

DST Human Capital Development



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HCD
Research and Innovation
Dialogue
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science
& technology

Department:
Science and Technology
REPUBLIC OF SOUTH AFRICA

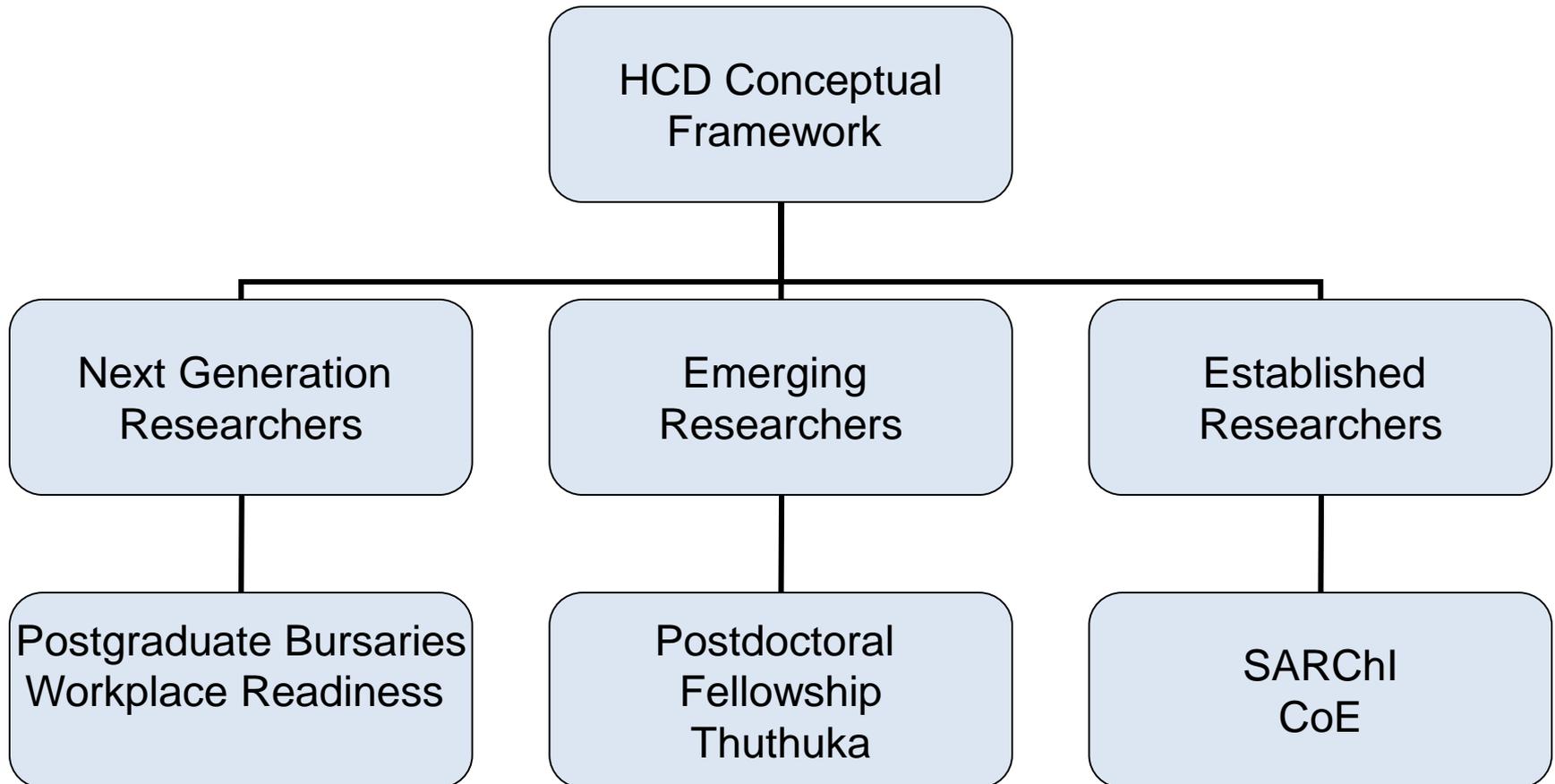


Policy context

- **National Development Plan- Vision 2030**
 - Increase percentage of academic staff with PhD from 43% to 75%
 - Produce more than 100 doctoral graduates per million by 2030 (current 36)
- **Human Resource Development Strategy-2030**
- **National Integrated Human Resource Development Plan (2014-2018)**
 - Production of academics
 - Meeting the skills need of the Labour Market
- **Human Capital Development Strategy for Research Innovation and Scholarship- DST**



HCD conceptual framework





Next generation: Scope and scale of support

	2009	2010	2011	2012	2013	2014
Honours %	3	5	3	5	5,1	5,9
Masters %	5	8	7.4	6.8	7,1	7,9
Doctoral %	12	17	15.9	14.5	14,1	15,8
Average %	5	7	8.8	8.8	11	
Total (number)	5,131	8,221	7,383	9,771	9,118	11 335
Cost (R'm)	157	305	258	309	448	



Next generation: Key policy/ programme responses

- Ministerial Guidelines for promoting equity in the allocation of DST-NRF bursaries and fellowships.
- Additional funds to increase bursary values and reach (additional R300m in 2015/16):
 - No. of Hons, Master's, Doctoral, Postdocs more than doubled from 2008/9 to 2014/15,
 - Per capita bursary values trebled from 2010/11 to 2014/15.
- A study on the retention and conversion of students from B. to Hons, Hons to Master's and Master's to doctoral levels completed.
- A system on tracking students funded through DST/NRF sources.





Ministerial guidelines

- Equity: Race (80%), gender (55%), people with disabilities (4%).
- Financial need: NSFAS Recipients, Family income less than R300 000, prioritise for full-cost funding.
- Citizenship: SA (87%), SADC (5%); Rest of Africa (4%), Outside (4%).
- Improved efficiencies:
 - Continuing students automatically qualify for support, provided they submit progress reports;
 - Not more than 10% of HCD funds should be used to support international study programmes focussing in priority areas;
 - grant holder-linked bursary values to be increased annually at least by consumer price index (cpi);
 - Part-time bursaries should not exceed 10% and limited to scarce and priority areas; and
 - Percentage of supported students from SET fields, should be between 70% and 80% of the total number of students supported.

Challenges with supporting black and women researchers:

- HEMIS data - about 12 000 black and women researchers at lecturer and senior lecturer (proxy for emerging researchers) at universities,
- About 1 000 emerging researchers apply for emerging researchers funding under the Thuthuka programme, about three-quarters (750) funded. Of the funded, about 33% (240) are women,
- This critical pool of women and black researchers who are not active in applying for research funding has been identified as the 'Silent Majority'.



Emerging researchers: Comparison of national and NRF demographics (2/3)

	Black National	Black NRF	Female National	Female NRF
2008	41	41	45	52
2009	43	39	47	53
2010	44	45	46	49
2011	45	43	47	49
2012	46	41	47	50
2013	47	45	47	54



Emerging Researchers (3/3)

What is being done to address the challenges of fewer black and women researchers applying and receiving grants:

- Mentoring of blacks and black women emerging researchers to be made an explicit requirement under SARChI and CoE funding programmes.
- DST is working with Universities South Africa, the NRF and the DHET to ensure the establishment of a survey, driven by the universities themselves, to establish the reason for such low participation rates in research among the lecturers and senior lecturers.





Established Researchers

- In 2014, 4064 researchers were awarded grants, at an average value of R83 000 per grant. This constitutes about a third of research and instruction staff with PhDs
- In 2015, women & blacks constituted 30% & 24%, respectively, of all rated researchers
- Centre of Excellence Programme (R177m investment per annum)
- South African Research Chairs Initiative (R470m investment per annum)





Coordination in HCD

- HRDC Council lead by the Deputy President
- NDP translated into the MTSF with the outcomes
- High-end skills in outcome 5 (technical implementation forum)
- Economic cluster with relevant DGs chaired by the DST
- DST-DHET bilateral
- Delineation of roles in handling HCD between DST and DHET
- Bilateral agreement with the dti, Health, etc.





Priority Areas

- Government: Nine-point plan (Operation Phakisas)
- Grand Challenges
- Geographic advantage areas
- Skills associated with technology development
- E-skills linked with cyber-infrastructure
- Participation in international opportunities





Work permits and Visas

- DHA established a “Corporate Account” for applications submitted by the DST agencies and entities. In terms of the “Corporate Account”, applications by researchers recruited by DST agencies and entities will receive utmost priority by the DHA.
- Under the “Corporate Account” arrangement, contact persons to liaise with DHA on corporate status applications were appointed from each of the DST entities and agencies.
- Not working effectively.





Thank you

