

2026 PROSPECTUS

Human Resources Development Unit (HRDU)



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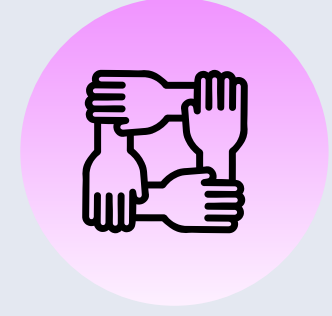
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to be best in any
point of view.

Information

message received at
knowledge acquired
experience or instruc
what is thought

The HRDU focuses on People and Organisational Development at the University. Our primary target audience is professional, technical, administrative and services staff, however, we also offer a range of learning options for academics, and of course, leaders at all levels. Over and above the provision of learning programmes, we provide specialized services in several areas – team development, change management, strategic planning, diagnostics etc. The diagram below acts as a useful summary of the main functions housed within our portfolio.





ONLINE

Learning programmes are offered via the LinkedIn Learning partnership



OLM IN-CONTACT

Learning programmes are managed by a facilitator within a physical classroom-based context

HRDU

Online Programmes

OLM: In Contact Menu

SETA Funded Programmes

SETA PROGRAMMES

Learning programmes that are SETA-funded and rolled out in targeted cohorts in each year cycle



The HRDU has started a process of checking the various job families or groupings at the University, with a view towards updating/streamlining associated competencies.

As the world evolves, the competencies needed in each job grouping and job level, also shifts and changes. It is vital that these are updated regularly so that choices around learning and skills development truly propel a staff member forward in relation to personal and professional growth

We are researching, benchmarking, and ‘unpacking’ core organizational competencies in support of Wits 2033, as well as job specific competencies in each functional area.

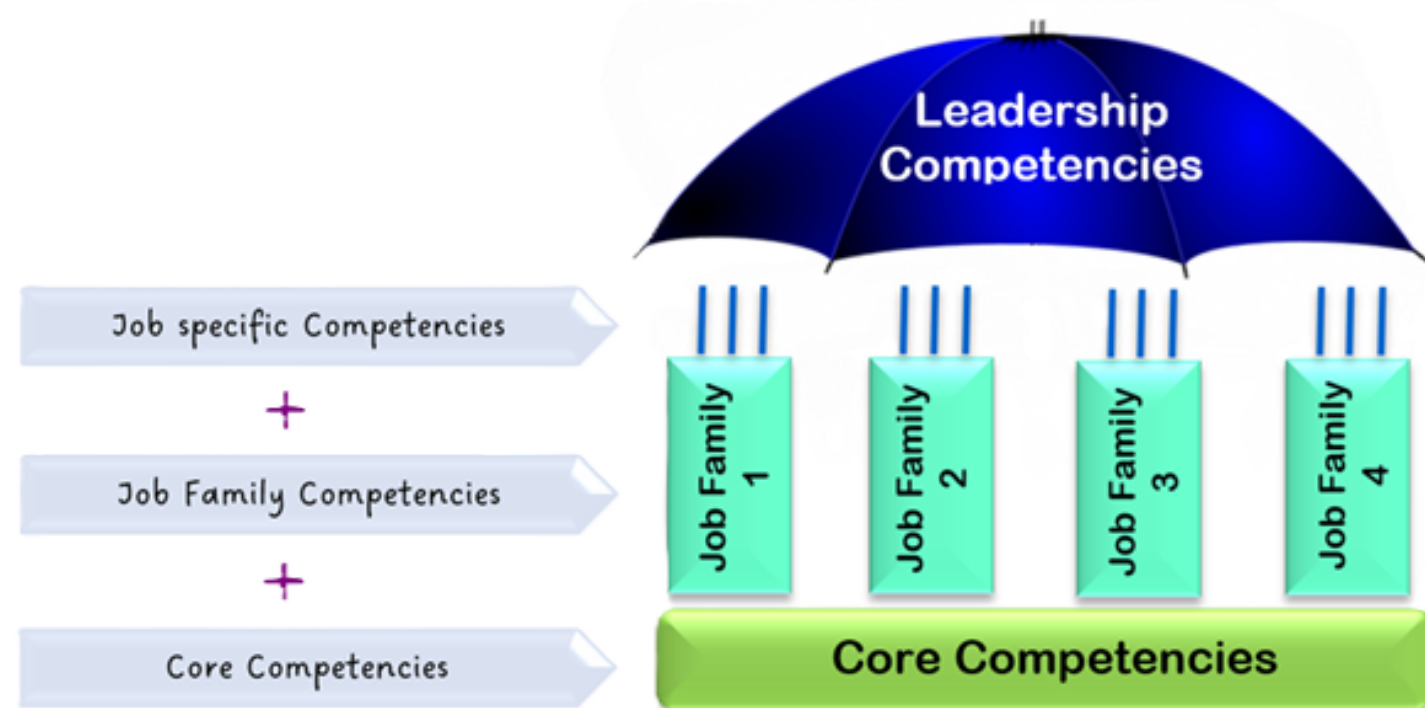
This will allow us to improve the integration between the job descriptions, associated competencies, and prioritized learning.

These recommendations will guide both managers and staff members as you consider learning needs and priorities in any given year.

It is particularly within the context of the Individual Development Plan (IDPs), that conversations will revolve around these needs, priorities, and associated funding.

NOTE: Aside from the identification of key competencies in each job family or grouping, the clear identification of organizational cross-cutting competencies is also essential in building and maintaining a competitive advantage.

These competencies will have relevance to all staff, irrespective of whether they are professional and administrative staff, or academic staff

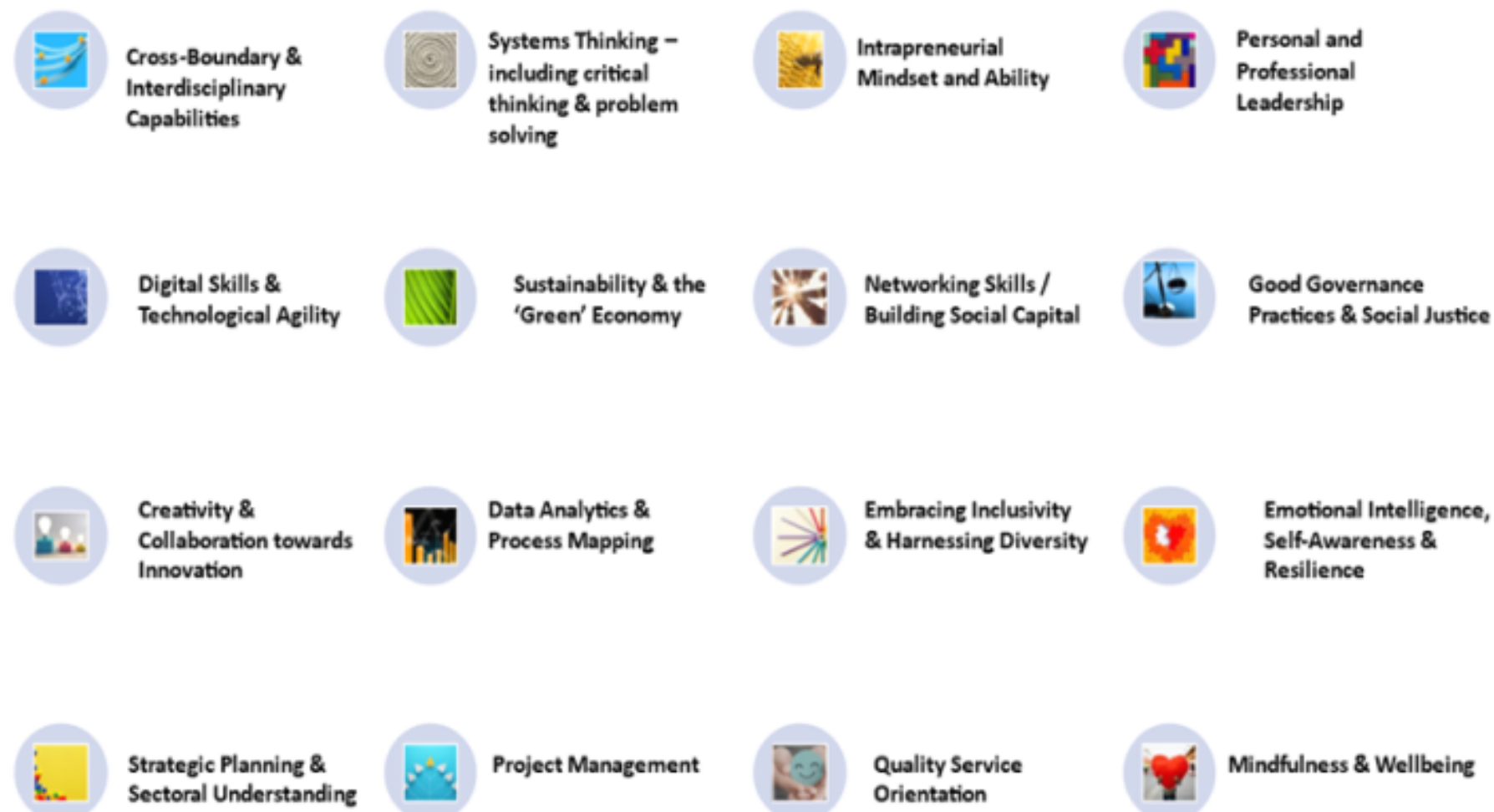


Naturally, the investigation and debate around cross-cutting competencies will involve various stakeholder groupings across the University over a period of time. To get the conversation started, we have reviewed the aspirations and goals outlined in Wits 2033, and have recommended the following competencies as starting point:

These competencies underpin the agility, creativity and resilience that is needed for a traditional university to transform, innovate, and compete in an evolving world.

These skills and capabilities support the effective functioning of each staff member at the University, irrespective of current job role, and allow for a more systemic understanding of one's contribution within the whole. These capabilities also support the quest for innovation at all levels of the organization.

Organisational Core Competencies



Since 2021, the HRDU has partnered with Coursera in a bid to provide our staff with access to high-quality, cutting-edge, flexible learning opportunities, hosted by top providers worldwide. However, given our procurement rules, our period of continuous contracting with Coursera came to an end in March 2025.

The LinkedIn Learning / HRDU partnership commenced in November 2025.

The LinkedIn Learning offerings will be available to our staff at no cost and offers staff members a wide range of learning opportunities from a range of top-quality corporations and institutions. The HRDU launched this campaign in November, and hosted webinars and other roadshows to help spread the word.

What does this mean for our staff and managers?

We will need to redefine and rethink the way in which we learn. Now we need to build skills continuously and far more frequently.

Learning 'on the run' has a new meaning in a world of online, micro learning. Whether we are listening to podcasts while driving to work, or watching a 10 minute skills-builder video over lunch, or working through a 45-minute module between meetings, we now need to reimagine the time and opportunity to invest in our growth. The HRDU makes the world of LinkedIn Learning come alive through the distribution of fixed and rotational licenses. With one of the best online learning platforms readily available to all our staff, there are no excuses not to be skilled, agile, and relevant.

NOTE: Please contact: Mongezi Mashinini
(mongezi.mashinini@wits.ac.za) to assist with Linked-In license allocation and further assistance



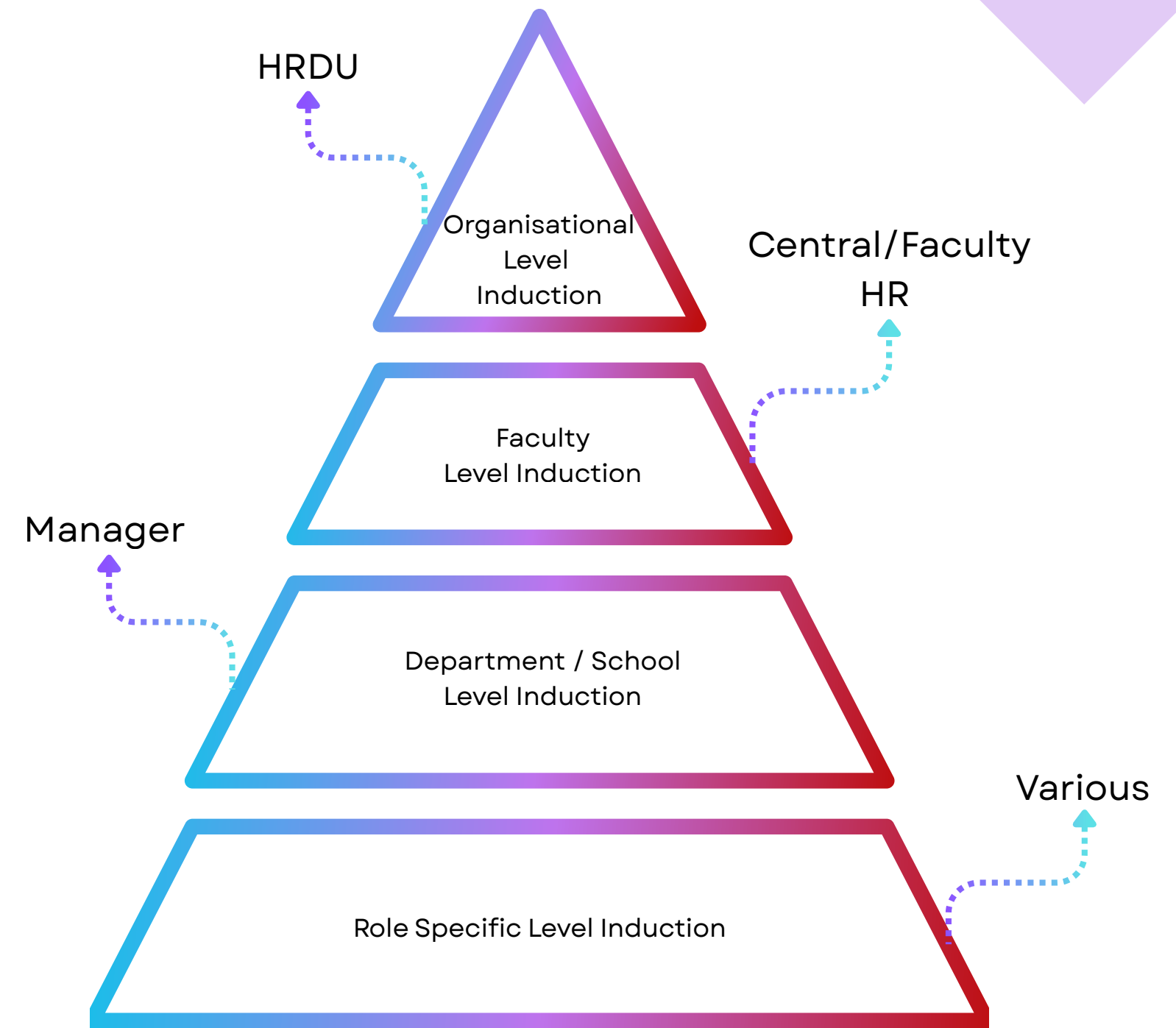
The HRDU is responsible for the over-arching, organizational induction programme, whilst Faculty HR drives the faculty-level inductions in conjunction with the management of each Faculty. At the School / Departmental level, the ownership lies with the relevant Head of School or manager, and for role-specific inductions, ownership resides with various 'owners' in each instance. These are outlined below.

Role-Specific Inductions:

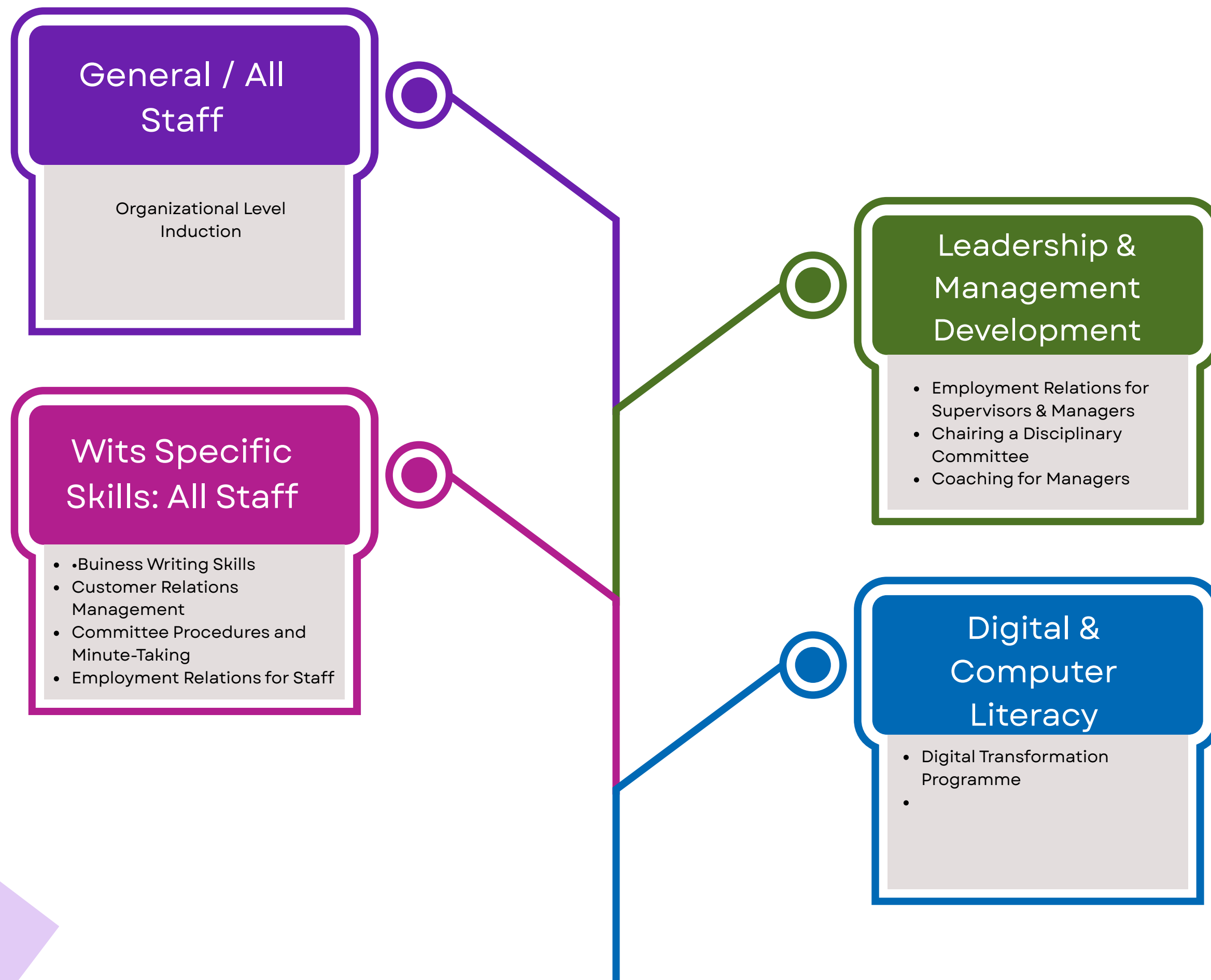
- Head of School: Via the office of the Deputy Vice-Chancellor: Academic
- Academics: Via the Centre for Learning, Teaching & Development (Now@Wits)
- Managers: Via the relevant Faculty HR, in collaboration with HRDU (as needed)
- Human Resources Staff: Via the relevant Faculty HR, in collaboration with HRDU (as needed).

NOTE: Please contact the relevant teams as needed.

The HRDU facilitates an 'organisational level' induction programme for new staff. This programme is aimed at providing a macro-overview of key structures and processes within the University. The programme typically takes the form of a four day programme from 9am to 12pm with the conclusion (day 5) being a walking tour of Wits Campus.



NOTE: The induction experience is currently being redesigned and developed into a digital format which will provide incoming staff members with a seamless journey, from the on-boarding phase through to induction and beyond. The new digital offering should be ready for release by third quarter of 2026.



Given our spend on the Linked In license each year, our contact-based / facilitated menu has been reduced. We have identified a series of offerings / themes that are in clear demand and in regular request via the University community.

However, we are also open to engaging around learning needs which might not be adequately covered, either via the Coursera platform, or our contact-based menu. In each instance, the variables around target audience, expertise, logistics, timelines etc. will be evaluated to seek out the best learning solutions and delivery model.

The sections that follow will provide a brief overview of each programme, as well as the programme dates for the year.



Leadership

(n) the act of guiding and directing people or organization

Course Name	Course Content	Date	Time	Venue
Employment Relations for Managers and Supervisors 	• The Employment Contract • Sources of Labour Laws and policies in the workplace Discipline Management and the Law • Dismissal under the LRA • How to prepare for Disciplinary Hearings • Understanding Leave under the BCEA and the Wits Leave Policy Impact of social networking during office hours.	• 22 April • 8 July	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Chairing a Disciplinary Committee 		• 7 April • 22 May	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Coaching Skills for Managers	Adhoc - Contact HRDU for future information			
Management Skills	Adhoc - Contact HRDU for future information			
<i>Unity in Diversity - Inclusion and Equity for Persons with Disabilities in the Workplace</i> 	• Disability in the workplace – from experts in the field of disabilities. • Potential impact of disabilities on the workplace, the employer and the employee. • Inclusivity and Equality: Physical access Universal Design principles. • Inclusivity and Equality: Creating an inclusive work environment and culture.	• 23 April • 18 September	09:00 to 11:30	DRU boardroom or the DRU training venue.

Via SETA funding, the HRDU is building a Leadership Development Pipeline at four levels:

Building a Leadership Development Pipeline in 2026 & Beyond

The Senior Leadership Development Programme will roll out for the 1st time in 2026.

Details will follow as the programme is designed and finalised, and as marketing commences in the new year. Once again, if there is interest, we will take down candidate details to add to a waiting list for when the time comes.

1 Team Leader Programme

2 Supervisor Development Programme
(Peromnes Grade Levels 07-09)

3 Management Development Programme
(Peromnes Grade Levels 05-06)

4 Senior Leadership Development Programme
(Peromnes Grade Levels 03-04)

Coaching Skills for Managers

The HRDU will take a cohort of supervisors and managers through a coaching and mentoring capacity-building programme this year. These skills are vital in leading teams and engaging in developmental conversations with staff. Coaching is essential for guiding staff towards improved on-the-

job performance (personally and professionally), whilst mentorship is a critical approach in building capacity more widely, shifting a culture/climate, and improving team dynamics and results.

The HRDU will advertise the opportunity as soon as the SETA contracting cycle is complete and roll-out is scheduled. In the meantime, if you are interested, please make contact, and add your name to our waiting list

Employment Relations for Managers & Supervisors



A thorough understanding of the purpose of discipline, the concept of fairness as well as the legislative provisions relating to discipline and dismissals in the workplace lays the foundation for fair discipline in the workplace.

The Labour Relations Act 66 of 1995 (as amended) together with Schedule 8 of the LRA the Code of Good Practice Dismissals offers guidance to employers in respect of applying fair discipline in the workplace. Interpreting the law correctly will ensure that one can deal with disciplinary incidents in the workplace in a manner which is justifiable, and which does not fall foul of the law.



Management Skills

We offer coaching support for managers in middle management, senior and executive tiers. However, due to the ad-hoc nature of these requests, the coaching is for a manager's own account. Typically, a round of coaching comprises approximately 6-10 sessions of 1 hour each – depending on scope, need, context etc.

Our management coaches are externally sourced, and facilitated by specialists in the field:

Renee Koekemoer (Middle and senior management coaching)



Chairing a Disciplinary Committee

The University's Disciplinary Code and Procedure mandates managers to chair disciplinary enquiries at a departmental level. The training module "How to Chair a Disciplinary Enquiry" is designed to empower managers with the essential skills and knowledge required to effectively chair these matters.

Participants will delve into key aspects of substantive and procedural fairness as well as basic principles of evidence. Participants will learn how to navigate challenging situations, make informed decisions, and ensure that the University's Disciplinary Code and Procedure are adhered to. The training combines theoretical insights with practical scenarios, encouraging participants to apply their learning in realistic ways. The expert facilitator, a qualified attorney, will share valuable insights, drawing on their extensive experience in legal and HR domains.

Upon completion, participants will emerge equipped with the confidence and competence to navigate the complexities of chairing disciplinary enquiries, contributing to a workplace culture that upholds integrity, fairness, and compliance with legal standards'

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Target Audience

- Supervisors and Managers who chair Disciplinary Committees as part of their role.



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- WITS Management staff.



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Early Neutral Intervention

A bespoke design and delivery of training programme developed the understanding and practical skills of managers to intervene effectively at the earliest opportunity in workplace conflict scenarios through the alternative dispute resolution mechanism of Early Neutral Intervention (ENI).

Early Neutral Intervention (ENI) is crafted into a two-day programme which is a confidential, voluntary, informal, and impartial intervention (facilitated discussion), used at an early stage of a workplace conflict, which is aimed at diagnosing issues, facilitating communication, and guiding the parties toward constructive resolution before the conflict escalates into a formal dispute.

This course contains from two practical, skills-based Conflict Dynamics workshops which are already in existence:

- Conflict Management Skills for Interpersonal Workplace Conflict; and
- Workplace Mediator Skills

Target Audience

- Supervisors and Managers



Unity in Diversity - Inclusion and Equity for Persons with Disabilities in the Workplace.

To promote a more profound understanding among WITS management of some of the intricacies of working with staff with a variety of disabilities, both visible and invisible, and their impact on the workplace, the employer, and the employee, within the legal framework.

Insight gained will equip management to enhance staff performance in the workplace by understanding and addressing factors that may influence staff occupational performance beyond the more obvious physical access considerations.

Enhancing commitment to a more inclusive and equitable work environment and culture at WITS University.

Target Audience

- WITS Management staff.



Course Name	Course Content	Date	Time	Venue
Report/Business Writing Skills 	• Planning and structuring effective documents • Improving grammar, word usage, and clarity • Business writing styles and tone • Drafting reports, emails, agendas, and more • Editing and proofreading for professional polish	• 15 to 16 April • 15 to 16 July	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Employment Relations for Staff 	• The Employment Contract • Sources of Labour Laws and policies in the workplace • Grievance procedures • Discipline management and dismissals under the LRA. • Understanding Leave under the BCEA and the Wits Leave Policy • Impact of social networking during office hours	• 13 May • 19 August	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Personal Excellence 	• Strengthen employee's self-esteem and build self-confidence. • Develop their interpersonal and communication skills. • Help them improve the quality of their work and personal lives. • Develop leadership potential.	• 8 to 9 June • 7 to 8 September		

Course Name	Course Content	Date	Time	Venue
Building Brave Spaces 	• Why create 'Brave Spaces'? • Mindset before Method: Overcome Feedback Fears • Mind the Gap • Exploring the Heart of Tough Conversations • Crafting Developmental Feedback • Responding to Feedback Reactions • Sustaining a Brave Feedback Culture • Stepping in and Moving Forward	• 17 April • 4 September	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Customer Relations Management (Introductory) 	• The three key elements of customer service • Qualities & values of service excellence • Communication & telephone etiquette • First impressions and basic Do's & Don'ts • Handling dissatisfied customers and facilitating problem-solving • The role of a leader in service • Hiring customer-focused talent and fostering a customer-oriented environment	• 13 April • 6 July	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Customer Relations Management (Intermediate) 	• Communication basics and interactive skills within a service context • Building relationships and managing face-to-face & telephone contact • Handling difficult customers • E-commerce interaction • Preparation, execution, and delivering the full-service package	• 5 May • 3 August		

Course Name	Course Content	Date	Time	Venue
Committee Procedures	• How does Wits work? • How do Wits committees work? • Tips for writing committee documents • Writing notices and agenda • Sorting documents • Distributing meeting information and follow-up on items to be actioned	• 17 August	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Level Up 	• The Art and Science of Mindfulness • Changing Landscape of Higher Education • Levelling Up as Professional Administrators. • Navigating the ‘Them and Us’ • Balancing Resilience and Well-being in a Demanding and Dynamic workplace	• 21 October • 14 November • 21 November	08:30 to 15:00	Room 212, 2nd Floor, Professional Development Hub (PDH) Wits Univeristy
Unity in Diversity - Inclusion and Equity for Persons with Disabilities in the Workplace.	• Disability in the workplace – from experts in the field of disabilities. • Potential impact of disabilities on the workplace, the employer and the employee. • WITS DRU services and support for staff, including policies (International, South African and WITS policies), reasonable accommodations and practicalities.	• 23 April • 18 September	9:00 to 11:30	DRU boardroom or the DRU training venue.



Report / Business Writing Skills

We are pleased to invite you to our upcoming Report Writing Workshop, designed to strengthen one of the most essential yet often overlooked skills in today's business environment – effective written communication.

The ability to craft clear, accurate, and impactful business documents remains a key asset in the workplace. Whether it's writing proposals, reports, meeting agendas, or emails, strong writing skills can set you apart and increase your professional effectiveness.

This practical two-day workshop provides a comprehensive refresher on grammar, structure, tone, and style, while also guiding participants through the process of planning, drafting, editing, and finalizing various business documents.

By the end of this training, participants will be equipped with the tools to write with confidence and clarity, giving them a competitive edge in any professional setting.

THIS IS A ONE-DAY COURSE TO BE CONDUCTED OVER TWO DAYS

Target Audience

- It is open to all administrative staff.



Employment Relations for Staff

This programme provides participants with an understanding of disciplinary and grievance procedures. The content covers the concept of fairness as well as the legislative provisions relating to grievance, discipline and dismissals in the workplace and explains how it lays the foundation for fair discipline in the workplace.

The Labour Relations Act 66 of 1995 (as amended) together with Schedule 8 of the LRA the Code of Good Practice Dismissals offers guidance to employees and employers in respect of conduct and fair discipline in the workplace.

The programme includes a 15-minute presentation on the functions of the Disability Rights Unit and considerations around reasonable accommodation for staff with disabilities.

Target Audience

- It is open to all Wits staff



Personal Excellence

The HRDU offers a two-day programme on “Personal Excellence” for professional and administrative staff.

We include a brief description below:

Personal Excellence does not merely develop the skills for effective living, it also addresses underlying beliefs, perceptions, attitudes and emotional baggage about self and life that can block application of what has been learned.

The programme is practical and accessible, with the focus on the application of what has been learned.

Participants leave the course with realistic action plans that can be implemented immediately, positively affecting the quality of their work and personal lives.

Target Audience

- It is open to all administrative staff.



Building Brave Spaces

Are you a manager who dreads those difficult conversations about performance, behaviour, or team conflict? You're not alone.

Many managers shy away from these crucial discussions, often leading to unresolved issues, declining morale, and missed opportunities for growth.

In this workshop, you will learn how to initiate and navigate tough conversations, drawing on skill, confidence and empathy, to resolve conflicts and improve team engagement and overall performance.

NOTE: THIS PROGRAMME ALSO SUPPORTS THE ROLL-OUT OF BOTH THE API AND IDP TOOLS AT WITS.

Target Audience

- It is open to all Wits staff

Customer Relations Management Introductory

This one-day programme is designed to build foundational service skills.

Too often, customer service is stagnating but effective service demands understanding what customers need, delivering it well, and creating a service-oriented culture.

Target Audience

- Staff on Peromnes levels 12–17

Customer Relations Management Intermediate

This one-day course is about strengthening relationships and communication, turning excellent service into your strongest marketing tool.

Target Audience

- PAS Staff on Peromnes levels 7–11

Level Up

- **I would like to explore options about my career and my path forward**
- **I want to develop my influence and personal brand**
- **I want to know how to future proof myself, as so much is changing**
- **I would like to explore the possibilities of improving the WITS experience, for myself and others**

Level Up is a one-day experience designed to help you master the skills needed for today's dynamic university environment. We'll go beyond the usual training to tackle the beliefs and attitudes possibly holding you back.

We will also explore the possibilities of what is needed to future proof yourself, the work you do and how to make a difference.

Target Audience

- Given the personal and introspective nature of this workshop, the target audience is open to our PAS community. We anticipate 'best fit' to be for staff operating at Peromnes Grade levels 5 to 10.



Climate Change and Us

See the bigger picture. Support a just transition. Shape change at Wits.

This course is an online resource on climate change that is freely available to all Wits University staff.

The course was initially created by an interdisciplinary committee of academics convened by Prof. Diane Grayson to introduce all Wits students to climate change and its social impact. The course has now been adapted to improve the understanding of climate change of all Wits' staff members.

It has been designed to provide an opportunity for staff to engage intellectually and personally with the globally significant topic of climate change from multiple perspectives. Its goal is to create awareness, inspire activism, and encourage behaviour change around climate change and its professional relevance. The course is presented as modules using video lectures, resources, lessons and quizzes.

The final assignment is to write a blog about climate change which could be published on the Wits website!

Target Audience

- Staff on Peromnes levels 12–17



Inclusivity and Equality - teaching students with disabilities.

Academic staff will gain a deeper understanding of various disabilities, both visible and invisible, and their impact on students' learning.

Staff will be better able to recognise barriers faced by students with disabilities, implement appropriate strategies for inclusive teaching, and adapt their methods of information transfer to enhance learning outcomes for all students, not just those with disabilities. Enhancing a culture of inclusivity and equity for teaching and learning at WITS University.

Target Audience

- WITS academic staff



Committee Procedures

Participants will be familiarized with university systems, with a particular emphasis on organizing and documenting meetings, and mastering logistical and procedural skills.

Target Audience

- All administrative and secretarial staff who are involved in committees at different levels of the university.



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Academic staff will gain a deeper understanding of various disabilities, both visible and invisible, and their impact on students' learning.

Staff will be better able to recognise barriers faced by students with disabilities, implement appropriate strategies for inclusive teaching, and adapt their methods of information transfer to enhance learning outcomes for all students, not just those with disabilities.

Enhancing a culture of inclusivity and equity for teaching and learning at WITS University.

Target Audience

- WITS academic staff



Minute Taking

This **comprehensive SETA accredited course** will ensure the Minute Taker is competent to take Minutes of all types of meetings from formal boardroom minutes, informal minutes, project-based action and-accountability minutes to disciplinary hearings.

Not only is this intensive workshop the most extensive minute taking course available, but it is also the only training that references relevant regulations to fully equip minute takers in terms of best practice.

Our training is **highly interactive and practical** ensuring minute takers receive opportunities to practice their skills during the training. Minute takers also receive an opportunity to take minutes of a short formal meeting to implement and assess their newly acquired skills and engage in discussion with the facilitator.

Target Audience

- All administrative and secretarial staff who are involved in committees at different levels of the university.



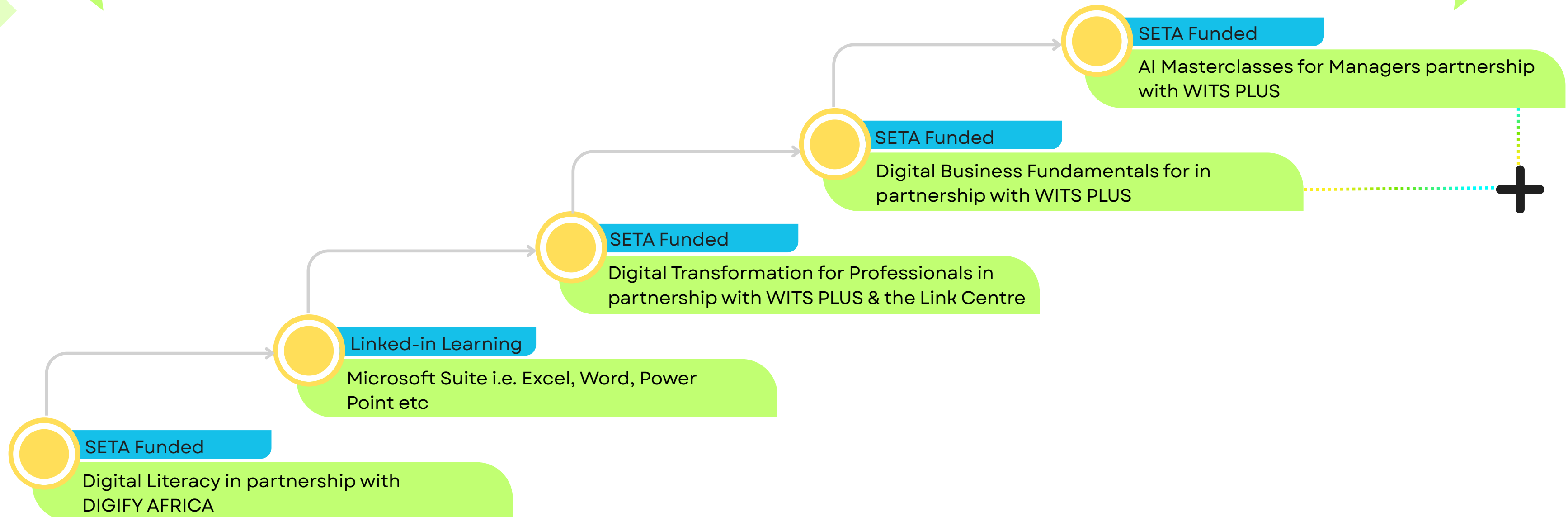
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General Progression Route

Linked -In Learning : Digital / AI Programmes



Course Name	Course Content	Date	Time	Venue
Digital Literacy in partnership with DIGIFY AFRICA 	Contact HRDU for future information			
Digital Transformation- WITS PLUS & the Link Centre 	Contact HRDU for future information			
Digital Business Fundamentals - WITS PLUS 	Contact HRDU for future information			
Linked-in Learning 	Online Learning at your own pace and convenience Contact HRDU for further information regarding licence allocation and access to the platform			



Digify Africa, through HRDU, launches a basic digital literacy skills training program geared towards Grade levels 10 to 17 or any staff member wanting to gain enter level “know-how” in digital skills.

The training program is delivered over a period of five weeks with one full day of in-contact sessions per week.

Attendees will have access to laptop devices during these training sessions, with each session will including practical, hands-on learning experiences to ensure participants leave with confidence in using basic digital tools.

Week 1:	Week 2:	Week 3:	Week 4:	Week 5:
Introduction to Digital Literacy & Computer Basics • Understanding hardware components & different operating systems. • Navigating operating systems, creating and managing files, and folders. • Introduction to basic internet usage and email communication	Connecting in a Digital World • The importance of digital literacy and how it impacts everyday life. • Setting up and using email and social media accounts to communicate.	Online Safety • Recognising and preventing cyber threats like phishing and scams. • Understanding the importance of online privacy and creating strong passwords.	Accessing Opportunities Online • How to use online platforms to seek jobs and enhance digital skills. • Creating a CV and using professional platforms like LinkedIn.	How to Use Your Smartphone to Access Work Resources & External Opportunities • Using smartphones to access emails and online work platforms. • Utilizing apps to search for external job opportunities and government services. • Managing data usage and keeping your phone secure

Your AI upskilling Strategy with LinkedIn Learning



LinkedIn Learning

Discover a framework to build your AI upskilling strategy.

From foundations to deep technical specialization, give your teams the business-critical skills they need with the LinkedIn Learning AI Upskilling Framework.

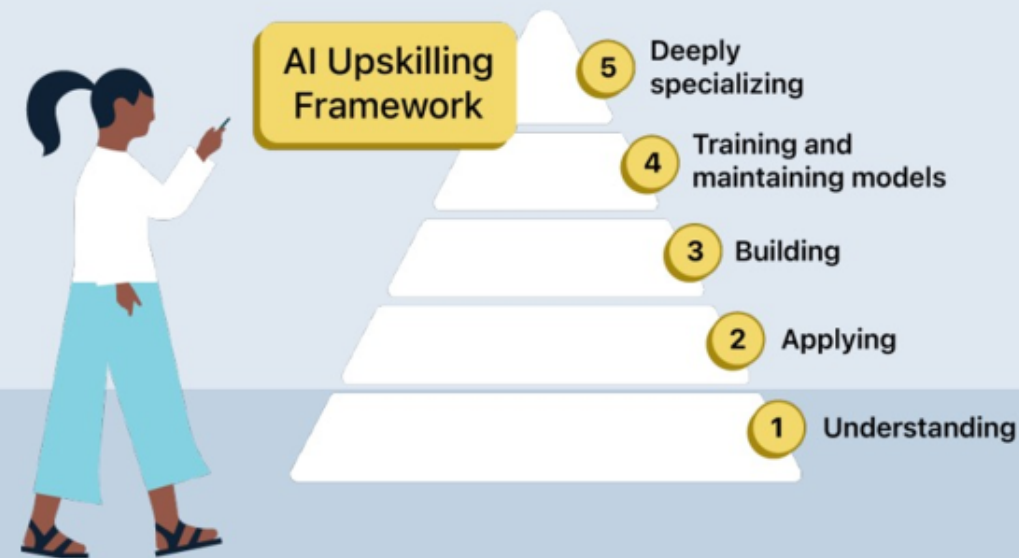


82%

of leaders say their employees will need new skills to be prepared for the growth of AI.

[Microsoft Work Trend Index Annual Report](#)

To help your organization build the skills needed for the AI transformation, we've developed content for every level of your organization, arranged by the depth of knowledge required.



Learn more about LinkedIn Learning's AI Upskilling Framework with this [course](#).

Develop AI skills that matter, quickly

- Upskill employees to understand, apply, build, maintain/train, and deeply specialize in AI/Gen AI
- Meet skill- and role-specific needs for individuals, like business and creative professionals, AI and Machine Learning (ML) engineers, and leaders across your organization

Keep pace with change

- Up-to-date coverage on today's most in-demand skills, with new courses added weekly
- 1500+ courses in AI/Gen AI across 7 native and 24 subtitled languages, including AI/Gen AI Learning Paths
- High-quality content, vetted and taught by industry experts

Build your AI upskilling strategy with a trusted partner

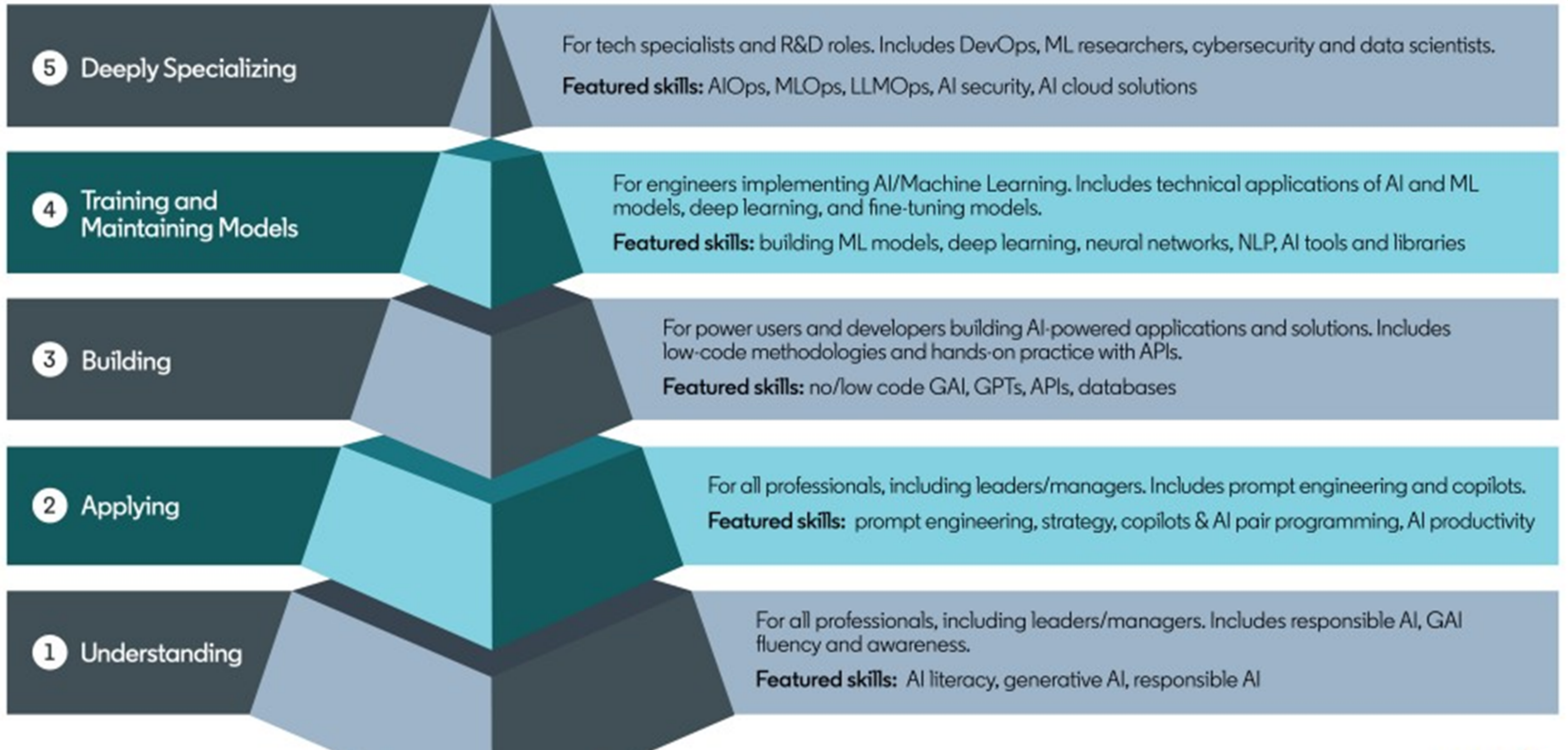
- Our content reflects the latest needs in the market and is informed by real-time skills data from the LinkedIn Economic Graph and subject matter experts
- Our AI Upskilling Framework aligns your strategy and content to business goals for various roles and levels



LinkedIn Learning AI Upskilling Framework

Levels 1 and 2: **All staff**

Levels 3, 4 and 5: **Increased specialization**



LinkedIn Learning Cybersecurity Framework

Derived from the globally-recognized National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framework



Oversight and Governance (OG)

Job Roles: CISO, Compliance Manager, GRC Officer, Cybersecurity Program Manager

Skills: Policy Development, Strategic Planning, Compliance Management, Leadership



Design and Development (DD)

Job Roles: Security Architect, DevSecOps Engineer, Secure Software Engineer, Application Security Analyst, Security Testing Engineer

Skills: Software Development, Systems Architecture, Testing and Evaluation, System Requirements Analysis



Implementation and Operation (IO)

Job Roles: Network Security Admin, Systems Security Admin, IT Security Analyst

Skills: Database Admin, Network Operations, Technical Support, Data Analysis



Protection and Defense (PD)

Job Roles: Cybersecurity Analyst, Incident Response Analyst, Threat Intel Analyst, Vulnerability Analyst

Skills: Incident Response, Threat Analysis, Vulnerability Assessment, Infrastructure Support



Investigation (IN)

Job Roles (Primarily Law Enforcement): Digital Forensics Investigator, Digital Forensics Analyst, Forensics Technology Analyst

Skills: Digital Evidence Collection, Forensic Analysis, Investigative Techniques



Cyberspace Intelligence (CI)

Job Roles (Primarily DoD): Cyber Intelligence Analyst, Intelligence Collection Manager

Skills: Intelligence Analysis, Collection Management, Intelligence Planning



Cyberspace Effects (CE)

Job Roles (Primarily DoD): Cyber Operations Analyst, Cyber Exploitation Analyst

Skills: Cyber Operations Planning, Target Analysis, Exploitation Techniques

A digital transformation program aims to fundamentally change how a business operates by integrating digital technologies across all aspects of the organization, ultimately improving customer experience, increasing operational efficiency, and gaining a competitive advantage through data-driven decision making and innovative solutions, often requiring significant cultural shifts within the company.

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This short course looks at the Digital Transformation journey as a lifecycle.

It looks at the phases that need to be traversed in designing or redesigning an organisation to leverage the advantages of modern digital technology. The focus is on digital technology, how it is selected, developed and deployed.

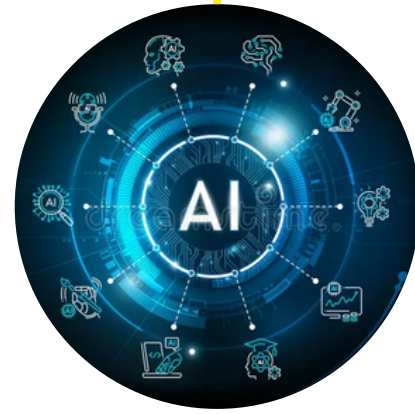
This programme is SETA-funded and is rolled out based on specific invitations to targeted groups. However, the intention is to expand the learning across broader staffing categories

Upon completion of the course, participants should be able to:

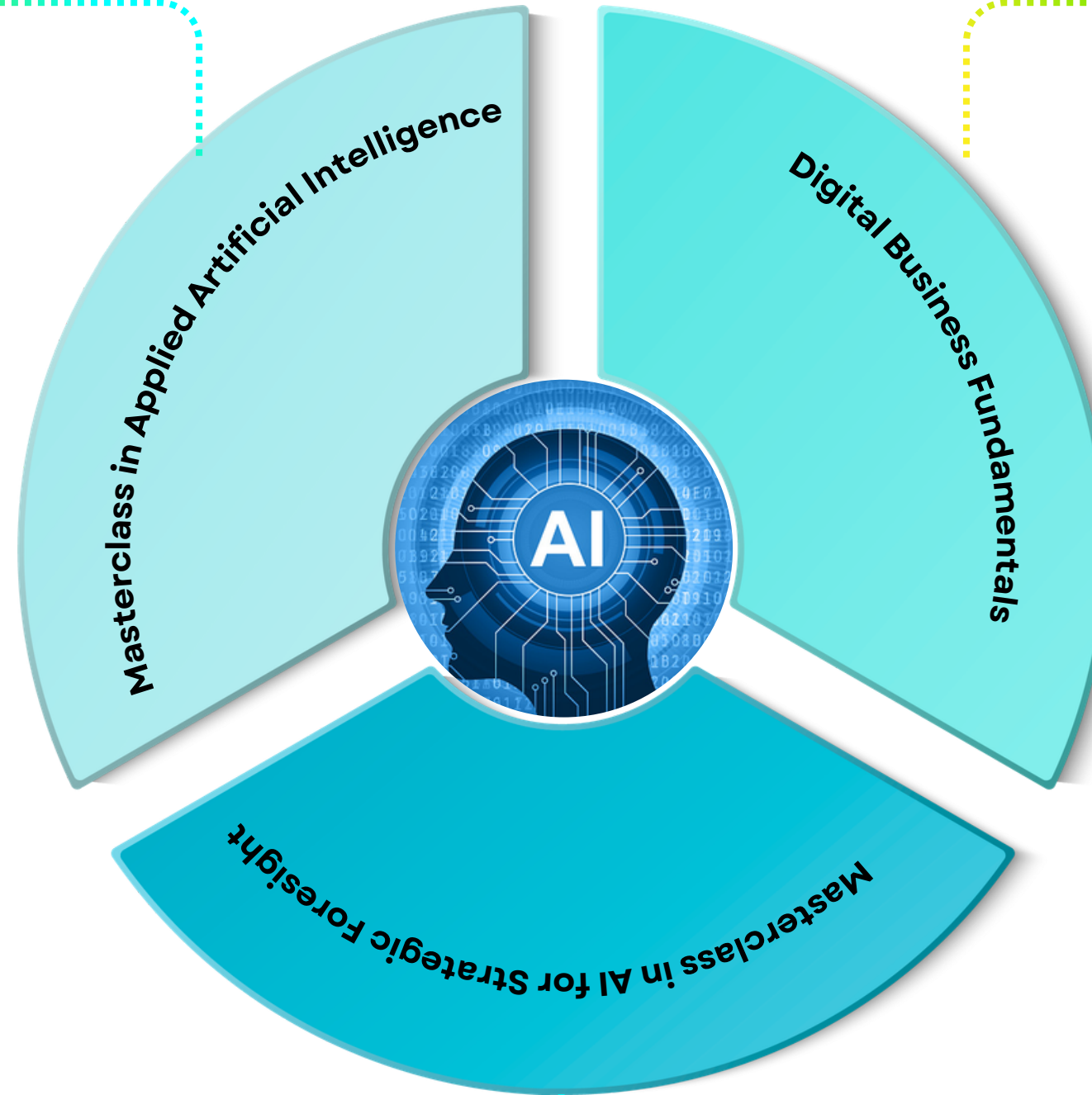
- Understand the pros and cons of working with lifecycle models
- View the Digital Transformation (DT) journey via a "Digital Transformation Lifecycle" (DTLC) model
- Have some familiarity with techniques and tools to develop a business case for Digital Transformation
- Design and plan solutions for Digital Transformation
- Understand what is required in implementing a plan for Digital Transformation

Target Audience

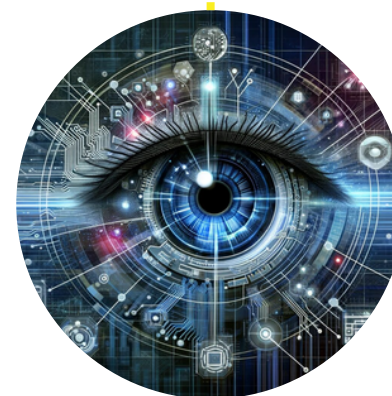
- Open to all Wits staff



This two-day face-to-face course is designed for executives, policymakers, and top-tier professionals looking to lead effectively in the digital age. Covering key concepts such as machine learning, natural language processing, and symbolic reasoning, participants will learn how to distinguish facts from hype, assess the real-world applications of AI in business, and guide their organisations through technological change.

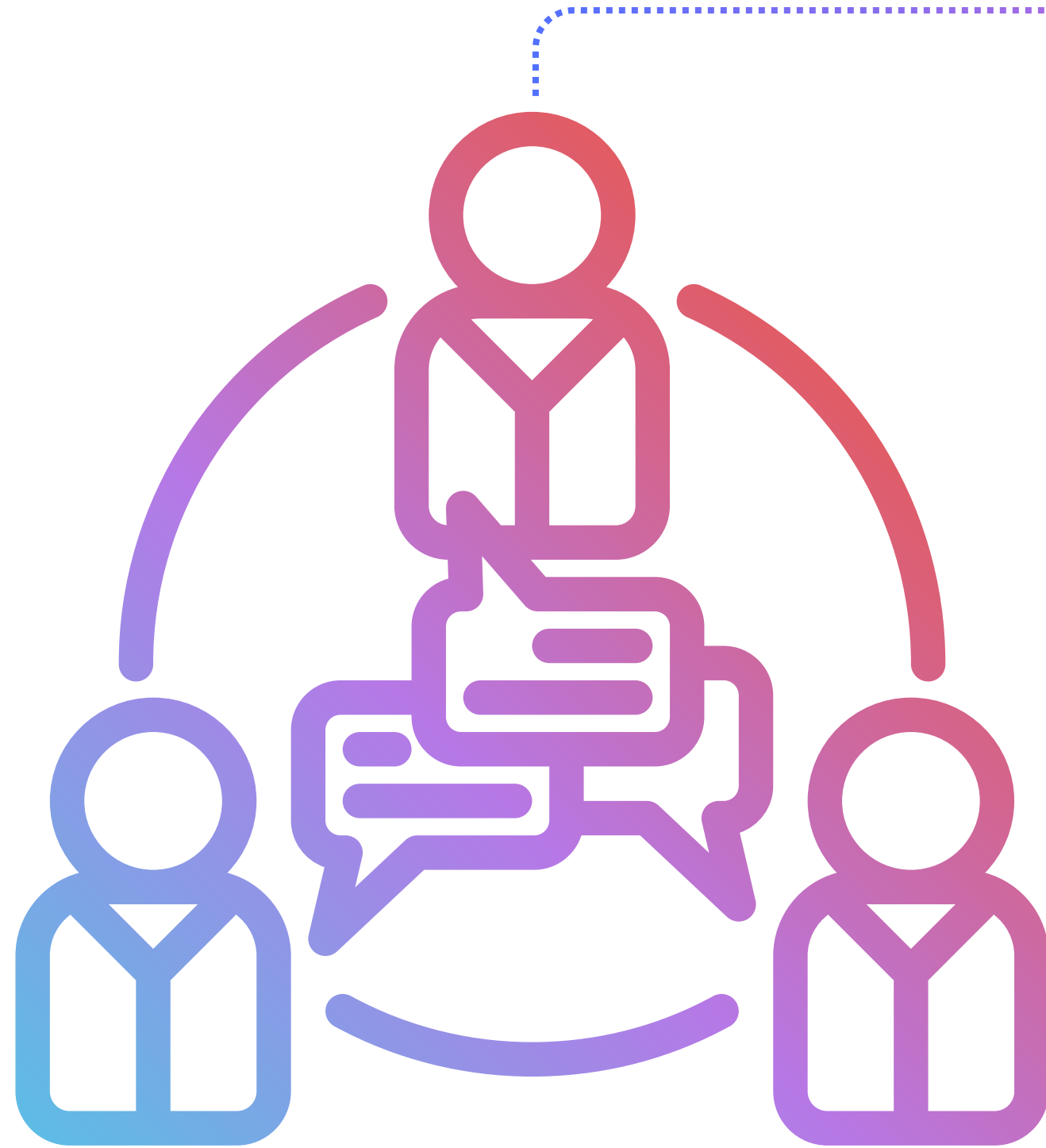


The Digital Business Fundamentals course helps to equip South Africa's organisations for relevance in an environment that is increasingly disrupted by technological change. These competencies also help equip our organisations to compete internationally with increasingly digitalised competitors and industries that are increasingly dominated by technology-focused or enabled firms.



This Two-day face-to-face masterclass is designed for senior managers and executives who need to develop the strategic capability to commission, interpret, and act on AI-driven insights, rather than master specific technologies.

With a strong focus on the African context, the programme moves beyond generic global case studies to explore regional opportunities, successes, and common pitfalls in AI-enabled strategy and foresight.



Dr Chantelle Murray

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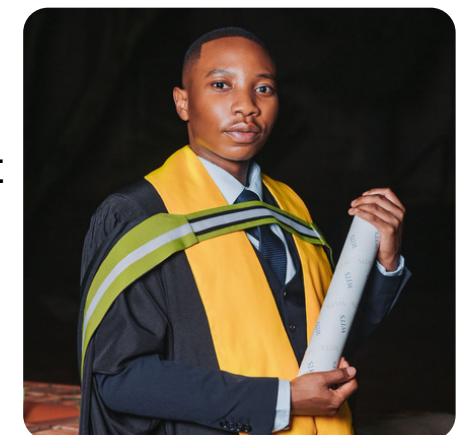
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Aside from the direct approach in which staff members approach the HRDU to be booked into various offerings, we also engage with teams on a regular basis to support the identification of learning needs in a thorough manner.

Too often, managers may address symptomatic aspects of a deeper-seated problem or ‘blockage’, without getting to the root causes. As such, we strongly encourage a more strategic relationship between ourselves and the various faculties, schools, and departments within the University.

We are here to assist with exploration and diagnostics, to suggest and recommend the most impactful learning solutions and plans for individuals and teams.

We look forward to working with you in 2026

