



**SPEECH NOTES BY HEAD OF KZN DEPARTMENT OF TRANSPORT MR  
CHRIS HLABISA AT THE ICDL GRADUATION CEREMONY HELD ON  
FRIDAY, 20 MARCH 2009**

**All Protocol Observed**

- As much as we are a Department on the rise, we cannot run away from our history, a history characterised by underdevelopment and neglect. Therefore, while we live in a country that is free, we also need to catch up with the rest of the world particularly in the area of technology.
- In our campaign to reconstruct and develop our country during the past fifteen years, new challenges have gained a prominent profile and have required immediate prioritisation. One of these challenges has been expedient service delivery.
- Essential for the success of our country is the need to further entrench and strengthen democracy, to continue in our endeavour towards building a culture of human rights, to alleviate poverty, and to implement technology transfer strategies to improve the quality of life.

- In my view, the sharing of experiences and ideas on technology transfer means that the Department of Transport is ready to address the present imbalances, through the sharing of knowledge on technology and infrastructure development in transportation.
- The rapid changes in technology and knowledge affect transportation professionals in practice. With these rapid changes, it is becoming necessary for transportation professionals to participate in refresher courses, retraining and continual educational programmes.
- Key to continual success is the advancement of the knowledge and skills of our work force. More often than not organisations tend to neglect the internal skills they have. But this Department cannot condone such tendencies particularly as we still experience a skewed relationship in terms of growth and skills.
- The legacy of apartheid has resulted in historically disadvantaged communities who were poorly trained in subjects such as Mathematics and Science. This in turn has created a shortage of skilled transportation human resources in these communities.
- Our government recognises that a weak transport infrastructure is a deterrent to private business, commerce, access to health care, schools and other service delivery to previously disadvantaged communities. Indeed, our provincial government has highlighted lack of access as a characteristic of poverty of communities.
- It is on that score that the present government has implemented development plans that will ensure that there are well-trained people of all races in the various fields of transportation.

- Today we congratulate our graduates of International Computers Driver's Licence (ICDL) and Field Support Officer Programme. This bears testimony to the progress made by the KwaZulu-Natal Department of Transport's T<sup>2</sup> Training Centre in providing the basic skills that employers desire their employees to possess.
- The IC DL is an actual measure of computer skills that is internationally recognised and provides a balance between employer needs and employee skills. Since its inception in March 2006 the IC DL has trained more than 310 Department of Transport employees. Today we have 124 graduates who have successfully completed training at various levels.
- In 2007, T<sup>2</sup> developed a six (6) month training course for Field Support Officers. The Field Support Officer's post was created as an amalgamation of the Road Works Foreman and Zibambele Officer posts. This resulted in an individual who could oversee the activities of both departmental teams and Zibambele contractors.
- To this end, the T<sup>2</sup> Centre has trained 44 employees in two groups of which 20 are graduating today. A 3<sup>rd</sup> group of 21 students are presently undergoing training.
- Our intention is to maximize and monitor skills development and retention strategy for officials to better position the Department to deliver on its mandate whilst ensuring transformation of the Department.
- In conclusion, it is very encouraging that as a result of our innovative programmes, you have taken a step to acquire skills and knowledge that will allow you to take charge of your own future.

**I THANK YOU.**