



RESEARCH AGENDA
of the
CULTURE, ARTS, TOURISM, HOSPITALITY & SPORT
SECTOR EDUCATION AND TRAINING AUTHORITY

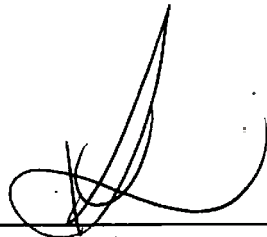
2018 – 2019

AUTHORISATION OF THE RESEARCH AGENDA

I, the undersigned, hereby approve, on behalf of the CULTURE, ARTS, TOURISM, HOSPITALITY AND SPORT SECTOR EDUCATION AND TRAINING AUTHORITY (CATHSSETA) the contents of the draft Research Agenda for the 2018/2019 period.

Approved By:

Signature:



Keitumetse Lebaka (Ms.)
Acting Chief Executive Officer

Date:

31/7/18

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ACRONYMS

APP	Annual Performance Plan
CATHSSETA	Culture, Arts, Tourism, Hospitality And Sport Sector Education and Training Authority
DHET	Department of Higher Education and Training
ETQA	Education, Training and Quality Assurance
NSDS	National Skills Development Strategy
OFO	Organising Framework for Occupations
PFMA	Public Finance Management Act
SDA	Skills Development Act
SP	Strategic Plan
SSP	Sector Skills Plan
ToR	Terms of Reference

1. INTRODUCTION

CATHSSETA is a statutory body established through the Skills Development Act of 1998. It is a schedule 3(a) listed public entity in terms of the Public Finance Management Act (PFMA) (Act 1 of 1999 as amended), and is accountable to the National Department of Higher Education and Training (DHET). CATHSSETA conducts its activities within the following six sub-sectors:

- Arts, Culture and Heritage;
- Conservation;
- Gaming and Lotteries;
- Hospitality;
- Sport, Recreation and Fitness; and
- Travel and Tourism.

Research is a key component in providing evidence to inform decision making, policy review and strategy formulation and to improve upon systems and services within the SETA. The Research unit within CATHSSETA was established to address Goal 1 of the National Skills Development Strategy (NSDS) III, to set up a credible mechanism for skills planning. The core function of the unit is to uplift the research and skills planning activities of CATHSSETA with the aim that these may directly contribute to the establishment of a reliable institutional mechanism for skills planning for both our sector and country. The Research unit plays an integral role in gathering statistical data and other relevant information on the labour market, skills needs and training provision. Such information is essential in planning to meet the country's skills needs and guiding investment in education and training provision. The unit is further responsible for producing the Strategic Plan (SP), Annual Performance Plan (APP) and Sector Skills Plan (SSP) as well all research studies, establishing research partnerships, coordinating research conferences and all skills development and planning activities.

2. IMPORTANCE OF RESEARCH

The Sector Skills Plan (SSP) is the key research output of CATHSSETA. The SSP assists in outlining the occupational shortages list in the CATHSSETA sector and this list is prioritized in the scoping of projects on an ongoing basis. The SSP is also the foundation upon which the Strategic Plan (SP) and Annual Performance Plan (APP) of the SETA are developed. The SSP is submitted along with the SP and APP as an annexure of the SETA's documents that are tabled in parliament

annually. The DHET Framework and Requirements (2011-2016) requires the following from SETA SSPs:

- i. Authoritative and focused research on the state of the skills market;
- ii. Production of skills intelligence to support growth and development;
- iii. Consistent, rich and comparable understanding within different economic sectors;
- iv. Participation by stakeholders in the development process;
- v. Evidence-based research; and
- vi. Actionable interventions that make a difference to skills planning.

Thus, all research conducted or commissioned by CATHSSETA is intended to feed into the SSP for Strategic Planning that outlines key strategic interventions to address identified skills needs and constraints to effective recruitment, utilization and development of skills. The output, research mechanism and value derives are illustrated in the table 1 which follows:

Table 1: Research output and value

Output	Research mechanism	Value derived
<p>Research reports in the following areas: Sector Skills Plan, Analysis of skills needs, Scarce and critical skills identification and forecasting.</p>	Internal Research	<p>Career Pathways - Proposing new career pathways and qualifications</p> <p>Occupations in Demand - Identifying occupations in demand currently or in the future and estimating the extent of demand, if possible</p> <p>Skills Drivers - Identifying factors influencing and driving change in an economic sector from a skills perspective.</p>
<p>Research reports in the following areas: Regional/sectoral skills audit, Organising Framework for Occupations (OFO) and career pathing, training provision and qualification review</p>	Research commissioned through Research Partners	<p>Skills Imbalances - Identifying factors influencing and driving change in an economic sector from a skills perspective</p> <p>Occupational Supply - Determining the stock of people in occupations that are available currently and in the future</p> <p>Signalling - Signalling to education, training and skills development providers about skills that are currently needed, or being oversupplied, and those skills that will be needed in future in different economic sectors</p>

Output	Research mechanism	Value derived
Skills development legislation, sector related legislation, CATHSSETA SP, SSP, APP, research reports, articles, grey, literature and presentations	Research portal	Serves as a repository for all skills development and sector related literature to be stored and accessed by all members of the public

3. PURPOSE OF RESEARCH AGENDA

The Research Agenda sets out the research needs of CATHSSETA for the period April 2018 to March 2019. The purpose of the agenda is to help organise and prioritise research requests and to improve the quality of data and information available within the CATHSSETA sector. It provides a mechanism for building research capacity and a guide for the allocation of resources for research and the strategic actions that will be undertaken to achieve the stated goals.

4. CONCEPT OF RESEARCH

For the purposes of the Research Agenda, the term “research” is taken to mean rigorous and systematic enquiry, analysis, and reporting, sharing, publishing and dissemination. Such research may be empirical or theoretical, quantitative or qualitative and applied or basic.

5. RESEARCH POLICY NEXUS

The relationship between research and evidence based policy decision making is a complex one. There seemingly appears to be a more indirect influence of research on policy, process and practice. Research provides much needed insight into the CATHSSETA sector, its workings and skills requirements. There needs to be a sustained dialogue between researchers and users of research in cultivating a practice of employing research-based evidence in the policy process.

6. CATHSSETA AND THE RESEARCH COMMUNITY

The nature of research may vary in complexity and scale. CATHSSETA aims to achieve the priorities of its research themes/topics through the implementation of the following actions:

- 6.1. Commission research: Research commissioned through the appointment of research partners, whose terms of reference are specified by CATHSSETA as part of the research theme/topic outlined in this strategy.

6.2. Research Partnerships: Research projects undertaken in partnership with other public entities or government departments aligned to CATHSSETA's research priorities.

6.3. Post Graduate Research Partnerships: Partnerships with public South African Universities by means of Memorandums of Understanding which outline both research collaboration and research grants. Postgraduate students from the identified universities will receive research grants to carry out research in areas pertaining to skills development and training and broader topics relevant to the CATHSSETA sector. The research partnerships CATHSSETA will focus on proposing and supporting a university-based research programme that will:

- o Refine and where necessary develop new methods for collecting sector skills information that can then be used on an ongoing basis for improved skills planning.
- o Gather and analyse sectoral information to establish baselines or updates on current information, using rigorous process that can then be applied on an ongoing basis for improved skills planning.
- o Study particular issues that are currently proving to be bottlenecks in our understanding, and provide practical frameworks, guidelines or 'maps', as appropriate.
- o Evaluate pilot skills development initiatives in order to inform further roll-out, adaption or step-changes.
- o Produce practical reports (in addition to academic theses) to inform sector skills develop initiatives.
- o Contribute to the strengthening of recognised centres of expertise in Human Capital Development in the respective sub-sectors.
- o Contribute to the building of a cadre of high level Human Capital Development skills specialists in the country to seed the expansion of Human Capital Development expertise into sector organisations and universities.

7. RESEARCH PRIORITIES

The 2018/19 SSP has identified the following key skills development priorities for the sector:

- i. Qualification review
- ii. Training provision
- iii. Analysis of skills needs
- iv. Work experience and experiential learning
- v. TVET capacity building
- vi. Increased partnerships

- vii. Transformation in the sector
- viii. Addressing scarce and critical skills

In addressing these priorities, the research agenda comprises the following five (5) themes/topics and have been aligned to the key imperatives of the White Paper on Post School Education and the Department of Higher Education and Training (DHET) research agenda. The listed themes/topics are complementary and are not exhaustive:

- 7.1. Track and trace study
- 7.2. Feasibility study on work readiness programme
- 7.3. Supply and demand of skills analysis
- 7.4. Training analysis
- 7.5. Qualification review
- 7.6. Sector Skills Plan production and update
- 7.7. Impact assessment study
- 7.8. Sector Analysis

8. RESEARCH FUNDING AND PROCUREMENT

- 7.1. Research partnerships are critical in meeting CATHSSETA's research priorities. CATHSSETA will explore and initiate partnerships with researchers and research to meet the research needs of the sector.
- 7.2 To support the objectives of the research policy, a research grant shall be awarded to a specialised unit or faculty of a public university or university of technology to conduct sector-based research for CATHSSETA. Applications and motivation for such a research grant must meet criteria in the Research Guidelines. Each application shall be evaluated properly.
- 7.3 Research funding shall be sourced from the CATHSSETA Discretionary Grant.
- 7.4. Research projects shall be funded within minimum and maximum thresholds, subject to budget availability.
- 7.5. Funding of research shall be for research projects commissioned by CATHSSETA.
- 7.6. CATHSSETA shall issue the Terms of Reference (ToRs) for any research required in terms of the PFMA and supply chain management processes for public entities. These ToRs serve as guidelines, establish the minimum requirements for research projects and research costs that will be covered by CATHSSETA.

9. CONCLUSION

This Research Agenda has been developed with the aim of addressing Goal 1 of the NSDS III, and aims to set up a credible mechanism for skills planning for the CATHSSETA sector. The purpose is to both strengthen the organisation's research capacity and ensure that CATHSSETA serves as the repository of skills development knowledge in the sector. The achievement of these research priorities through the approaches stated above will enable CATHSSETA to be acknowledged as the credible authority for skills planning and development in the sector.