

MESSAGE FROM THE CEO



Mrs Nadia Lauricourt
Chief Executive Officer
Agency for National Human Resource Development

Welcome to the first issue of the ANHRD's newsletter. The ANHRD continues to make Seychelles' Human resource Development readily available for the different economic sectors of the country.

In this issue, we report on some of the activities the Agency delivered during 2018 and 2019.

Some of the current projects that the ANHRD carried out include; the launching of the

National Human Resource Development, (NHRD), Policy and Strategy 2018-2022 which seeks to overhaul Seychelles' human resource landscape, putting more focus on youth development and access to the labour market. And also the review of the National Priority areas.

We hope that you enjoy reading our Newsletter. Do not hesitate to contact us to give us your feedback.

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LAUNCHING OF THE NHRD POLICY AND STRATEGY 2018-2022

The National Human Resource Development (NHRD) Strategy project was a response to the call by former President James Michel for Seychelles to have a national manpower plan to meet the many evolving needs arising from its rapid development.

To help Seychelles determine its training needs, to better plan for its future and open up new horizons for employment and hard work. This call by the former President was



further emphasised by the current President Mr Danny Faure in an address to the National Assembly on October 2016 where he stated that human resource (HR) is among the most important resources the country has.

The National HRD Policy Strategy was officially launched on the 18th December 2018.

The launching ceremony was attended by representatives from the Government, Parastatal and Private sector.

The Minister for Education and Human Resource Development Mrs Jeanne Simeon presented a copy of the policy and strategy to representatives from the executive and legislative branch of the Government, the AfDB and PROMAN S.A.

Human Resource Practice

Human Resource Planning



Human resource planning (HRP) also known as workforce planning is defined by CIPD (2010: 4) as “a core process of human resource management that is shaped by the organisational strategy and ensures the right number of people with the right skills, in the right place at the right time to deliver short and long-term organisation objectives”. Scholars have argued that HRP should be an integrated part of business planning (Armstrong 2011; Mayo 2015). Therefore, an organisation should undertake HRP to determine its

human resource needs in order to achieve its strategic objectives (Armstrong 2011). HRP will help an organisation know its HR needs and developed strategies to fill those needs.

The process of HRP have similar elements (Colley and Price 2010) and the steps include:

Identifying the strategic skills and competencies the organisation needs based on the performance requirements stated in its strategic plan (Cotten 2007). An organisation should scan the internal environment and external environments by looking at the internal workforce trends and by analysing socio-economic, labour market, political and technological trends and how changes in this external environment will have an

impact on the organisation.

Looking at the current workforce by conducting a HR inventory, based on the information collected the organisation should forecasts its labour demand and supply, identify the gaps that exists and develop strategies to reduce the gap such as recruitment, redundancy, retention and training of staff.

Implementing the strategies, monitor and evaluate and revise the strategies when needed.

Conducting HRP is important and valuable as empirical studies have shown that it has a positive correlation with productivity (Chang and Chen 2002; Chand and Katou 2007) and a negative correlation with employee turnover (Chang and Chen 2002).



SCHOLARSHIP STATISTICS 2018

The Scholarship Administration Unit is one of three units which falls under the Human Resource Development Section.

This main duties undertaken by this Unit are:

- Managing the administration of scholarships for tertiary studies.
- Considering and making recommendations for the award of undergraduate and postgraduate scholarships
- Managing and supporting students whilst on scholarship
- Processing applications for Government of Seychelles (GOS) and other bilateral/ multilateral scholarships for long-term and short-term training,
- Maintaining updated information of students on undertaking training and
- Advising clients on scholarship offers, training venues, conditions and others.

Number of Government of Seychelles Scholarships Awarded in 2018

Scholarships to study locally	66
Scholarships to study overseas	234
TOTAL	300

Number of students who Graduated in 2018

Students who graduated locally	89
Students who graduated overseas	68
TOTAL	157

The Cumulative Budget spent on Tertiary Training in the year 2018 amounted to **SCR 172,306,362.86**.

“Learning is the only thing the mind never exhausts, never fears and never regrets”
Leonardo da Vinci

Interview with Ms Frances Barra from the Scholarship Unit

who recently completed her Degree in Business Administration with Human Resource Management (Hons) at the University of Seychelles



Q. How long was your training?

“My training was for 3 years on a full time basis.”

Q. How did

you find your course?

“It was very challenging given the fact that I had to balance between work, study, family life and other social activities.”

Q. How will it help you with your current job?

“It will help in terms of leadership, time

management, prioritizing of tasks amongst others.”

Q. Were you provided with support during your studies?

“I had a lot of support from my father, my classmates who became my friends and the staff at the ANHRD.”

Q. How did you juggle work life balance and training?

“It was full time study and I worked on my free days which was not easy. Some of my work colleagues helped out and understood while others did not. I had to prioritize tasks and concentrate on urgent matters at work and study on the weekends. There were a lot of sacrifices and compromises made on my part.”

Q. Whom are you thankful to?

“I would like to thank the ANHRD for providing me with the opportunity to study, God, my family and friends that have been there for me since day one. The sky is not the limit, you are the limit”

Two of our staff also completed their training, namely; **Ms Juliet Gerry** who undertook her Masters Degree in Human Resource Management and Development and passed with a Distinction and **Ms Prisca Laurette** who completed her Degree in Business Administration with Human Resource Management with (Hons) at the University of Seychelles.



World Ocean's Day Conference

The James Michel

Foundation organised the second edition of the World Ocean's Day Conference on Friday 7 June 2019 at the Espace Building to commemorate the World Ocean's Day, which is celebrated worldwide on 8 June. The Conference saw the participation of over 100 youths from secondary and post secondary schools of Seychelles as well as various stakeholders who are directly or indirectly involved within the Blue Economy field.

The Conference which was themed: Protecting Marine Space: Ensuring our Survival, aimed at sensitising the young participants about the economic opportunities that the ocean presents in terms of the Blue Economy and to emphasise on the importance of protecting the ocean through the sustainable exploration of its resources.

The stakeholders, namely; ANHRD, NSTI, SFA, BE department, the Environment department among many others where invited to make a

10 minute presentation about their organisation and their involvement within the Blue Economy.

The ANHRD was proudly represented at the conference by our Senior Scholarship Administrator, Mr. Channel Quatre. Mr Quatre enlightened the young participants on the role of ANHRD and its contribution to the Blue Economy field through providing training opportunities in areas such as Marine Biology, Aquaculture, Microbiologist, Fisheries Science, Environmental Science amongst others.



Participants at the World Ocean's Day Conference (above). Mr Channel Quatre, Senior Scholarship Administration (right).



He elaborated on the types of scholarships being awarded by the ANHRD and reassured the young participants that aside from scholarships fully-funded by the government, applicants can also be awarded partially-funded scholarships if they do not meet all the necessary criteria of the organisation, but meet the entry requirements of the universities that they have applied to.

Mr Quatre inspired the participants by presenting them with some successful professionals working in the field of Blue Economy and encouraged them to further their studies in the this growing field as it is one of priority field of training in the country at the moment.



BRAIN DRAIN

Brain drain' or 'Brain loss' is the movement of professionals in search of better standard of living and quality of life, higher salaries, access to advanced technology and more stable political conditions in other countries. 'Exodus' of professionals, especially young professionals, for better opportunities elsewhere, is an alarming concern because of its impact on developing countries. We need to ask ourselves; why is it that talented people leave their countries and go work abroad?

The term "brain-drain" was first used by the British Royal Society and related to the exodus of scientists from Great Britain to the United States and Canada during the 1950s and 1960s (Cervantes & Guellec, 2002). However, today the term is used to describe the emigration of highly educated individuals from the home country. It is important to note that in this case that mainly includes engineers, physicians, scientists, and even other highly educated people with a university degree (Rapoport & Docquier, 2006).

Trained professionals are needed in every part of the world. The majority of

migration is from developing to developed countries. This is of growing concern worldwide because of its impact on the health systems in developing countries.

These countries have invested in the education and training of young professionals. This translates into a loss of considerable resources when these people migrate, with the direct benefit accruing to the recipient states who have not forked out the cost of educating them. The intellectuals of any country are some of the most expensive resources because of their training in terms of material cost and time, and most importantly, because of lost opportunity. The author Ellerman states that in the event of departure of talented people, it is a matter of the classic "prison" dilemma - individual strategies of success do not necessarily equal the best collective strategy of success. When the greatest potentials leave the country, the pressure to achieve general prosperity and well-being begins to decrease (Ellerman, 2006).

In 2000 almost 175 million people, or 2.9% of the world's population, were living outside their country of birth for more than a year. Of these, about 65 million were economically active. The authors Kapur & McHale have identified three long-term trends which encourage migration. Firstly, new companies are

constantly opened in the developed countries whose operation is based on innovation. Of course, their need for a qualified workforce is permanent, which on the other hand represents a strong incentive for emigrants. In addition, highly productive and qualified foreign personnel have a positive effect on strengthening the budget of the home country. And finally, employers in the developed countries understand much better the benefits and importance of productivity of highly qualified personnel, and as such offer much better working conditions (Kapur & McHale, 2005).

In the example describing the 'brain drain and gain' between two countries, it shows that professionals leave the Country A for further education and training perhaps with the intention of coming back to develop their countries with knowledge gained from training in Country B. In most cases, country A does not reap the benefit because the 'brains' refuse to come home after the 'train'.



In the case of brain-drain, the situation can be considered from the point of push and pull factors (Kello & Wachter, 2004). The following can be considered:

- conditions in the country - economic, political, legal, and other,
- the possibility of better income and employment, a regulated economic system, etc.
- Social security and the cost of living
- social conditions which are open for good pension possibilities at the end of working life
- the family and friendship ties.
- the Diaspora network in the country

which is the preferred destination for emigration,

- the geographical distance between the home country and the preferred destination
- the diversity of languages, possible knowledge of the destination language, possibility to learn that language fast or at all, etc.
- the age - people who have reached 40 years of age rarely decide to emigrate.

Considering that human capital is the initiator of development of every country, it can be concluded that the brain-drain

from under developed to developed countries represents a serious problem. The departure of highly qualified people from the country has a negative effect on the overall situation, which further encourages those who remain to consider emigrating.

On the other hand, the countries in which educated people arrive to find a job and gain better living conditions are in a position to raise brains (so-called "brain-gain"). It seems to be a continuous issue without any trend of ceasing.

INTERNATIONAL WOMEN'S DAY 2019

The International Women's Day is celebrated annually on the 8th March. The theme selected for the 2019 Campaign, 'Better the balance, better the world', aims to offer " a unified direction to guide and galvanize continuous collective action, with the #BalanceforBetter activity reinforced and amplified" throughout the whole year, (www.internationalwomensday.com).

To commemorate this occasion, the Agency for National Human Resource Development presented a flower to all the female staff which was followed by a picnic.



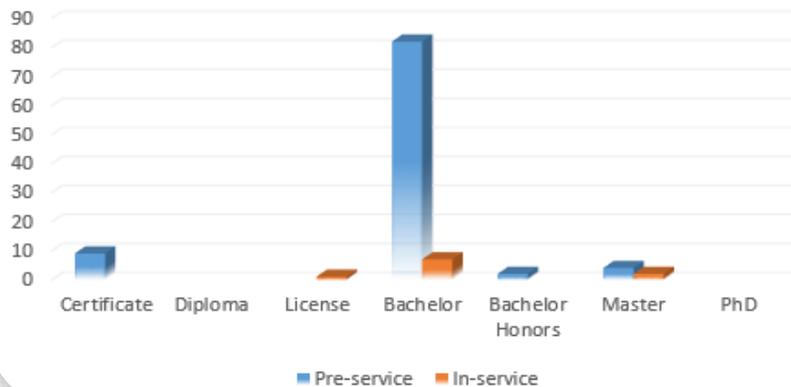
SCHOLARSHIP STATISTICS FOR 2019



The bar graph on the right shows the number of scholarships that have been awarded by the Government of Seychelles, both locally and overseas, as at the 30 June 2019. All together, a total of **107** scholarships were awarded a various levels of which **82** was awarded at Bachelors level.



NUMBER OF SCHOLARSHIPS AWARDED



BRAIN TEASER

ARE YOU GOOD AT SOLVING RIDDLES? THEN TRY TO SOLVING THE ONE BELOW

**What is greater than God,
more evil than the devil,
the poor have it,
the rich need it,**



The answer to the riddle can be seen on page 18

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'People Development Matters'

OFFICIAL VISIT TO NAMIBIA



On 8th August 2019, Mrs Nadia Lauricourt, the Chief Executive Officer of the ANHRD and Mr Channel Quatre, the Senior Scholarship Administrator were accompanied by Dr Susan Fock Tave, Chief Medical Officer, Ministry of Health and Mr Josephraj Xavier, Principal Research Officer and Innovation, National Institute of Science and Technology and Innovation (NISTI) on a working visit to Namibia.

The objectives of the visit were to assess the Universities and the facilities that are on offer and to assess whether they can be considered as a possible venue for students wishing to pursue their studies in the field of Medicine and Engineering.



SIGNING OF SCHOLARSHIP AGREEMENT COMMEMORATING THE 25TH ANNIVERSARY OF THE ENVIRONMENT TRUST FUND



Scholarship Agreement for 6 Seychellois to undertake a Degree course in Environmental Science at the University of Seychelles. Present for the signing

ceremony which was held at the Botanical Garden, were the Minister for Environment, Energy and Climate Change, Mr Wallace Gosgrow, the Principal Secretary for Environment, Mr Allain de Commarmond, The

To commemorate the 25th Anniversary of the Environment Trust Fund on Friday the 16th August 2019, the CEO of the ANHRD, Mrs Nadia Lauricourt, joined the Chairperson of the Environment Trust Fund, Mr Denis Matatiken to sign a



Principal Secretary for Climate Change, Mr Wills Agricole, staff from the Ministry and the students who will be benefiting from the scholarships.

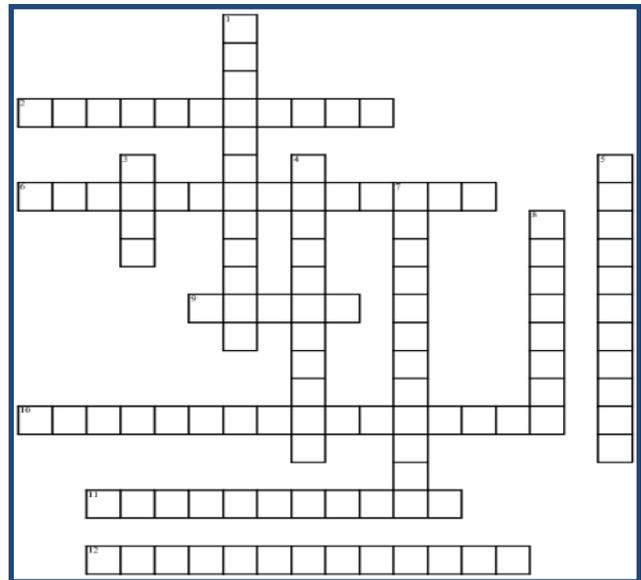
CROSSWORD PUZZLE

Across

2. A job _____ will tell you what your employer will expect from you, as well as what you can expect from your employer.
6. _____ specialists are responsible for recruiting, screening, interviewing and placing workers.
9. Job Descriptions help an employer cover _____ bases.
10. Job Specification helps recruiting teams understand what level of _____, qualities and set of characteristics should be present for a candidate to be eligible for the job opening.
11. Job Analysis should collect information on the following areas: Duties and Tasks, Tools and Equipment, Relationships, Requirements, and _____.
12. Job _____ is a statement of the essential components of a job class including a summary of the work to be performed,

Down

1. Job Descriptions are based on objective information obtained through job analysis, an understanding of the _____ and skills required, and the needs of the organization to produce work.
3. The main purpose of a job description is to collect job-related _____ in order to advertise for a particular job.
4. Job Description and Job Specification are two integral parts of _____.
5. In terms of Job Analysis, 'relationships' refer to _____ given and received and relationships with internal and external people.
7. The purpose of Job Analysis is to establish and document the 'job relatedness' of employment procedures such as training, selection, _____, and performance appraisal.
8. Job _____ is a process to identify and determine in detail the particular job duties and requirements and the relative importance of these duties for a given job.



Answer to the brain teaser : His horse is called Friday

TICKET PRESENTATION CEREMONIES

For 2019, a total of nine applicants met the criteria to be awarded Chinese Government scholarships to take up their studies in China. On 26th August 2019, a Ticket Presentation Ceremony was held for them at the ANHRD.

On the 30th August 2019, the Chief Executive Officer of the ANHRD, Mrs Nadia Lauricourt and the Manager for National Human Resource Development, Mr Terrence Crea attended the Induction Ceremony for the 11th Cohort of the Advanced Diploma for Hospitality Management (ADHM) where 5 students were presented with their air tickets to travel to Ireland for their studies.



BENEFITS OF EVALUATING LEARNING, TRAINING AND DEVELOPMENT ACTIVITIES

Learning, training and development are an integral part of human resource management. Salas et al. (2012) argue that learning and training are related to each other but they are not the same. Learning is defined as a process of getting new knowledge and behaviours derived from experience, study or practice, which is what you want out of training (ibid). Training has a number of definitions but the underlining factors are that it is planned (Mankin 2009; Noe 2010), systematic (Aguinis and Kraiger 2009), has an effect on knowledge, skills and attitudes (ibid) and the overall aim is to improve performance (Mankin 2009). Although development is often associated together with training there is a distinction between the two (Kraiger et al. 2015). Development consists of organised efforts impacting knowledge or skills aimed at the individual personal growth (Aguinis and Kraiger 2009).

Evaluation is defined as being about collecting data in a systematic and impartial manner to ascertain the effectiveness of training as a mean of

accomplishing organisational objectives, implementing and promoting policy and organisational learning respectively Dawson (1995).

Benefits

Evaluating learning, training and development activities are necessary and undeniable as it can:

Vindicate investment in training;

Improve training programmes as training is expensive and time-consuming. It can function as a diagnostic tool to improve and revise programmes to meet its goals and objective. This benefit is contrary to the popular belief that evaluation is done to pass judgement on the programme;

Ensure informed decisions on the value of training by showing its benefits in terms of cost because without evaluation organisations may not have a clear idea of whether money is being spent sensibly on training. It can justify cost and show that learning, training and development activities make worthwhile contributions in terms of changes in behaviour and eventual improvement in organisational

performance;

Assess the quality of tests, questions and exercises that are used to measure what the programme is supposed to teach;

Provide information on whether learning, training and development activities have achieved its aim, which trainees are more likely to benefit and to assist in deciding between different alternative learning, training and development activities;

Be used as a marketing tool for the training to other organisations and motivate other trainees. It can help those planning and delivering training programmes to get more resources from those making decision;

Make trainees accountable and improve training transfer. This is because measuring results from the training reminds the trainees that they should be transferring their training. Studies have shown that that participant reported more intentions to transfer training at work if they know that they will be held accountable for learning. Research has also shown that frequent evaluation of learning, training and development activities leads to a higher rate of training transfer.

“The capacity to learn is a gift; the ability to learn is a skill; the willingness to learn is a choice.”

Brian Herbert

SCHOLARSHIP STATISTICS 2019

The Scholarship Unit processed a total of 88 new scholarships between July to September 2019 as detailed in the below table:

	Certificate	Diploma	License	Bachelor	Bachelor honours	Master	PhD	Total
Pre-service		11		36	2	2		51
In-service	1		1	20		15		37
Total	1	11	1	56	2	17		88



BRAIN TEASER

A cowboy rides into a town on Friday, stays for three days then leaves on Friday. How is this possible?



Answer is on page 7

Interview with Ms Aline Morel from the Information & Communication Unit



Q. How long was your training?

“I completed a three-year Degree Course in Advertising, Public Relations and Media at the Middlesex University, Mauritius Campus.”

Q. How did you find your course?

“The training was comprehensive with both academic and practical work where you had to work with companies operating in fields that were related to my studies to put into practice what I learned in class. This also enabled me to learn the best practices and

industry norms that were being used within these companies. Some assignments were demanding and time consuming as you sometimes had to travel long distances to gather information from different locations across Mauritius.”

Q. How will it help you with your current job?

“What I learnt during my studies will definitely help me in my current post as I got to learn the best practices and new technology that is being employed in the field of information and communication.”

Q. Were you provided with support during your studies?

“Yes, I received support from my

family, friends, classmates and work colleagues.”

Q. How did you juggle work life balance and training?

“It was not easy as I had to use the days that I did not have classes to work on my assignments and group work. However, I managed to leave one day free in order to spend time with my friends and do some recreational activity.”

Q. Whom are you thankful to?

“I am thankful to my organization, my family, friends, classmates and last but not least my lecturers who were always on hand to offer support and guidance.”



Performance Management & Evaluation (PME) Workshop



The Management Team of the Agency for National Human Resource Development (ANHRD) participated in a Workshop on Performance Management and Evaluation (PME) on the 11th September 2019.

During the Workshop, which was led by Mr Brian Hoareau, the Principal PME Officer at the Department of Public Administration (DPA), aimed at providing information on what PME entails and how it should be measured. Assisting Mr Hoareau were Mrs Aileen Louange, the Chief PME Officer and Mr Perry Barbe.

In all, the session proved to be very informative and an eye opener for those who attended.



HUMAN RESOURCE DEVELOPMENT IN CONTEXT

The idea of human beings purposefully developing, in anticipation of being able to improve conditions, seems almost a part of human nature. HRD theory and practice are deeply rooted in this developing and advancing perspective.

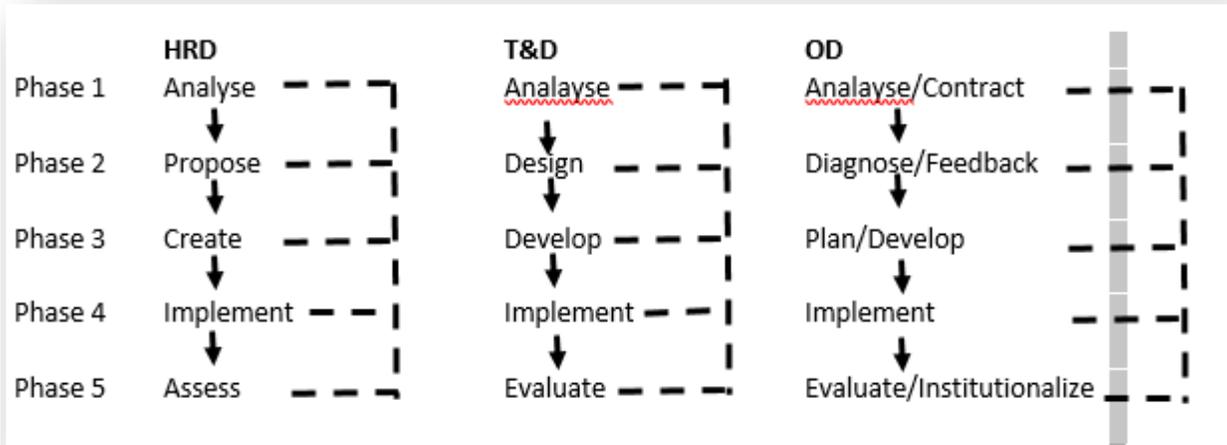
According to (Ruona, 200; Watkins & Marsick, 1996, cited in Swanson & Holton, 2001, p. 3) HRD is all about adult human beings functioning productive systems. The purpose of HRD is to focus on the resource that humans bring to the success equation – both personal success and organisational success. The two core threads of HRD are (1) individual and organisational learning and (2) Individual and organisational performance.

HRD however, has various definitions. One common definition is that it is a process for developing and unleashing human expertise through organisational development and personnel training and development for the purpose of improving performance. In the context of the Seychelles’ HRD strategy, HRD relates to both the competencies (knowledge and skills) required for workplace entry as well as the need and opportunities for continuing life-long learning. Another definition which connects well with the Seychelles’ context is provided as HRD functioning as an agent of societal and national development, not just focused on organisations: “Human Resource Development is any process or activity that , either initially or over long term,

has the potential to develop adults’ work-based knowledge, expertise, productivity, and satisfaction, whether for personal or group/team gain, or for the benefit of an organization, community, nation, or ultimately, the whole humanity” (McLean & McLean, 200, cited in Swanson & Holton, 2001, p. 4).

HR as a more encompassing term, can be conceived of as having two major components – HRD & HRM. As an umbrella term. HR is often confused with HRM. Thus, many HR departments are actually limited to HRM goals and activities such as hiring, compensation and personal compliance issues.

HRD and its subset of personal training and development (T&D) and organisation development (OD) can be portrayed as five processes:



In the context of Seychelles HRD focuses as a strategic investment at national level for the maintenance of a high-level national workforce. In this respect the host organisation is said to be the nation (Seychelles). The vision of the Agency for National Human Resource Development is to “implement government policies on HRD to ensure that human resource development matches the evolving needs of the country. HRD is at the heart of Seychelles’ Sustainable

Development Strategy for 2012-2020 and focuses on better national economy for tourism, fisheries, fresh water supply, agriculture and recreational activities. (NHRD Policy, p. 8, 2018).

Despite the impressive achievements in human capital and social development, the country faces a number of human capital challenges, including limited workforce size, skills shortages in key sectors, high dependency on expatriate labour, “brain drain”, limited motivation among employees, all of which limit the

Seychellois workforce from achieving its full potential (Seychelles’ Integrated national human Resource Development Strategy, 2007, p 1).

However, in order for HRD initiatives and strategies to be effective there must be intelligence obtained to understand current and future needs, reduce dependency on expatriate workers, cater for emerging skills and provide proper career guidance and counselling throughout a person’s working life.

ANHRD STAFF IN ACTION

Mrs Merna Confait the Principal Scholarship Administrator and Mr Channel Quatre, the Senior Scholarship Administrator, conducted an information talk s at the University of Seychelles, School of Advanced Level studies and Ecole Francaise in collaboration with the Public Utilities Corporation.



MALAYSIAN EDUCATION EXHIBITION

On Saturday 24th August 2019, the Malaysian Education Centre, in collaboration with the ANHRD, hosted an Exhibition at the Eden Bleu Hotel. The aim of this activity was to provide information to students as well as members of the general public about the different courses that are available at the different universities found in Malaysia.



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Word search

Priority Field of Study

'People Development Matters'

WORKPLACE ETHICS TRAINING



Staff of the ANHRD attended sessions on Ethics in the Workplace organised by the Guy Morel Institute on the 25th October 2019 and the 21st November 2019. The aim of the session was to remind staff of the personal and organisational ethical practices that is required of all public servants.



GRADUATES STATISTICS

This year, the country gained a total of 282 Graduates who had successfully completed their tertiary studies in numerous fields ranging from Education, Medicine, Hospitality Management and the Blue Economy.

Number of Graduates who completed their studies between November 2018 to October 2019	
Number of students who undertook their studies at the University of Seychelles	89
Number of students who undertook their studies overseas	150
Number of students who undertook their studies via Distance Learning	43
TOTAL	282

MEN'S DAY CELEBRATIONS

In order to commemorate the occasion of International Men's Day on the 19th November 2019, the Agency organised a small get together in honour of its male staff members. During the celebration, a presentation was given on the importance for men to take care of their health and the health risks associated with smoking cigarettes.



QUALIFICATION LEVEL FOR THE 2018 - 2019 GRADUATES



Qualification level of the Graduates who completed their studies between November 2018 to October 2019

Bachelor's Degree	231
Master's Degree	50
Doctorate	1
TOTAL	282

In terms of the qualification level of the students who completed their studies from November 2018 to October 2019, they ranged from



TALKS IN POST-SECONDARY INSTITUTIONS

The Scholarship Unit organized talks for the months of October, November and December 2019 at the following Post-Secondary Institutions; the Seychelles Institute of Arts and Design, Seychelles Maritime Academy, Seychelles Tourism Academy, National Institute of Health and Social Services, International Schools of Seychelles, Seychelles Institute of Technology, Independent School and Seychelles Institute of Teacher's Education.



THE SEYCHELLES HUMAN RESOURCE DEVELOPMENT (SHRD) AWARD

The third edition of the Seychelles Human Resource Development (SHRD) Award was officially launched on the 5th December 2019. The launching took place in a Press Conference with the local media at the ANHRD head office whereby the CEO, Mrs Nadia Lauricourt, the Chairperson of the ANHRD Board, Mr John Stravens and the Manager for National Human Resource Development, Mr Terrence Crea gave a presentation about the Award. The aim of the award is to:

- sensitize organizations on the importance of human resource development and
- reward organizations that successfully align HR programs and practices with the corporate objectives

The SHRD Award is open to micro, small, medium and large organisations from parastatal, public and private sectors. Participating organisations will stand the chance of winning cash prizes, which will go towards training for their staff.



PRIORITY FIELDS OF STUDY FOR SEYCHELLES FOR 2019

The list of National Priority fields of study is used as a guide for students wishing to take up tertiary level studies. To note, the list is revised every two years to ensure that it is in line with the training needs of the country. This guarantees

Appropriate investment of available funds in the training of Seychellois in areas of national priority;

Tertiary level training funded by the Government of Seychelles is aligned with the needs of the labour market;

Graduates are guaranteed a position where they can contribute in the national development;

Qualified Seychellois progressively take up key positions occupied by expatriate workers.

Priority 1	Medicine, Dentistry, Teaching, Finance, Tourism, Blue Economy, Psychology, Nursing, Social Work, Counselling, Waste Management, Renewable Energy, Pharmacy
Priority 2	Information Technology, Statistics, Law, Maritime Law , Engineering, Food Science and Safety, Environmental Science, Nutrition/Dietician, Monitoring and Evaluation, Forensic Science
Priority 3	Business Administration, Human Resource Development & Management, Marine Engineering, Navigation, Bio-medical Engineering/Science, Agriculture Science, Agronomy, Journalism, Criminal Justice/Criminology, Speech Pathology, Land/Quantity Surveying
Priority 4	Telecommunication, Air Trafficking, Transport and Logistics, Record Management
Priority 5	Architecture, Anthropology and Archaeology, Construction

SPONSORED WALK

In order to promote team building and encourage staff to exercise, the ANHRD organised a sponsored walk from Le Chantier to Beau Vallon via St Louis on Saturday the 23rd November 2019. The sponsored walk ended with a barbecue on the beach.



GRADUATES GATHERING 2018 –2019

On the 28th November 2019, the ANHRD held its annual Graduates Gathering to welcome Graduates who have completed their studies in 2018 and 2019. Present at the event was the President of the Republic of the Seychelles, Mr Danny Faure, Minister for Education and Human Resource Development, Mrs Jeanne Simeon, the CEO of the ANHRD Mrs Nadia Lauricourt, the Chairperson of the ANHRD Board, Mr John Stravens and other dignitaries.

The graduates were able to take a souvenir photo with President Faure and the other government officials present.





ANHRD END OF YEAR STAFF PARTY



On Friday 20th December 2019, the ANHRD held its Staff End of Year at the Seychelles Tourism Academy Restaurant. During the event, long serving staff as well as those who had completed their training in 2019 were awarded with Certificates and tokens of appreciation. Those who were not present received their tokens at a small ceremony held at the ANHRD Head Office.



STAFF GET TOGETHER



GAMES CORNER

ARE YOU GOOD AT WORD SEARCHES?

If yes, test your skills and try to find the 26 words that are related to the field of human resources in the fastest time possible.

GOOD LUCK

K S G D S I X W I H R Y T I O R T E D A K D Y Z
 Q X I D T K B J X H H X J R Z M D Y B F B G N M
 N I A T E R X B R Y Y X U Y T I L I B I S S O P
 E T I Z S E C R U O S E R N A M U H B L K X X V
 C N O J K M F X N O I T A M R I F M O C O G R B
 N E R H J G F L I G I O B V N G U E J L W X E J
 A M G K S R Z P N M N Q R P K U M F I C U S C Y
 M P A D G I W I T A G K M G X P N W X O P C R R
 R O N T B H N F S Y A E N K L P G N H P S O U F
 O L I P M I L B H O K I P O G X B Q M U N N I E
 F E Z B A A S H S L N A Y K J A N K F W O Y T N
 R V A R T I V S P N Y E F X D O O Z B Q I L M O
 E E T C A R T T A R E E K M I B U P E W T N E I
 P D I U G S U L O S R A I T N N A O N R A U N T
 W Z O A D U P L E U J N A T E F S L E N L U T O
 I X N L B X L R T Y I S K Y O E U I F B E T I M
 R H X L V T V C N S N O X X G T E C I Q R R E O
 Z P Q G N I U U T E R L M F O M E I T U R O E R
 Y F H E C R G R P N H Y C L V T R E S A O P U P
 I D L E T D A M D S I F V W V X I S A D B P M D
 P A S S Q T O G H Z K P Z D Y F H L P O A U F W
 T M E Y I C X Q U S N O I T A R E P O V L S V C
 W R W O R I L Y I T I F A L V E N H B F A R I W
 O I N A R E H R O F X Y H K Z N W N N H Z R C L



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|----------------|-----------------|-----------------|-------------------|
| ADMINISTRATION | ATTRACT | BENEFITS | CONFIRMATION |
| COMPENSATION | DETROIT | DEVELOPMENT | EMPLOYEE SERVICES |
| HIRE | HUMAN RESOURCES | LABOR RELATIONS | NEOGO |
| OPERATIONS | ORGANIZATION | PAYROLL | PERFORMANCE |
| PLANNING | POLICIES | POSSIBILITY | PROMOTION |
| RECRUITMENT | RESTRUCTURE | RETAIN | SUPPORT |
| TALENT | TRAINING | | |

Answer to the riddle: NOTHING

MESSAGE FROM THE CHAIRPERSON



Mr John Stravens
 Chairperson of the ANHRD
 Board

As 2019 draws to a close, it is a time to reflect on what we have accomplished during the year and what we can improve upon to be more productive in 2020. Of course, our achievements would not have been possible without the aid of the dedicated staff of the ANHRD.

We look forward to working closely together in the coming year to

ensure that we meet the goals set in our Strategic Plan for 2018 - 2022.

To all our partners, we wish to thank you for your continued support and look forward to our continued collaboration. I would also like to take this occasion to wish you all a Merry Christmas and a prosperous New Year 2020.

CONTACT DETAILS

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VISITING HOURS

Monday to Friday—8:30 am to 12:00am