



HUMAN
RESOURCE
DEVELOPMENT
COUNCIL
of BOTSWANA



PANEL DISCUSSION

**Private sector engagement for quality TVET: Lessons
and experiences from the UNEVOC Network**

BOTSWANA

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BOTSWANA IN NUMBERS

Population	2.35 million
GDP US\$	16.5 billion
GDP per capita US\$	6849.4
School enrolment primary rate	103..2
Tertiary Gross Enrolment Rate (Ages 18-24)	19.5

NON-STATE ACTORS PROFILE IN BOTSWANA

OUTLINE

Botswana's non-state /private actors are mainly comprised of the following:

- ❖ **Private companies**
- ❖ **Private Education and Training Providers**
- ❖ **Non Government Organisations**
- ❖ **International Development Partners**
- ❖ **Households**

Lessons and Experiences

PRIVATE COMPANIES

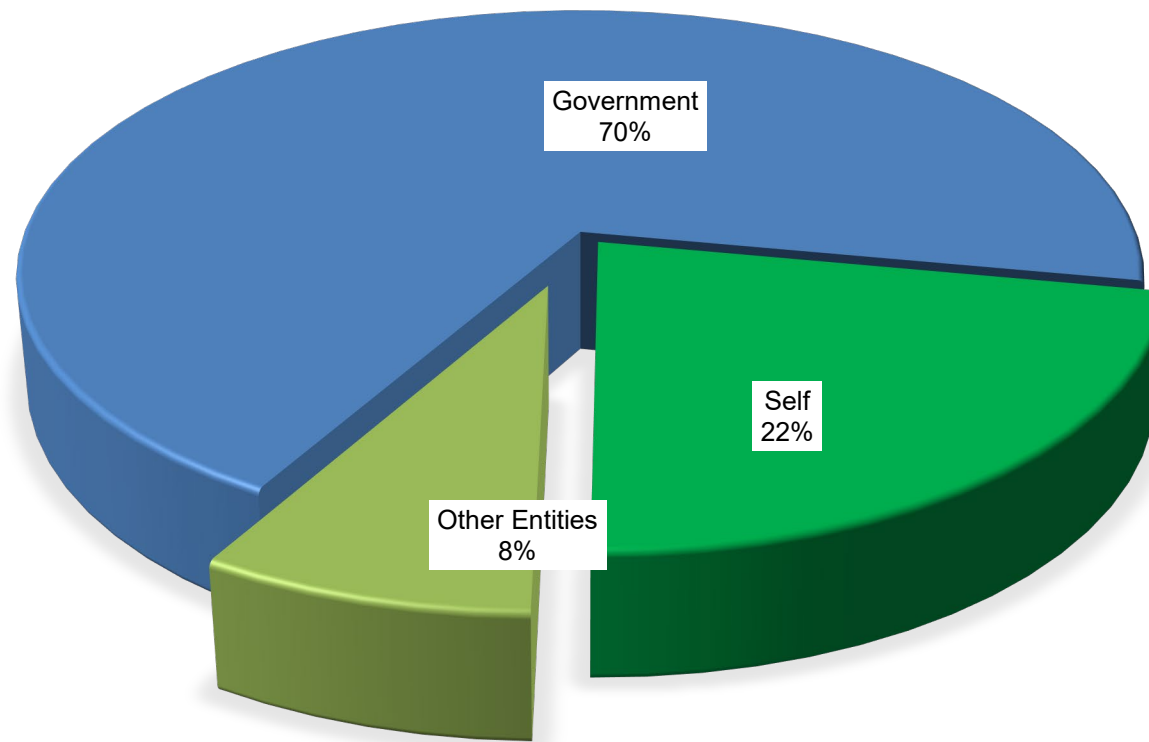
Botswana has relatively a small private sector with most dependent on public activities and projects for business. The sector contributes to TVET in several ways.

- *Policy development through membership in reference and technical committees as well as providing consultancies*
- *Direct workplace training of potential employees through internship apprenticeship programmes*
- *Training of employees through workplace learning*
- *Contributions to the training levy fund known as the Human Resource Development Fund that reimburses their costs for training their employees. The utilisation of the Fund is though very low at 24%. Fund scope limitations.*
- *Participation in skills needs determination and forecasts*

Lessons and Experiences

PRIVATE COMPANIES/EMPLOYERS-

Student sponsorship by type of institution



Lessons and Experiences

PRIVATE COMPANIES/EMPLOYERS-

Lessons on what they are looking for

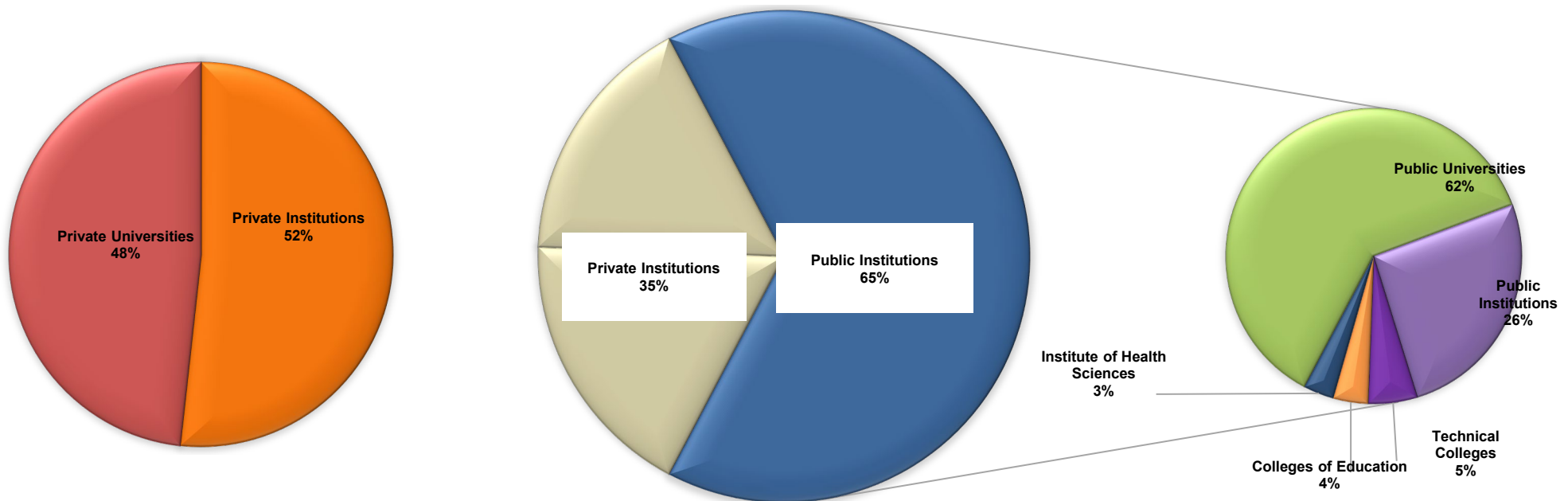
Positive attitude	Self motivation
Flexibility	Integrity
Loyalty	Problem solving
Communication and IT Skills	Team work

Lessons and Experiences

PRIVATE EDUCATION AND TRAINING PROVIDERS

Private institutions play a very significant role in human resource development (including TVET) in Botswana especially after the government made the decision to place and students in accredited private institutions.

Participation in Tertiary Education Enrolment (2019/20 participation below).



Lessons and Experiences

PRIVATE EDUCATION AND TRAINING PROVIDERS

- **Participation in skills demand forecasts**
- **Development and accreditation of programmes in TVET**
- **Policy development through membership in reference and technical committees**

Lessons and Experiences

NON-GOVERNMENTAL ORGANISATIONS

Some non-governmental organisations are very active in the human resource development sector though this is mostly dependent on Government support.

- *a sizeable number of institutions mainly at TVET certificate level are overseen by community boards at governance level*
- *NGOs also participate in skills forecasts through membership of HRDC sector skills development committees*
- *Policy development through membership in reference and technical committees as well as consultancies*

Lessons and Experiences

INTERNATIONAL DEVELOPMENT PARTNERS

Development partners provide both technical and financial support in Botswana TVET including policy development, skills forecasts and skills training initiatives. Some of the project development partners that play a key role are:

2. Development of the Botswana TVET Policy
3. Better Education for Africa's Rise (BEAR) project
4. Development of Botswana Education Multiple Pathways
5. Skills Development in Rural Communities –Barefoot Project
6. Bridging Innovation and Learning in TVET (BILT Project)

HOUSEHOLDS

Households are the basis from which a learner gets their “bearings”. They are involved in

- ❖ Funding - a previous chart shows self sponsorship being accountable for 22% of student funding. These are mainly provided by households.
- ❖ Psychological and motivational support
- ❖ Hospitality: Accommodation, transport, food, clothing, etc.

Key Lessons



