



Culture, Arts, Tourism, Hospitality and Sport  
Sector Education and Training Authority

**RESEARCH AGENDA**

**2022 – 2023**

## 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 Research Agenda for the 2022/23 period.

Approved By:



Mr Marks Thibela

Chief Executive Officer

Date: 14/06/2022



Mr David Themba Ndhlovu

Chairperson of the Board

Date: 14/06/2022

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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
4IR	Fourth Industrial Revolution
HEI	Higher Educational Institution
NSDP	National Skills Development Plan
NSDS	National Skills Development Strategy
OFO	Organising Framework for Occupations
PFMA	Public Finance Management Act No. 1 of 1999 as amended
PSET	Post-School Education and Training
SDA	Skills Development Act No. 97 of 1998 as amended
SETA	Sector Education and Training Authority
SMME	Small Micro and Medium Enterprise
SP	Strategic Plan
SSP	Sector Skills Plan
ToR	Terms of Reference
TVET	Technical and Vocational Education and Training
UoT	University of Technology

## **1. Introduction**

- 1.1. CATHSSETA is a statutory body, established through the Skills Development Act No. 97 of 1998 as amended (SDA). It is a Schedule 3(a)-listed public entity, in terms of the Public Finance Management Act No. 1 of 1999 as amended (PFMA), and it is accountable to the 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.
- 1.2. Research is a key component in providing evidence to inform decision-making, policy review and strategy formulation, and in order to improve systems and services within the Sector Education and Training Authority (SETA). This Research Agenda seeks to respond to the Outcomes and Principles of the National Skills Development Plan (NSDP 2030).
- 1.3. The NSDP is underpinned by the following principles: (1) To situate the NSDP within an integrated Post School Education and Training (PSET) system; (2) To contribute to the country's socio-economic development objectives; (3) To advance an equitable and integrated system; (4) To promote greater inclusivity and collaboration; (5) To focus on a support system for learners and employers; (6) To place strong emphasis on accountability; (7) To understand the demand for skills; (8) To steer supply: qualifications and provision; and (9) To steer supply funding mechanisms.
- 1.4. This Research Agenda also seeks to respond to the outcomes of the NSDP, which are: (1) To identify and increase the production of occupations in high demand; (2) To link education and the Workplace; (3) To improve the skills level of the South African workforce; (4) To increase access to occupationally-directed programmes; (5) To support growth of the public college institution type as a key provider of skills required for socio-economic development; (6) To support skills

development for entrepreneurship and cooperative development; (7) To encourage and support worker-initiated training; and (8) To support career development services. The Research Agenda is carried out by the Research, Monitoring and Evaluation Department of the CATHSSETA, and mostly, the Research, Planning and Performance unit.

- 1.5. The core function of the Research, Planning and Performance unit is to uplift the research and skills planning activities of CATHSSETA, with the aim of directly contributing to the establishment of a reliable institutional mechanism for skills planning both for the CATHSSETA sector and the country. The Unit plays an integral role in gathering statistical data and other relevant information about the labour market, skills needs and training provision. Such information is essential in planning, in order to meet the country's skills needs and to guide investment in the provision of education and training. The culmination of research, monitoring and evaluation exercises is the production of the Strategic Plan (SP), Annual Performance Plan (APP) and Sector Skills Plan (SSP). It is the plan of the unit in the next financial year to formulate research partnerships as well as research reference groups in order to enhance the quality of the research products.

## **2. The Importance of Research**

- 2.1. The research agenda contributes to providing sector-specific intelligence on the supply and demand of labour in the CATHSSETA sub-sectors, as well as other pertinent issues that are of interest to the SETA. Research is used as a planning tool and assists in the formulation of strategies, projects and interventions to ensure that the SETA is responsive to the needs of the sector and targeted beneficiaries. Through evaluation studies, the SETA is able to assess its performance against predetermined targets, including the implementation and outcomes of learning programmes.
- 2.2. A key research output of CATHSSETA is the SSP. It assists in outlining the occupational shortages list in the sector, which is prioritised in the scoping of projects on an ongoing basis. The SSP is also the foundation on which the SP and APP of the SETA are developed. The SSP is submitted, together with the

SP and APP, as an annexure of the SETA documentation tabled in Parliament annually. The DHET SSP Framework and Requirements require the following from the SETA SSPs:

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

### **3. Purpose of the Research Agenda**

3.1. This Research Agenda sets out the research activities of CATHSSETA for the period from the 1st of April 2022 to the 31st of March 2023. Research is a key component in providing evidence-based strategic planning and aligning CATHSSETA interventions to the outcomes and principles of the National Skills Development Plan (NSDP, 2030). The purpose of the Research Agenda is to help organise and prioritise research requests and activities, and to improve the quality of the data and information available within the CATHSSETA sector. It serves as a guide for the allocation of resources for research.

#### **3.2. The Concept of Research**

For the purposes of the Research Agenda, the term “research” is taken to mean rigorous and systematic enquiry and analysis. As such, research may be empirical or theoretical, quantitative, or qualitative and applied or basic. It involves collection of data from various sources and analysing same in order to reach certain conclusions.

#### **3.3. The Nexus of Research Policy**

3.3.1. The relationship between research, evidence-based policy decision making, and practice is a complex one. How relevant knowledge is generated, disseminated, and institutionalised by both decision-makers and implementers needs to also be investigated. Research provides

much-needed insight into the CATHSSETA sector, its workings, and skills requirements. The ability of research to influence policy and practice is often indirect and long-term. On a year-on-year basis, research makes valuable contribution to the SETA's understanding of the sector, and broader post-school education and training system in South Africa. Research outputs contribute to ensuring that the SETA is working towards increased access to quality and relevant skills development interventions, in order to fulfil the economic and social goals of inclusive participation, as set out in the National Development Plan (2030).

- 3.3.2. There is a need for a sustained dialogue between researchers and the users of research in cultivating a practice of employing research-based evidence in the policy process.

#### 3.4. Research Capacity

- 3.4.1. The nature of research may vary in complexity and scale. CATHSSETA aims to achieve the priorities of its research themes/topics within the scope of its financial resources, as follows:

- Internal research: The Research, Planning and Performance unit as well as the Monitoring and Evaluation unit are responsible for conducting various research and evaluation studies within the internal capacity and budget of the SETA.
- Commissioned research: Research commissioned through the appointment of research partners and service providers, with Terms of Reference specified by CATHSSETA, as part of the research theme/topic/priority outlined in this Strategy.
- Research Partnerships: Research projects undertaken in partnership with other public entities or government departments aligned with CATHSSETA's research priorities. These entities could be other SETAs, parastatals or even universities. The partnerships could entail joint research projects, seminars and publications.
- Postgraduate Research Partnerships: Partnerships with public South African Universities by means of Memoranda of Understanding, which outline both research collaboration areas 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, as well as to broader topics relevant to the CATHSSETA sector. CATHSSETA research partnerships will focus on proposing and supporting a university-based research programme that will:

- Refine and, where necessary, develop new methods for collecting sector skills information that can be used on an ongoing basis for improved skills planning;
- Gather and analyse sectoral information in order to establish baselines or updates on current information, using rigorous processes that can then be applied on an ongoing basis, for improved skills planning;
- Study particular issues that are currently proving to be bottlenecks, in relation to CATHSSETA and other post-school education and training institutions, and provide practical frameworks or guidelines wherever appropriate;
- Evaluate and pilot skills development initiatives in order to inform further roll-out, adaption or step-changes;
- Produce practical reports (in addition to academic theses) in order to inform sector skills development initiatives;
- Contribute to the strengthening of recognised Centres of Expertise in Human Capital Development within the respective sub-sectors;
- 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; and
- Disseminate information on achievements by the SETA, so as to showcase the SETA's work in the country.

#### **4. Research Priorities**

4.1. The 2020/21 – 2024/25 SSP has identified the following key skills development priorities for the sector:

- Fourth Industrial Revolution
- Training provision
- Analysis of skills needs
- Increased partnerships to include worker -initiated interventions
- Sector transformation
- Small, Medium and Micro Enterprise (SMME) interventions and green economy (resource efficiency)
- Monitoring and evaluation
- Addressing Occupational Shortages and Skills Gaps
- Technological advancement to combat impact of Covid19 Pandemic

4.2. All research conducted or commissioned by CATHSSETA is intended to feed into the SSP for strategic planning to address identified skills needs and constraints for effective recruitment, utilisation, and skills development. Table 1 below outlines the Research Agenda items that CATHSSETA intends to conduct in 2022/23.

**TABLE 1: RESEARCH OUTPUTS**

No.	Name of Study	Purpose of the Study	Main Objectives of Study	Research Mechanism	Valid for the Period	Budget
1.	<b>Tracer Study on SMME</b>	<p>The purpose of the study is to track and trace beneficiaries of the CATHSSETA funded SMMEs training interventions to gather evidence on the impact of the intervention.</p>	<ul style="list-style-type: none"> <li>• To gather primary data that evidence on the impact of the SMME support that CATHSSETA has provided to beneficiaries from the 2016/17 to 2019/20 financial years</li> <li>• To determine the destinations of learners who have completed the learning intervention</li> <li>• To determine the progression and benefit trends for those in entrepreneurship</li> <li>• To solicit the views of beneficiaries (those who completed successfully) of the CATHSSETA programme, and how it can be improved</li> <li>• To generate evidence of key achievements and challenges to inform decision-making process for senior management and accounting authority on programme delivery mechanisms and how these can be improved in the future on order to ensure sustainability</li> </ul>	Commissioned	May – Dec 2022	R1 000 000

No.	Name of Study	Purpose of the Study	Main Objectives of Study	Research Mechanism	Valid for the Period	Budget
2.	<b>SMME Skills Strategy</b>	The purpose of the study is to ascertain the direction CATHSSETA needs to take in implementing SMME support	<ul style="list-style-type: none"> <li>Investigate and make recommendations on SMME development strategy and actions plans the SETA may implement in support of SMME development in the sector</li> </ul>	Commissioned	Dec – March 2023	R1 000 000
3.	<b>Mid-Term Review of CATHSSETA SP</b>	<p>The purpose of the mid-term review is to assess the implementation of the CATHSSETA 5-year strategy, and the progress made towards achieving the planned impact statements.</p>	<ul style="list-style-type: none"> <li>Assess the continued relevance of the five-year CATHSSETA strategy</li> <li>Determine the progress made towards achieving the CATHSSETA impact statements</li> <li>Make modifications to the current strategy to ensure the achievement of the impact statements within the lifetime of the strategy</li> <li>Provide the following recommendations:               <ol style="list-style-type: none"> <li>corrective actions to resolve outstanding issues and improve the SETA's performance for the remainder of the strategy duration.</li> <li>Assess the extent to which the broader policy environment remains conducive to</li> </ol> </li> </ul>	Commissioned	May – Dec 2022	R1 000 000

No.	Name of Study	Purpose of the Study	Main Objectives of Study	Research Mechanism	Valid for the Period	Budget
			<p>replicate the lessons learnt from the strategy implementation and/or identify exit strategies</p> <p>c. Establish the direction for the remaining duration of the strategy.</p>			
4.	<p><b>Sector Analysis for Conservation, Hospitality, Tourism and Travel Services</b></p>	<p>Provide an in-depth analysis of the Conservation, Hospitality and Tourism and Travel sub-sectors to understand their labour market profile and identify new trends and developments to inform CATHSSETA qualifications and programme offerings.</p>	<ul style="list-style-type: none"> <li>• Provide a detailed analysis of the economic and labour market outlook for the Conservation, Hospitality, Tourism and Travel Services sub-sectors;</li> <li>• Identify emerging trends and related occupational patterns and skills in the Conservation, Hospitality, Tourism and Travel Services sub-sectors;</li> <li>• Examine the employer profile of the Conservation, Hospitality, Tourism and Travel Services sub-sectors;</li> <li>• Examine the employee profile (demographics, skills, and educational levels) of the</li> </ul>	Commissioned	May 2022 – Feb 2023	R1 500 000

No.	Name of Study	Purpose of the Study	Main Objectives of Study	Research Mechanism	Valid for the Period	Budget
			<p>Conservation, Hospitality, Tourism and Travel Services sub-sectors;</p> <ul style="list-style-type: none"> <li>Identify and provide analysis on the extent of key-role player participation in the Conservation, Hospitality, Tourism and Travel Services sub-sectors; and</li> <li>Update of the stakeholder database for the Conservation, Hospitality, Tourism and Travel Services sub-sectors.</li> </ul>			
5.	<b>4IR Skills Strategy</b>	Develop an integrated CATHSSETA sector skills strategy and plan, to respond to 4IR, including a detailed assessment of interventions to be carried out in achieving sub-sector competitiveness	<ul style="list-style-type: none"> <li>Develop a 4IR strategy for skills development in the six (6) CATHSSETA sub-sectors;</li> <li>Recommend an organisational framework and mechanism to address 4IR occupational demands in the sector;</li> <li>Identify and recommend solutions to obstacles that could impact the implementation of the 4IR skills strategy in the sector; and</li> </ul>	Commissioned	July – Dec 2022	R500 000

No.	Name of Study	Purpose of the Study	Main Objectives of Study	Research Mechanism	Valid for the Period	Budget
			<ul style="list-style-type: none"> <li>Recommend how to address workforce readiness and preparedness for 4IR.</li> </ul>			
6.	OFO Update	Qualitative analysis of current CATHSSETA occupations identified on the Organising Framework for Occupation (OFO) (e.g., occupations, specialisations, descriptors) in respect to the six CATHSSETA subsectors	<ul style="list-style-type: none"> <li>Qualitative assessment of the status of the OFO in respect to the six CATHSSETA sub-sectors</li> <li>Identify loopholes in the current CATHSSETA occupations, specialisations, descriptors in preparation for the 2023 OFO update</li> </ul>	Internal	November 2022 – March 2023	R50 000

## **5. Research Funding and Procurement**

- 5.1. The NSDP highlights the importance of partnering with higher education and research institutions, amongst others, for evidence-based understanding of skills demand and supply in the sector.
- 5.2. CATHSSETA will explore and initiate partnerships with higher education and research institutions, so as to meet the research needs of the sector. The SETA will partner with other public entities/government departments/higher education institutions aligned to the SETA's research priorities.
- 5.3. CATHSSETA shall establish a Research Reference Group to engage industry experts and researchers in the sector on research methodology, instruments, and reports as designed and produced by the SETA. This will be done at no cost to the SETA.
- 5.4. 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 a University of Technology (UoT), to conduct sector-based research for CATHSSETA.
- 5.5. Research funding shall be sourced from the CATHSSETA Discretionary Grant.
- 5.6. Research projects shall be funded within minimum and maximum thresholds, subject to budgetary availability.
- 5.7. Funding of research shall be for research projects commissioned by CATHSSETA.
- 5.8. 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 as well as research costs to be covered by CATHSSETA.

## **6. Conclusion**

This Research Agenda has been developed with the aim of addressing and supporting the eight (8) NSDP outcomes and the nine NSDP Principles, in order to set up a credible mechanism for skills planning for the CATHSSETA sector. The purpose is both to strengthen the organisation's research capacity and to ensure that CATHSSETA serves as a 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 that it rightfully is, in skills planning and development in the sector.