

IS SKILLS DEVELOPMENT IN YOUR ORGANISATION A VICE OR A VIRTUE?

Training and Skills Development at eNtsa

THE IMPORTANCE OF TRAINING AND SKILLS DEVELOPMENT

Training and skills development has been lurking in the shadow of profit and operational efficiency in the workplace. Considering the global threat that COVID-19 presented, the more pungent the gleam of the Coronavirus, the less room there was for training and skill inadequacies to hide in the shadows.

The main hurdles for training to take place pre-COVID (Udemy for Business, 2021) has been reported as:

- The lack of time in light of operational and/or production key performance indicators
- Identifying the right suite for skill development efforts
- Organisational operational drive to improve return on investment where skills development was considered an immediate expense and not a sustainable development investment
- Limited cash flow constraints where training and skills development is not seen as a long-term budget item
- Limited capacity to further develop internal skills due to inadequate succession or knowledge transfer initiatives within the organisation

Former President, Mr Nelson Mandela said that,

“The power of education extends beyond the development of skills we need for economic success.”

This is an important message and learning aspiration for anyone and everyone interested and hungry for knowledge. Our University's namesake understood and illustrated a deep appreciation for knowledge and shared this important cornerstone of development with our country and the global village at large.

How do we, as a society, pursue and reiterate the importance of creating a space and culture where knowledge and sharing of critical knowledge is part of our existence?

Organisational Learning and Development has been broadened significantly with the impact of the COVID-19 pandemic. Rapid changes in work and technology has given rise to a few predominant trends in organisational structures and operations, and the way they achieve their goals and objectives. Leaders have had to readjust their thinking and approach to strategy development and subsequent operations to sustain business performance and the ultimate achievement of their goals.

The demand for and application of AI, industrial automation and IoT technologies will become mainstream as organisations and industries, particularly manufacturing and engineering, return to full operations with the added pressure to implement stringent health and safety practices. Workforces will be expected to diversify their skillsets and embrace rapid upskilling and





Through industry interactions, the R&D community and the enablement of our strategic partners, eNtsa has become more active in the journey of skills development by creating customised training solutions and making relevant training interventions more accessible to the communities we serve.

The VUCA (Volatile, Uncertain, Complex, Ambiguous) world that businesses operate in, demands demonstrating flexibility in the execution of strategies. eNtsa's contribution aims to forge partnerships by providing cutting edge service and training offerings.

Our interaction to date has illustrated the results of contributing towards effectiveness by enabling businesses to extend their performance boundaries. This is driven through the implementation of customised innovative training solutions that remedy not only technical skills, but embrace power skills (formerly referred to as soft skills).

reskilling programmes as organisations gear up to hone business performance towards achieving objectives as efficiently and cost-effectively as possible.

eNtsa's values encompass: innovation, teamwork, integrity and excellence. This professional and operational ethos is integrated in our services and engagement with industries served with engineering, R&D and training services. In recent strategic sessions, it has become clear that a focus on R&D and investing in talent management through professional and personal skills development efforts are the building blocks towards responsible sustainable development.

Being recognised as a hub of innovation, eNtsa activities go hand-in-hand with engagement with the intent of improving, and in doing so, continuously learning. eNtsa's Training Academy, while being a recent formal addition to the eNtsa family, has always been a key area of our interaction, by creating a platform for local and international skills and expertise to interact and learn from each other.

"Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family."

- Kofi Annan -

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RESOURCES:

- Quotes of Mandela, <https://www.lionworldtravel.com/news/8-nelson-mandela-quotes>
- Udey for Business, 2021 Workplace Learning Trends Report, <https://business.udemy.com/resources/2021-workplace-learning-trends-report/>
- eNtsa Website, 2021, <https://entsa.mandela.ac.za/>
- Trends for 2021 – Planning for the Future of Learning, <https://trainingindustry.com/magazine/nov-dec-2020/trends-2021-planning-for-the-future-of-learning/>
- Top 17 Power Quotes (Education), <https://www.azquotes.com/quotes/topics/information-is-power.html>