



# 3<sup>RD</sup> HRDC SUMMIT 2018

*Partnerships revitalising  
work and learning*

## Commission 2: Partnerships that work

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REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential



**HRDC**

HUMAN RESOURCE DEVELOPMENT COUNCIL  
of South Africa

# Content of presentation

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- Highlights on specific partnerships
- Principles of successful partnerships
- Challenges
- Lessons learnt
- Recommendations
- Proposals to HRDC

# Highlights

- Ekurhuleni West College- Multiple partnerships with both local and international companies.
- Sasol- partner with Flavius Mareka TVET College and Gert Sibande TVET College.
- Harambee –Youth empowerment through multiple partnerships. Solving youth unemployment through partnerships from learning to earning.

# Specific Partnerships discussed

- Ekurhuleni West College- multiple partnerships with both local and international companies.
- Sasol- partner with Flavius Mareka TVET College and Gert Sibande TVET College.
- Harambee –youth empowerment through multiple partnerships. Solving youth unemployment through partnerships from learning to earning.

# Principles of successful partnerships

- All entities in a partnership should gain something from the partnership.
- Shared values and goals (transparency, good governance, integrity and ethics)
- Shared beliefs (potential of youth)
- Co-investment/ co-sharing of resources, knowledge and intellectual property.
- Roles and responsibilities to be clearly defined.
- Alignment of expectations of role players.
- Defining measures of success
- Delivering on commitment
- Change management

# Challenges

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- Mindset that sees participation as an add on.
- Lack of adequate sharing of information, resources and experiences
- Limitations to current policy, legislative and regulatory framework.
- Lack of capacity to manage partnerships.
- Lack of will to be in partnerships.
- Fear of failure
- Trust deficit

# Lessons learnt

- Never a good time to start partnerships
- Integrate all elements of partnerships at the very beginning
- Reach out to all stakeholders with a similar vision.
- Check other forms of collaboration.
- Leverage on existing partnerships .
- Collaboration is an imperative., no more working in silos.
- Meaningful partnership are critical in addressing the plethora of challenges and bottlenecks that face youth.

# Recommendations

- Flexibility is key- leave room for refinement.
- Partnerships should be partnership focused and outcome based.
- Solution specific policy, legislative and regulatory changes to enable delivery (where appropriate).
- Recognise and value investment that have already been made and explore ways to leverage on this.
- Build the appropriate institutional mechanism in order to enable delivery.



## Recommendations.....

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- Anticipate potential glitches and put in place contingency plans to mitigate them.
- Hold each other accountable.
- Monitor progress and report on it.
- Communicate the output and outcomes of partnerships regularly.

# Proposals to HRDC

- HRDC through its committees, should come up with a guide on establishment of partnership and distribute it.
- Create more platforms to discuss partnerships especially to concretise inter-sectoral collaboration.
- Incentivise those who venture into partnerships especially private sector organisation that are willing to assist in the skills development.
- Include partnership work as a KPA for the officials dealing with partnerships.
- Advocate more partnerships for WIL.

Thank you