



Approaches to demand led skilling in South Africa

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Context

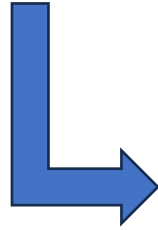
In 2021, DHET developed a Skills Strategy to ensure skills do not pose a constraint to the implementation of the Economic Reconstruction and Recovery Plan (ERRP)

A key aim of the Strategy was to ensure that there would be a level of agility and responsiveness within the post-school system to address any emerging skills needs to support a relatively speedy recovery from the effects of the pandemic.

The Strategy is being implemented in partnership with the Presidential Youth Employment Intervention, as well as other government and private sector partners.

How do we build robust demand led skills interventions?

First, we need to have common understanding of what demand is ...



Then, align planning to ensure that skills needs are considered as part of overall planning



Ensure that programmes and qualifications offered in the PSET system are sufficiently responsive to market needs

What is existing evidence or tools that demonstrate the effectiveness of demand led skills interventions?

Approaches taken for implementation of the ERRP Skills Strategy

- ✓ **Multi-stakeholder coalitions – Digital and Agriculture**
- ✓ **Pay for performance – results-based funding, with skills as an enabler**
- ✓ **Matching platforms – National Pathway Management Network, Opportunity Tracker**

What is existing evidence or tools that demonstrate the effectiveness of demand led skills interventions?

Key Challenges

1. Difficulty identifying and quantifying demand
2. Mis-aligned planning cycles at all levels
3. Lack of follow through even where plans are available
4. Rigidity in the PSET system, slowness to change in response to needs

What kind of institutional or policy support is needed to support demand led skilling?

- 1. Better understanding of how demand manifests, how it can be identified to support planning for skills development interventions**
- 2. Stronger links between the PSET system and economic drivers (both state and non-state)**
- 3. Continued efforts within the PSET system to improve responsiveness and alignment to the needs of the economy**