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| **Wits business School** |
| **Research Topic BUSA7480A** |
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| **Assignment** |
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| Siyabulela Sinqe  5-29-2021 |

Contents

**No table of contents entries found.**

Lack of digitally skilled candidates  
The lack of information and basic skills regarding digital tools within the public sector is underestimated.  
Regarding education and training in particular, the continued investment in education and training based on traditional trends will lead to a negative growth in digital skills. A digitalised company will have digital skills as an employment prerequisite; this highlights the value of the structure of higher education curricula and its ability to prepare students based on the expectations at employment level.  Lanaerts and  De Groen (2016) cited in Frey and Osborne (2013) describe a job shift with regard to the implementation of digitalisation, revealing a risk in the lack of preparation and the inability to forecast what sort of skills will be ideal for a digitalised industry. Moreover, a well-prepared plan for digitalisation is a proactive method to deal with the disadvantages that face a digital shift. This method is more manageable as opposed to focusing on the impact of job losses which in most cases cannot be completely avoided.

Education and training  
It is important to narrow the gap between academia and practical work experience. The two should be integrated in order to gauge deficits that require improvement in both fields to eliminate risk. Lawrence et al. (2017:34) suggest that to cater for those who are affected by a wide adoption of technological tools, public sector intervention is necessary, in terms of offering training and redeployment incentives so that employees have peace of mind in the fact that they will be redeployed in other sectors of the economy should certain tasks become automated.

It is also of outmost importance to understand the programmes that the South African government is implementing to respond to change of the labour market, the future of labour and more specifically tasks that warm bodies traditionally perform.

The purpose of this paper to explore the effectiveness of the current programmes that government is implementing to support the future of the public sector labour market in DST (Department of science and technology).

The paper will firstly identify the programmes that the department of science and technology is engaging.

Secondly the paper will then identify the gaps in these programmes for future employment for graduates in the public sector.