

# PRESENTATION TO THE JOINT STANDING COMMITTEE ON DEFENCE AND MILITARY VETERANS ON SKILLS AUDIT

31th Oct 2019

# Coverage

- About the Skills Audit
- Audit Outcome trend analysis
- Introduction
- Approach adopted
- Progress
- Concluding remarks

# Skills Audit

Skills Audit is derived from the Skills Development Act 98 of 1998 as amended.

- Definition

- Is a process that can be used to identify the skills gap in an organisation. The outcome is a training needs analysis that identifies where training is needed.

# DMV Audit Outcomes

| FINANCIAL YEAR                | AUDIT OUTCOME    |
|-------------------------------|------------------|
| 2013/14 FINANCIAL YEAR        | DISCLAIMER       |
| 2014/15 FINANCIAL YEAR        | QUALIFIED        |
| <b>2015/16 FINANCIAL YEAR</b> | <b>QUALIFIED</b> |
| 2016/17 FINANCIAL YEAR        | UNQUALIFIED      |
| 2017/18 FINANCIAL YEAR        | UNQUALIFIED      |
| 2018/19 FINANCIAL YEAR        | UNQUALIFIED      |

AGSA audit opinion for the Department denotes a progressive improvement since 2013/14 Financial Year with a notable stagnation for the past three (3) Financial Years.

# Introduction

- Parliament was concerned with the level of performance within the Department of Military Veterans as depicted in the audit outcomes
- In close analysis it became clear that the department lacked capacity to enable it to function at a desired strategic and operational level. This risk was sponsored by the Department in its strategic planning instruments.
- On inquiry it became apparent that management had no knowledge of available skills available within the department.
- The need for a skills audit was highlighted
- Due to the very capacity challenges this could not be done by the resources available in house.
- Outsourcing was the only option available

# Approach

- Service provider identified
- Contract Documents were initiated in 2016
- Scope:
  - Identify employees' skills
  - Compare them with requirements as per the Department (now and future)
  - Determine skills shortfall/surplus
  - identification of gaps
  - Train

# Approach (cont)

- Period
  - January 2018 till May 2018 was the original schedule for the execution of the Skills Audit.
  - The identified target for the skills audit was 250 employees

# Progress

- 122 employees have been psychometrically tested
- Reports of individual assessments are available
- The assessment reports ( psychometric) are currently being analysed
- The outcome will be presented to the DMV Senior Management for consideration.
- The Department is in consultation with the service provider to ensure finalisation of the process in line with agreed implementation protocols.



# Concluding Remarks

- The Department recognises the central role of skills Audit as advocated in the Skills Development Act 98 of 1998, to balance capacity and capabilities