

# DEPARTMENT OF LABOUR

## Public Employment Services

## Department of Labour

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labour

Department:  
Labour  
REPUBLIC OF SOUTH AFRICA

# Outline

- Background to Branch: PES
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# Outline ctd

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  - The importance of employment counselling in the labour market environment
  - Registration on ESSA
  - Employment counselling service
  - Referral for placement
  - Employment counselling for designated groups
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# **BACKGROUND TO BRANCH: PUBLIC EMPLOYMENT SERVICES**



# Branch: PES of DoL

- The Branch: Public Employment Services (PES) is one of four Branches of the DoL.
- The Branch: PES is headed by a DDG
- The purpose of PES is broadly to provide a free employment service to the public and to ensure fair labour practices by private employment agencies

# Legal mandate for Branch: PES

- Skills Development Act, 1998, section 23
- To-be-promulgated Employment Services Act
  - Refers specifically to assessment, vocational counselling and life skills programmes

# What are the services offered by Branch: PES?

- Employment Services system of South Africa (ESSA)
- Registration of work-seekers
- Registration of opportunities
- Job-matching
- Job preparation and referral of work-seekers
- Employment counselling for the undecided or those who are making a career transition
- Employability enhancement of work-seekers
- Psychometric assessment and selection for employers/training providers as value-adding service

# Where are services provided?

- National Office in Pretoria
- 9 Provincial Offices
- 126 Labour Centres
- Mobile buses and trucks
- Job fairs
- Community outreach programmes





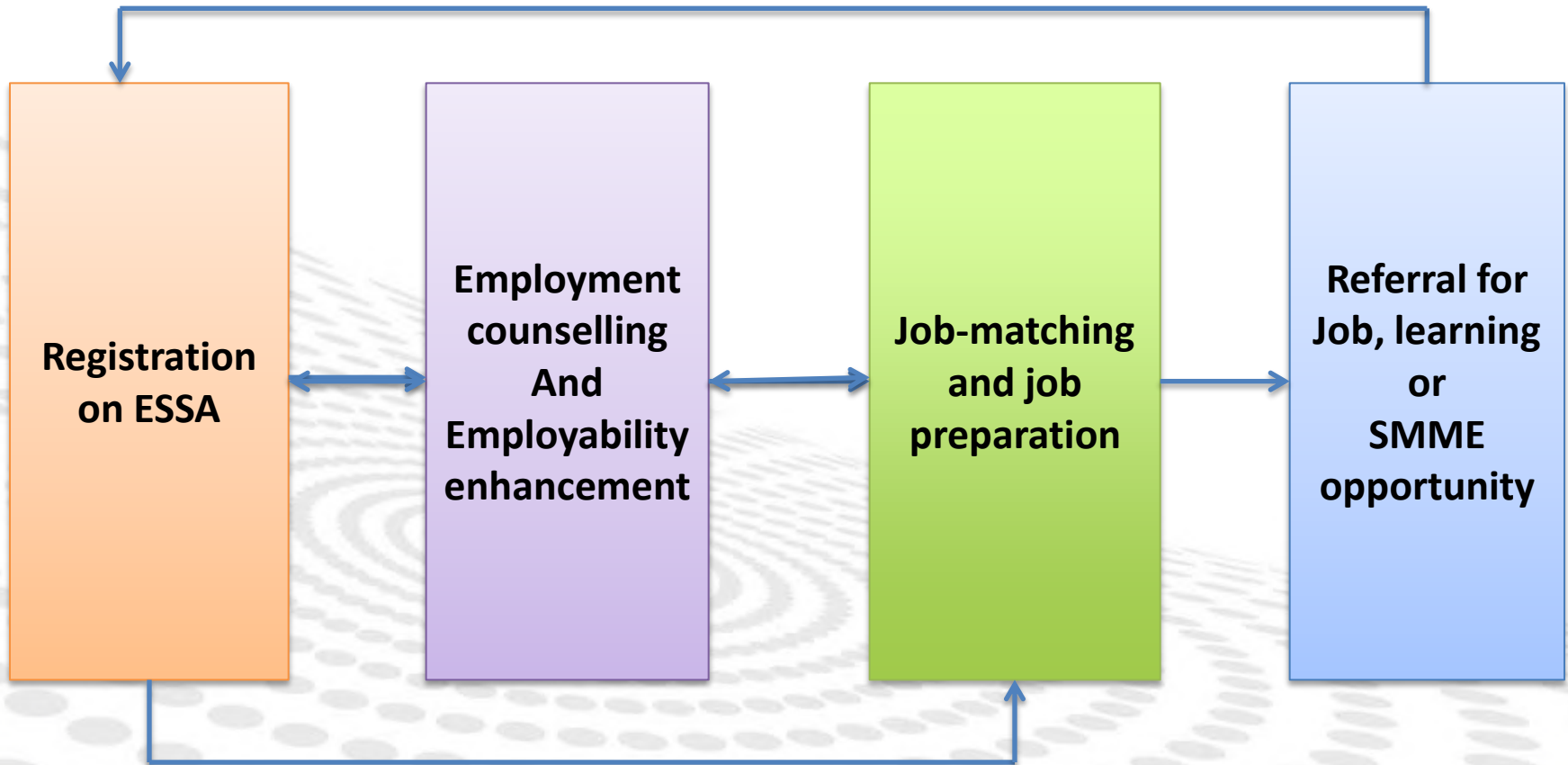
# The employment counselling service



# The importance of employment counselling in the labour market environment

- Various countries acknowledge the importance of employment counselling in labour market regulation:
  - Ensures labour market efficiency through shorter periods of unemployment, improved job-matching, address skills shortages
  - Assists with reaching employment equity through supporting marginalised groups and addressing gender inequality
  - Education goals such as improving education and labour market fit and an aid to develop human resources. (OECD)

# Employment counselling



# Registration on ESSA

- **Work-seekers register themselves as unemployed either at Labour Centre or online at [www.labour.gov.za](http://www.labour.gov.za)-go to online-services-Employment Services system of South Africa (ESSA.)**
- **Employers register opportunities at Labour Centres or online (same as above)**
- **Job-matching is done**
- **Referral is done to opportunities**

# Employment counselling service

- Employment counselling
- Career and Labour Market information
- Job preparation
- Employability enhancement

# Employment counselling service

- **Employment counselling**
  - **The Department of Labour assists work-seekers to navigate career transitions through the provision of an employment counselling service during which the clients explore their own career identities in terms of abilities, skills and work experience as well as career interests.**

# Employment counselling service ctd

- **Labour market and careers information**

- The Department of Labour provides labour market and careers information that assist the work-seeker to make an informed careers decision
- Information is provided on scarce skills as well as information about the world-of-work.
- Information about the world of work is also available on [www.labour.gov.za](http://www.labour.gov.za) under useful documents
- The aim of the above is to assist the work-seeker to find work/learning opportunity more quickly and to make a choice that will suit his own career preferences best
- Job fairs and career exhibitions are held

# Employment counselling service ctd

- Job preparation
  - The Department of Labour assists matched work-seekers to become the applicant-of-choice to the employer, through CV preparation, interviewing skills and work ethics



# Employment counselling ctd

- Employability enhancement
  - The Department of Labour assists different categories of work-seekers to become more employable through a range of life skills programmes, such as small business “taster” programmes, dealing with stereotyping and the improvement of self-image, dealing with the stress of retrenchment, etc.

# Employment counselling ctd

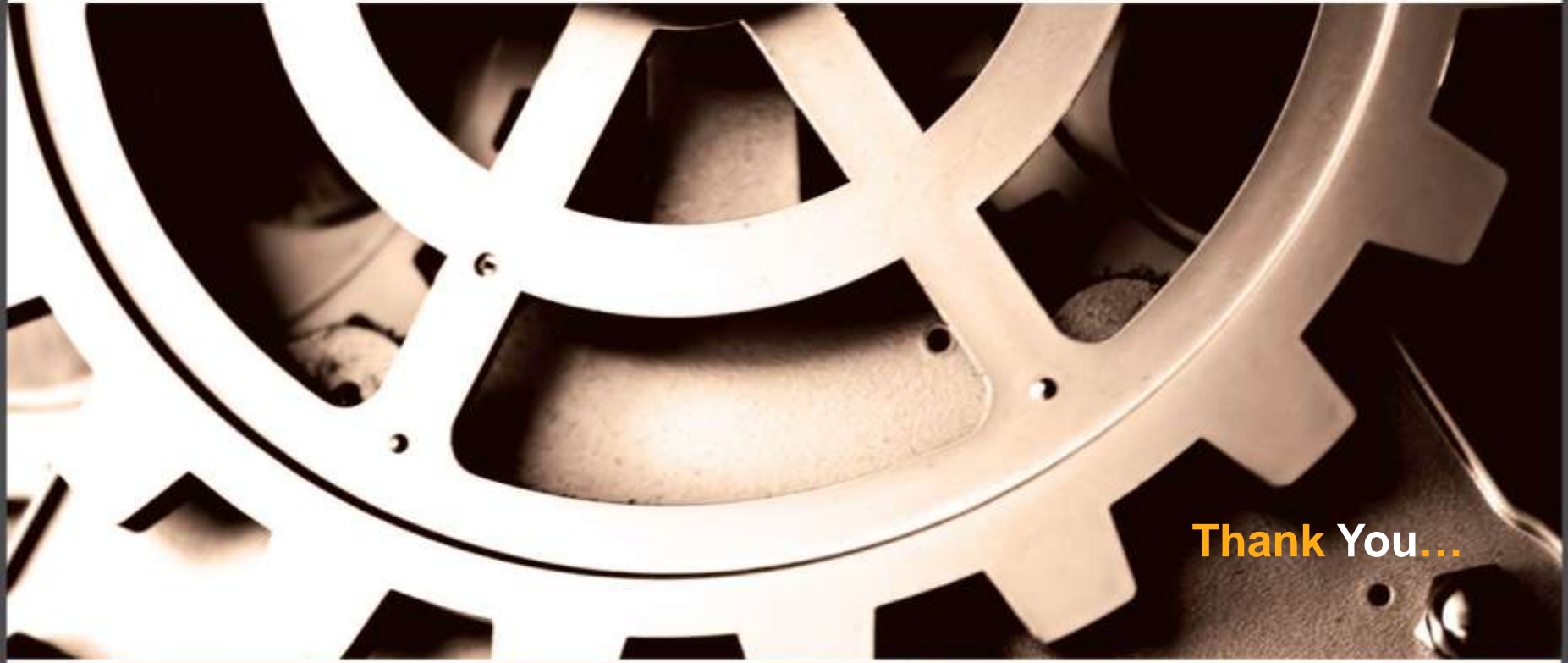
- Referral for job opportunities, learning programmes, small business opportunities
- Work-seekers are provided with information on opportunities in the labour market
- Work-seekers are referred for placement

# Employment counselling and designated groups

- The Department of Labour strives to provide a targeted employment counselling approach to the following designated groups:
  - Youth (between 16-35 years)
  - Women
  - People with disabilities
  - Ex-offenders
  - Retrenchees
  - Entrepreneurs (SMME and Co-operatives)

# General

- HPCSA registered Career Counsellors provide the employment counselling service
- A group approach is followed to ensure economies of scale
- As far as possible non-profit organisations are involved, who have years of experience in dealing with designated groups.
- The service is provided free of charge



**Thank You...**