



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA



LIMPOPO PROVINCIAL SKILLS CONFERENCE

*"Advancing Skills Development to Drive Inclusive Growth
and Job Creation"*



27 - 28 November 2024



09h00 am - 15h00 pm



Bolivia Lodge, Polokwane



higher education
& training
Department
Higher Education and Training
REPUBLIC OF SOUTH AFRICA





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Biographies



Dr. Phophi Ramathuba was born at Elim Hospital and grew up in the dusty streets of Mashamba village, Makhado municipality, which is in Vhembe region of Limpopo Province. She was raised by the working-class family like any other rural girl child, with no electricity and limited access to basic health services. She was nurtured in Gauteng and matured in the Waterberg District.

Academic Background

After matriculating, she pursued her studies at Sefako Makgatho School of health sciences (previously known as MEDUNSA) where she obtained her MBChB degree. She further achieved Masters in Medical Pharmacology from the University of Pretoria, Advanced Health Management from Manchester Business School. She is a Harvard scholar who obtained a Higher Education teaching certificate with them.

Work Experience

She started working at Mokopane hospital and did her community service in George Masebe Hospital both in Mogalakwena municipality between 2000 and 2001. She then became the Medical officer at Voortrekker Hospital from 2001 to 2002. During this period, she was a leader of Junior doctors association in South Africa. (JUDASA) She was then appointed Senior Clinical Manager and later Head of the Institution, Voortrekker hospital from 2004 to 2015.

During her period of employment within three hospitals located in Mogalakwena Municipality, she won several awards which included the best Medical officer in Limpopo Department of Health (MEC'S award) and as a CEO the best service delivery institution in Limpopo Province (Premier's Service Excellence Award in 2015).

As the resident in Mogalakwena Municipality, she was active within the community based structures such as ward committees, Aids Council, health and social related committees. She championed the initiation of several committees which she supported such as Mokopane pensioners association, Mokopane community radio station and peer support group of teenagers infected with HIV/AIDS and drugs.



Dr. Nobuhle Pamela Nkabane was appointed as the Minister of Higher Education on 3 July 2024. Following her election as a Member of Parliament in 2019, she subsequently served as Deputy Minister of Mineral Resources and Energy from August 2021 to June 2024.

Political Activism

Dr. Nkabane was gripped by politics at a young age. After joining the African National Congress (ANC), she served in various leadership positions of the ANC Youth League (ANCYL) and the ANC Women's League at branch, regional and Provincial Executive Committee in KwaZulu-Natal.

She was amongst the leaders of the ANCYL Sisonke Region, which advocated for the renaming of the Sisonke District Municipality to Harry Gwala District Municipality, in honour of Struggle stalwart Harry Gwala. During the 55th National Conference in 2022, she was elected as a member of the National Executive Committee (NEC) and assigned the responsibility to serve as the Convenor of NEC Deployees in Mpumalanga.

Academic qualifications

She holds a Doctor of Philosophy in Administration degree from the University of KwaZulu-Natal. She also earned an Honours and a Master's degrees in Public Administration from the same institution. She has also completed short-term diploma and certificates in various areas such as management and youth development with the University of Cape Town, Stellenbosch Business School and University of the Western Cape.

Dr Nkabane is a lifelong learner who is currently studying towards a Master of Sciences degree with the School of Oriental and African Studies University of London and a Master's degree in the Field of Energy Leadership with the Wits Business School.

She has contributed to the body of knowledge with two academic papers in the Journal of Public Affairs as well as a chapter in Sabella Abidde and Emmanuel Matambo's book, (2021) "Xenophobia, Nativism and Pan Africanism in the 21st Century Africa." She has so far marked one Master's dissertation and has reviewed two academic papers.

Previous experience

Dr Nkabane worked at both the Umzimkhulu Local Municipality and Sisonke District Municipality between 2005 and 2012. During this period, her focus was on youth and community development. Between 2012 and 2017, she worked at the Harry Gwala Municipality, first as Customer Care Manager and subsequently as Director for Water Governance and Customer Care until May 2019. She is passionate about the youth, their development and their potential in shaping the future of South Africa, both in education and in the workplace.



Mr. Nape Nchabeleng hails from the Limpopo province, he furthered his higher education at the University of the Witwatersrand (WITS), where he studied towards his Bachelor of Arts from 1993 to 1995, majoring in Political studies and international relations and did his Honours in Political Studies in 1996. He obtained an MSc in Development Planning in 1998 from WITS.

He served in various institutions including COSATU Research Unit, Polokwane Municipality and Limpopo Provincial Administration. He is currently the Director-General of the Limpopo Provincial Administration and Accounting Officer for Limpopo Office of the Premier.



Dr. Charles Nwaila worked and served in the public sector for 42 years up to January 2018 when he retired.

WORK EXPERIENCE

- In October 2010, he was appointed Director General to establish the Department of Traditional Affairs. In 2017, he was also appointed to Act as Director General of the National Department of Cooperative Governance.

CURRENT APPOINTMENTS AND DESIGNATIONS

- He is the Chairperson of the National Skills Authority
- He is the member of the Institute of Directors in South Africa (IODSA)
- He is designated as certified Director conferred by the Institute of Directors in South Africa
- In May 2022, he was appointed Commissioner of the Independent Commission for Remuneration of Public Office Bearers.

Highlights of some positions held in the past:

- President of the Free State Society for Public Administration and Governance (A Chapter of the American National Society of Public Administration)
- A member of the American Society for Public Administration
- A member of the Free State University Council
- Deputy Chairperson of the Council of the Free State University.
- Co-Chair of the Technical President's Coordinating Council
- Member of the Forum of Directors General of South Africa



Mr. Zukile Christopher Mosheshe Mvalo is the Deputy Director-General: Skills Development Branch of the Department of Higher Education and Training since August 2015. Before joining the Department of Higher Education and Training, he was an Executive Director: Corporate Services in the Cape Winelands District Municipality. In August 2012, he joined the Department of the Higher Education and Training as the Chief Director: Work Integrated Learning, Partnerships and Innovation and later in July 2013.

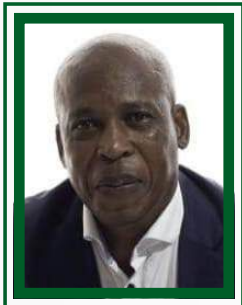
He has acquired various qualifications in various fields, including, BA in Social Work at the University of the Western Cape, Masters in Public Administration at the University of the Western Cape, Post-Graduate Diploma in Employment Law at the University of Cape Town and LLB at the University of South Africa. He is currently pursuing studies for the degree of Master of Laws (LLM), with interest in statutory interpretation.



Mr. Zamokwakhe Khuzwayo is the Executive Officer of the National Skills Authority (NSA) Secretariat. He previously worked as a Director for Human Resource Development Strategy and Policy at the Department of Public Service and Administration (DPSA). Prior to that he held a position of Director Quality Assurance at the Public Service Sector Education and Training Authority (PSETA). Mr. Khuzwayo led the formulation of a number of flagship policies intended to contribute to the achievement of a capable, ethical and development-oriented public service. These include the Public Service Graduate Recruitment Scheme, the Public Service Skills Audit Methodology Framework, The eLearning Policy Framework, amongst others.

He represented the South African Government on the Human Resource Administration Committee of Southern African Development Community (SADC) Commission. Served as the member of the Global HR Leaders Forum established by the Korean International Cooperation (KOICA).

He is currently serving as a Ex officio member of the National Skills Authority (NSA) Board, a Council member of the Human Resource Development Council (HRDC), a Council member of the National Apprenticeship and Artisan Development Advisory Body (NAADAB) and a Council Member of the Quality Council for Trades and Occupations. He holds a Master's Degree in Public Development and Management from the University of the Witwatersrand.



Mr. Solly Kgotso is the Interim CEO of the Fetakgomo- Tubatse Industrial Park, an entity mandated to develop Fetakgomo Tubatse SEZ. Before joining the Department for Economic Development, Environment and Tourism as Head of Department in 2013, he was General Manager of Absa Bank for 8 years. His work experience started as Business Analyst at Trade and Investment Limpopo until he became Executive Manager Strategic and Economic Planning. During this period, Solly was a part-time lecturer at the University of Limpopo. A USA-Mandela Economics Scholar Alumni, Solly holds a MSc in Economics degree from the Ohio State University.



Mrs. Dipela KR is a dedicated education professional and the principal of Waterberg TVET College. A married mother of two sons, she boasts an impressive educational background. She holds a bachelor's degree in education, with majors in Mathematics, Physics, and Chemistry, from the former University of Bophuthatswana (now North-West University). Her passion for learning led her to pursue an Honours degree in Chemistry from the same institution.

Committed to lifelong professional development, Mrs. Dipela has completed several short courses to enhance her leadership and management skills. These include, but are not limited to, the Executive Leadership Management Programme at the University of Limpopo, the Strategic Leadership and Management Development Programme at the Learning and Development Institute, and the Public Financial Management for Non-Financial Managers course at Regenesys Management.

In addition to her role as an educator, Mrs. Dipela actively contributes to the academic community as the Secretary for the Limpopo South African Principal's Organization (SAPCO), where she plays a pivotal role in advocating for educational excellence within the province.

Her career is further enriched by her participation in the 2001 Tirisano International Exchange Programme for Middle Managers, which focused on transforming Further Education and Training (FET) colleges. She also attended a skills development programme on Policy Formulation, with a focus on Skills and TVET for improved productivity, in Turin, Italy.

With 29 years of experience in the education sector, including 16 years in management, Mrs. Dipela's leadership continues to positively impact Waterberg TVET College and the broader educational community.



Mr. Selaelo Sebetlene is a highly skilled and experienced public civil servant with over 25 years of experience in the Technical and Vocational Education and Training (TVET) Sector where he held several positions in academia. He is duly appointed as the Director: Curriculum and Institutional Support – TVET Colleges in the Department of Higher Education and Training (DHET), Limpopo Regional Office. He is currently serving as the Acting Principal of Limpopo Community Education and Training (CET) College. In the past twenty-five years, Mr. Sebetlene held various positions within the TVET sector:

- From 1997 – 2007, he worked as a lecturer at Tshwane South TVET College (TSC), a Senior Lecturer at the Central Johannesburg TVET College (CJC), Head of Department at South West Gauteng TVET College (SWGEC), and a Campus Manager at Western TVET College (Westcol) in Gauteng.
- In 2008, he was appointed the Deputy Chief Education Specialist (DCES) by the DHET, Gauteng/Free State Regional Office.
- In 2018, he was appointed the Deputy Principal: Academic Services at Tshwane North TVET College.
- He also served as a national examiner and internal moderator for the DHET as well as an external moderator at Umalusi for different management subjects
- In 2023, he was appointed Limpopo Regional TVET Director in January 2023 – the substantive position he held to date.

Mr. Sebetlene acquired several qualifications, thus –

- two Master's degrees: one in Management from Wits University and the other in Educational Leadership from Mancosa,
- two Honours degrees: one in Educational Management from UNISA and the other one in Human Resources Development from UJ,
- a Bachelor of Arts in Education degree from the University of Venda and a National Diploma in Human Resources Management from Tshwane South TVET College, and he is currently a PhD candidate at the University of Pretoria.

He has one publication in the form of a textbook titled "Pathways to Entrepreneurship: NCV Level 2 published by Heinemann Publishers which he co-authored with his former colleague in 2007.



Mr. Mamabolo is currently serving as the Principal of Limpopo based, Capricorn TVET College. He was born in Komaneng, Ga-Mamabolo and bred in Seshego township just few kilometers outside the city of Polokwane. He holds a Bachelor of Arts degree obtained from the then University of the North now known as the University of Limpopo (UL). He also holds a Higher Education Diploma (HED) and Advanced Certificate in Education (ACE), Advanced Management Development Programs (AMDP) and Master's Degree in Development (MDEV) completed with Nelson Mandela University.

Worked as Junior Lecturer at the then Bochum College of Education (now Capricorn TVET College's Senwabarwana Campus). Through dedication and hard work, after a few months into the post, he left for Modjadji College of Education in Ga-Kgapane where he taught Physical Education until 1998. During his service at the College, Mr. Mamabolo demonstrated exceptional leadership in coordinating sport and cultural activities. He was also a member of the College Examination Committee. He was subsequently seconded as Coordinator for the then Further Education and Training (FET) Colleges in Limpopo Provincial Department of Education from 1998 to 2008.

In 2008, he was appointed as Chief Education Specialist, coordinating and facilitating the development of policies, curriculum programmes and plans for FET Colleges. Mr. Mamabolo has had an impressive professional track record, having made a contribution to the development of legislative framework FET Act 98 of 1998 amended to CET Act 16 of 2006.

Through his wide knowledge and experience in the higher learning sector, he was appointed to head Lephalale TVET College in 2014 and later joined Capricorn TVET College in 2018. He is serving in all committees of College Council and Executive Council; and also as a chairperson of Academic Board.

He is at present serving as the National Executive Committee Member of South African Public Colleges Organisation (SAPCO) and appointed as the Provincial Chairperson. Mr. Mamabolo is as well appointed as the Provincial Mentor Principal for Sport, Arts and Culture working with Student Support Services within all Limpopo TVET Colleges.



Mr. Vincent Solani Ngobeni currently serves as the Principal of Lephalale TVET College in Limpopo, South Africa. With a career in the Technical and Vocational Education and Training (TVET) sector spanning over two decades, Mr Ngobeni began his journey in 1998, holding various positions including lecturer, skills development facilitator, campus manager, and Deputy Principal for academics.

His professional foundation was laid at Spoornet, where he trained as an apprentice Electrical Fitter starting in 1994.

Mr Ngobeni holds multiple academic qualifications, including a National N Diploma in Electrical Engineering, a B-Tech in Technical Education, a B-Tech in Business Administration, and an Honours degree in Public Administration.

In addition to his educational roles, Ngobeni actively advocates for social justice and is heavily involved in community development initiatives. He has served on numerous boards and committees focused on skills development in Limpopo Province and in community structures, where he continues to work toward empowering local communities through education and skills training.



Ms. Basani Rashley Hlekane was born in a Village called Mudabula at Malamulele in Limpopo Province. She holds various Degrees from TUT and UNISA, Diploma in Computerised Financial systems. Studied Some non- degree purpose at Unisa in Taxation which included Deceased estate, she is Currently an MBA Candidate.

She holds various certificates in different aspects Advanced Pastel Accounting, Pastel Payroll, Project Management etc. She was also privileged to Learn implementation of Innovation, 4th Industrial revolution, Policy Making other aspects in various countries within.

The vocational education some are from Russia, Finland, Loughborough College in London, Florida State University USA, Santa Fe College & Broward College in Florida USA. Ningbo Polytechnic and Jiangsu Vocational Education China, School of Maastricht in Netherlands and Northern Ireland. In these countries the training was in ICT skills , Agriculture, Innovation, commercialising, Partnerships, inclusive Vocational Education and Vocational Community projects

These trainings developed the love for Innovations and Projects of which she established the following at College for skills development:

- The Entrepreneurship and Incubation hub, this was followed by Makerspace and Technical centre that uses Coding
- Hewlet Packard (HP) Life Centre which provide entrepreneurial skills to the Community established full online/open distance learning in a rural space 4th Industrial Revolution Lab which focuses on robotics (both Mobile and industrial), cyber security, 3D Printing, welding and drone pilots technology, Pneumatics. Currently busy with Virtual and Augmented Reality
- Disability Multi-Media Centre with advanced technology for Blind and deaf student disabilities a Technical Centre, Maker Space which uses coding, Water Smart Green House for Agriculture
- She started as lecturer at Tshwane South College and grew within Ranks within short space until she left for a Deputy Principal Academic position at Vhembe TVET College and she is currently the Principal of Vhembe TVET College
- She is currently serving as a UNESCO Life Long Learning Committee member for the SA team
- She served as a Chamber member of ETDP SETA TVET/CET
- She is a CCAP Alumni which is a program run by Florida state University. And she was recently invited by the University present to other countries on how she implemented the integrated Skills development In Washington DC 2022 the College and herself were a finalist of Standard Bank Top Women awards
- Chairperson of Academic Forum for Limpopo TVET Colleges
- In her career she facilitated integrated skills training, amongst others civil engineering skills training with Murray & Roberts, Group 5, WBHO which was done in the College etc.
- Currently she is a Lia in the training that focuses in the integration of Digital teaching and learning with University of Johannesburg and other universities in Italy and Greece.



Mr. Gavin Pratt is a CA(SA), Chartered Accountant South Africa, and has extensive experience in serving the Limpopo Provincial Government Administration. Gavin attended primary and high school in Polokwane and matriculated at Capricorn High School in 1983. He enrolled with University of Cape Town for B/Com degree and after completing his B/Com, he completed a Post Graduate Diploma in Accounting. Gavin wrote and passed the Chartered Accountancy (SA) Board Exam in 1991 while doing his three years of articles at BDO in Cape Town.

He briefly had his own audit and accounting practise in Polokwane before joining the family dairy business, in 1995, as Managing Director. In March 2001 he joined the Office of the Premier (OTP) in Limpopo, as the Chief Financial Officer (CFO). He served as the CFO just over for 4 years and in December 2005 was appointed as the Chief Audit Executive (CAE) to head the provincial shared internal audit service which renders internal audit services to all the Limpopo provincial government departments. In October 2010 the shared Internal Audit Service was relocated to the Provincial Treasury from Office of the Premier where Gavin continued to serve as the CAE until March 2011. In April 2011 Gavin was appointed as the Limpopo Provincial Accountant General, a position he held until December 2012 when he was appointed as the Head of Department (HOD) of the Limpopo Provincial Treasury. He has twenty-one years' experience in the public sector, of which 10 years experience was serving 'as the Head of Department for Limpopo Provincial Treasury.

He is a keen golfer and enjoys the great Limpopo scenery, the HoD has little spare time in which to enjoy his hobbies. He is married to Moira, and the couple is blessed with two boys Angus and Kyle. He does somehow fit in some quality time with his family whenever the opportunity arises and his favourite holiday destination in the province is at Zebula Golf Estate and Spa.



Ms. Sindisiwe Esme Magwaza currently serves as the Deputy Director General responsible for Planning Coordination, Monitoring and Evaluation in the Limpopo Office of the Premier.

She obtained post matric qualifications from the University of the Witwatersrand (WITS), and her highest qualification is the Master of Science in Development Planning.

She has worked in various institution across the three spheres of government. With 29 years of experience across various government institutions, her expertise lies in coordinating integrated planning, local economic development, and crafting of frameworks, strategies, and plans to enhance the coherent government.



Mr. Ndivhuho Raphulu heads up the National Cleaner Production Centre South Africa (NCPC-SA), the resource efficient and cleaner production (RECP) programme of the Department of Trade, Industry and Competition (the dtic), hosted by the Council for Scientific and Industrial Research (CSIR).

He plays a leading role in various national and international forums as well as on the African continent as the President of the African Roundtable on Sustainable Consumption and Production (ARSCP) and Chairman of the EU and African Union Partnership on Sustainable Consumption and Production.

He also co-chairs the Steering Committee of the African Regional Eco-labelling Project, and serves on the Executive Committee of RECPnet, the worldwide UNIDO and UNEP resource efficiency and cleaner production forum. Furthermore, Ndivhuho is a non-executive director of various social and sporting organisations, a trustee of Desmond Tutu Diversity Trust and founding member of the board of trustees of the Proclaiming Life Church in Centurion.



Ms. Ahn-Lynn Poniappen serves as a Deputy Director responsible for the Research, Monitoring and Evaluation function within the National Skills Authority Secretariat based at the national Department of Higher Education and Training. She previously worked at the Department of Planning, Monitoring and Evaluation where she contributed to the National Evaluation System (NES) through the drafting of the revised National Evaluation Policy Framework, assisted in managing the implementation of National Evaluation Plan projects, and provided technical support to different organs of state on evaluation.

She has over 10 years of work experience with her specialities and qualifications based in the areas of Social Science, Governance, and Monitoring and Evaluation.



Mr. Kekana Tebogo Johannes

Qualifications

- Secondary Teachers Diploma (Technical)
- 1st and 2nd National 'N' Diploma
- B-Tech: Educational Management
- Post-Graduate Diploma in Education Management and Leadership.
- Management Advancement Programme
- Post-Graduate: Public Sector Monitoring. (Current Studies)
- Masters in business administration (Current Studies)

Employment

- Teacher (Maths & Electronics) at SJ Van Der Merwe Technical High School
- Lecturer, Head of Department Tshwane South TVET College
- Acting Senior Deputy Rector Tshwane South TVET College
- Principal @ Sekhukhune TVET College
- Former Examiner for Department of Higher Education and Training in Communication Electronics



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She has over 10 years of work experience with her specialities and qualifications based in the areas of Social Science, Governance, and Monitoring and Evaluation.



Mr. Nhlanhla Ndlovu, is the CEO – Nedlac Community Trust, the Community Constituency Structure at NEDLAC. He is a member of the Executive Council (EXCO) and an alternate member of the Management Committee (MANCO) of the National Economic Development and Labour Council (NEDLAC). Nhlanhla Ndlovu is a board member of the National Skills Authority (NSA).

Nhlanhla Ndlovu has served in various boards of Non-Governmental and Civil Society Organisations.

Previously, he has worked as a researcher at Centre for Community and Labour Studies (CCLS), he served as a Programme Manager of the South African NGO Council (SANGOCO), he was the Director of the Rural Development Services Network (RSDN) and Senior Programme Manager for the National Youth Service Programme (NYSP) at that time NYS was a Flagship Presidential Programme for the Country. Recently he served as an Executive Director of the South African Youth Council (SAYC).

He has a BA in Administration, Certificate in Multi-Sector Macro-Economic Modelling, and is studying towards a Master of Arts in Social Policy.



Mr. Andreas Motsoene is a currently a Senior Administrative Officer for the Planning, Policy and Research programme at the National Skills Authority Secretariat under the Department of Higher Education and Training. He was previous appointed as an Intern and Senior Admin Clerk at the same Chief Directorate. His experience extends from local, provincial and national government levels as well as international political economy, sustainability, diplomacy and foreign policy-making in the private sector. He attained his Bachelors and Honours Degree's in Development Studies and Political Science at the University of Johannesburg in 2011 and 2013 respectively.

Mr Motsoene has 8 years of work experience with speciality in post school education and training sector, good governance, policymaking, monitoring and evaluation and research. His passion from research, education and work, global economy, labour market economy and evidence-based public policymaking began as a tutor and member of student in Enterprise (SIFE) during academic days. His passion also lead to volunteering as community developer and youth programme mentor at the South African Institute of International Affairs (SAIIA) where one was entrusted with empowering young people with the skills and knowledge to become active participants in international relations and public policy. He is currently a member of the Old Mutual Education Trust Committee, alumni and its mentor for undergraduate students for the past 4 years.



Ms. Mamphokhu Khuluvhe has extensive experience in education policy analysis, skills planning, research, and monitoring and evaluation. She is currently a Director at the Department of Higher Education and Training, where she oversees System Monitoring & Labour Market Intelligence. In this role, she manages a major research programme on Labour Market Intelligence (LMI), a flagship intervention aimed at making the post-school education and training system more responsive to labour market needs and fostering a demand-driven approach to education and training.

Ms. Khuluvhe leads three key LMI research projects: the National List of Occupations in High Demand, which supports enrolment, career, resource, and program planning; the Critical Skills List, which informs the Department of Home Affairs in issuing critical work visas; and the Skills Strategy, developed to support South Africa's post-COVID Economic Reconstruction and Recovery Plan.

As the principal investigator and researcher, Ms. Khuluvhe also leads significant post-school education and training monitoring reports, such as the PSET Monitor Report and the Report on Skills Supply and Demand in South Africa. She successfully led the reconceptualization of South Africa's Human Resource Development Strategy, culminating in the creation of the Master Skills Plan for nationwide implementation. She is currently driving efforts toward the establishment of the Just Energy Transition Skills Desk, in response to South Africa's Just Energy Transition (JET) Investment Plan.

Before joining the Department of Higher Education and Training, Ms. Khuluvhe held roles at the Department of Human Settlements, where she managed conditional grants, at National Treasury, where she monitored and analysed intergovernmental grants for Local Government, and at Statistics South Africa, where she contributed to the publication of the financial census of municipalities.



Ms. Tshegofatso Mosegedi is a dedicated professional with a Bachelor of Commerce in Economics from North-West University, Tshegofatso is a results-driven individual with experience in administration, planning, Monitoring & Evaluation, and governance.

With a proven track record in roles such as Board Secretary Assistant at the National Skills Authority, Researcher cum Admin at the Department of Basic Education and Senior Administrative Officer in Monitoring & Evaluation.

Tshegofatso excels in coordinating and managing high-level projects, analyzing data to inform decision-making, and ensuring organizational compliance with strategic objectives. She has a strong background in developing performance frameworks, facilitating high-level meetings and stakeholder consultations. Her technical expertise includes proficiency in Microsoft Office, SharePoint, and data management systems, coupled with strong planning and organizational skills.

Tshegofatso's passion lies in contributing to impactful projects, fostering collaboration, and driving the success of her team and organization through excellence in governance and strategic planning.



Ms. Khani Marivate is a seasoned HR professional with over 24 years' experience working in corporate leadership roles leading HR strategic objectives, 7 years working as Founder & CEO of Think-Career™ Consulting Group a talent acquisition, human capital consulting and learning and development firm as well as founder & CEO of Career Indaba® a multiple platform media and broadcasting company and Africa's leading source for industry employment insights that transforms lives, drives economic growth and prosperity across Africa.

She is currently serving as a board and exco member on the National Skills Authority and vice president and board member at APSO (a federation of staffing and employment agencies in Africa). She is well-known for creating access to career development opportunities and transforming the talent development landscape working on strategic Human Capital projects in South Africa and the rest of Africa including Canada.



Ms. Dineo Lehula is an Assistant Director at the National Skills Authority in the Department of Higher Education and Training, responsible for Board Secretariat Services, Capacity Building and Legal Support. With over a decade administrative support experience to executive management, Dineo currently coordinates the work of the Capacity Building and Governance Committee, which is mandated to strengthen the capacity of the National Skills Authority (the Board) and the Skills Development Stakeholders, including the Provincial Skills Development Forums (PSDFs) in the implementation of the Skills Development Act (SDA), the National Skills Development Strategy/Plan (NSDS/ NSDP), and related policies.

Dineo holds a Bachelor of Laws degree from the University of South Africa and is currently a non-practicing Advocate of the High Court of South Africa. She is passionate about skills development and making a difference to the people of South Africa.

1. Background

- 1.1** The National Skills Authority (NSA), as the national body mandated to lead skills development in South Africa, is, amongst other matters, responsible for holding annual national skills conferences. These conferences bring together policymakers, researchers, skills development experts, and key stakeholders to engage in meaningful deliberations to address the skills challenges facing South Africa. The conferences also provide a platform for sector and industry experts to present papers on key developments and leading practices, for the NSA to report on progress and challenges in implementing the National Skills Development Plan (NSDP), and for the sector to recognise and award excellence in the field of skills development. The deliberations result in a set of outcomes which stakeholders commit to addressing through specified actions, and which the NSA monitors to support their implementation.
- 1.2** The conferences have steadily progressed in their influence and outcomes over the years, with the theme of each conference being aligned to key issues facing skills development in South Africa. There is clear evidence that the national skills conferences have progressively sought to comprehensively address the skills gap in the country as evidenced by the selection of its topics over the years which have touched on all aspects of the skills development environment. For example:
- 1.2.1** The inaugural conference in 2011 focused on transforming the skills development landscape through promoting a broad understanding of the PSET and the role of SETAs, as well as promoting skills development that results in job creation and inclusive economic growth.
- 1.2.2** In 2013, the conference focused on the challenges of implementing the NSDS.
- 1.2.3** In 2017, the conference focused on policy alignment and sought to bring a synergy between PSET institutions and skills development entities.
- 1.2.4** The 2019 conference aimed at addressing policy implementation including highlighting key achievements, blockages, and weaknesses. The conference also focused on the impact of technological advances on jobs and promotion of the green economy and provided an opportunity to discuss, among other matters, the National Digital and Future Skills Strategy, the District Developmental Model (DDM), and the alignment between the Provincial Skills Development Plans (PSDPs) and the DDM. The conference made valuable contributions to advancing skills development strategies and policies and set the ground for the implementation of the NSDP.
- 1.2.5** The 2021 conference had the theme “Promoting innovation and digitisation in the skills development ecosystem and contributing towards a responsive future of inclusive growth” and was aimed at reinforcing the vision of the National Development Plan (NDP) and the goals of the National Skills Development Plan (NSDP). The conference outcomes clearly showed the link with the NSDP, ERRP Skills Strategy, National Digital Skills Strategy, SETA Grant regulation and the PSDF Study on the Alignment to the District Development Model, resulting in a commitment by stakeholders to take specific actions to ensure this alignment is reflected in their respective skills development strategies and plans.

- 1.3** The NSA is also responsible for supporting the Provincial Skills Development Forums in holding the quarterly provincial skills development meetings. These meetings provide an opportunity for the skills development stakeholders in the province to align the provincial skills development strategy with the economic and social skills development plans and demands of the province, to develop, monitor and report on the implementation of the provincial skills development plan, to present on and discuss challenges and successes specific to the province, and to foster partnerships and collaborations for the good of skills development in the province.

2. Problem Statement

- 2.1** Notwithstanding the substantial investment in skills development, South Africa's unemployment rate and low levels of skills, particularly amongst the youth, continues to be a challenge that needs to be addressed. Key issues include skills mismatches, blockages in youth entering the labour market and lack of meaningful partnerships.
- 2.2** The South African economy and country has also experienced the devastating effects of the Coronavirus pandemic (COVID-19) which resulted in a substantial loss of jobs and livelihoods. Like other sectors of society, the skills development system was also affected. To address this, the sector has used the Economic Reconstruction and Recovery Programme (ERRP) to develop a plan which serves as a guide in responding to shocks and disruptions the sector experienced, namely, the Skills Strategy for Economic Recovery and Reconstruction.
- 2.3** The changing nature of work and the South African economy has further affected skills demand, requiring skills that enable a smooth transition to a digital and green-driven economy. While the context of skills development in South Africa goes beyond its contribution to economic growth, speaking to diverse government development goals, the key focus remains using skills development to achieve inclusive growth for creating a competitive regional economy. This is also affirmed with the goals of the National Skills Development Plan and is in line with the National Development Plan (NDP) where skills are a vital pillar of economic growth. To achieve accelerated economic growth in the regions, the co-operation and collaboration between all stakeholders is paramount in ensuring that correct skills and competencies are developed to improve the economies of regions in alignment with the District Development Model. Socio-economic upliftment through equipping individuals with relevant skills has a ripple effect on communities. As individuals gain employment and economic stability, communities experience positive socio-economic upliftment, breaking the cycle of poverty.

- 2.4** However, and even though structures are in place at a national and provincial level, there is a need for a coordinated and integrated manner at a regional level to determine the magnitude of implementation impact.

3. NSA Resolution

- 3.1** To address the need for a coordinated and integrated approach to skills development in the regions, the NSA took a resolution to propose a collaboration initiative with the provinces to convene regional skills conferences.
- 3.2** This initiative arose during a roundtable discussion at the launch of District Development Model (DDM) Approach at Waterberg District in 2022. Critical to the discussion was identifying issues affecting skills development in general, and the pace of skills development in particular. The initiative was subsequently endorsed by the NSA in line with the NSA's mandate regarding the implementation of the DDM.
- 3.3** Although delayed by the COVID-19 pandemic, the NSA has now identified provinces through which to roll out the first of the regional skills conferences, one of which being the Limpopo Province.

4. Regional Skills Conference – Limpopo

- 4.1** A meeting between the NSA and the Limpopo Provincial Government on the 2nd of July 2024 was convened to discuss the proposed conference modalities. The Province indicated its willing acceptance of the NSA request and further indicated its readiness to host the planned regional skills conference in November 2024. It was further agreed that:
- 4.2** The conference will be held over two days and will consist of 500 delegates proposed by and drawn from skills development constituencies and stakeholders in the region (employer bodies, organised labour, state owned companies, service providers both from private and public sector and civil society organisation);
- 4.3** The conference will be held at the level of the province to enable provincial participants to contribute to regional skills development. This will include advising on significant economic and skills development initiatives taking place in the province for the purposes of integrating this work into regional skills development plans.

5. Objectives of the Conference

- 5.1** To align the regional skills development focus with the District Development Model,
- 5.2** To promote intergovernmental relations and encourage collaborations and partnership amongst skills development role players in the region,
- 5.3** To facilitate the identification of scarce skills and training needs in line with the economic drivers in the region, and
- 5.4** To advance education, employability, employment and entrepreneurship in the region,
- 5.5** To prioritise graduate placement, and
- 5.6** To provide advice to regional skills development role players on:
 - Skills development for designated groups,
 - Skills development for the unemployed, under-employed and employed,
 - Ways to ensure the viability and sustainability of skills development projects, and
 - Any other matter pertaining to skills development issues affecting the province in general and/or the region in particular.
- 5.7** The NSA will also use the regional conference to monitor the implementation of the National Skills Conference 2021 outcomes. The regional conference therefore provides an opportunity for the NSA to identify any challenges or gaps in implementing the outcomes and to provide support and advice as needed.

6. Conference Structure

The conference will take place over two days:

- 6.1** Day one will be comprised of two sessions, with the first session being dedicated towards a reflection on the conference focus areas and the response of the skills development system, particularly regional structures, in supporting the Economic Reconstruction and Recovery Program. The second session will consist of the region sharing experiences and best practices which they are utilising to implement skills development programmes. The session will allow delegates to split into four commissions to discuss and engage in panel discussions on the conference topics, and
- 6.2** Day two will be comprised of presentations, panel discussion reports presented by the Commission chairpersons, finalization of the conference outcomes, and reflections by the Director General of the Limpopo Provincial Government on the implementation and monitoring plan of the conference outcomes.

6.3 Commission Descriptions

- 6.3.1** Each commission will be comprised of approximately 125 delegates. The delegates are required to register up-front for the commission they would like to attend.
- 6.3.2** Each commission will have one presentation focusing on one component of the commission and will be restricted to a maximum of 20 minutes. This will be followed by a panel discussion for 40 minutes, and then a one-and-a-half-hour discussion on the commission paper and topic.
- 6.3.4** Skills development stakeholders will be identified to chair and participate in these discussions. These stakeholders will be briefed to assume responsibility for chairing sessions and will be provided with a secretariat to assist them in the compilation and presentation of reports on day two of the conference.

7. Conference Theme

“

*Advancing Skills Development to Drive Inclusive Growth
and Job Creation.*

”

8. Conference Focus Areas

- 8.1** To provide a convergent platform to local skills development role-players to raise issues and challenges that they experience, and to collectively formulate and adopt solutions.
- 8.2** To drive the skills development agenda towards the priorities in the Economic Recovery and Reconstruction Plan and to building capacity and preparing the regional workforce, in particular the youth, for a world of work which is characterised by: emerging sources of energy such as renewable and green hydrogen (green economy), rapid digitalisation and innovation (digital economy),
- 8.3** To increase production of skills in high demand (artisans and high-end skills) amongst others, and
- 8.4** To assess the implementation of the outcomes the National Skills Conference 2021.

9. Conference Topics

The following topics are for each of the Regional Skills Conference commissions:

Commissions	Topic	Purpose
Commission 1	Contribution of green skills to the socio-economic development in the region.	To provide a macro-economic approach to sustainable economic growth with a central focus on investments, employment and skills.
Commission 2	Linking Institutions of higher learning with regional employers for work integrated learning.	To enhance the probability of employment, as it increases students work readiness and employability.
Commission 3	Support and strengthened capacity Building of Cooperatives, SMMEs and NEET to play a role in the regional economic recovery.	To maximise social development and economic growth by integrating and strengthening the coordination role and capacities at the district level.
Commission 4	Reflecting on priority skills and occupation to support key economic sectors for Limpopo Development Plan.	To drive innovation and stimulate competition which ultimately contributes to the growth and competitiveness of the regional economy.

10. Expected Outcomes

The conference will result in a clear message and clear direction and approach to be followed, the critical role players and affected beneficiaries, and commitment from role players and the province. Specifically, the conference is expected to:

- 10.1** Identify the skills for designated groups i.e., youth, women, people living with disability, unemployed and under employed;
- 10.2** Improve coordination and integration through SETA support* towards skills development in the region;
- 10.3** Align the regions' skills development with the DDM, ERRP and related policies;
- 10.4** Accelerate economic growth through identifying skills development challenges and mapping from an industry perspective;
- 10.5** Address challenges facing role players in the implementation of the skills development initiatives in the regions; and
- 10.6** Scale up on skills development initiatives that are already in place in the province.



LIMPOPO
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PROGRAMME

LIMPOPO PROVINCIAL SKILLS CONFERENCE

*"Advancing Skills Development to Drive Inclusive Growth
and Job Creation"*



27 - 28 November 2024



09h00 am - 15h00 pm



Bolivia Lodge, Polokwane



higher education
& training

Department
Higher Education and Training
REPUBLIC OF SOUTH AFRICA





DAY ONE: WEDNESDAY: 27 NOVEMBER 2024: MORNING PROGRAMME

SESSION 1

**PROGRAMME DIRECTOR: DEPUTY CHAIR OF LIMPOPO HRDC COUNCIL: MEC FOR
EDUCATION
MS M. LERULE-RAMAKHANYA**

TIME	ITEM	RESPONSIBLE
08:00 – 08:45	Delegates registration	
08:45 – 09:15	Entertainment	Choir
09:20 – 09:25	National anthem	All
09:25 – 09:30	Welcome Address	Cllr J. Mpe, Executive Mayor of Polokwane
09:30 – 09:50	National Skills Authority Presentation	Dr. C. Nwaila, Chairperson of the National Skills Authority (NSA)
09:50 – 10:35	Opening Address	Dr. P. Ramathuba, Premier of Limpopo Province
10:35 -11:20	Tea Break & Entertainment	

SESSION 2

**PROGRAMME DIRECTOR: DEPARTMENT OF HIGHER EDUCATION & TRAINING REGIONAL
MANAGER
MR. F.L. RAMONYATSE**

TIME	ITEM	RESPONSIBLE
11:20 – 11:35	Remarks by the Department of Higher Education and Training: "Skills Development Agenda"	Mr. Z.C. Mvalo, Deputy Director General: Skills Development Branch
11:35 – 11:50	Occupations In High Demand for Limpopo Province	Ms. Mamphokhu Khuluvhe, Director DHET
11:50 -12:50	Strategic importance for an integrated skill development programmes towards inclusive growth and job creation	TVET College Principals <ul style="list-style-type: none"> • Ms. B. Hlekani (Vhembe TVET College) • Ms. K. Dipela (Waterberg TVET College)
12:50 -13:00	Outline of the programme and Commissions guidelines	Mr. Z. Khuzwayo, Executive Officer National Skills Authority
13:00-14:00	Lunch	Lunch



SESSION 3

DAY ONE: AFTERNOON PROGRAMME 14:00 - 17:00

14:00 – 17:00	Commission 1: Contribution of green skills to the socio-economic development in the region	Facilitator: Mr. Lekau Mamabolo Resource Person: Mr. Ndivhuwo Raphulu Scribers: Ms Ahn-Lynn Poniappen Rapporteur: Facilitator
14:00 – 17:00	Commission 2: Linking Institutions of higher learning with regional employers for work integrated learning,	Facilitator: Ms Khani Marivate Resource Person: Mr. Vincent Ngobeni Scribers: Adv Dineo Lehula Rapporteur: Facilitator
14:00 – 17:00	Commissions 3: Support and strengthened capacity Building of Cooperatives, SMMEs and NEET to play a role in the regional economic recovery.	Facilitator: Mr.S.P Sebetlene Resource Person: Mr Nhlanhla Ndlovu Scribers: Mr Andries Motsoene Rapporteur: Facilitator
14:00 – 17:00	Commission 4: Reflecting on priority skills and occupation to support key economic sectors for Limpopo Development Plan • Limpopo Provincial Sector Skills Plan Presentation	Facilitator: Ms.S. Magwaza Resource Person: Mr.S. Kgopong Scribers: Ms Tshagofatso Mosegedi Rapporteur: Facilitator

DAY TWO PROGRAMME: THURSDAY, 28 NOVEMBER 2024

PROGRAMME DIRECTOR: HEAD OF DEPARTMENT: LEDET

MR.I. RATHUMBU

TIME	ITEM	RESPONSIBLE
09:00 – 09:10	Opening and welcome	Dr C. Nwaila, Chairperson of National Skills Authority
09:10 – 09:20	Recap of Day 1	Mr.T. Kekana, Principal-Sekhukhune TVET College
09:20 – 09:40	Limpopo Provincial Sector Skills Plan Presentation	Ms S. Nagalingam-Potter, PSETA COO

“Advancing Skills Development to Drive Inclusive Growth and Job Creation”



09:40 – 10:10	Report back from the Commissions	Commission Facilitators:
10:10 - 11:10	Discussions	All
11:10 – 11:25	Tea Break	Tea Break
11:25 – 11:50	Presentation by the DG on Conference decisions and directives (Conference Summary)	Mr.N.S. Nchabeleng, Limpopo Director-General
11:50 - 11:55	Vote of Thanks	Mr.G. Pratt, Head of the Provincial Treasury
11:55 – 12:55	Closing remarks	Ms M. Lerule-Ramakhanya, MEC: Education
13:00 - 14:00	Lunch	& Departure!!!

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THE LIMPOPO PROVINCIAL SKILLS CONFERENCE COCKTAIL NETWORKING DINNER

"Connecting Skills and Opportunities"

Programme Director:

Ashifashabba

18H30

*Welcome Remarks by Cllr John Mpe
Executive Mayor: Polokwane Municipality*

18H45

Video

18h50

Address by Minister Dr. Nobuhle Nkabane

19h05

Address by Premier Dr. Phophi Ramathuba

19H20

Musical Item

19h25

Closing Remarks by Cllr Mamedupi Teffo



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