



4th HRDC SUMMIT 2021

Skills required for the 21st century



Summary Deputy–President of SA

Unemployment in 1st quarter at 32.6% young people at 46.3% university graduates at 9.3%

Summit agree on policies and systems to improve educational outcomes

Ensure young people stay in school until qualified
Reduce dropout numbers so young people are not robbed of natural talents

Summit focus on building the foundation for transformed economy and society eg early childhood development & NEDLAC resolutions.

Summary Deputy-President of SA

The Presidential Commission on 4IR recommended focusing on investing in human capital development and future industries.

National Youth Policy 4IR should be seen as a crosscutting pillar across sectors and institutions.

No single one of us, including government, can succeed in the task of building skills required for the 21st century

Summary Deputy-President of SA

We win by valuing the role of solidarity between government, organised labour, organised business and civil society.

Actively and meaningfully work together support HRDC to set economy on a high-growth path, combining growth with equity and redress.

A business-as-usual attitude is no longer tenable.

Summary Minister of Education

The summit takes place against the backdrop of Women's Month – a reminder of the importance of including women and human resource development in discussions.

The three main themes in the 2021 summit are:

1. Building the foundation for a transformed economy and society
2. Building the skills for a transformed economy and society
3. Building a capable developmental state

Summary Deputy Chair HRD Council

Outbreak of pandemic close of most of the skills development sites or partially closed

Significant youth numbers not trained with re-prioritised Economy under severe strain - significant number of jobs lost

Covid-19 lesson is future of work is dramatically changing

New skills and technology are needed to revive the economy of the country.

Summary Prof Luksha

Covid has accelerated change – presenting massive challenge for present and future workforce

Readiness to work in new technological environments using new technologies is foundational

Skill pathways from school to work and formation of basic skills such as reading are crucial

Not only professional skills or soft skills - life skills formed by basic education and EDC.

South Africa can be global role model for alignment

Summary Dr Keevy

Human adaptability is being outstripped by technology

Learning outcomes can be used to describe knowledge, skills and competences

Credential fluency - increasingly seamless interrelationships between formal, non-formal and informal credentials

Through digital forms of recognition, improved data interoperability, closer alignment between learning and work - Digital identity will increase

Summary Prof Sayed

21st Century skills drivers - changing nature of economy, changing nature of skills requirements, idea of knowledge economy, all impacting social & cultural capital accumulation by young people

Schools have to prepare students for jobs that have not yet been created, technologies that have not yet been invented and problems that we don't yet know will arise

Constructing a future Teacher Education agenda

Four actions – common vision, prioritise investment, invest in teachers, build evidence base

Summary Social partners

Refocus curriculum, prepare teachers, digitisation, learning spaces

Professionalise and fund ECD, 3-stream curriculum, mother tongue education in earlier years

More focus on skills in the curriculum

Move away from colonial epistemology: learners don't understand that land can provide sustainability

Supply teachers with digital technology

Summary Social Compact

Meaningful development for professionals & practitioners working in Basic Education sector

Effective data management systems on human resource capacities

Articulated, data driven HRD strategy from ECD through to higher education

Incorporation of future competencies into daily classroom practice

Issues – ECD, reading, STEM, skills, competencies