



Workforce development for Local Economic Development

This short course focuses on the nature and scope of workforce development and the importance of competent staff with regards to reaching an LED's entity's goals. It covers human performance improvement strategies, skills planning processes to promote organisational effectiveness and the challenges to workforce development in the LED context. The programme also teaches about job descriptions and competency profiles, the skills audit process, the training needs analysis process as well as South Africa's legislative framework governing skills development.

Upon completion of the short programme students will be assessed on their ability to describe the nature and scope of workforce development, to explain the importance of competent staff in achieving an LED entity's goals/objectives and to compile/revise job descriptions with competency requirements effectively, all to promote LED. The learner must be capable of appropriately conducting the skills audit report and the training needs analysis and will also be tested on his/her skills in revising the skills planning processes effectively in order to promote LED in a municipal context he/she must also be able to evaluate the outcomes and impact of training and development interventions.

The above mentioned will be assessed by way of formative assessments (20%) which will consist, amongst other things, of group exercises, discussions and class tests. The remaining 80% of the final mark will come from summative assessments in the form of integrated work-based application assignments in the LED work environment. The pass mark for all summative assessments is 50% and the student needs at least 70% to be eligible to write the IEDC exam for professional registration.