

# HRD SEYCHELLES



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## 'People Development Matters'

### MESSAGE FROM THE ANHRD'S CEO



Mrs Nadia Lauricourt

Dear Readers,

Welcome to the Agency's Newsletter for the second quarter of 2022. In this Edition, you will learn which organisations were crowned the winners of the Seychelles, Human Resource Development (SHRD) Award, the activities organised to commemorate Careers Week, results of the survey undertaken with University graduates as well as activities that were organised with the aim of raising awareness on the different scholarship opportunities available.

*Happy reading.*

### SEYCHELLES HUMAN RESOURCE DEVELOPMENT AWARD CEREMONY



On Friday 6th May 2022, the Agency for National Human Resource Development (ANHRD) held a Prize Presentation Ceremony for the participants of the third edition of the Seychelles Human Resource Development (SHRD) Award which has launched in 2022 which was held at the Seychelles Institute of Teachers Education (site) Auditorium at Mont Fleuri.

A total of eight organisations took part in the SHRD Award and they are; ABSA Bank Seychelles Limited, Ministry of Education, Kempinski Seychelles Resort, SACOS Group Limited, Seychelles Pension Fund, National Council for the Elderly, Seychelles Civil Aviation Authority and Raffles Seychelles.

For this edition, the competition was very tight and the winners for the Private and Public Sector categories are as follows:

- The Winner in the Public Sector Category was the Seychelles Civil Aviation Authority
- The Runner Up in the Public Sector Category was the Seychelles Pension Fund
- The Winner in the Private Sector Category was Raffles Seychelles
- The Runner Up in the Private Sector Category was ABSA Bank Seychelles Limited



The winners of the Individual award of Excellence were as follows:

- Excellence in employee development went to the Seychelles Pension Fund
- Excellence in employee engagement went to the Seychelles Pension Fund
- Excellence in graduate development went to ABSA Bank Seychelles Limited
- Excellence in HR technologies went to ABSA Bank Seychelles Limited
- Excellence in leadership development went to the Ministry of Education
- Excellence in performance management went to the Seychelles Civil Aviation Authority
- Excellence in recruitment and retention strategy went to Kempinski Seychelles Resort



# SCHOLARSHIP TALKS 2022

During the second quarter of 2022, Scholarship Talks have been conducted with third year students from the Seychelles Institute of Art and Design, Seychelles Business Studies Academy, School of Advanced Level Studies, Seychelles Institute of Agriculture and Horticulture and the Seychelles Maritime Academy.

The aim of the Talks were to inform students of the different training opportunities available to them.



## CAREERS GUIDANCE TALKS IN SECONDARY SCHOOLS

Representatives from the Scholarship Unit and Support Services Unit participated in a series of Talks being organised by different Secondary Schools, namely Mont Fleuri, Anse Royale, Anse Boileau, Grand Anse Praslin, Mont Fleuri and Belonie Secondary Schools, to commemorate Careers Week from the 6th to the 10th June 2022. The aim of the activity was to allow students to learn about the:

- daily running of different organisations,
- training and employment opportunities in relation to the country's priority fields and
- requirements of the career paths they are interested in pursuing

*“Empowering you to play a significant role in the socio-economic development of Seychelles”*



# MALAYSIAN EDUCATION CENTRE OPEN DAY 2022



Representatives from the Malaysia Education Centre and top Universities from Malaysia were in Seychelles from 29th March 2022 to the 2nd April 2022. During their visit, they conducted talks in Post-Secondary Institutions and a courtesy visit with the Minister for Education, Dr Justin Valentin.



Their visit ended with a Malaysian Education Open Day, which was held at the Eden Bleu Hotel. This event allowed students and members of the public to learn more about the different courses that were available for those wishing to study in Malaysia.



# DESTINATION SURVEY OF THE 2020 UNIVERSITY GRADUATES



A total of 184 graduates completed their studies from both the local and overseas universities in 2020. Most of these graduates pursued their studies overseas and the majority of the graduates were female. More than half (52%) of the 2020 graduates participated in the destination survey that is conducted annually to identify their situation after they complete their studies, measure their employability, examine their performance in the labour market, and participation in further studies.

The 2020 graduates were trained in various fields which are priorities to the country and most were trained in Business Management (32%). The majority (80%) pursued a Bachelor's degree, 14% a Master's degree, and very few obtained a licence (4%), Post Graduate Diploma (1%), or PhD (1%).

## Activity status

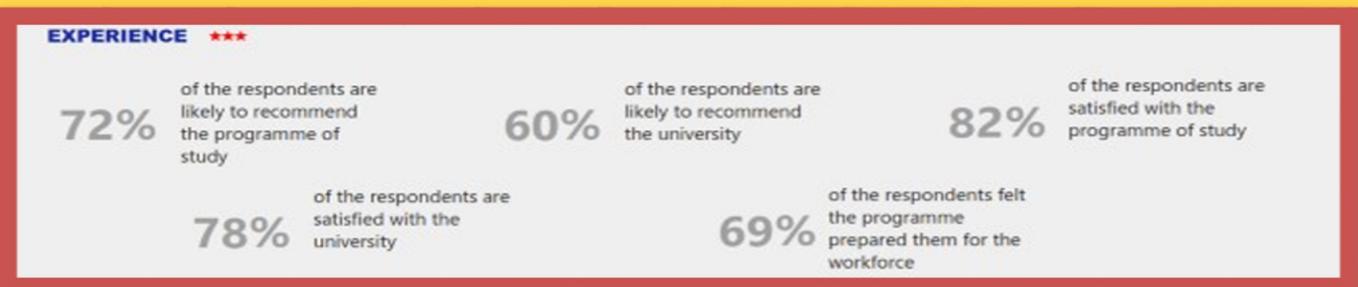
The larger majority (86%) of the graduates were in employment at the time of the Destination Survey, in positions related to their programme of study. Most of them were working in the public sector (60%) and the industry of 'Public Administration and defence, compulsory social security' (43%). Three-quarter (75%) were earning a salary of SCR 14,000 or more. Sending CVs to organisations and replying to job advertisements were the two most popular strategies they used to obtain employment. It took most of them less than one month to obtain their employment and most of them (43%) took their job because it was exactly the type of job they wanted and it fitted their career plans. Many of the employed graduates (61%) were satisfied with their job.



As for the unemployed graduates (8%), the unavailability of suitable jobs and their continuous search for jobs were the two major reasons they were still unemployed. Very few graduates were pursuing further studies (1%) and doing an internship (1%). Others (3%) were involved in other activities.

## Experience

Overall, most of the graduates were positive about their preparation for further studies (76%), the world of work (69%), and starting their own business (50%). Furthermore, most were satisfied with their study programme (82%), universities (78%), and the services ANHRD offers (69%). In the next three years, 65% of the graduates would like to obtain a higher income.



The 2020 university graduates are faring quite well in the labour market despite the various challenges brought about by the COVID-19 pandemic. Their satisfaction with their study programmes, universities, and preparation proves that the training for most of them was effective and relevant and most training venues were suitable. As to the agency, it is always trying its best to deliver good services and serve its mandate.

# STAFF WELFARE

## STAFF TRAINING RESULT-BASED MANAGEMENT TRAINING PHASE TWO

On the 20th and 21st April 2022, the Management team of the ANHRD participated in the second phase of the Result – Based Management training organised by the Economic Planning Unit at the Ministry of Finance and the Public Service Bureau (PSB).

The aim of this training was to focus on budgeting from the Government’s perspective, the importance of a Medium Term Expenditure Strategy (MTES) and how to prepare an effective baseline projection in order to achieve the organisation’s objectives.



## PRODUCTIVITY WORKSHOP

As part of its activities to celebrate Productivity Awareness Week 2022, the Productivity Unit in the Ministry of Employment and Social Affairs in collaboration with the Public Service Bureau organized a Workshop entitled "Mind-set Change For Positive Transformation" for leaders in the Government Ministries, Agencies and Departments at the level of PS, CEO and DCEO. The event was attended By Mrs Nadia Lauricourt, who is the CEO of the ANHRD.

Apart from allowing the participants to learn more about productivity, it also enabled them to improve their leadership and management style in order to make a difference in their workplace., especially as we are moving towards Result Based Management.

The main points discussed were: the different management style and its employees, the need to strike the right balance in terms of leadership and management skills, recognising that transformation is required of modern managers so that they can provide their employees with the right tools for their own transformation, understanding the advantages of a growth in mind-set and adopting a growth-oriented culture that values learning and creativity.

## BRAINTEASER

A woman shoots her husband. Then she holds him under water for over five minutes. Finally, she hangs him. But five minutes later they both go out together and enjoy a wonderful dinner together. How can this be?



Answer can be found on page 6

# CROSSWORD PUZZLE

## ACROSS

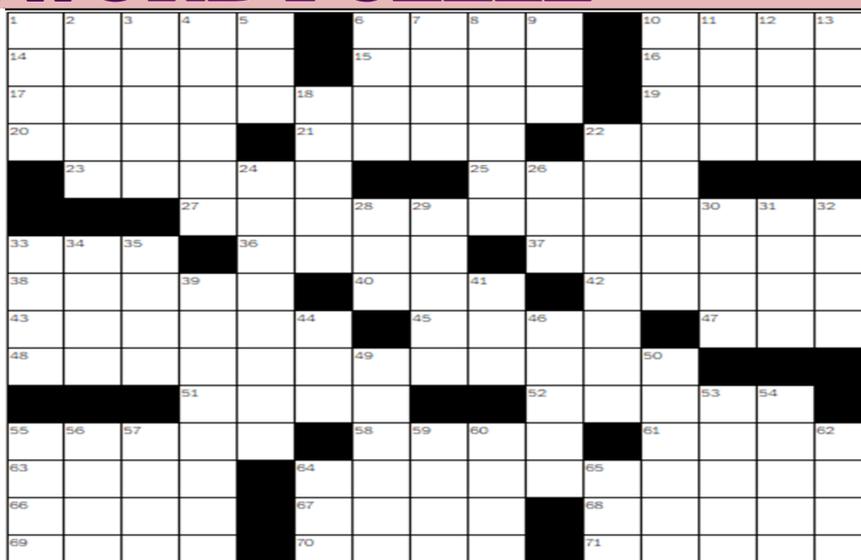
- 1 Blackjack player's request to a dealer  
6 Mouth off to  
10 Punxsutawney celebrity  
14 Fairy tale monsters  
15 Tattoo parlor supplies  
16 "iZombie" actress McIver  
17 Response to "Thanks"  
19 Jazz great Fitzgerald  
20 Gardener's bagful  
21 Penny  
22 Milk source  
23 Last non-AD yr.  
25 Prefix meaning "all"  
27 Response to "Thanks"  
33 Bubble bath spot  
36 Eurasian border river  
37 Laugh nervously  
38 Festoon  
40 Energy  
42 Relatively cool heavenly body  
43 Krispy Kreme products  
45 Nick at \_\_

- 47 Slip\_\_\_: shoes without laces  
48 Response to "Thanks"  
51 Meat Loaf's "Bat Out of \_\_"  
52 Big name in hotels  
55 Iridescent gems  
58 Too  
61 \_\_ school  
63 Muted, as colors  
64 Response to "Thanks"  
66 Self-images  
67 Retired tennis pro Kournikova  
68 "Big Little Lies" actress

- 69 Brooklyn NBA team  
70 Exam  
71 Ill-fated Ford

## DOWN

- 1 "You can't have any!" types  
2 Aptly named cooler brand  
3 "How to \_\_ Your Dragon"  
4 Sampling of songs  
5 Inexact no.  
6 Agree (with)



- 7 Unknown composer, for short  
8 Chairlift alternative  
9 Former Air France jet, for short  
10 Foretells  
11 Wait on the phone  
12 Cruise stopover  
13 Shakespearean king with three daughters  
18 Take place  
22 Not probable  
24 Generous bonuses  
26 Bumped into

- 28 Knock  
29 Supreme Court justice Kagan  
30 "The Simpsons" bus driver  
31 Cruel  
32 Slips up  
33 "Look what I did!"  
34 Japanese soup noodles  
35 Super skinny  
39 Without mercy  
41 Avocado center  
44 Tee sizes, briefly  
46 California/Nevada resort lake  
49 Comedian Boosler

- 50 Expired, as a subscription  
53 Brings into alignment  
54 Not long-winded  
55 Inviting store window sign  
56 Numbered book part  
57 "That was \_\_ of fun!"  
59 ICU caregivers  
60 Picket fence piece  
62 Take (off)  
64 Little rug  
65 "You \_\_ My Sunshine"

Answer to the brainteaser: The woman is a photographer

## SCHOLARSHIP STATISTICS FOR 2022

Between the months of April to June 2022, a total of **93** new scholarships were approved by the ANHRD.

The cumulative tertiary budget that was released for the first quarter amounted to **SCR 71,400,000.00**

Qualification	Pre-service	In-service	Total
Certificate			
Diploma			
License			
Bachelor	54	1	<b>55</b>
Bachelor with Honours	35	1	<b>36</b>
Master	1	1	<b>2</b>
PhD			
<b>Total</b>	<b>90</b>	<b>3</b>	<b>93</b>

### CONTACT DETAILS

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### VISITING HOURS

Monday to Friday—8:30 am to 12:00am