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Global Human Resource Development Springer

With the rise of the knowledge for development paradigm, expert advice has become a prime instrument of foreign aid. At the same time, it has been object of repeated criticism: the chronic failure of technical assistance a notion under which advice is commonly subsumed has been documented in a host of studies. Nonetheless, international organisations continue to send advisors, promising to increase the effectiveness of expert support if their technocratic recommendations are taken up. This book reveals fundamental problems of expert advice in the context of aid that concern issues of power and legitimacy rather than merely flaws of implementation. Based on empirical evidence from South Africa and Tanzania, the authors show that aid-related advisory processes are inevitably obstructed by colliding interests, political pressures and hierarchical relations that impede knowledge transfer and mutual learning. As a result, recipient governments find themselves caught in a perpetual cycle of dependency, continuously advised by experts who convey the shifting paradigms and agendas of their respective donor governments. For young democracies, the persistent presence of external actors is hazardous: ultimately, it poses a threat to the legitimacy of their governments if their policy-making becomes more responsive to foreign demands than to the preferences and needs of their citizens.

Annual Report IGI Global

Vocational skill development (VSD) has the capacity to contribute to poverty reduction because it serves as the key to job creation and inclusive growth. As developed nations have been faced with high youth and graduate unemployment rates, basic education and vocational skill development have become a priority of development cooperation activities. However, there is a realization that measures to improve skill training can only be successful if they are in harmony with employment and economic policies. *Socio-Economic Perspectives on Vocational Skill Development: Emerging Research and Opportunities* is a collection of innovative research on the methods and applications of equipping individuals with relevant work skills and implementing effective skills systems that can lead to economic growth and high levels of productivity. While highlighting topics including human capital, professional development, and skill gaps, this book is ideally designed for managers, business professionals, policymakers, academicians, researchers, and management students seeking the current understanding of the strategic role of skill development at different levels of the socio-economic system.

Internships, Employability and the Search for Decent Work Experience Routledge

The Technical and Vocational Education and Training (TVET) college environment is marked by increasingly stark juxtapositions between what needs to be achieved in the post-school education sector and the increasing difficulty of current conditions. The triple challenge of poverty, inequality and unemployment weighs heavily on the social, political and economic fabric of the country and expectations are high that the TVET colleges can make a pivotal contribution to counter these challenges. Despite laudable increases in TVET enrolment, the education system needs to work harder to accommodate the weight of demand for post school further education and training (FET) band qualifications from young people not in education, employment or training. At the same time, it is vital to secure adequate quality in TVET programmes which depend so much on the competence and commitment of college lecturers.

Taking a whole of government approach to skills development Academic Conferences and publishing limited

This book examines the factors driving youth unemployment in South Africa, exploring potential future outcomes of its mass unemployment, and offering a variety of strategies to avoid an impending crisis in the country. Utilizing scenario analysis rooted in complex systems theory while building on statistical and field research, the author illustrates four possible future states of youth employment in South Africa in the year 2040. This includes the South African version of the Arab Spring, where young people riot or agitate for extreme political and social change because of a belief that access to education and jobs is only possible through social status or corruption (Spring), fair access to a high number of jobs supported by Chinese interventions (Summer), a technology driven decline in the number of jobs where merit-based access for youth is granted (Fall), and the collapse of the economy, with the economy collapsing and youth becoming increasingly desperate (Winter). The author then presents five strategies to fight youth unemployment, including training of youth to start businesses, stimulating small and medium-sized enterprises, and sending unemployed youth abroad for skills development and to where their labour is in needed. This book will be of interest to scholars of South African politics and economics, labor economics and youth studies, and readers with an interest in tackling youth unemployment independent of the country.

OECD Economic Surveys: South Africa 2017 Emerald Group Publishing

Offering an examination of the diplomatic and economic regional power structures in Africa and their relationships with each other, Dawn Nagar discusses the potential and future of pan-Africanism. The three primary regional economic communities (RECs) that are recognised by the African Union as the key building blocks of a united Africa are examined - these are the Common Market for Eastern and Southern Africa (COMESA), the East African Community (EAC) and the Southern African Development Community (SADC). These RECS include Africa's major economies - Egypt, South Africa, and Kenya but are also home to Africa's most conflict prone and volatile states - the Democratic Republic of the Congo (DRC), Burundi, South Sudan, Somalia and Lesotho. Providing a detailed overview of the current relationship between these power blocs, this book provides insight into the current state of diplomatic and economic relations within Africa and shows how far there is to go for a future of Pan-Africanism.

Getting Skills Right Community Education and Training in South Africa African Books Collective

Drawing on contributions from leading academics in the field, this volume within the Routledge Series in Human Resource Development specifically focuses on Global Human Resource Development (HRD). Specifically, the volume provides an overview of 17 regions, 85 countries and includes one emerging market grouping, CIVETS. This book examines the role of the state in HRD, the relationship between HRD and the level of economic development in the country or region, the influence of foreign direct investment within the country or region, and firm-level HRD practices within countries or regions. *Global Human Resource Development* analyzes HRD from institutional

and cross-cultural perspectives, making it possible, for the first time, to analyze trends across countries and regions and to draw conclusions about the value of institutional and cross-cultural perspectives in the HRD context. There is currently no book on the market that conceptualizes the discipline of global HRD in this way, making this a definitive book on HRD across the globe of particular interest to researchers and reflective practitioners.

Bombardier Abroad Juta and Company (Pty) Ltd

Drawing on two decades of interviews and ethnographic fieldwork (1998–2018), this book presents a unique and multi-faceted history of youth development in South Africa through the lens of a South African non-governmental organization (NGO) prominent in youth development from the mid-1980s until 2008. The book weaves history, ethnography, and discourse analysis to contextualize the Joint Enrichment Project (JEP) in the politics and history of South African education. It examines JEP's role leading up to and during South Africa's transition to democracy, its work and influence in post-apartheid South Africa, and the continued relevance of its legacy to contemporary initiatives seeking to address youth development and social justice. While JEP repeatedly repositioned itself as an organization, from fighting the effects of apartheid on young people to becoming a potential partner with the new African National Congress (ANC)-led government, its most significant role may have been to reposition people. After tracing JEP's twenty-year history, the book focuses on the participants in a 1998 Youth Work Scheme, exploring their learning experiences and the program's immediate impact on their lives. It then revisits these participants twenty years later in 2018, analyzing their life trajectories after JEP and comparing them with the life trajectories of former JEP staff over the same period—shedding light on broader patterns of socio-economic reproduction and change in the country. The book concludes with a discussion of a perennial paradox facing youth development institutions. This book will be of great interest to academics, researchers and post-graduate students in the fields of education, international development, anthropology, and African studies.

Critical Issues in South African Education IGI Global

This book explores and critiques existing research paradigms, presents African counter-arguments and examples, and proposes methodologies more appropriate for African contexts. The emphasis is on African realities, values and ways of knowing. --Publisher's

ECRM 2017 16th European Conference on Research Methods in Business and Management Routledge

The main thesis of this book is that, given that South African education faces major challenges, the BRICS (Brazil, Russia, India, China and South Africa) constellation of states offers — thus far overlooked — a valuable tertium comparationis, a source of international comparative perspectives, to inform the domestic scholarly discourse on education. This book first investigates the national contexts and development of education in the BRICS countries, arguing that this grouping represents a valuable but yet overlooked field for illuminating South African education issues with international perspectives. The book consists of chapters arguing for and illustrating this thesis from a variety of angles. Common to all chapters is that authors used the comparative method in education, that is comparing the national education system, in their education societal context interrelationships, of the BRICS countries. The chapters focus on a number of critical issues in South African education, including the language of learning and teaching issue, the alignment of the world of education with the world of work, early childhood education, and the development of world-class universities. Regarding the last, for example, China has been the terrain of the most intensive national projects of establishing world-class universities, with Project 985, Project 211, and the “Double First Class University” project. The chapters demonstrate what South Africa, in approaching her education issues, can learn from the experience of the BRICS countries.

A Hidden History of Youth Development in South Africa Nomos Verlag

Active political engagement requires the youth of today to begin their journeys now to be leaders of tomorrow. Young individuals are instrumental in providing valuable insight into issues locally as well as on a national and international level. Participation of Young People in Governance Processes in Africa examines the role of young peoples' involvement in governance processes in Africa and demonstrates how they are engaging in active citizenship. There is an intrinsic value in upholding their right to participate in decisions that affect their daily lives and their communities, and the content within this publication supports this by focusing on topics such as good citizenship, youth empowerment, democratic awareness, political climate, and socio-economic development. It is designed for researchers, academics, policymakers, government officials, and professionals whose interests center on the engagement of youth in active citizenship roles.

The Roles of Accelerated Pavement Testing in Pavement Sustainability OECD Publishing

The COVID-19 crisis has weakened an already fragile economy. South Africa's growth underperformed during the past decade: GDP per capita was already lower in 2019 than in 2008. Unemployment remains high, at around 35%, and youth unemployment even exceeds 50%. In the meantime, spending pressures are mounting to close the financing gap in health, infrastructure and higher education.

Gaffney's Local Government in South Africa Siber Ink

The overwhelming challenge that South Africa faces, and has to date failed to address, is unemployment, which falls especially on African youths who were promised a better future after 1994. If the current unemployment challenge is not addressed, it will be impossible to sustainably lift many millions of people out of poverty. *How South Africa Works* reviews the country's major economic achievements over the past two decades. Through numerous interviews with politicians, business leaders and analysts, it examines the challenges and opportunities across key productive sectors -- including agriculture, manufacturing, services, and mining -- illustrative of the policy challenges that leaders face. It scrutinises the social grant and education systems to understand if South Africa has established mechanisms for people not only to escape destitution but be ready to be employed, and identifies steps that some of South Africa's most notable entrepreneurs have taken to build world-class enterprises. Recognizing the essential challenge to cultivate more employers to employ people, *How South Africa Works* concludes by offering an agenda and active steps for greater competitiveness for government, business and labor.

Change Management in TVET Colleges Edward Elgar Publishing

Despite strong recent economic growth, Sub-Saharan Africa has levels of economic transformation, poverty reduction, and skill development far below those of other regions. Smart investments in

developing skills—aligned with the policy goals of productivity growth, inclusion, and adaptability—can help to accelerate the region’s economic transformation in the 21st century. Sub-Saharan Africa’s growing working-age population presents a major opportunity to increase shared prosperity. Countries in the region have invested heavily in building skills; public expenditure on education increased sevenfold over the past 30 years, and more children are in school today than ever before. Yet, systems for building skills in this population have fallen short, and these shortcomings significantly impede economic prospects. In half of the countries, fewer than two in every three children complete primary school; even fewer reach and complete higher levels of education. Learning outcomes have been persistently poor, leading to substantial gaps in basic cognitive skills—literacy and numeracy—among children, young people, and adults. The literacy rate of the adult population is below 50 percent in many countries; functional literacy and numeracy rates are even lower. Systemwide change is required to achieve significant progress. Multiple agencies at the central and local levels are involved in skills development strategies, making skills “everyone’s problem but no one’s responsibility.” Policies and reforms need to build capacity for evidence-based policies and create incentives to align the behaviors of all stakeholders with the pursuit of national skills development goals. The Skills Balancing Act in Sub-Saharan Africa: Investing in Skills for Productivity, Inclusivity, and Adaptability lays out evidence to inform the policy choices that countries will make in skill investments. Each chapter addresses a set of specific questions, drawing on original analysis and synthesis of existing studies to explore key areas:

- How the skills appropriate to each stage of the life cycle are acquired and what market and institutional failures affect skills formation
- What systems are needed for individuals to access these skills, including family investments, private sector institutions, schools, and other public programs
- How those systems can be strengthened
- How the most vulnerable individuals—those who fall outside the standard systems and have missed critical building blocks in skills acquisition—can be supported.

Countries will face trade-offs—often stark ones—that will have distributional impacts and a bearing on their development path. Committed leaders, reform coalitions, and well-coordinated policies are essential for taking on the skills balancing act in Sub-Saharan Africa.

Issues and trends in education for sustainable development UNESCO Publishing

This report comes at a time when policy makers are challenged by the COVID-19 crisis that is generating a profound reflection on economic and social well-being. Before COVID-19 hit, Indonesia had experienced remarkable economic growth, making substantial progress in poverty reduction and gains in employment. However, there are large differences in outcomes across Indonesian provinces, which often reflect the quality of local infrastructure, services, education, and jobs.

Participation of Young People in Governance Processes in Africa Emerald Group Publishing

Michel Foucault, one of the most cited scholars in the social sciences, devoted his last three lectures to a study of leader development. Going back to pagan sources, Foucault found a persistent theme in Hellenistic antiquity that, in order to qualify for leadership, a person must undergo processes of subjectivation, which is simply the way that a person becomes a Subject. From this perspective, an aspiring leader first becomes a Subject who happens to lead. These processes depend on a condition

of *parresia*, which is truth-telling at great risk that is for the edification of the other person. A leader requires a mentor and advisors in order to lead successfully, while also developing the capacity in one’s own mind to heed the truth. In other words, a leader must learn how to guide oneself. A valuable contribution to the field of leadership studies, this book summarizes these last lectures as they pertain to the study and practice of leadership, emphasizing the role of ethics and truth-telling as a check on power. It then presents several other contexts where these same lessons can be seen in practice, including in the life of Alexander Solzhenitsyn, whose career as a writer epitomized speaking truth to power, and somewhat surprisingly in the United States military, in response to its twenty-first century mission of counterinsurgency.

The Oxford Handbook of the South African Economy OECD Publishing

Education for Sustainable Development (ESD) is globally acknowledged as a powerful driver of change, empowering learners to make decisions and take actions needed to build a just and economically viable society respectful of both the environment and cultural diversity.

Postgraduate Study in South Africa IGI Global

This report identifies effective strategies to tackle skills imbalances in South Africa.

Labour Law Rules! Third Edition IGI Global

Since 2007, South Africa has been one of the world’s upcoming Business Process Outsourcing (BPO) offshore destinations. This book is based on the authors’ most recent research into high performance BPO globally and new research streams specifically on South Africa.

OECD Economic Surveys: South Africa 2020 Routledge

This book is based on the work of the YEEES Research Centre, an international network of scientists from partner universities in Germany, Mozambique, Namibia and South Africa. It presents inter- and transdisciplinary research that explores different ways of understanding resilience, an essential characteristic for systems, organizations and people – providing them with strength in the face of attacks and challenges, and both enabling and fostering constant adaptation and improvement. Building resilience to face today’s ever-changing societal and environmental realities requires unbiased research activities that transcend the borders of countries and academic disciplines alike. The research addressed in this book, thus, is multidisciplinary and includes contributions to areas such as sustainable agriculture, entrepreneurial ecosystems, and smart communities, as well as groundbreaking work on skills development and ICT education. Highlighting the variety of research activities and their outcomes, this book offers a valuable resource for researchers and practitioners in the fields of sustainable resilience development.

Exploring Rural Enterprise AOSIS

The book explores concerns about the lack of higher education transformation around issues of equity, curriculum reform, language and race, and how students navigate higher education complexities. Students’ self-reflective abilities, creativity and pragmatic approaches to surviving and succeeding are indicators that postgraduate student success is as much internally as externally determined. Each chapter speaks from a uniquely South African perspective. The editors have tried to remain true to the voice of each contributor, while simultaneously providing a coherent body of scholarly work.