

CAPACITY BUILDING NEEDS IN THE TRANSPORT SECTOR - NATIONALLY AND PROVINCIALY (FOCUS ON OPERATIONAL [INDUSTRY] NEEDS)

Jerry Makokoane
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Transport is a backbone of our economy and for the nation to enhance quality of life, stimulate wealth or assert its competitive edge in the global arena - Charity begins at home.

The thrust to our success lies on a collective vision of our approach to acknowledgment of the richness of diversity of human skills we have, the way we channel financial resources, a conscious commitment to the national vision of saving life on the road, injection and promotion of an entrepreneurial spirit to concretise our intentions, and finally the participation by both corporate world and individuals in turning the infra-structural network to full capacity.

As we exert our effort towards regional development and transport investments along noble causes which are intended to better our lives, let us be mindful of factors that continue to pull us back and thus retarding our progress. Amongst others, our expressed stereotyping of abilities and skills which are sourced from communities, social formations and groupings which though preserving professionalism and our identity, continue to skew the scale of balance between national interest as to individual or group pursuits.

The extend to which we invest human skills in the transport industry will emerge in payoffs derived from efficiencies on distribution of goods by the freight industry, consistent timely scheduling of the aviation carriers, stabilisation and growth within the mini-bus taxi industry, formation of effective value chains across all transport modes, and a vigorous visible build of partnerships between the affluent and the aspiring players in the transport field.

To keep pace with economic demands institutions in the transport industry must close the chapter of natural recruitment of skills, rather open acceleration for search for talent at untapped, pre- tertiary level. A need to cultivate champions from within, assigning upcoming talents with tasks which will expose them to challenges and place them on high levels of business interaction will build confidence and ultimately mould the transport profession.

South African Legislation which focus on human resources development, labour usage and economic imperatives lay just a foundation to national principals of valuing human beings. Corporate executives have a far-reaching challenge of fostering change and affirming their commitment.

Statistics on growth of critical areas in the industry, be it from civil /mechanical engineers or transport economists is a wake up call to the urgency of capacitating the industry. A national program of action which is dictated by areas of needs to improve the status quo can only succeed if we pull together recognising the demographics of the population of this country. The level of skills among transport practitioners/professionals should be resilient in putting a deliberate effort to include the majority of our citizenry especially the rural blacks who do not wedge power. A good spread of our skill base across the country will assist in lifting role models which recruits could identify with.

HR databases are good to equip us for sourcing information on progress, but commitment to capacity building requires a big heart from decision makers. While we are chasing profits we should bear a social conscious.

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RESUME

Current General Manager: Corporate Support Services in the National Department of Transport responsible for Resource Management, Finance, IT, and Government Motor Transport policy. Further assigned to sponsor the change management programme of the department.

- As a computer programmer has been involved in IT major projects and public finance has been a focus of my career over the past 10yrs.

Involvement in major projects.

- Served on the strategic team of the Director General: Northern Province, assigned to drive the evaluation and implementation of the new financial system of the province.
- Is part of the team determining program delivery alternatives on government fleet management nation wide.

Other Commitment

- Currently a member of the state Tender Board
- Was a member of the Northern Province: Labour Bargaining Chamber

Interest

- An active member of the health Club (Gym)
- Involved in counseling.