

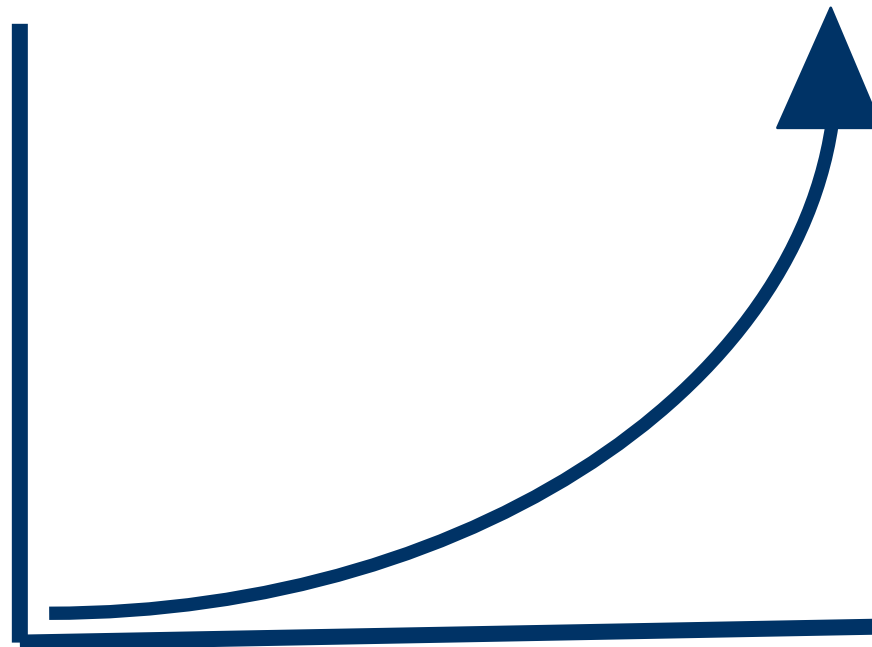
HR DEVELOPMENT INTO THE FUTURE

www.kr.co.za

Link to presentations:

http://www.kr.co.za/Annual_Seminar_Mining_Industry_2008.html

Demand for training and development will Sky Rocket



5 Drivers which will impact Training and Development

1. Growing demand and Backlog in supply of Scarce Skills
2. Technology Advances and Changes
3. Globalisation
4. Climate Change and Environmental Concerns
5. South African Context

Growing Demand and Backlog in supply of Scarce Skills

- | Talent Crisis World Wide – Skills Mobile
- | Economic Growth in Developing World
 - China, India, Russia, Vietnam, Brazil, Middle East etc.
- | Exporters of Talent are new importers

India

- | Need over next 5 years 12000 pilots – presently 3000 trained.
- | China will require thousands
- | Major Airline companies train 400 per annum!

Trevor Manual (Parliament)

European Union Blue Card

- | 20 million high level immigrants
- | Germany – 3000 engineers outside EU

US

- | 970 000 Nurses Now

Engineering, Building and Construction jobs advertised in ST

	Engineering	Building and Construction
Qatar	8	-
Kuwait	8	-
Saudi Arabia	-	19
UAE	24	32
Australia	31	

in the ST of 28/10/07

Engineering jobs advertised in ST

	Engineering
Australia	129
Angola	31

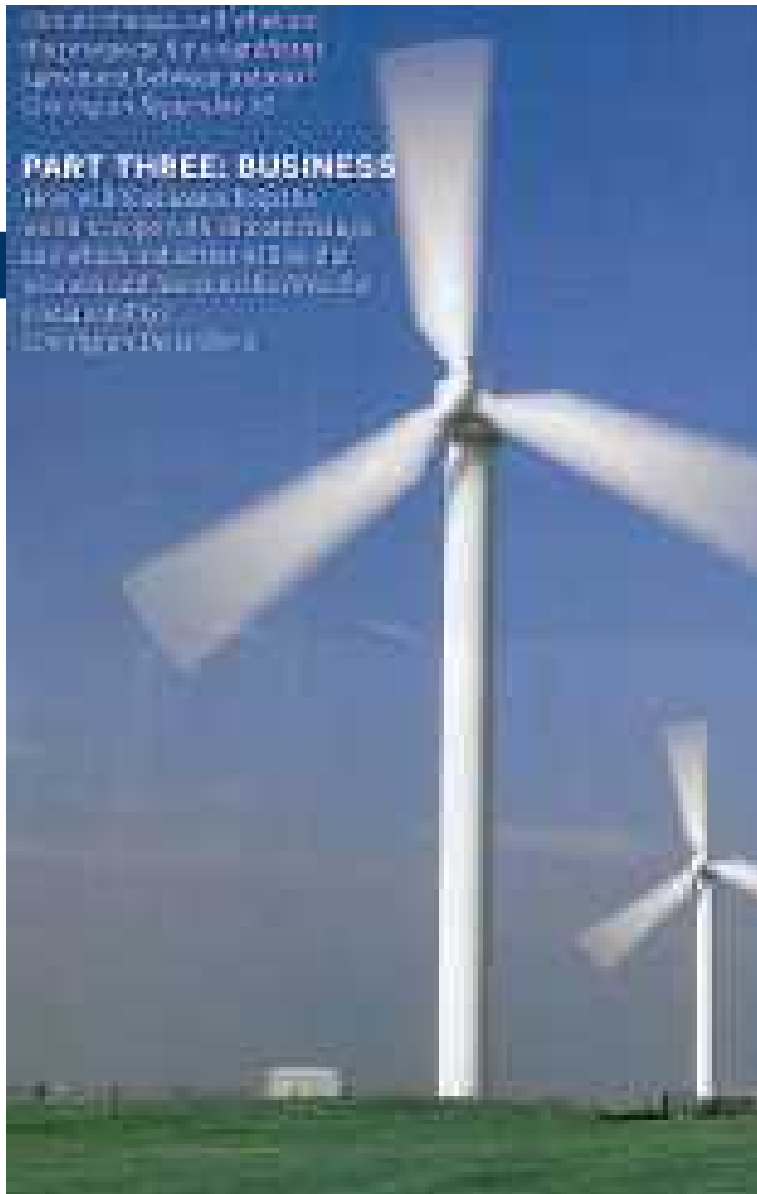
in the ST of 01/06/08

IBM Global Human Capital Study 2008

- I Q –
 - What do you see as the primary workforce-related issues facing the organization?
 - I “55%: Inability to rapidly develop skills to address current / future business needs”
- I Q –
 - Which are the most significant capability building challenges facing your organization today?
 - I “75%: Building Leadership Talent”

HCR March 2008 - www.humancapitalreview.org

Technology Advances and Changes



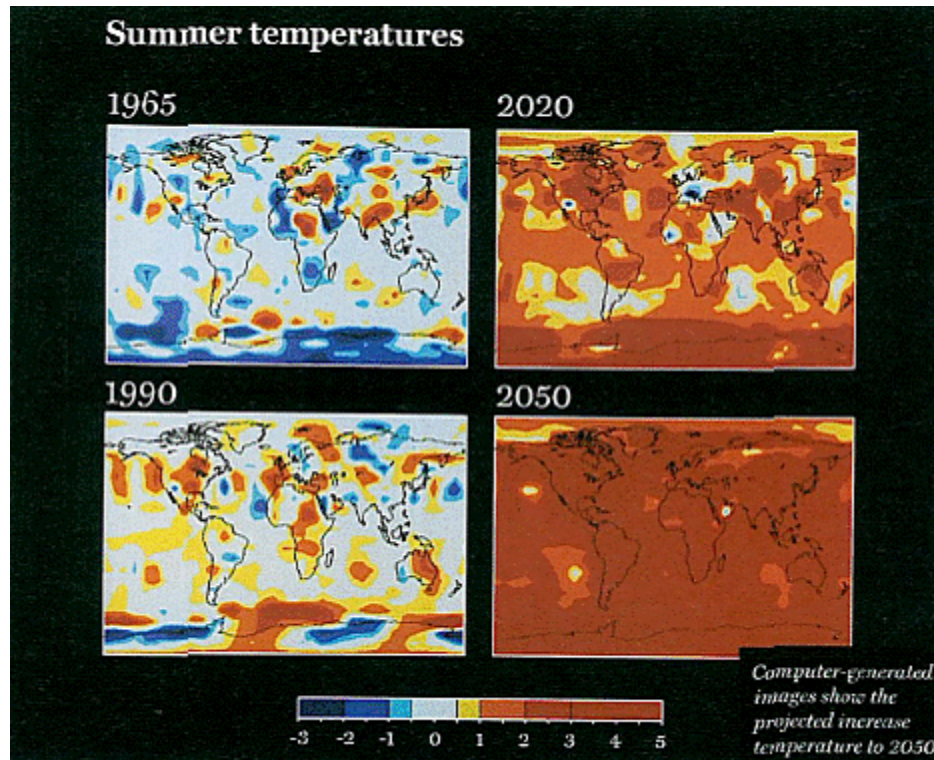
Financial Times 03 June 2008

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Implications

- | Workflow ▲
- | Organization Structure ▲
- | Virtual Teams and Work Groups
- | Consistent Training and Retraining

Climate Change



Financial Times 03 June 2008

Climate Changes and Environmental Concerns

- | New UN Agreement by end 2009
- | New Legislation, Regulations, International Standards etc.
- | New Technologies
 - Energy Saving
 - Lower Emissions
 - Green Foot Print
- | Tremendous Innovation

Globalization

- | Shift to the East
- | Impact on Cost and Speed
- | Industries under pressure even disappear in some countries e.g. Textile, Printing
- | Compete with everybody
- | Flat World

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Sandton June 24th

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MAY 2008

Welcome to the latest issue of Human Capital Review. In Human Capital Review we are convening some of today's most important and influential management thinkers to focus on current topics most crucial to human capital management professionals.

Enjoy this issue of Human Capital Review!

Best regards

The HCR Team



FEATURED ARTICLES

- **Room at the table** by Ron Hyams
- **Performance management: The Ultimate management tool** by Rowan Dent

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International Organization for Standardization (ISO): Training Standards



- | The purpose of ISO (founded in 1947) is to facilitate the internationalization and unification of standards and related activities over almost the entire range of technology (except that covered by the International Electrotechnical Commission (IEC))

Doug Lynch

Scope of ISO Initiative

- | All non-public training & education
- | Initial focus:
 - Vocational education
 - Further education
 - In-company training
 - Language training

ISO/TC232

What is the Form of the Standard?

- I What type of standard we should use?
 - **Process and staff standard:** documentation of the process for developing learning and qualifications of staff.
 - **Competency standard:** statement of minimal skills and qualifications of service providers.
 - **Outcome standard:** documentation of learning outcomes based upon substantive data.
- I Should the standards define minimum requirements or stage requirements?

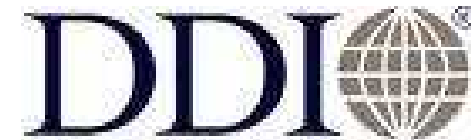
What is the Breadth of the Standard?

- | Business responsibility and control
- | Learning services and systems management
- | Determination of learning needs/training needs analysis process
- | Instructional design and learning methods
- | Planning and implementation of learning
- | Learning personnel requirements and certification (teacher, designer, developer, manager, other)
- | Assessment of learning outcomes
- | Program impact evaluation
- | Learning transfer/user support

Countries Involved to date...



Members of the US Delegation...



Creativity and Innovation

- I Recognizing the dynamic nature of learning, and the evolution of both our collective knowledge and resources available, how do we ensure that there is room for creativity and innovation within whatever international standards are set?

South African Context

SA Situation = f

(Eskom, Government Inertia, Political Uncertainty, Xenophobia, lack of service delivery, Interest Rates, Poverty etc)

Exporter of Skills

Skills Shortage Critical –

Richard Pike (Adcorp)

I Shortages in:

- Financial Services
- Retail
- Engineering
- Telecommunications
- Public Sectors

I BD 18/10/07

Education level of Population %

	1996	2007
No Schooling	19.1	10.3
Some Primary	16.5	16.0
Completed Primary	7.4	5.9
Some Secondary	33.6	40.1
Grade 12	16.3	18.6
Higher	7.1	9.1

(SSA2007)

Throughput

I Grade 10: Class of 2004

Candidates 2004	1057935	100%
Senior Certificate Candidates 2006	528525	50%
Matric Passes 2006	351726	33%
University Entry 2007	84741	8%
HG Maths Pass	33112	3.1%

(Fast Facts 03/06)

Developing National Human Capital

- | National Human Capital is a function of:
 - Formal Education
 - In Service Training
 - Health and Nutrition
 - Labour Market Information
 - Migration
 - Adult Education Programs

| Kindleberger, Henrich & Schultz

Implications for Training

- | Changing Learning Content: Faster, Shorter, View/Listen, Collaborative, Search
- | Changing Learners: Impatient, Overwhelmed, Self-Service, New & Retiring
- | Changing learning Systems: Evolving LMS, Authoring. Facebook, Second Life, Wikipedias, Podcasts Social Networks.

Mussie Conference 2007

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- Marketplace
- Causes
- Top Friends
- Bumper Sticker

more

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With every order of herbal Detox Drops from Feelgood Health. Cleanse your system naturally and feel great.

More Ads | Advertise



View Photos of Me (47)

View My Friends (131)

See Zia's Fun/Wall

Growing Gifts

Who calls you a Top Friend

Hatching Eggs



Friends

131 friends See All



Come Van Der Westhuizen



Karla Van Straaten



Gillian Rose

Zia Crous

What are you doing right now?

Network: South Africa
 Sex: Female
 Interested In: Men
 Relationship Status: Engaged to Justin Attlee
 Birthday: April 26, 1983
 Religious Views: Christian

Mini-Feed

Displaying 10 stories Import | See All

Yesterday

Zia wrote on Rejeane Du Plessis's wall. 8:00pm X

Zia and Vaati Van Zyl are now friends. 7:45pm X

May 26

Zia and Marius Johan Venter are now friends. 10:11pm X

May 13

Zia and Tiaan Auret are now friends. 6:43pm X

May 9

Zia and Anja Nanny are now friends. 5:46pm X

May 7

Zia and Jeff Chin are now friends. 11:53pm X

May 4

Zia and Tina Wjoen are now friends. 6:52pm X

April 27



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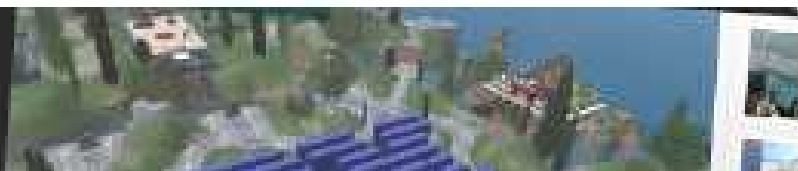
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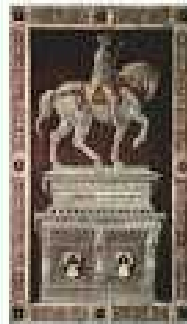
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Today's featured article



The *Funerary Monument to Sir John Hawkwood* is a fresco by Paolo Uccello, commemorating English condottiero John Hawkwood, commissioned in 1436 for the Florence Cathedral. The fresco is an important example of art commemorating a soldier-for-hire in the Italian peninsula and is a seminal work in the development of perspective. The politics of the commissioning and recommissioning of the fresco have been

analyzed and debated by historians. The fresco is often cited as a form of "Florentine propaganda" for its appropriation of a foreign soldier of fortune as a Florentine hero and for its implied promise to other condottieri of the potential rewards of serving Florence. The fresco has also been interpreted as a product of internal political competition between the Albizzi and Medici factions in Renaissance Florence, due to the latter's modification of the work's symbolism and iconography during its recommissioning. The fresco is the oldest extant and authenticated work of Uccello, and from a relatively well-known aspect of his career compared to the periods before and after its creation. The fresco has been restored (once by Lorenzo di Credi, who added the frame) and is now detached.

In the news

- In the U.S. Presidential campaign, Sen. **Barack Obama** (*pictured*) obtains a predicted majority of delegates needed to become the Democratic Party's presumptive nominee.
- The **United Nations Security Council** unanimously passes a declaration allowing foreign naval vessels to enter Somali territorial waters to deal with **pirates**.
- A **car bomb explodes** outside the Danish embassy in Islamabad, Pakistan, killing at least five.
- The **Australian Army** ends **its combat role** in Iraq, as about 500 troops withdraw from Nasiriyah.
- In the Republic of Macedonia, the governing Christian democratic VMRO-DPMNE wins a landslide victory in **parliamentary elections** amid reports of violence in ethnic Albanian areas.
- Usain Bolt** of Jamaica sets a new world record in the 100-metre sprint of 9.72 seconds at the Reebok Grand Prix in New York.





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Implications for Training continue

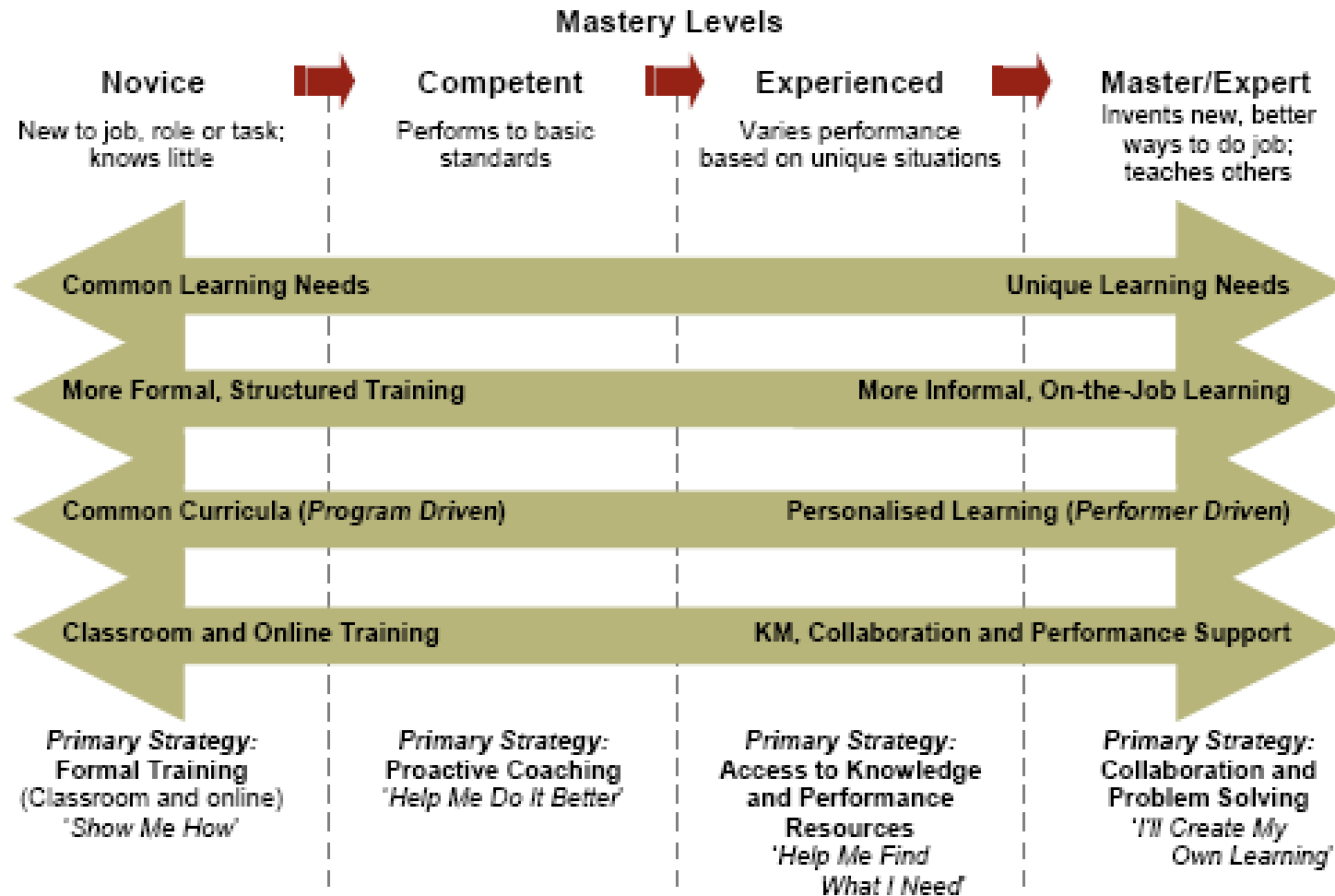
- I Changing Learning Models: e-Learning, Classroom, Gaming, Performance Support



Mussie Conference 2007

Training Competency List Grows

- | Financial Literacy
- | Business Acumen
- | Innovation and Creative Skills
- | Rapid Learning Techniques
- | Project Management Skills
- | ROI and Evaluation
- | Change Facilitation
- | Mastering Technology
- | Generational Theory
- | Neuro Science Developments
- | Culturally Sensitive
- | Collaboration / Networking Skills

New Paradigm





“This country remains one of God’s masterpieces on this earth. It can offer the best to all its people if we give a part of ourselves, all of us”

FM – 23 May 2008
Barney Mthomboti – Editor: Financial Mail

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