



A CALL TO EMPLOYERS

January 2018

Partnering for Artisan Development

Centres of Specialisation (COS)

It is time for employers to reclaim the Technical and Vocational Education and Training (TVET) system. Worldwide successful TVET systems are employer-led!

The Centres of Specialisation Programme is intended to be a first major step to this end – starting with 13 trades and 26 college sites.

The Department of Higher Education and Training (DHET) kicked off the process by researching the skills needed for the construction and maintenance of the big infrastructure projects. Thirteen trades were identified as being in strong demand. Further research revealed that the same trades are needed for other strategic projects as well by the private sector.

In line with the overall goal, DHET turned to business associations for help. The following associations put their hands up for the different trades:



SEIFSA: Steel and Engineering Industries of South Africa for:

Bricklayer	Carpenter and Joiner
Electrician	Rigger
Millwright	Fitter and turner
Boilermaker	Mechanical fitter
Pipe fitter	

RMI: Retail Motor Industries for:

Mechanic including automotive mechanic	Diesel mechanic
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IOPSA: Institute of Plumbers of South Africa for

Plumbers	
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SAIW: Southern African Institute of Welding for

Welder	
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These associations then helped the DHET to select two colleges per trade as sites for innovation and development. On 3rd October 2017 the Minister of Higher Education and Training, together with the Presidents / CEOs of the above associations announced the final selection of college sites. They are shown on the table on the next page.

COLLEGES APPOINTED AS CENTRES OF SPECIALISATION FOR THE THIRTEEN TRADES:

Trade	Lead association	College	Campus	Province
Bricklayer	SEIFSA	Vuselela	Jouberton	North West
		South Cape	Mossel Bay	Western Cape
Electrician	SEIFSA	Flavius Mareka	Sasolburg	Free State
		Orbit	Brits	North West
Millwright	SEIFSA	Umfolozi	Richards Bay	KwaZulu Natal
		Gert Sibande	Standerton	Mpumalanga
Boilermaker	SEIFSA	Majuba	Majuba	KwaZulu Natal
		Ekurhuleni East	Daveyton	Gauteng
Rigger	SEIFSA	Umfolozi	Richtek Technical Training Centre	KwaZulu Natal
		False Bay	Swartklip	Western Cape
Pipe Fitter	SEIFSA	West Coast	Vredenburg	Western Cape
		Mopani	Namakgale	Limpopo
Plumber	PIRB	Flavius Mareka	Kroonstad	Free State
		College of Cape Town	Thorn	Western Cape
Diesel Mechanic	RMI	Orbit	Mankwe	North West
		Mopani South East	Sir Val Duncan	Limpopo
Welder	SAIW	Boland	Worcester	Western Cape
		East Cape Midlands	Uitenhage	Eastern Cape
Mechanical Fitter	SEIFSA	Tshwane South	Pretoria West	Gauteng
		False Bay	Westlake	Western Cape
Automotive Mechanic	RMI	College of Cape Town	Athlone	Western Cape
		PE College	Iqhayiya	Eastern Cape
Carpenter and Joiner	SEIFSA	Sekhukhune	CS-Barlow	Limpopo
		Northern Cape Urban	Moremogolo	Northern Cape
Fitter and Turner	SEIFSA	NorthLink	Wingsfield	Western Cape
		Tshwane South	Centurion	Gauteng

Relevance and quality of programmes for COS

For each of the thirteen trades a process has begun to develop up-to-date curricula linked to the new, industry-driven trade qualifications of the Quality Council for Trades and Occupations (QCTO). The new curricula focus on the practical skills to be acquired – with dedicated learning projects taking centre stage. The theoretical learning components are embedded in these projects. These are being called the National Occupational Curriculum Content – or NOCCs – for each trade.

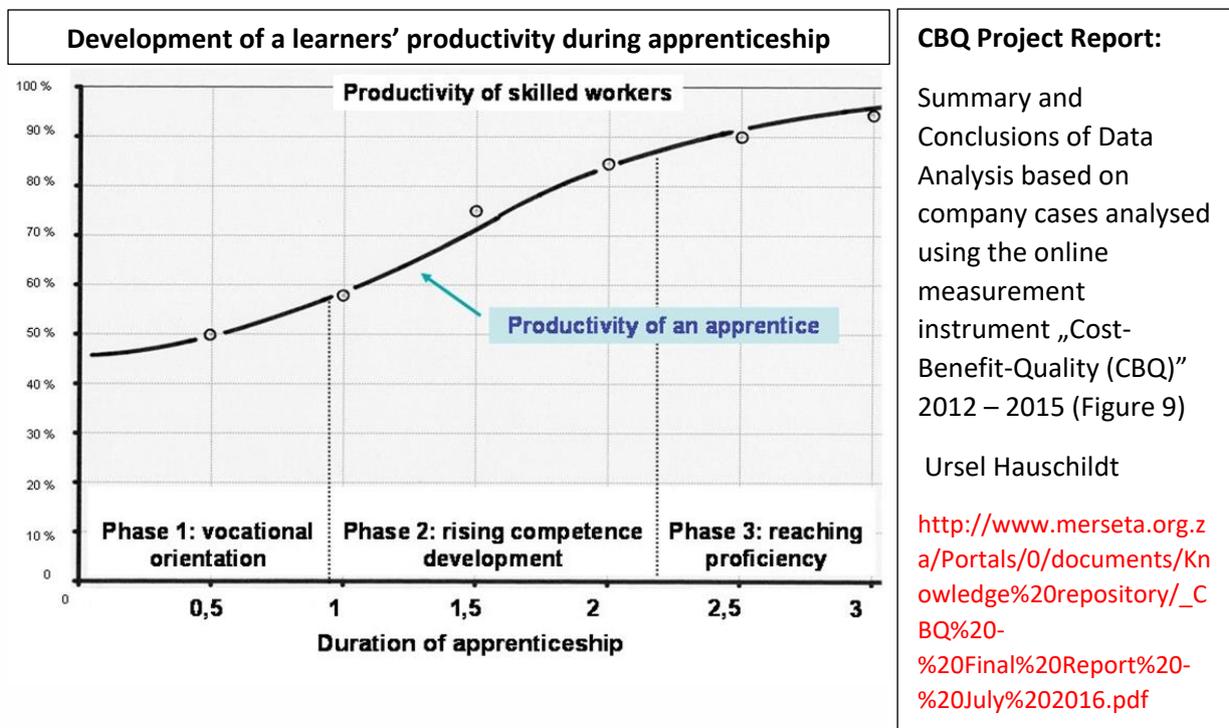
The NOCCs are to be delivered using a dual system methodology – where apprentices rotate between the college and the company to which they are contracted – so that the ‘real world’ imperatives are built into their learning throughout their apprenticeship.

Benefits to companies

For employers the question of whether to train apprentices or to employ a qualified tradesperson from the market normally depends on their perception of a cost / benefit evaluation: which option will cost the least and bring the company the greatest benefit? Too often they assess only the costs of training and do not consider the direct benefits.

Core Benefit

The training benefit is generated by the productive work of the apprentices. This benefit is equal to the cost saving derived from productive labour being performed by the apprentice at apprentice wages as compared to the cost of that same work had it been performed by a qualified person at skilled rates of pay. This remains a net benefit even after the costs of training (wages/staff costs (for trainers and trainees), operational costs and other costs) have been deducted (especially if available subsidies are factored into the equation).



Additional benefits: An apprenticeship can be viewed as a 'long interview' so at the end of an apprenticeship recruitment costs are nil and job advertisements and assessment costs can be saved. The apprentice will also know the company specific procedures and be fully productive 'day one'.

Further incentives to compound the benefits

- BBEE points
- Tax incentives
- SETA apprenticeship grant (R165 000 per apprentice for 3 year period)
- Your 'tax rands' will be working harder for you – as the TVET colleges are state subsidised. This will release a proportion of the levy fund for further apprenticeship training.

DO YOU QUALIFY TO PARTICIPATE THIS TIME ROUND?

Qualifying employers must meet the following four criteria:

1. Their workplace must have been approved by their SETA as meeting the basic requirements for training apprentices in that trade;
2. Their workplaces, where the learners are to do their workplace learning, should be within a commutable distance (about 25 km) of the Centres of Specialisation for that trade (further in rural areas);
3. They agree to send their apprentices to the Centre of Specialisation for the theory and practical components of that trade; and
4. They agree to actively participation in a limited number of planning / training sessions in 2018 to discuss practical arrangements as well as inform the process more broadly.

WHAT'S INVOLVED?

In 2018 you will be asked to send a representative to attend a limited number of meetings (six is a working number) at the selected college to comment on and inform proposals for efficient and effective artisan training. Furthermore you may be asked to send a representative to a short training programmes on some of the practical implementation questions of the programme.

Towards the end of 2018 you will recruit and select that number of apprentices for which you have received a grant from your SETA. You will then be required to enrol those apprentices at the selected college for the theoretical and practical learning components of their apprenticeship from January 2019.

IF 'YES' then apply to your SETA for a 'COS' apprenticeship grant (specifying the trade and the COS college) by no later than 30 April 2018.

For more information, attend the planned information session to be held at each selected college in the first quarter of 2018. Details are available from the College Principal, from your SETA or from one of the four employer associations indicated on the first page.