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**S H I F T I N G** UNDERSTANDINGS  
OF SKILLS IN SOUTH AFRICA

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# **S H I F T I N G** UNDERSTANDINGS OF SKILLS IN SOUTH AFRICA

**OVERCOMING THE HISTORICAL IMPRINT OF A LOW SKILLS REGIME**

**EDITED BY SIMON McGRATH, AZEEM BADROODIEN,  
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# List of acronyms

ABET	Adult Basic Education and Training
AITB	Association of Industry Training Boards
ANC	African National Congress
BDS	Business Development Services
CEO	Chief Executive Officer
Certec	Certification Council for Technikon Education
Cosatu	Congress of South African Trade Unions
COTT	Central Organisation for Technical Training
DNE	Department of National Education
DoE	Department of Education
DoL	Department of Labour
DoM	Department of Manpower
DST	Department of Science and Technology
DTI	Department of Trade and Industry
ECD	Early Childhood Development
ET	Education and Training
ETQA	Education and Training Quality Assurance
FDI	Foreign Direct Investment
FET	Further Education and Training
GDP	Gross Domestic Product
GEAR	Growth, Employment and Redistribution
GET	General Education and Training
HET	Higher Education and Training
HRD	Human Resources Development
HRDS	<i>Human Resource Development Strategy</i>
HSRC	<i>Human Sciences Research Council</i>
ICT	Information and Communication Technology
IT	Information Technology
ITB	Industry Training Board
IQ	Intelligence Quotient
MTA	<i>Manpower Training Act</i>



NAD	Native Affairs Department
Naledi	National Labour and Economic Development Institute
NBI	National Business Initiative
NMC	National Manpower Commission
NQF	National Qualifications Framework
NSA	National Skills Authority
NSB	National Standards Body
NSF	National Skills Fund
NSDS	<i>National Skills Development Strategy</i>
NTB	National Training Board
NTS	<i>National Training Strategy</i>
OECD	Organisation for Economic Cooperation and Development
PRC	People's Republic of China
Prisec	Private Sector Education Council
R&D	Research and Development
SACE	South African Council for Educators
Safcert	South African Certification Council
SASCE	South African Senior Certificate Examination
SAQA	South African Qualification Authority
SARS	South African Revenue Service
SESD	Support to Education and Skills Development
SETA	Sector Education and Training Authority
SETO	Sector Education and Training Organisation
SGB	Standards Generating Body
SIC	Standard Industrial Classification
SME	Small and Micro Enterprises
SML	Small, Medium and Large (enterprises)
SMME	Small, Medium and Micro Enterprises
SOC	Standard Occupational Classification
TEC	Transitional Executive Council
TTP	The Training Partnership
UN	United Nations
UNIDO	United Nations Industrial Development Organisation
VET	Vocational Education and Training

