

Establishing a foundation for labour market information systems in South Africa

Develop a credible supply and demand framework	Analysis that outlines the problem, reviews international best practice, draws lessons from South Africa's approach to skills development, recommends a future model for skills planning and skills development and proposes the necessary institutional arrangements processes and systems to create the credible mechanism.
	Based on international and local literature draw up scarce and critical skills list. Clarify all terminology and procedures.
	Develop an understanding of the scope, nature and approach to skills planning in South Africa.
	Define a common understanding of what we mean by supply and demand for short, medium and long term skills planning.
	Develop a model for the identification of skills shortages in South Africa.
	Evaluate the use of 'hard-to-fill' vacancies for the identification of skills shortages.
	Outline the data and information that can be used for skills planning including data sources and data descriptions/specifications.
	Interpret the relevant development strategies in government (e.g. MTSF, PME Outcomes, IPAP, Rural Development, Poverty Eradication and others) to assess how information on current skills and future needs can be made available.
	Engagement with relevant stakeholders through meetings and workshops to present the research undertaken and proposed frameworks for debate, discussion and consensus building.
	Create a resource to harmonise understanding and use of terms and definitions relevant to skills planning the community of practice in South Africa.
Towards a data architecture: Audit of existing databases and national data needs	Conduct a scoping analysis of all datasets in government that contain data relevant to labour demand and supply, other than those residing in DHET institutions.
	Investigation into ways of understanding and measuring the size and shape of the informal sector.
	Exploration of datasets identifying platforms and data formats for interfaces and data exchange between different datasets including spatial datasets.
	Qualitative investigation of how private sector firms sources and use labour market data or information.
	Qualitative and quantitative investigation into enterprise interaction and impact on operations, data holdings potential contribution to demand-side analysis.

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	Investigation into ways of advancing analysis of labour market demand in South Africa through improving use of data and selection of datasets.
	Conduct feasibility analysis into mapping links between occupational categories and qualifications and identify appropriate methods and approaches to doing the mapping.
Labour Market Analysis: Indicator Report	Based on a literature review compose a briefing document on Delphi Panel studies relevant to this selection process involving indicators.
	Conduct a Delphi process involving local experts in selection of indicators based on analysis of challenges such as poverty, joblessness and employability gaps in the labour force.
	Conduct a comparative review of the conceptualisation, shape, purpose, intention behind and use of labour market and skills planning indicators systems in different national contexts and the extent to which such systems do shape policy or decision making in different national contexts
	Identify indicators, design indicators and operationalize to test. Calculate indicators and write up analysis per indicator to track change and impact of interventions.
	Develop a technical manual which defines, describes and sets out precisely the construction of each indicator and particular data needs. To ensure precise replication of the indicators over time.
	South African Social Attitudes Survey module involving a representative SA sample, a battery of 20 questions explores attitudes of citizens to contemporary labour market challenges.