



**MINISTRY OF TOURISM  
REPUBLIC OF SOUTH AFRICA**

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**NATIONAL ASSEMBLY:**

**QUESTION FOR WRITTEN REPLY:**

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**Mr M S F de Freitas (DA) to ask the Minister of Tourism:**

a) What is being done to develop internal capacity within the national Department of Tourism, (b) what are the (i) time frames, (ii) timelines and (iii) deadlines in this regard and (c) on what areas will such capacity development focus?

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**REPLY:**

(a) Branch managers are tasked to identify strategic training and development priorities. Training needs are furthermore identified through Personal Development Plans signed off annually between employees and supervisors. The skills gap is further identified through the outcomes of Performance management processes and the audit reports. After identifying the transversal training needs, the department develops and implements an annual Workplace Skills Plan. Technical and individual skills gaps are identified and addressed outside of the Workplace Skills Plan, and referred to as 'ad-hoc' training. Capacity is also developed through the awarding of bursaries to employees. The approved Learning and Development policy promotes educational development that supports the strategic objectives of the department and of government as a whole.

- (b) (i) - (iii) The Workplace Skills Plan (WSP) is developed and submitted annually by end of May. Training programmes for transversal skills are scheduled throughout the training year and must be finalised by the end of the financial year. Bursaries are awarded annually, in preparation for the Academic Year, starting in January.
- (c) In the current financial year focus has been on the following transversal skills:
- 1) Digital Transformation
  - 2) Project Management
  - 3) Contract Management
  - 4) Disability Management
  - 5) SMME development and support
  - 6) Tourism Analytics
  - 7) Leadership during crisis
  - 8) Public Service Senior Management Service Pre-entry programme
- Other skills development programmes directed at the internship programme, included Breaking Barriers to Entry into the Public Service as well as Emotional Intelligence.