that will fundamentally alter the way people live, work and relate to one another. In its scale, scope and complexity the transformation will be unlike anything humankind has experienced before. As a result this requires extensive engagement with the ICT sector on how it will evolve and how business and labour will need to align itself. Furthermore, there needs to be different curriculums in place that are aligned and responsive to the revolution. In addition, teachers need to be developed and trained in order to adapt to this emerging revolution.

In conclusion, the Durban Chamber remains committed to the vision- “In Business for a Better World”. And believes a sound strategy cannot separate the private sector from the public sector and their interdependence is the very reason that any strategy needs to reflect strong co-operation and collaboration throughout the process of formulation.

We look forward to engaging once the strategy is finalized.