



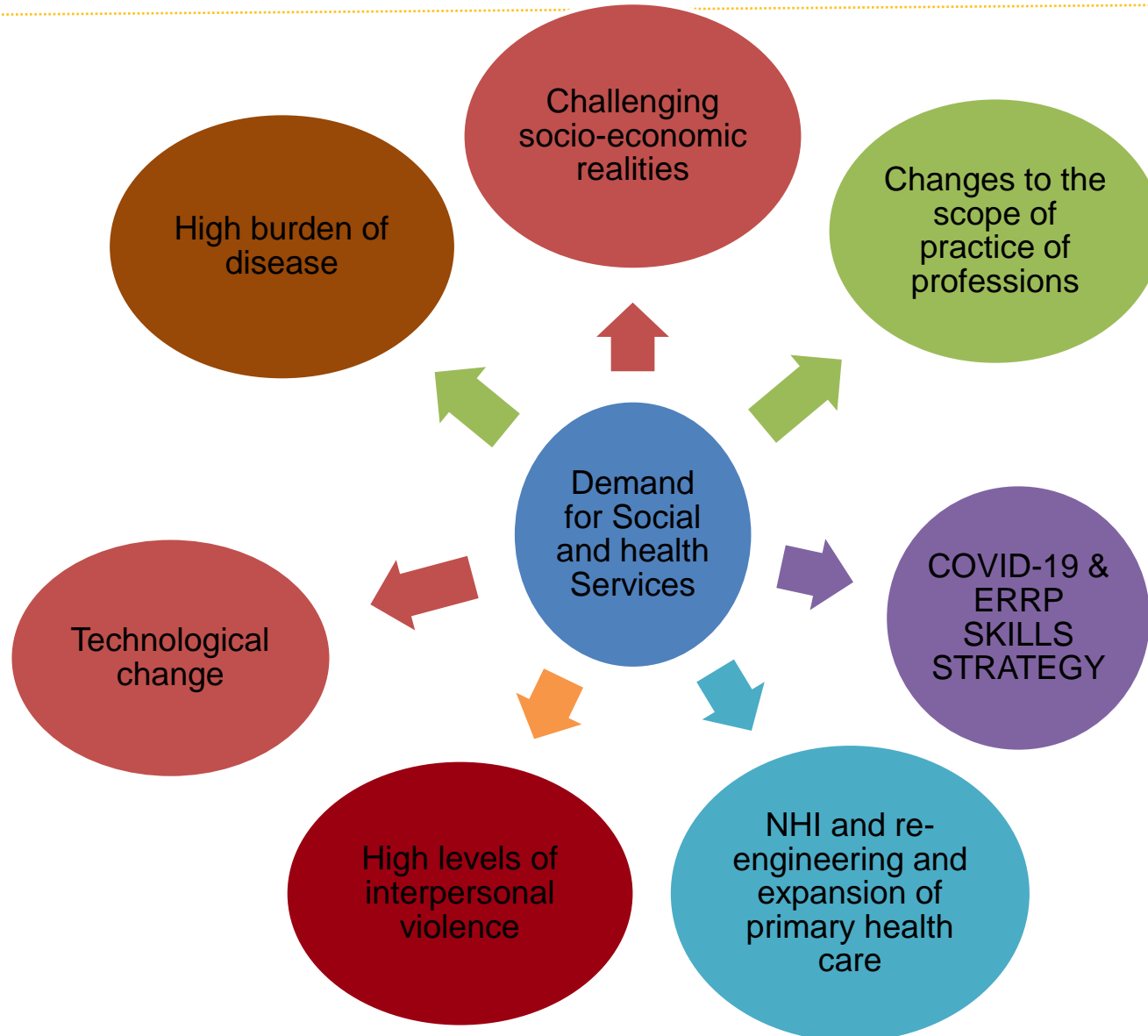
**2023-2024 SECTOR
SKILLS PLAN [SSP]:**

**KEY SKILLS
CHANGE DRIVERS**

UNDERSTANDING CHANGE DRIVERS

- *“Factors changing a sector and causing it to develop in a certain way, these are **factors that may affect skills demand or supply in a certain way.**” (DHET’s SSP framework 2022, p.19).*
- Skills Planning questions: *“How have occupational patterns and skills changed in social sector in response to shifts in industrial composition, technological advances and other labour market changes? ” (DHET’s SSP framework 2022, p.19).*

KEY SKILLS CHANGE DRIVERS



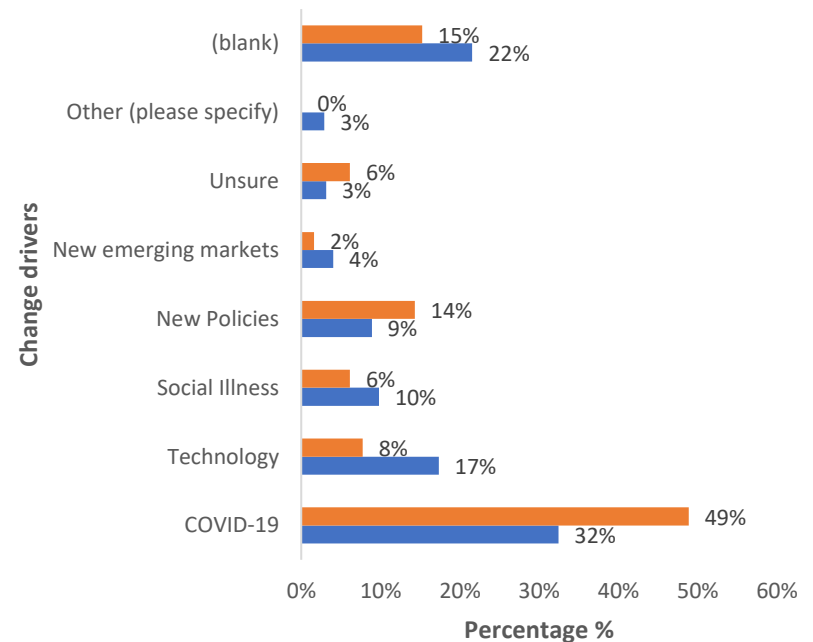
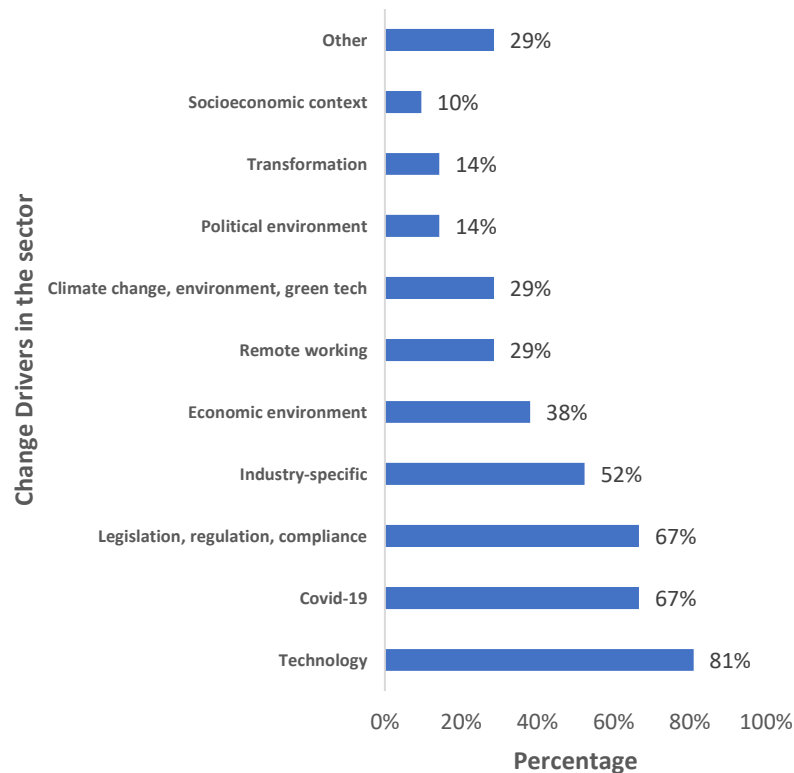
SPECIFIC CHANGE DRIVERS IN SOCIAL DEVELOPMENT

- **The state's constitutional obligations (Sec 27&28):** to grant everyone access to health care services, sufficient food and water, and social security
- **Social welfare policies and services becoming more development orientated:** to promote social inclusion and strengthen social cohesion and reach out to vulnerable people and care for persons living with disabilities
- **Review of the White paper for social welfare (2016):** found huge gaps in social welfare service provision in critical areas affecting the well-being of children, youth in trouble with the law, the elderly, people with disabilities and those who are experiencing substance addictions and violence. Social workers overburdened (stress, workload, burnouts, and few supervisors). The latter is exacerbated by COVID-19

WHAT WERE THE CHANGE DRIVERS SINCE THE START OF THE COVID-19 PANDEMIC?

Employer Interviews from 21 SETAs in 2021

HWSETA internal research studies [2021 & 2022]

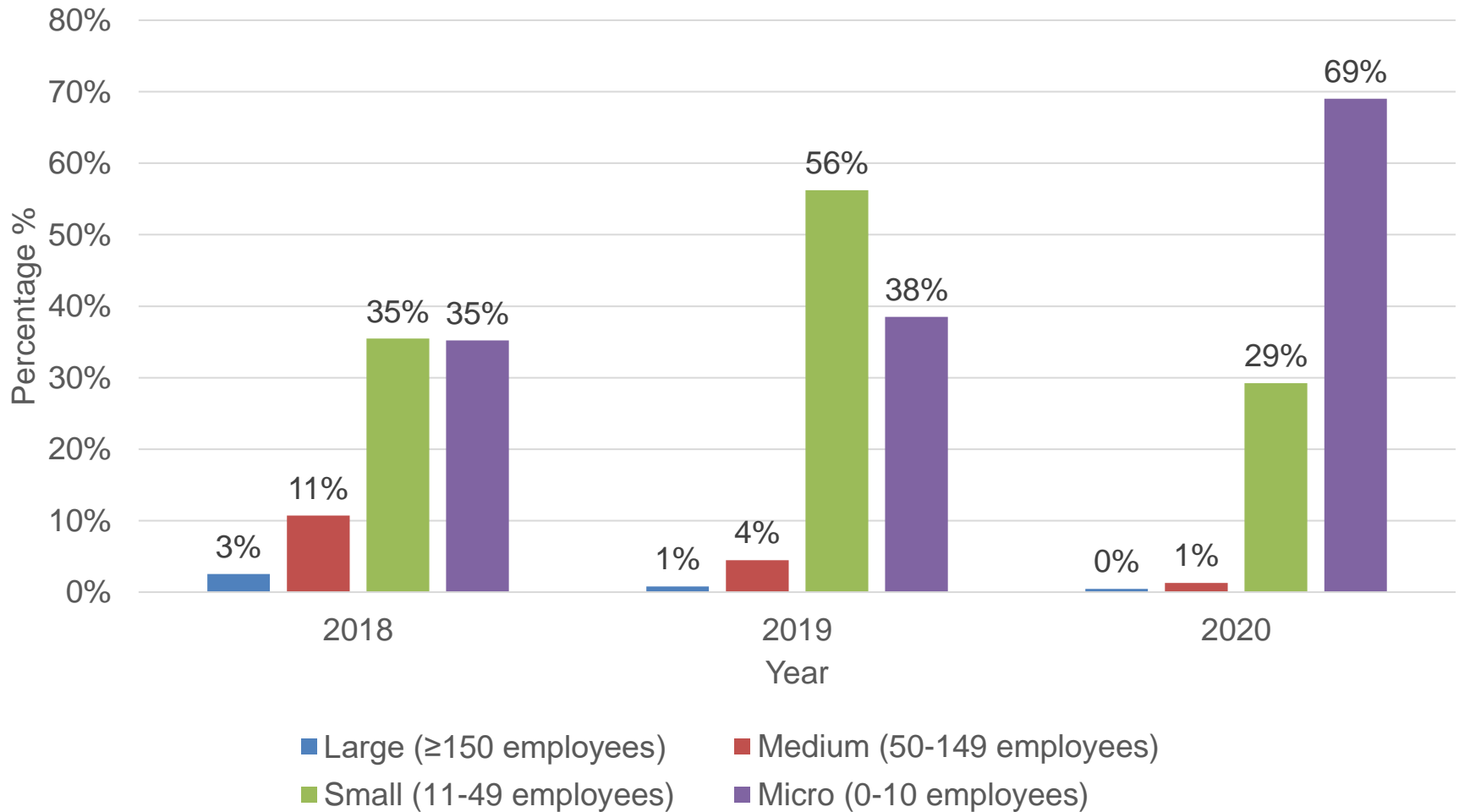


■ % of 440 shop stewards in the health and social development sector reporting a change driver (2022)
 ■ % of 450 HWSETA employer sample reporting a change driver (2021)

FUNDING AS A CHANGE DRIVER

- Report for **Review of the white paper for Social Welfare** (2016) posit that the huge gaps in social welfare service provision in critical areas are due to that *“very limited funding is provided for other social development services, especially for social welfare services, which are funded primarily by provinces through the equitable share formula that provinces receive for all provincial functions”*
- The Employers interviews from the social sector conducted in between 2020 and 2022 confirm decrease in global and state funding.
- This has resulted to NPOs searching for new funding (aligning to objectives of funders or donors) and making their marketing divisions crucial for fundraising.
- Further meant NPOs need to adjust their training to available funds

NPO: THE CHANGING LANDSCAPE





THANK YOU