



## Activity brief (December 2014)

### Support for Botswana Technical and Vocational Education and Training Transformation Strategy

1 August 2013 – 31 December 2014



**Background:** The Government of Botswana has recognised Australia as a world leader in technical and vocational training (TVET) provision, and wants to use the experience and insight of Australia's leading institutions to help shape and support the revitalisation of its TVET system.

This activity was developed following a request from the Government of Botswana in 2012, and is in line with the 2010 Australia-Botswana Plan of Action for Cooperation, which identifies TVET as a priority sector.

**Objective:** The activity provides short-term advisory support for the Ministry of Education and Skills Development (MoESD) with the aim of developing a strategy and action plan to revitalise public sector TVET institutions in Botswana.

**Sector:** Public policy

**Activity description and outcomes:** The activity formed an integral part of the Government of Botswana's initiative to reform the sub-sector. The activity formed part of a wider strategy to develop the country's human resources to support economic diversification and poverty reduction.

The strategy and action plan delivered under this activity were an important element of Botswana's Ministry of Education and Skills Development's revitalisation agenda for TVET.

Chisholm Institute of TAFE (Chisholm) in Melbourne, Australia, was the Australian implementing organisation. The Institute conducted the activity in two phases:

■ **A diagnostic phase:** Chisholm supported the analysis of Botswana's challenges in delivering relevant and quality TVET, and identified short, medium and long-term remedial actions. The key Chisholm advisers conducted a short-term visit to Botswana to work with senior MoESD officials, Botswana TVET Revitalisation Project Team, and other stakeholders in conducting the initial analysis and development of the implementation plan and strategy.

■ **A design phase:** Chisholm supported the development of implementation strategy and action plans, to take forward the actions identified and agreed with MoESD in the diagnostic phase.

A high-level MOESD delegation met with the project team in Melbourne in early 2014 and they agreed to focus the project on developing short term strategies to assist TVET institutions in five priority areas, namely: (1) improving TVET leadership competencies, particularly at management level; (2) maximising utilisation of TVET resources, (3) involving industry including private sector in TVET; (4) TVET teacher pre-service education; and (5) TVET trainer in-service education.

The project team conducted site inspections at 21 TVET institutions spread across Botswana, to gain an appreciation of the needs of TVET institutions in relation to the five focal areas of the project. This led to an Assessment and Recommendations Report, which was sent to MOESD for comment in June 2014. The project team subsequently prepared an Implementation Guide that detailed strategies for addressing the issues raised in the Assessment and Recommendations Report and an Action Plan for implementing the recommended strategies.

The Action Plan, which was developed in collaboration with MOESD's TVET Reform Taskforce and the TVET Principals' Forum, provides MOESD and the Principals of the Training Colleges and Brigades with a plan for implementing the strategies identified in the Implementation Guide. The Action Plan sets out: (1) strategies that can be implemented at institutional level, (2) strategies that need to be implemented at systemic level through the MOESD; and (3) a three-year time line for the implementation of the strategies. Taken together the Implementation Guide and Action Plan provide MOESD, Technical Colleges and Brigades with a framework for building leadership capacity, improving resource utilisation, developing trainer competence and strengthening industry engagement capacity within the national network of TVET institutions in Botswana.

**Participating country:** Botswana

<b>Date approved:</b>	27/05/2013
<b>Implementation partner:</b>	Government of Botswana
<b>Total cost:</b>	AUD 200 000