



GARDEN ROUTE SKILLS MECCA

Innovative, Inclusive, *District-based, Socio-Economic* **DEVELOPMENT PROGRAMME**

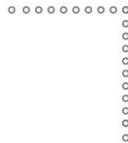


Jou roete na vooruitgang • Indlela yakho eya empumelelweni • Your route to prosperity



July 2023

*Skills Summit,
Career Festival
(Knysna)*



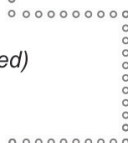
April 2021

GRSM Coordinator



March 2020

Skills Summit (Cancelled)



February 2019

Skills Summit (Still bay)



February 2018

Skills Summit (George)



December 2017

Garden Route Rebuild



7 June 2017

Knysna/Bitou Wildfires



Where and why did the Garden Route Skills Mecca originate?

The Garden Route Skills Mecca (GRSM) was established as a response to a disaster that occurred in 2017, commonly referred to as the “Bitou and Knysna Wildfires”. The 7th of June 2017 will be remembered as the worst wildfire disaster in South Africa’s history, causing financial losses of approximately R3 billion.

These devastating wildfires prompted the establishment of the Garden Route Rebuild Initiative (GRRRI), a comprehensive effort aimed at revitalising the affected areas. In December 2017, the GRRRI developed a meticulously crafted strategic plan, which identified the concept of a GRSM as one of its fundamental pillars.

To promote and solidify the GRSM concept, two skills summits were organised, one in 2018 and another in 2019. These summits served to engage and mobilise the key role players from the Garden Route community, encouraging their active participation in the development of the GRSM. As a result of these gatherings, nine (9) key resolutions were formulated, which currently serve as the framework for the ongoing work of the GRSM.

The 9 Resolutions



Continue and accelerate collaboration and cooperation among all district skills development role players.



Ensure that skills development leverages digital infrastructure as far as possible to ensure learning and process methods are and remain cutting edge.



As far as possible, link skills development to investment and economic development opportunities to the advancement for all.



Ensure that all skills development processes in the Garden Route always proactively consider renewable energy.



Engage with all willing partners, in particular the Sector Education and Training Authority (SETA) and the National Skills Fund, to explore the development and implementation of projects across the District.



Consider and leverage local skilled people, including retired people, within the District, to accelerate the growth of the GRSM.



All public and / or private skills development projects and/or programmes in all municipalities are acknowledged, recorded on GRSM online solution and supported within resource limitations.



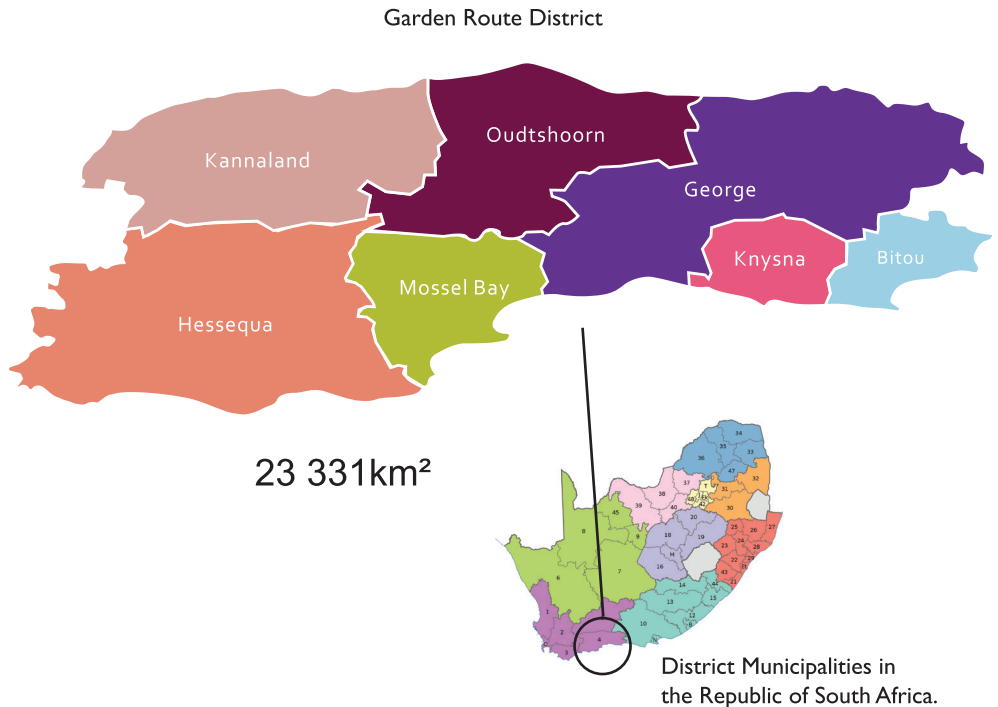
Progressively support the development of the new apprenticeship of 21st Century (A21) in the District.



Budget, plan and implement a Skills Summit that is held in a different local municipality rotationally and alphabetically.

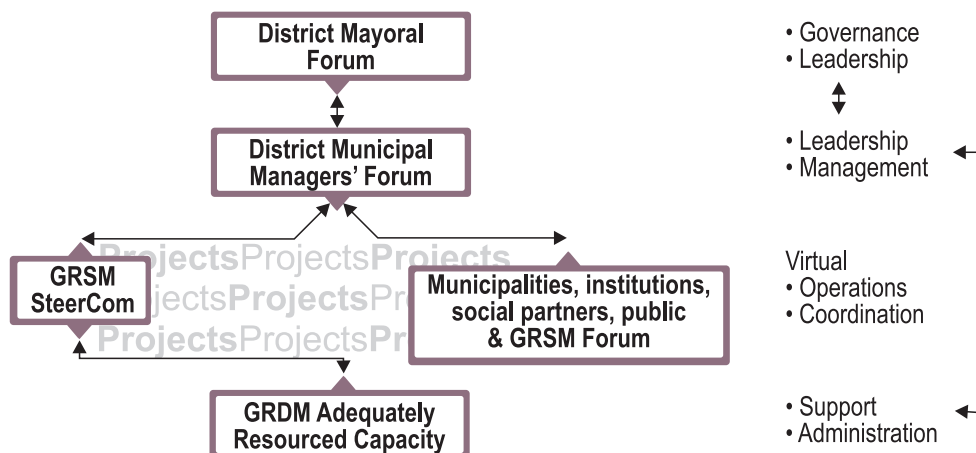
Which place is home to the GRSM?

The Garden Route region of South Africa, is recognised and valued by many local and international people as a pristine part of the world with many naturally occurring wonders. It is considered by many to be a first choice place to live and thrive. It comprises seven (7) local municipalities depicted below.



How is the GRSM governed, led and managed?

There is well a developed and increasingly capacitated structure and process that governs, leads and manages the implementation of the Skills Mecca. This is illustrated in the infographic below.



The institutional structures shown above have progressively become entrenched as supportive of the GRSM across the District since the first Skills Summit in February 2018.

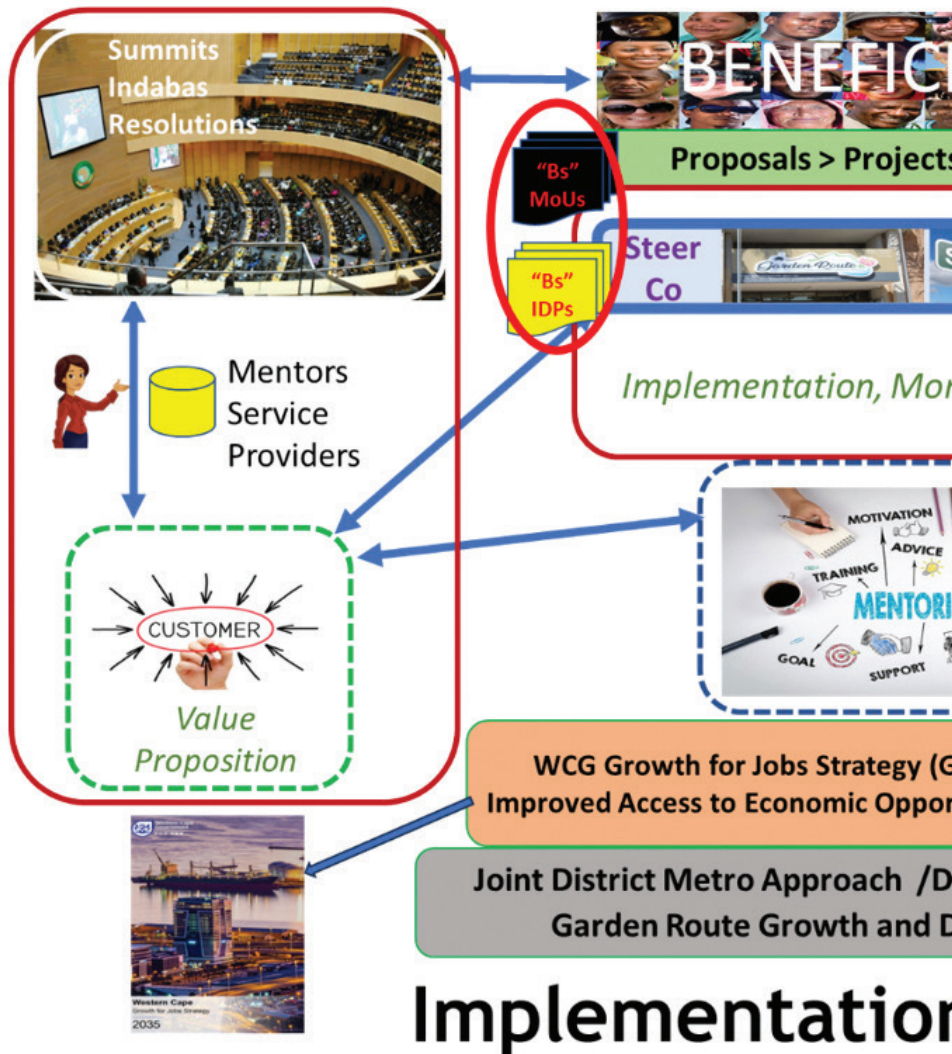
In summary, these structures include:

The District Mayors Forum (DCF) is led by the District Mayor and includes all Local Municipal Mayors. This structure ensures good governance and in particular political leadership for the GRSM.

The District Municipal Managers' Forum (MMF) is led by the GRDM Municipal Manager and includes all local Municipal Managers. This structure reports to the DCF and ensures operational leadership and administrative management of GRSM processes. This structure is critical as it is instrumental in providing necessary resources to staff and contractors that work with the day-to-day processes that support and administer the GRSM.

The Garden Route Skills Mecca Steering Committee is led by the chairperson of the Education and Training Committee at the GRDM. It is an 'internally' focused structure that provides leadership to coordinate all the activities to implement, monitor and report on the resolutions for GRSM.

The GRSM Forum is coordinated with the Economic Development Section of the GRDM. It is an 'externally' focused structure that provides a platform to engage with specific funding partners in support of specific projects and programmes.



Implementation

The absolute foundation for all of the work of the GRSM is the Joint District Metro Approach (JDMA), known at a National Government level as the District Development Model (DDM). All GRSM projects and programmes, at all times, align themselves to the JDMA One Plan priorities which find its expression in the Garden Route Growth and Development Strategy (GDS).

More recently, this JDMA / Growth and Development Strategy (GDS) also aligned and supports the Priority Focus Area 7 of the Western Cape Government Growth for Jobs Strategy = Improved Access to Economic Opportunities and Employability.

The key methodology used to build capacity across all GRSM role players is a mentoring



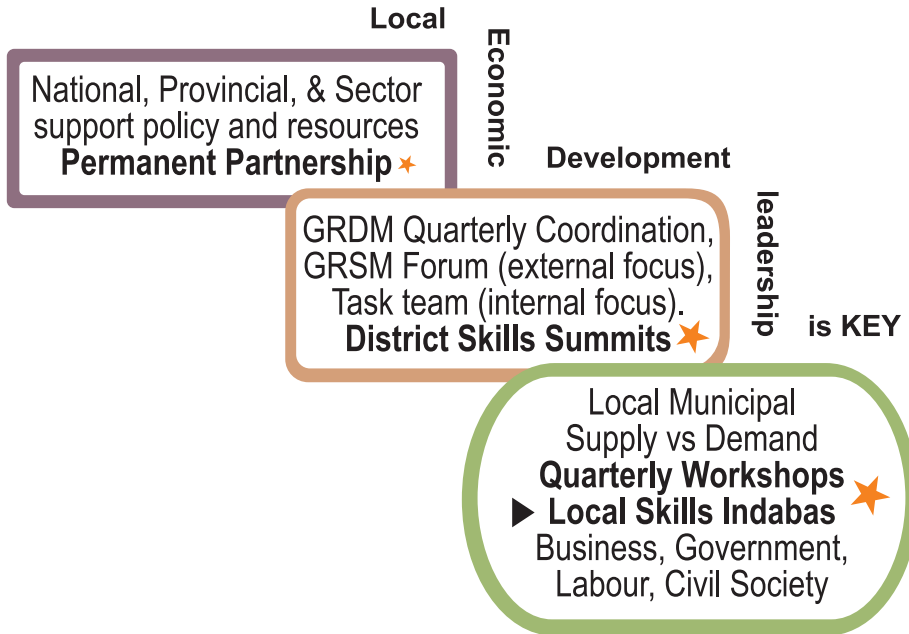
Implementation Framework

approach. This means more seasoned and experienced skills development masters and practitioner specialists lead and guide emerging skills development technicians, Illustrated as a young lady, in the above infographic, as well as other stakeholders connected to the GRSM.

beneficiaries across the Garden Route district. This goal is supported by numerous processes like a funding strategy, databases of mentors and service providers, research and marketing which are primarily driven through the GRSM website located at skillsmecca.gardenroute.gov.za

The implementation framework has, as its ultimate goal, a continuously growing number of proposals, projects and programmes for

What is the GRSM Structural Framework?



Three (3) distinct but interrelated sets of relationships exist:

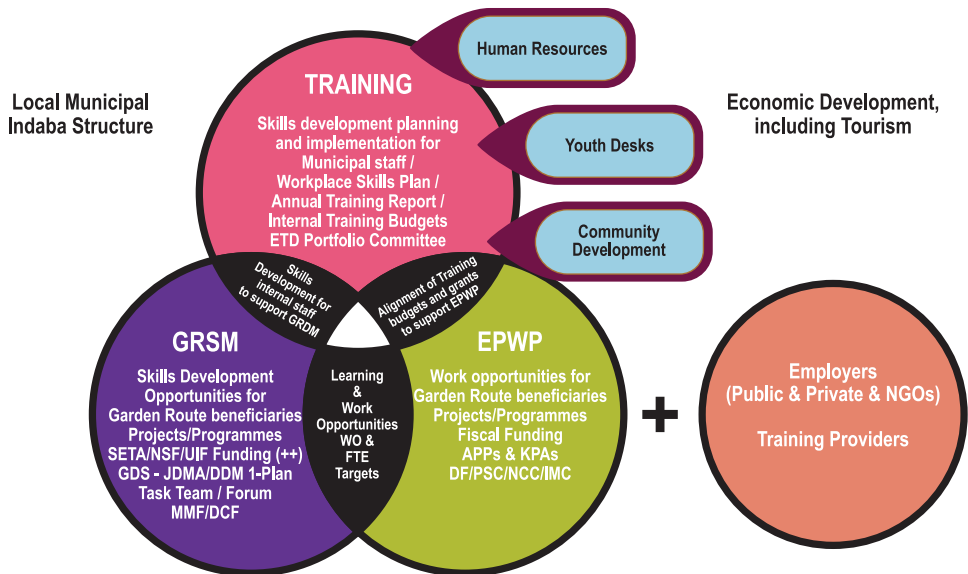
National & Provincial, and Sector-based relationships allow the GRSM to benefit from policies and resources that guide skills development in the country. This will be through specific partnerships with public and private institutions at the national or provincial or sector level, the latter being most likely represented by the SETA.

Garden Route District Coordination through the DCF, MMF, Steering Committee and Forum as explained in the previous section, coordinates skills development across the District. A key feature of this relationship level is a District Skills Summit held at least every two years within the District.

Local Municipality Supply – Demand skills development processes strive to determine what the specific skills needs are, which are informed by the socio-economic needs of the local municipal area. This relationship level is the critical “grassroots” level where all social partner interactions occur that continually inform future skills development needs. These quarterly engagements are known as the Local Municipal Skills Indabas.

What is an ideal Local Municipal Skills INDABA structure?

As is noted in the GRSM structural framework infographic in the previous section, the key to effective implementation of the Skills Mecca lies at the local municipal level based on regular Skills Indabas. As these local municipal Indabas are evolving, it is becoming very evident that as a minimum these processes must include a range of key stakeholders. These are shown in the infographic below.



Local Economic Development leadership, which includes tourism at all times, is the make or break of a good, successful local Skills Indaba process. All the other stakeholders shown in the infographic above have varied and critical support roles to play. These roles have to be fulfilled in order to develop a solid skills-based, socio-economic development system in each local municipal jurisdiction, and subsequently as a combined group, across the Garden Route district.

As these processes evolve, the ultimate goal is to have the employers, both private and public, supported by the training providers to take over the leadership role as is the case in most developed countries where skills development systems are demand driven. However, in a developed state such as South Africa, Government continues to develop structures and processes to coordinate skills development until the system matures into a fully demand-based system.

The GRSM is one such process that will progressively move towards a fully demand-led system.

List of acronyms

Acronym	Meaning
DCF	District Coordinating Forum
DDM	District Development Model
EPWP	Expanded Public Works Programme
ETD	Education, Training and Development
FTE	Full-time Equivalent
G4J	Western Cape Government Growth for Jobs Strategy
GDS	Garden Route Growth and Development Strategy
GRDM	Garden Route District Municipality
GRRI	Garden Route Rebuild Initiative
GRSM	Garden Route Skills Mecca
IDP	Integrated Development Plan
KPA	Key Performance Area
JDMA	Joint District & Metro Approach
LED	Local Economic Development
MMF	Municipal Managers' Forum
PFA7	Priority Focus area 7 of the Western Cape Government Growth for Jobs Strategy = Improved access to economic opportunities and employability
SETA	Sector Education Training Authority
WCG	Western Cape Government
WO	Working Opportunities

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**Garden Route District Municipality,
the leading, enabling and inclusive
district, characterised by equitable and
sustainable development, high quality of
life and equal opportunities for all.**

