



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

*Partnerships revitalising  
work and learning*

## HRDC 3<sup>RD</sup> SUMMIT 2018 FINAL EVENT REPORT: MAY 2018



REPUBLIC OF SOUTH AFRICA



**HRDC**

HUMAN RESOURCE DEVELOPMENT COUNCIL  
of South Africa



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## EVENT BACKGROUND

# Purpose of the Event

The Human Resource Development Council of South Africa (HRDC) is a national, advisory body that is chaired by the Deputy President of the Republic of South Africa, under the leadership of the Minister of higher Education and Training.

It was established in March 2010. The membership consists of Government Ministers, senior business leaders, representatives from organised labour, academia and civil society. HRDC delivers on its mandate by identifying and resolving blockages within the skills development, Human resources and education value chain.

## Objectives of the Summit

1. To provide feedback on post school education institutions and industry partnerships.
2. To launch the HRD Strategy towards 2030.

## The summit focus topics:

- Youth unemployment/Empowerment Initiatives and proposals
- The 4th Industrial Revolution
- Partnerships that work
- Work and Learning



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## EVENT HIGHLIGHTS

# Event Highlights

**Venue:** Emperors Palace, Kempton Park, Johannesburg  
**Dates:** 10 – 11 May 2018  
10 May 2018 – Cocktail Evening



# Summit Attendance

## ATTENDANCE BREAKDOWN FOR EACH DAY

The following categories are included in this report:

- Delegate
- Exhibitor
- Media
- Security
- Staff
- VIP
- VVIP

The following categories are excluded in this report:

- Organiser

# Summit Attendance Cont.

10 May 2018

Target: 500 pax

Total Attendance: 552

Group	Pax
Delegate	376
Exhibitor	29
Media	14
Security	11
Staff	67
VIP	31
VVIP	24
<b>TOTAL ATTENDANCE FOR DAY 1</b>	<b>552</b>

# Summit Attendance Cont.

11 May 2018

New Registrations: 29

Group	Pax
Delegate	13
Exhibitor	3
Media	2
Security	-
Staff	4
VIP	-
VVIP	7
<b>TOTAL ATTENDANCE FOR DAY 1</b>	<b>29</b>



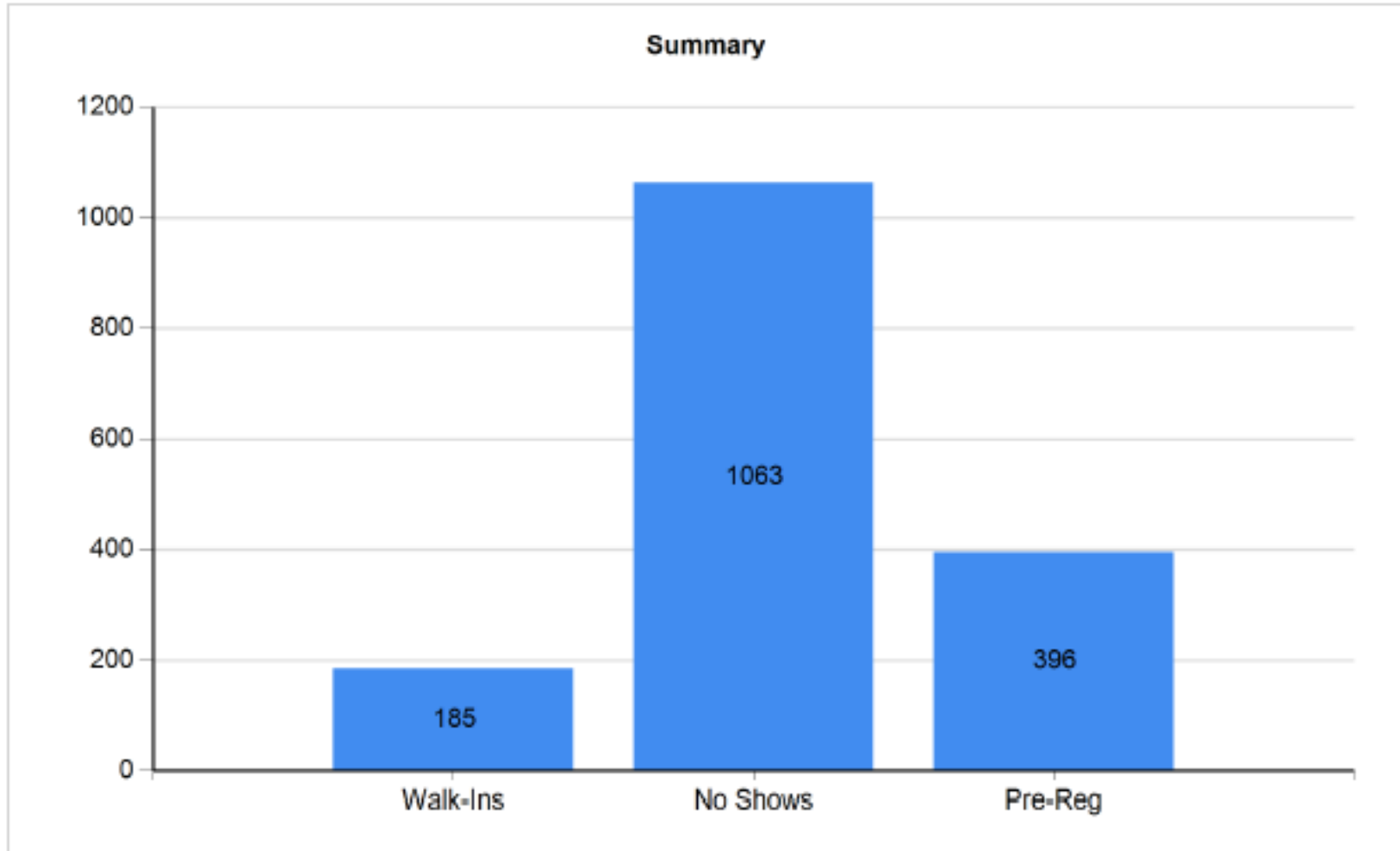
# Summit Attendance Cont.

## Overall Attendance over the two-event days

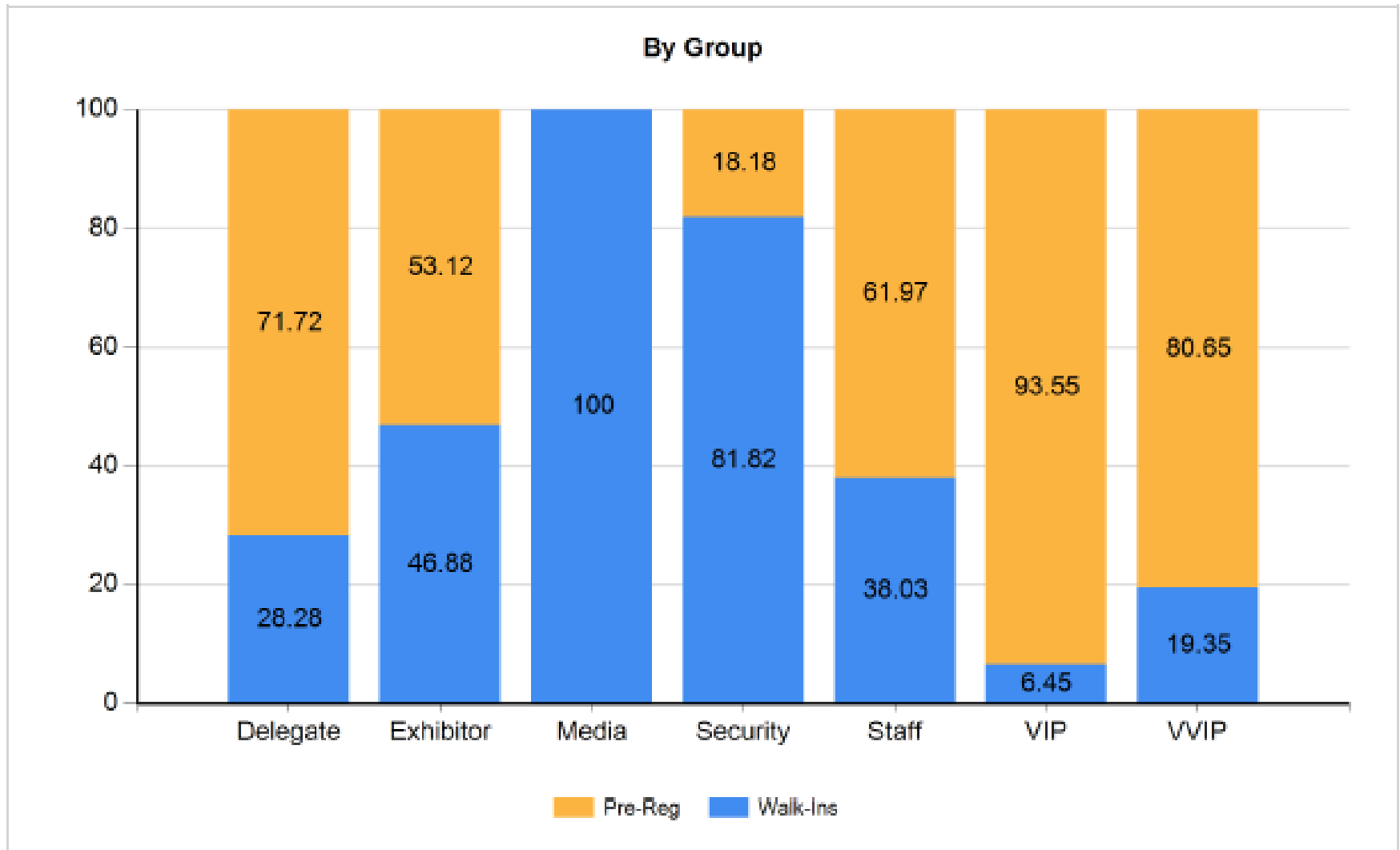
**Total:** 581

Group	Pax
Delegate	389
Exhibitor	32
Media	16
Security	11
Staff	71
VIP	31
VVIP	31
<b>TOTAL ATTENDANCE FOR DAY 1</b>	<b>581</b>

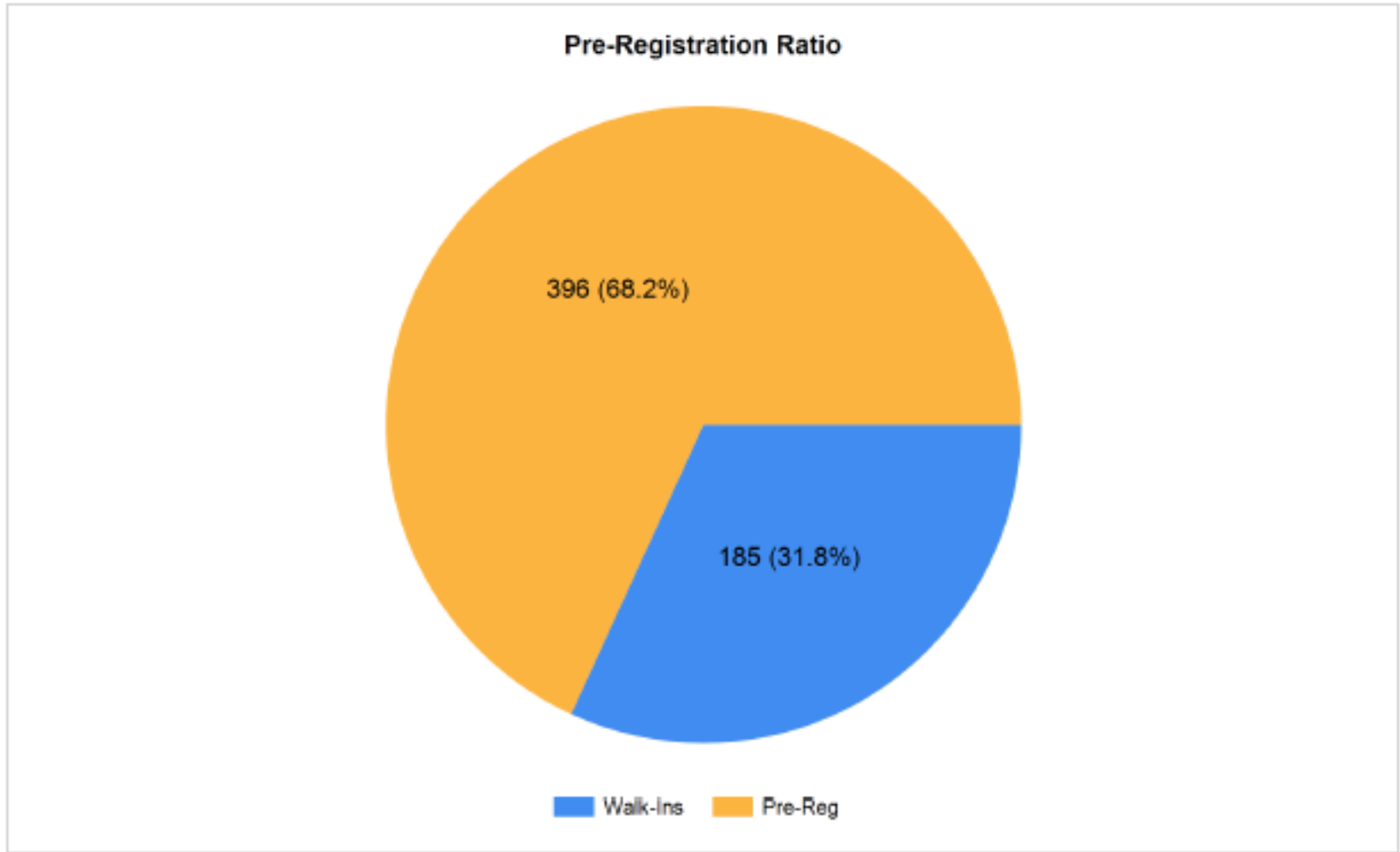
## Pre-Registration Summary



# Summit Attendance Cont.

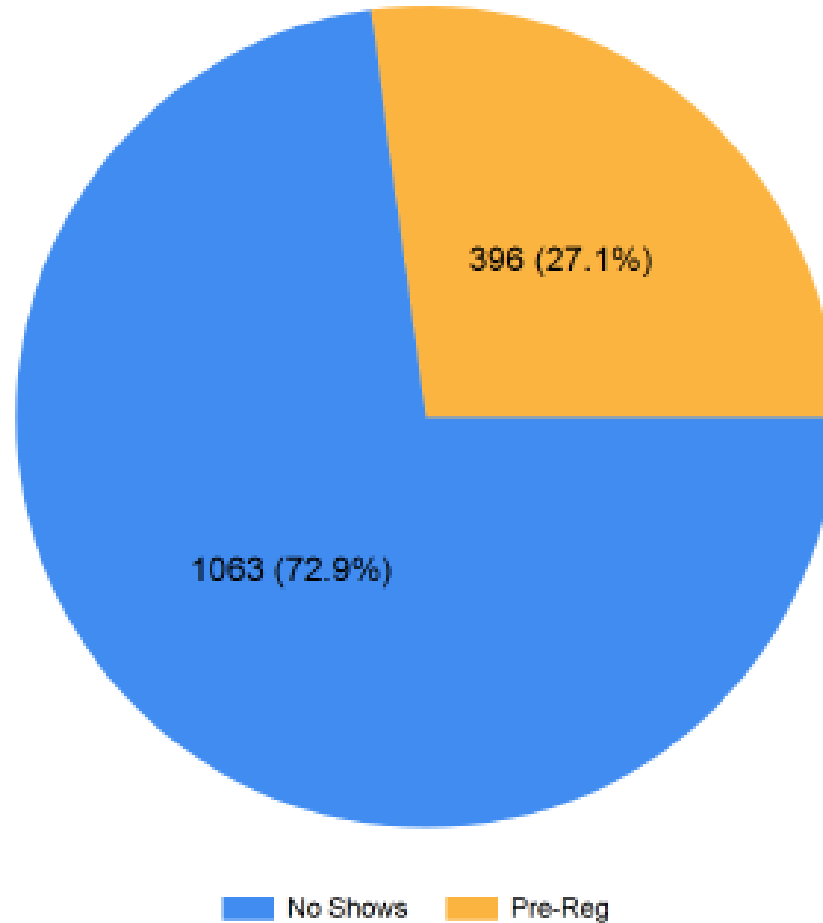


## Pre-Registrations



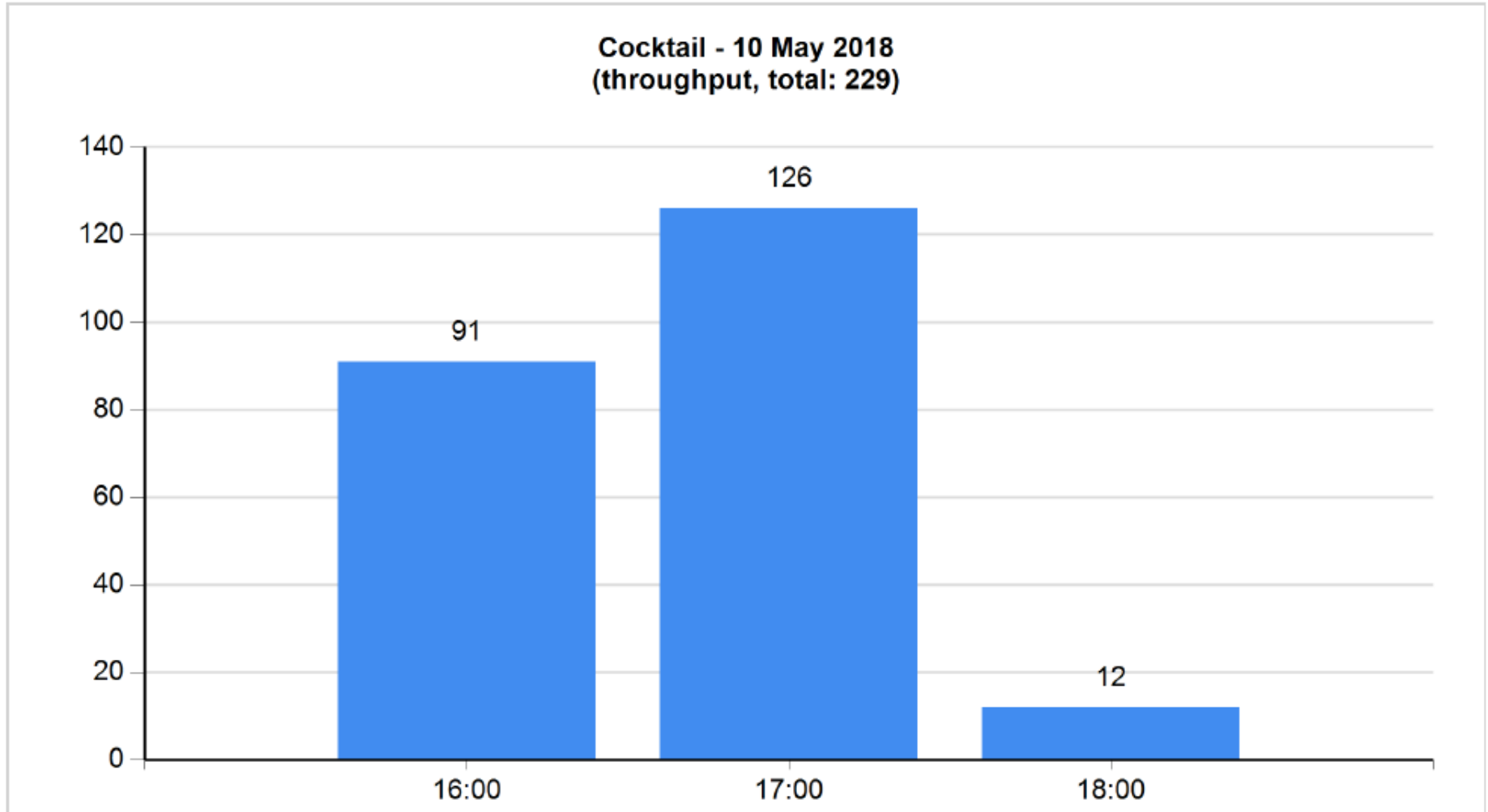
# Summit Attendance Cont.

Pre-Registration Turnout



# Summit Attendance Cont.

Cocktail Evening - Total Attendance: 229



# Summit Attendance Cont.

## Commissions Attendance

### 1. **Commission 1: Youth Unemployment & Youth Empowerment**

Total Attendance: 79 pax

### 1. **Commission 2: Partnerships that Work**

Total Attendance: 50 pax

### 1. **Commission 3: The 4<sup>th</sup> Industrial Revolution**

Total Attendance: 122 pax

### 1. **Commission 4: Work & Learning**

Total Attendance: 95 pax

## Top Companies

Top Companies	Total
Department of Higher Education and Training (DHET)	47
The Presidency	22
HRDC Secretariat	13
Private	13
Department of Public Service And Administration	10
Ekurhuleni East TVET College	8
ETDP SETA	7
Fpm Seta	7
GCIS	7
Alliance Safety	6
CHIETA	6
Nehawu	6
W&R SETA	6
Department of Labour	5
Limpopo Department of Education	5
National School of Government	5
South African Qualifications Authority (SAQA)	5
Standard Bank	5
Ster-Kinekor	5



# Exhibitors Attendance

1. MerSETA
2. FP&M SETA
3. CHIETA
4. W&R SETA
5. National School of Government
6. HRDC South Africa
7. HRDC Botswana
8. Metropolitan
9. Institute of People Management (IPM)
10. Harambee
11. AIDC
12. INSETA
13. TETA
14. South African Council for Administrators
15. Ekurhuleni East TVET College
16. ETDP SETA



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## HRDC APP REPORT

# App Summary

Item	Pax
Total unique app opens	97
Total unique users	73
Total number of users	395
Total app opens	1313
Total time in app	23.52

# Feature Summary



Feature	No. of times Opened	Users
Attendees	137	33
City Guide	2	2
Documents	685	63
Events	662	62
Exhibitors	52	15
Facebook	10	7
Gallery	92	31
Info Booths	3	2

# Feature Summary



Feature	No. of times Opened	Users
Interactive Maps	9	5
Messaging	50	24
My Documents	85	27
My Exhibitors	12	9
My Notes	56	13
My Schedule	24	14
Settings	41	18
Speakers	232	47

# Feature Summary



Feature	No. of times Opened	Users
SpeakOut	11	7
Surveys	28	11
Twitter	47	25
Venues	4	3

# Banner Ad Views

Dates	No. of Views
2018/05/07	14
2018/05/08	89
2018/05/09	150
2018/05/10	2552
2018/05/11	978
2018/05/12	54

# Number of Times the App was Opened

Dates	No. of Views
2018/05/07	5
2018/05/08	50
2018/05/09	71
2018/05/10	841
2018/05/11	332
2018/05/12	12





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## HRDC NEWSLETTER REPORT

# Newsletter Report

Number of People that Received the Newsletter	Number of People that Opened the Newsletter
1401	335



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## SUMMIT DELEGATE EXPERIENCE

# Summit Experience: Arrival



# Summit Experience: Registration



# Summit Experience: Exhibition



# Summit Experience: Exhibition



# Summit Experience: Main Plenary





# Summit Experience: Main Plenary



# Summit Experience: Main Plenary



# Summit Experience: Main Plenary



# Summit Experience: Breakaways



# Summit Experience: Cocktail Evening



# Summit Experience: Cocktail Evening



# Summit Experience: Cocktail Evening



# Summit Branding and Signage







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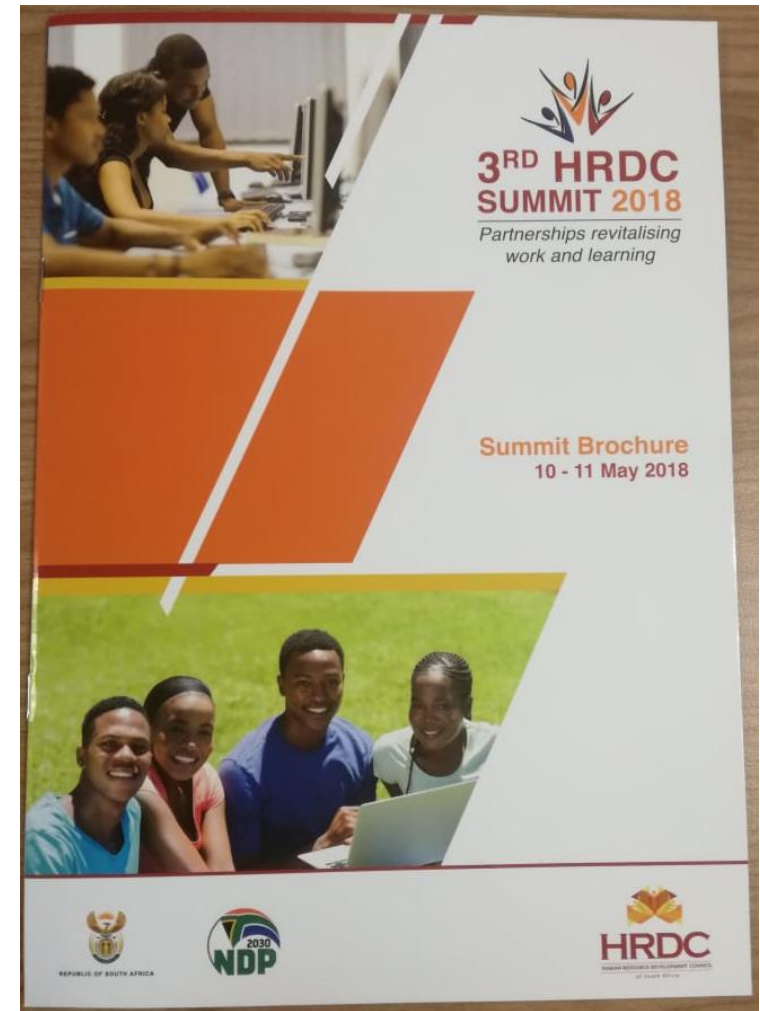
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## SUMMIT COLLATERAL SAMPLES

# Collateral Samples



# Collateral Samples



# Collateral Samples





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## SPEAKER GIFTS

# SPEAKER GIFTS





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## CHALLENGES & OPPORTUNITIES

# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
1. PRE-PLANNING	<ul style="list-style-type: none"><li>• Having more than one committee status meetings for one event led to not being on the same page with each other when it comes to elements that affected all members.</li></ul>	<ul style="list-style-type: none"><li>• Have one main status meeting with the three different committees and one with Steering where we provide feedback to the HOS.</li></ul>
2. DELEGATE DATABASE	<ul style="list-style-type: none"><li>• Database should be reviewed first internally before being shared with the service provider to rid of any discrepancies.</li><li>• Database should be labelled correctly before being shared with the service provider to avoid lengthy data clean up.</li></ul>	<ul style="list-style-type: none"><li>• Compiling the database months before or during the tender process, will allow for better management of the RSVP process.</li><li>• Sharing the database with other committees for their input before it gets distributed to the service provider, would save time when it comes to cleaning up the list.</li></ul>
3. VENUE FACILITIES	<ul style="list-style-type: none"><li>• Having all venues utilised for the duration of the event on one floor was convenient for both the delegates and service providers.</li><li>• Allow in the budget for additional rooms if urgently required such as a private room for Media.</li><li>• Service provider to ensure that there aren't any conferences on the day of event setup that hinder with supplier to commence with their duties.</li></ul>	<ul style="list-style-type: none"><li>• Use a different venue for Exhibition that is more spacious.</li><li>• It is more ideal for the service provider to have a separate ops room from client's ones in order to take accountability as to the amount of traffic in and out of the room and looking out for the stored items.</li><li>• Client is also able to freely use the ops room for meetings if required.</li></ul>



# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
4. ONLINE RSVP	<ul style="list-style-type: none"><li>• There were a lot of duplicates on the database which gave false report when pulling out updated report for RSVPs.</li><li>• Categorising the delegates assisted a lot when it came to identifying which significant delegates have not been invited.</li></ul>	<ul style="list-style-type: none"><li>• Compiling the database months before or during the tender process, will allow for better management of the RSVP list.</li></ul>
5. ONSITE REGISTRATION	<ul style="list-style-type: none"><li>• Numerous points of contact from client side caused a lot reprints of name tags</li><li>• Having too many liaisons managing the conference bags caused a lot of confusion and discrepancies as well as causing some delegates to not receive the bags.</li></ul>	<ul style="list-style-type: none"><li>• Have one or maximum two people as point of contact</li><li>• Allow the service provider to manage conference bags and hand over any left over post the event onsite at the event.</li></ul>
6. FOOD AND BEVERAGE	<ul style="list-style-type: none"><li>• The food was well received by the delegates, from morning arrival snacks, to mid-morning breaks, lunch and cocktail dinner.</li><li>• Last minute changes to the programme with the mid-morning break omitted then added back on again makes the service providers look disorganised and hinders with the flow of events.</li></ul>	

# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
7. TECHNICAL	<ul style="list-style-type: none"><li>• Use external supplier procured for the event for the breakaways sessions as well for consistency purposes.</li><li>• Being too dependent on venue equipment posed a risk as the equipment is shared among other clients also hosting their conferences in the same facilities.</li></ul>	<ul style="list-style-type: none"><li>• Using one supplier for technical ensures that all equipment is compatible should additional items be required such as mics.</li></ul>
8. DECOR	<ul style="list-style-type: none"><li>• The cocktail evening décor was received well by delegates. Based on immediate feedback received onsite, most of the delegates were mesmerized by the setup.</li></ul>	
9. BRANDING & SIGNAGE	<ul style="list-style-type: none"><li>• There was sufficient and legible branding and signage placed throughout the floor utilised for the event.</li></ul>	<ul style="list-style-type: none"><li>• Exclude the year of the summit on branding in order to make it generic enough to be utilised for future events.</li><li>• Instead of stating that the summit is the 3<sup>rd</sup> one, rather word it as Bi-Annual Summit which will also allow for future use of the banners.</li><li>• Identify only a few banners to have the theme of the summit.</li><li>• Booking majority of the venue such as Centre Court at Emperors would allow for an opportunity to brand outdoors.</li></ul>

# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
10. HEALTH & SAFETY	<ul style="list-style-type: none"><li>• Introduce the supplier for health and safety with the client much earlier on during the pre-planning stage especially when the process involves protocol.</li></ul>	<ul style="list-style-type: none"><li>• Having the date of the summit decided much earlier will allow for elements such as JOC Approval and security issues dealt with much earlier before the event.</li><li>• When it comes to vetting of the main event organiser, it is advisable to be lenient with any unforeseen circumstances, should there be visa or ID issues.</li></ul>
11. COLLATERAL	<ul style="list-style-type: none"><li>• Service provider needs to propose samples much earlier during the pre-planning stage to allow for more time for input from client in deciding on which items they're going with.</li></ul>	<ul style="list-style-type: none"><li>• Allow for at least a week for all parties concerned to decide on the final decision on collateral proposed.</li></ul>
12. SUMMIT APP	<ul style="list-style-type: none"><li>• The app wasn't marketed extensively to get more delegates to download.</li><li>• There wasn't sufficient activities that encouraged the delegates to look forward to downloading the app or reasons as to why they should interact more with the app.</li></ul>	<ul style="list-style-type: none"><li>• Allow for more time to market the app to the delegates and propose ways that will encourage them to download it.</li><li>• Propose competitions for during the event that will require use of the app in order to participate. A good example is placing QR codes at different exhibition stands to ensure delegates visit all stands to get their codes scanned, which also means more chances to win</li></ul>

# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
13. SPEAKER GIFTS	<ul style="list-style-type: none"><li>The gifts were well received by the client</li></ul>	
14. HOSTESSES/USHERS	<ul style="list-style-type: none"><li>The Ushers were always in their positions and attending to their individual tasks.</li><li>They were also available to assist whenever needed.</li><li>Some of their roles overlapped with those of the interns made available for the event which posed a concern that there were too many runners on the ground.</li></ul>	<ul style="list-style-type: none"><li>Communicate in advance if there will be additional assistance or runners procured to avoid having too many people onsite.</li></ul>
15. EXHIBITION	<ul style="list-style-type: none"><li>The foyer was slightly cramped with the exhibition stands built up in the same space.</li><li>A sign for the media corner should have been made available as at times the media personnel were not sure where to sit.</li><li>There was confusion as to who was meant to be inviting exhibitors and communicating with them between the client and service provider. The service provider's involvement was confirmed much later in the process.</li></ul>	<ul style="list-style-type: none"><li>Roles for the service provider need to be communicated clearly and in advance if there's a significant role required for something such as managing the exhibitors.</li></ul>

# Challenges & Opportunities

ITEM	POSITIVES   CHALLENGES	OPPORTUNITIES
16. CONTENT & PROGRAMME	<ul style="list-style-type: none"><li>• There was miscommunication as to what was required to be uploaded on the memory sticks.</li><li>• Deadlines were missed in terms of sending through content to be populated on the brochure.</li><li>• This led to some information to be omitted and not included in the brochure when going to print.</li></ul>	<ul style="list-style-type: none"><li>• Service provider should allow for at least two weeks before the event to review brochure content.</li><li>• Submit images that are high res as much as possible to avoid compromising the quality of the final product.</li><li>• Allow for the service provider to be part of the briefing with the Programme Director.</li><li>• Suggest that the Programme Director be briefed a day before the event.</li><li>• Allow service provider to suggest other possible Programme Directors for the summit.</li></ul>



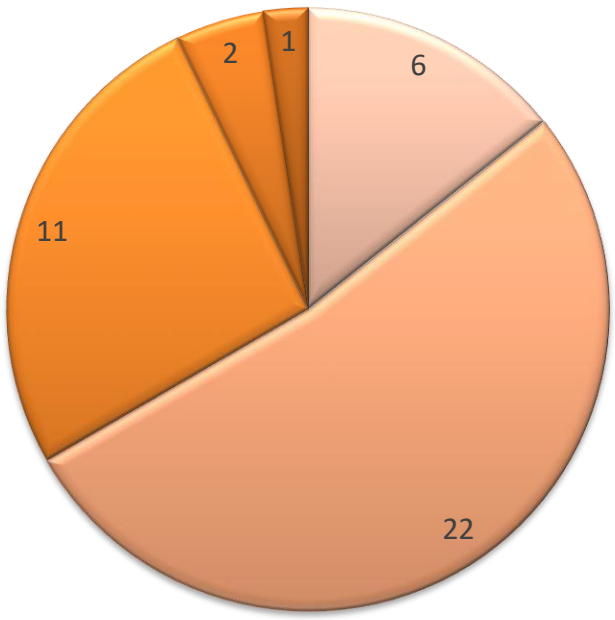
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## COMMISSIONS SURVEY REPORT

1. Please indicate your overall satisfaction with the commission attended:

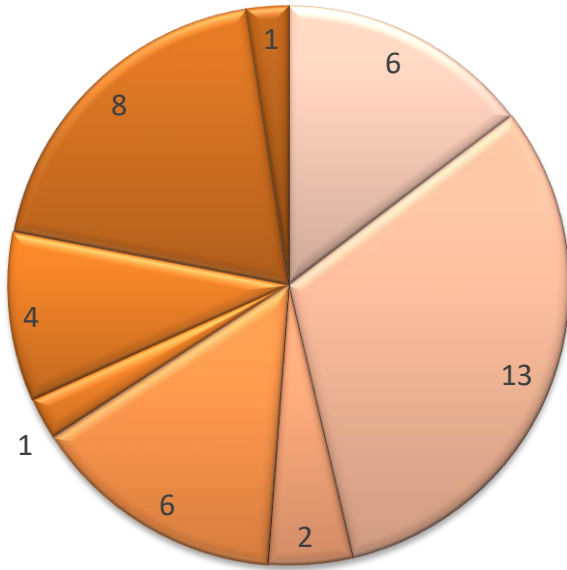
### Feedback



- Extremely Satisfied
- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Not at all Satisfied

2. What was MOST VALUABLE about the Commission Breakaway?

Feedback

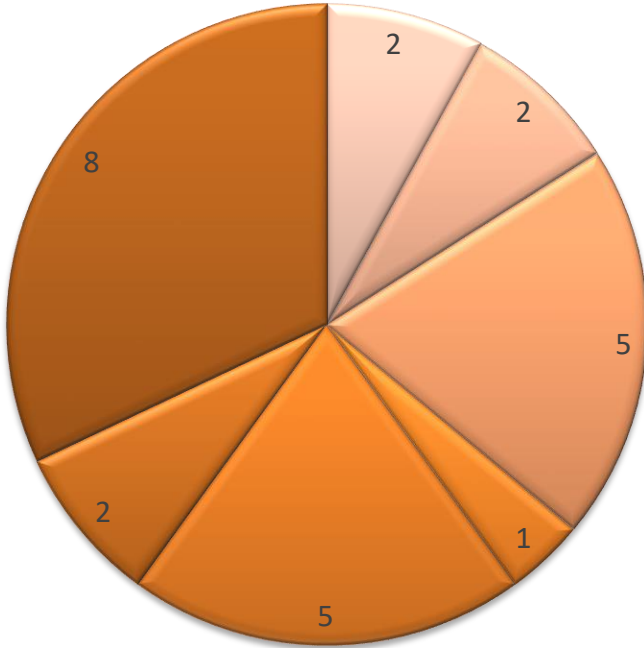


- Speakers & presentations
- Topics discussed
- Opportunities
- Learning more
- Time management
- Sharing of information
- Engagement
- Uncertain



3. What was LEAST VALUABLE about the Commission Breakaway?

Feedback



- Time management
- Lack of information in certain aspects
- Finding solutions
- Nothing
- Too political
- Inefficient IT/facility equipment
- Disturbances/irrelevance

**4. How would you rate the following items?**

	Excellent	Very Good	Good	Fair	Poor	N/A
Relevance of commission content	18	14	11	2		
Quality of presentations	13	21	9	2		
Quality of speakers for the commission	13	17	11	1		
How useful and user friendly was the summit App	8	7	8	6	1	10

## 5. What topic(s) or theme(s) you would like to be addressed in future events?

- HRDC's role in integrating human capital development
- Informal economy
- Funding innovations
- Empowering rural youth to be entrepreneurs
- Employment
- Entrepreneurship in schools
- Work placements
- The processes and policies aimed at producing artisans
- Technological change & impact on employment
- Economic growth and the youth
- Rural strategy operationalized
- Youth empowerment
- How we can break the 7.5 million unemployment rate
- Skills in accordance of the industry needs
- Youth enterprise development
- Unemployment of people living with a disability
- Community education
- Retirement
- How the HRDC council assess and analyses the contributions of all stakeholders
- Informal sector

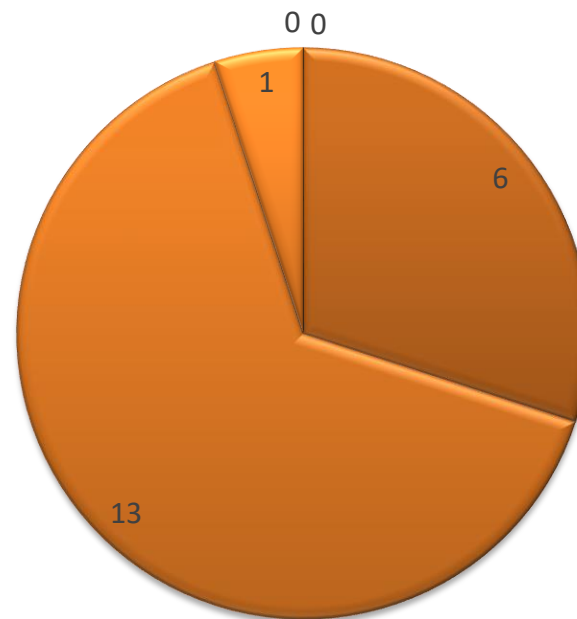
### 6. Is there anything else you would like to share with us?

- Summit was informative
- Good initiatives
- Improves the lives of people
- Engagement was useful
- This is required potentially at provincial level
- International speakers provide or enrich the discussion and entice people
- Wishes that there was some connection or link with the previous summit
- Involve the young people in future summits
- Wifi was great
- Networking was enjoyable
- DHET should conduct more research
- More time is needed
- Let HRDC Summit come with a solution
- The Summit was well organised

# Commission 2: Partnerships that Work

1. Please indicate your overall satisfaction with the commission attended:

## Feedback

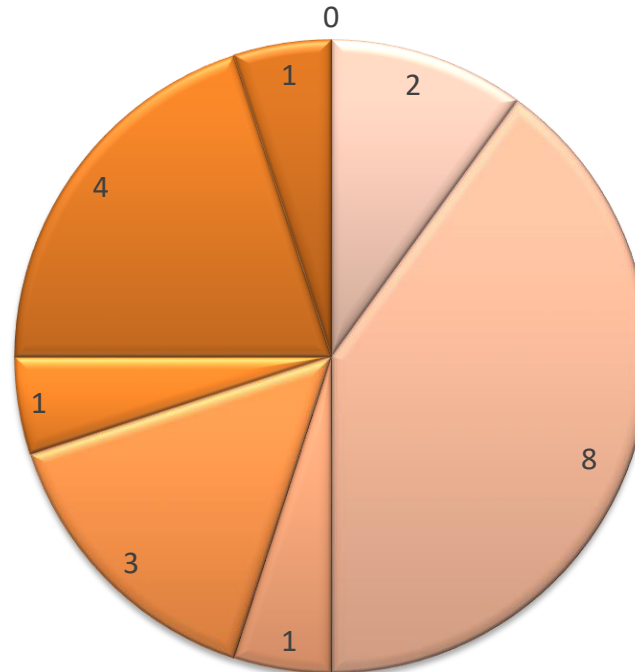


- Extremely Satisfied
- Very satisfied
- Moderately satisfied
- Slightly satisfied
- Not at all interested

# Commission 2: Partnerships that Work

## 2. What was MOST VALUABLE about the Commission Breakaway?

### Feedback



- Speakers & presentations
- Learning more
- Engagement

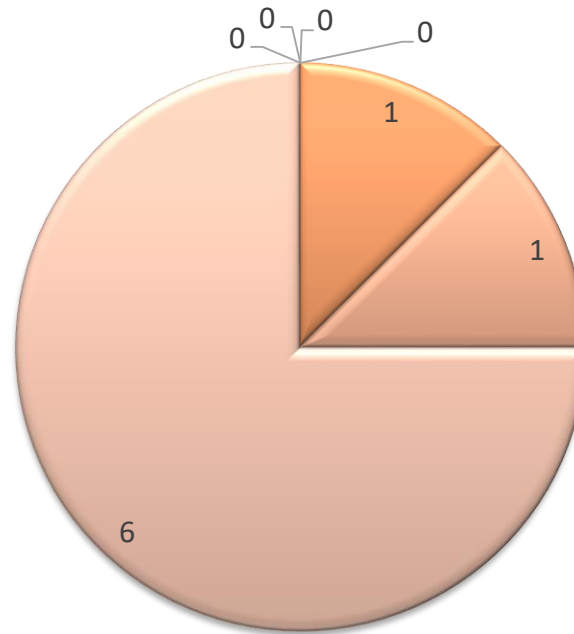
- Topics discussed
- Time management & structure
- Uncertain

- Opportunities
- Sharing of information

# Commission 2: Partnerships that Work

## 3. What was LEAST VALUABLE about the Commission Breakaway?

Feedback



- Time management
- Too political
- Lack of information in certain aspects
- Insufficient IT/facility equipment
- Finding solutions
- Disurbances/irrelevance
- Nothing

## Commission 2: Partnerships that Work

### 4. How would you rate the following items?

	Excellent	Very Good	Good	Fair	Poor	N/A
Relevance of commission content	14	5				
Quality of presentations	9	8	1			
Quality of speakers for the commission	10	8	1			
How useful and user friendly was the summit App	8	2	1		2	4



## Commission 2: Partnerships that Work

### 5. What topic(s) or theme(s) you would like to be addressed in future events?

- The Green economy
- Social entrepreneurship introduced in TVET colleges
- Co-operative partners being involved in selection of learners for admission to institutions of learning
- Alleviating poverty and joblessness through technical and vocational education and training
- Funding partnerships with other institutions
- Lecture development
- How best can we access international partnerships
- Best way to alleviate unemployment
- Work placement
- The role of students in sustaining partnerships
- How far we have come

# Commission 2: Partnerships that Work



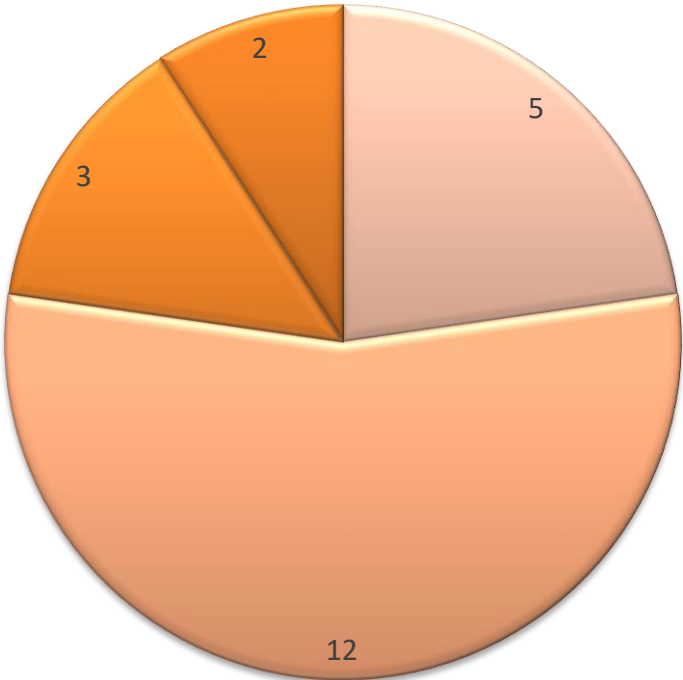
## 6. Is there anything else you would like to share with us?

- Good planning and good speeches
- To assist in ensuring that all big government entities should re-direct their support a bit from being focused on big cities
- Framework to assess the effectiveness of partnership
- It was a great session

# Commission 3: The 4<sup>th</sup> Industrial Revolution

1. Please indicate your overall satisfaction with the commission attended:

## Feedback

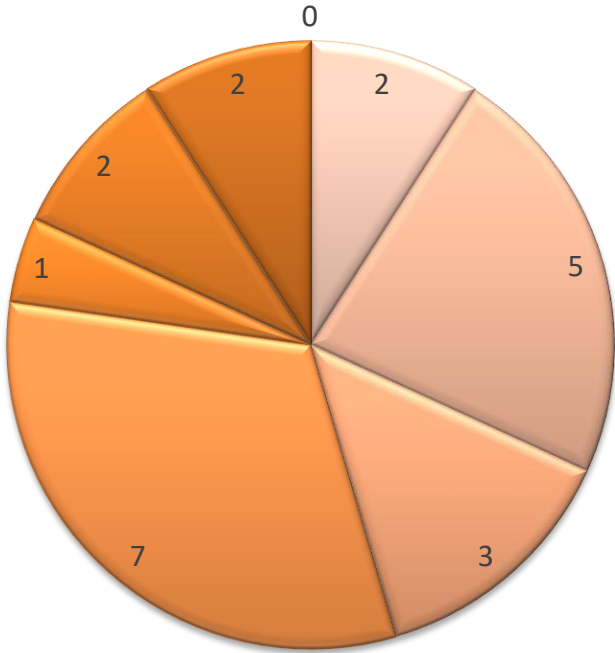


Extremely satisfied Very satisfied Moderately satisfied Slightly satisfied Not at all interested

# Commission 3: The 4<sup>th</sup> Industrial Revolution

## 2. What was MOST VALUABLE about the Commission Breakaway?

### Feedback

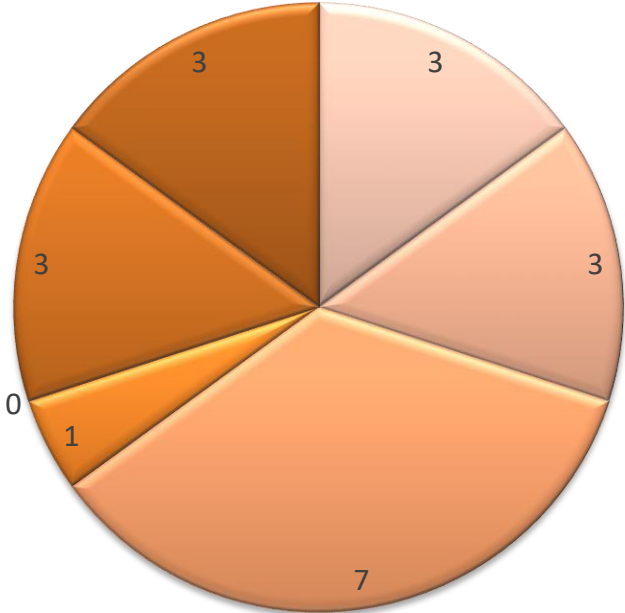


- Speakers & presentations
- Topics discussed
- Opportunities
- Learning more
- Time management & structure
- Sharing of information
- Engagement
- Uncertain

# Commission 3: The 4<sup>th</sup> Industrial Revolution

## 3. What was LEAST VALUABLE about the Commission Breakaway?

### Feedback



- Time management
- Lack of information in certain aspects
- Finding solutions
- Nothing
- Too political
- Inefficient IT/facility equipment
- Disturbances/irrelevance

# Commission 3: The 4<sup>th</sup> Industrial Revolution

## 4. How would you rate the following items?

	Excellent	Very Good	Good	Fair	Poor	N/A
Relevance of commission content	9	8	5	1		
Quality of presentations	10	7	5	1		
Quality of speakers for the commission	11	9	2	1		
How useful and user friendly was the summit App	5	7	3		2	5

# Commission 3: The 4<sup>th</sup> Industrial Revolution

## 5. What topic(s) or theme(s) you would like to be addressed in future events?

- Raising the quality and extent of technical and vocational education
- Taking the 4th Industrial Revolution to rural areas
- Engagement of all sectors of the society and economic sectors
- What can be done to close the gap in schools so that students will have good background in this regard
- Presentation on industry specific case studies
- The current status of SA and what has been done to prepare for the 4th industrial revolution
- Synergising the education system with the industrial environment
- 4th Industrial Revolution part 2
- Funding of HRD/schooling system failure
- Preparations for the 4th Industrial Revolution
- Learnerships certificates and its impact to employment industry
- The future of work and industry demands
- The value added by SETAs in economic growth
- Relearning in public sector for state officials to increase service delivery, productivity and NDP acceleration
- Involvement of youth development in 4th Industrial Revolution
- Black industrialists
- Strengthening collaboration amongst social partners
- More specific aspects of the 4th Industrial Revolution

# Commission 3: The 4<sup>th</sup> Industrial Revolution

## 6. Is there anything else you would like to share with us?

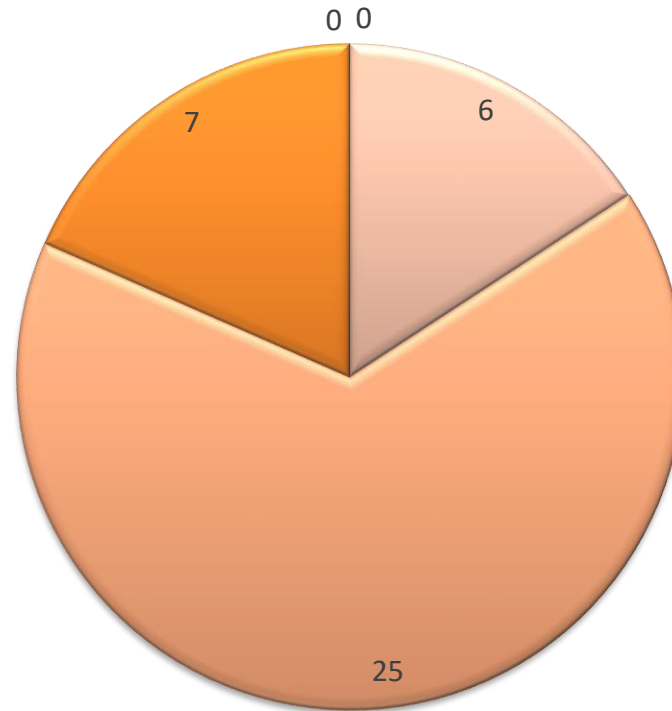
- The whole National Skills Development strategy needs to be rethought and redesigned
- I would like to see more involvement of rural communities in programs to uplift themselves rather than to depend on government's grants
- The government set framework and policies. Industry practitioners must champion and implement
- Definition of the industrial revolution which includes all elements
- Excellent summit, we would like to see again



# Commission 4: Work & Learning

1. Please indicate your overall satisfaction with the commission attended:

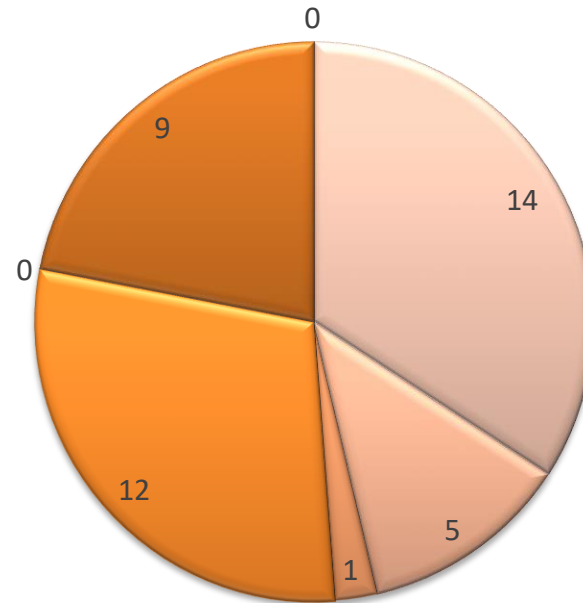
## Feedback



- Extremely satisfied
- Very satisfied
- Moderately satisfied
- Slightly satisfied
- Not at all interested

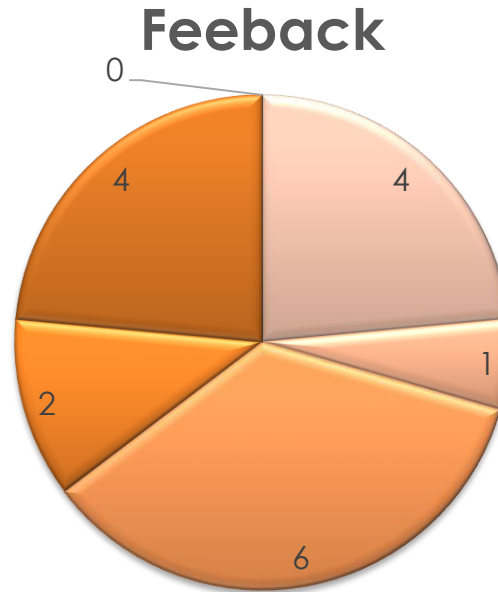
## 2. What was MOST VALUABLE about the Commission Breakaway?

### Feedback



- Speakers & presentations
- Topics discussed
- Opportunities
- Learning more
- Time management & structure
- Sharing of information
- Uncertain

## 3. What was LEAST VALUABLE about the Commission Breakaway?



- Time management
- Too political
- Lack of information in certain aspects
- Inefficient IT/facility equipment

# Commission 4: Work & Learning



## 4. How would you rate the following items?

	Excellent	Very Good	Good	Fair	Poor	N/A
Relevance of commission content	11	18	11	2		
Quality of presentations	7	19	13	2		
Quality of speakers for the commission	11	17	12	3		
How useful and user friendly was the summit App	8	7	10	3		11

# Commission 4: Work & Learning

## 5. What topic(s) or theme(s) you would like to be addressed in future events?

- Training & Development Funding
- Placement Strategy for Interns
- Leadership Development Initiatives
- Success Stories or projects that have benefited from the HRDC interventions
- Challenges of Integrating work & learning and the role of HRDC
- German system of dealing with theory & practical in assisting students
- More examples of how other countries have overcome similar challenges
- Industry Advisors in SA as in Botswana
- The role of maths & science teachers in relation to skills occupational programmes
- Impact on radical economic transformation on the implementation of challenges
- Maritime - please share on the App
- Include speakers from the corporate sector to share their learnings
- Work & Learning to be explored thoroughly
- On the Job continuous learnings
- Bridging the gap between TVET colleges & Universities
- Focus on scarce skills
- Available data on number of students in the successful programmes
- Diversity in other topics such as human sciences & agriculture
- Transition from current status quo to the 4th Industrial revolution
- Explore further work & learning in the SADC region

# Commission 4: Work & Learning

## 6. Is there anything else you would like to share with us?

- Open sessions for each commission
- Breakaway room were hot and the sound was poor
- The summit was informative
- All presenters to present from power point slides
- More impactful examples on PPP
- Curriculum Design to align to corporate world
- Encourage departments to implement skills development seriously in industries
- Well Done HOS
- Good Presentations
- TVET education and qualifications need to be addressed
- Robust and Insightful sessions
- Summit exceed expectations
- More time on commissions



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

*Partnerships revitalising  
work and learning*

END



REPUBLIC OF SOUTH AFRICA



**HRDC**  
HUMAN RESOURCE DEVELOPMENT COUNCIL  
of South Africa