

20th PSTF Conference
8 October 2019
Career Development for Learning and Development
Practitioners

Commission 3



school of government

Department:
National School of Government
REPUBLIC OF SOUTH AFRICA

Learn Grow Serve



Summary of Presentation

- The Commission focused on a proposed career development model for Learning and Development (L&D) Practitioners.
- A presentation in this regard was made by Mr Ndooyisile Stephen Miti, Chief Director for People Training and Empowerment, Department of the Premier, Western Cape.

Highlights of the presentation:

- L&D is the practice of providing occupationally directed and other learning activities that enable and enhance the knowledge, practical skills, work experience and behaviour of individuals and teams
- There is a need for training to focus not only current, but also on future occupational requirements of the Public Service, and ensure that L&D is a catalyst for continuous improvement, change & innovation
- A national Competency Framework for L&D Practitioners was proposed and a model presented
- Drawing from international literature, a model of a competent L&D Practitioner was also presented.



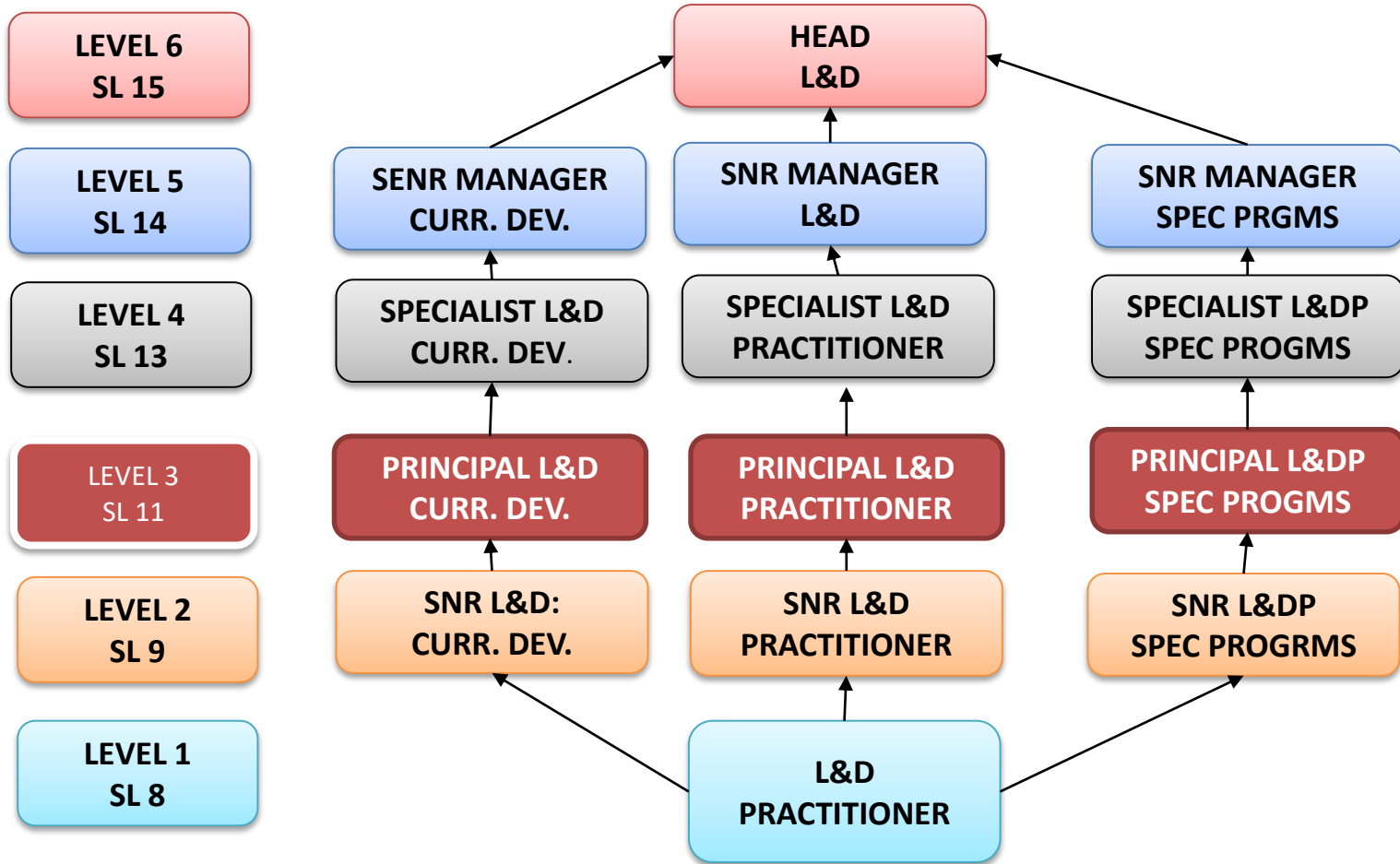
Summary of Presentation

Highlights of the presentation (cont.):

- A Career Development Programme for L&D Practitioners was proposed, which provides for:
 - Career planning
 - Career pathing, and
 - Career development
- Benefits of a Career Development Programme are:
 - Retaining talent
 - Improve employee engagement & productivity
 - Ensure & strengthen the succession pipeline, and
 - Create positive employee branding
- 6 Job levels for L&D Practitioners were proposed, from salary level 8 (entry level) to salary level 15 (Head of L&D)



PROPOSED JOB LEVELS FOR L&D PRACTITIONERS



school of government

Department:
National School of Government
REPUBLIC OF SOUTH AFRICA

Learn Grow Serve



ISSUES DISCUSSED

- Viability of succession planning in government vis-à-vis political deployment and appointments
- The delegates needed more details about competency requirements, qualifications, etc. for transition from one salary level to the other.
- HRD is not viewed / perceived as a strategic stakeholder and partner
- Departments do not prioritise HRD (often the first casualty when economic austerity kicks in)
- HRD practitioners to be assertive and claim their space, and take their responsibility of Human Resource Development seriously
- There's a dire need to professionalize & standardize trainers/training in the Public Service e.g. recognized professional body for L&D Practitioners
- Concern about the implementation of PSTF recommendations



PROPOSED CONFERENCE RESOLUTION (S)

- Standardise job levels across provinces for trainers
- Each province must have its own training academy, preferably located within the Office of the Premier to address provincial training needs, with close links to the NSG
- Establish a professional body for L&D Practitioners / trainer.
- Delegates were encouraged to interact with NSG regularly regarding implementation of recommendations from the PSTF.
- Use PSTF recommendations to influence skills development policy
- NSG must give feedback on previous PSTF recommendations and their implementation.



school of government

Department:
National School of Government
REPUBLIC OF SOUTH AFRICA