



Western Cape  
Government

FOR YOU



EXPANDED PUBLIC WORKS PROGRAMME

Department of Infrastructure

# TRAINING INTERVENTIONS

September 2023

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# **Masakh'iSizwe Bursary Programme & Professional Development Training Programme**

# Background

The Masakh'iSizwe (MiS) Bursary Programme was launched in 2006 and expanded in 2010 to incorporate the Professional Development Training Programme.

## Purpose

- To provide a **strategic skills development intervention** to **address skills shortage** in the **built and engineering disciplines and/or any other discipline identified as critical and scarce** by the Department.

Masakh'iSizwe Bursary Programme	Professional Development Training Programme	Strategic Intervention
<ul style="list-style-type: none"> <li>Awards external bursary for;-               <ul style="list-style-type: none"> <li>Studies in engineering and built environment at CPUT, UCT and US</li> <li>Disciplines identified as scarce and critical by the department in line with its operational needs /requirements</li> <li>Emerging and/or future disciplines aligned to the core function of the Department</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Is a structured Professional Development Training Programme;               <ul style="list-style-type: none"> <li>Aligned to the training requirements of the relevant professional bodies to enable newly appointed graduates and existing employees to acquire adequate exposure, experience and training at the competency level required to attain professional registration</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Partnership with private sector</li> <li>Engagement with key stakeholders such as line function, WCED, NGOs, NPOs, HEIs, etc.</li> <li>Awareness, communication and marketing</li> <li>Buddy-buddy system</li> <li>Academic support</li> <li>Employability skills</li> <li>Outreach programme</li> <li>Securing of employment placement</li> <li>Structured coaching and mentoring</li> <li>Secondment and rotation in private sector</li> </ul>
Preference is given to:	Three sub-programmes	
<ul style="list-style-type: none"> <li>Financial disadvantaged groups</li> <li>Females</li> <li>People with disabilities</li> <li>Residents (i.e. youth) of western cape</li> <li>Youth residing outside the metropole in Western Cape</li> </ul>	<ul style="list-style-type: none"> <li>Candidate Training Programme</li> <li>Mature Candidate Training Programme</li> <li>Continuing professional development Programme</li> </ul>	

# Statutory Bodies Governing Professional Registration

PARLIAMENT PORTFOLIO COMMITTEE ON PUBLIC WORKS



public works

Department:  
Public Works  
REPUBLIC OF SOUTH AFRICA



Quantity Surveying Profession,  
Act 49 of 2000



Architectural Profession,  
Act 44 of 2000



Engineering Profession,  
Act 46 of 2000



Project & Construction Management,  
Act 48 of 2000



Property valuers Profession,  
Act 44 of 2000



Landscape Architectural Profession,  
Act 45 of 2000

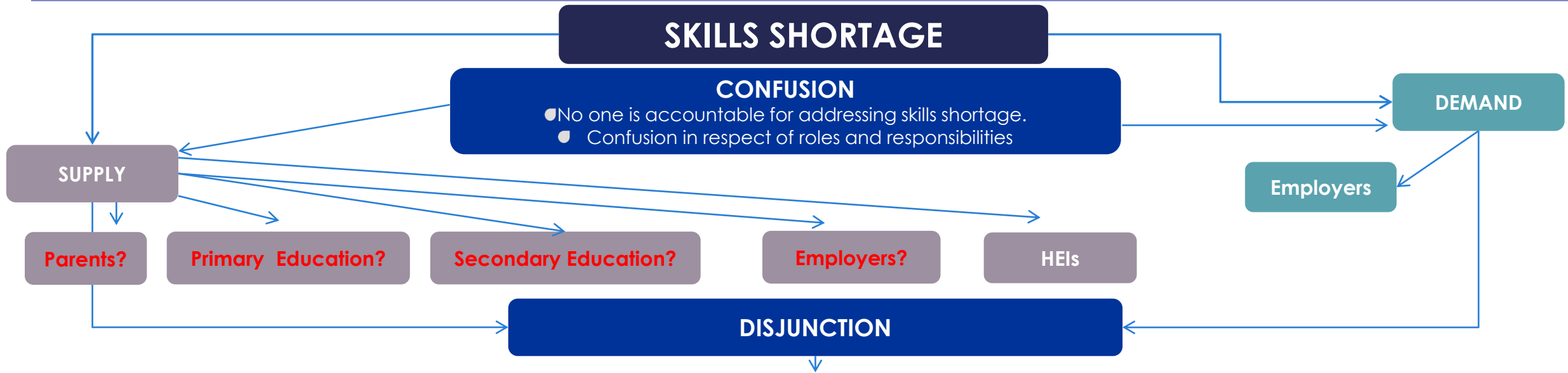


# Council Registration Statistics of Professional Bodies

Source: CBE Annual Report 2021/22

Registration Statistics						
Council and/or Occupational Category	Gender		Race			
	Male	Female	African	Indian	Coloured	White
<b>Engineering Council of South Africa (ECSA)</b>						
Engineer	19066	1203	2352	1195	251	16471
Technologist	5927	539	2215	515	271	3465
Technician	3128	791	2646	194	187	892
<b>Sub-total</b>	<b>28 121</b>	<b>2 533</b>	<b>7 213</b>	<b>1 904</b>	<b>709</b>	<b>20 828</b>
<b>South African Council for the Architectural Profession (SACAP)</b>						
Architect	2411	747	628	149	817	1564
Senior Technologist	827	206	372	178	183	300
Technologist	5494	1294	4244	331	161	2052
<b>Sub-total</b>	<b>8 732</b>	<b>2 247</b>	<b>5 244</b>	<b>658</b>	<b>1 161</b>	<b>3 916</b>
<b>South African Council for the Project and Construction Management Professions (SACPCMP)</b>						
Construction Project Manager	1492	158	635	125	60	830
Construction Health and Safety (Agent)	95	18	32	6	10	65
<b>Sub-total</b>	<b>1 587</b>	<b>176</b>	<b>667</b>	<b>131</b>	<b>70</b>	<b>895</b>
<b>South African Council for the Quantity Surveying Profession (SACQSP)</b>	<b>1924</b>	<b>583</b>	<b>671</b>	<b>247</b>	<b>64</b>	<b>1525</b>
<b>South African Council for the Property Valuers Profession (SACPVP)</b>	<b>644</b>	<b>172</b>	<b>142</b>	<b>52</b>	<b>31</b>	<b>591</b>
<b>TOTAL</b>	<b>41008</b>	<b>5711</b>	<b>13937</b>	<b>2992</b>	<b>2035</b>	<b>27755</b>

# Problem Statement



- Ageing workforce **vs** High unemployment amongst youth (graduates)
  - High vacancy rate **vs** Rigid recruitment/selection processes
- Shortage of registered professional **vs** Neglect/limited/ termination of PDP for graduates
- Inexperienced young professionals **vs** Limited structured coaching and mentoring programmes
- Slow transformation of the transport, built & engineering environment **vs** Limited training, development & employment opportunities for the youth
  - Quality of education at primary/secondary school **vs** Academic demands of technical fields at tertiary level

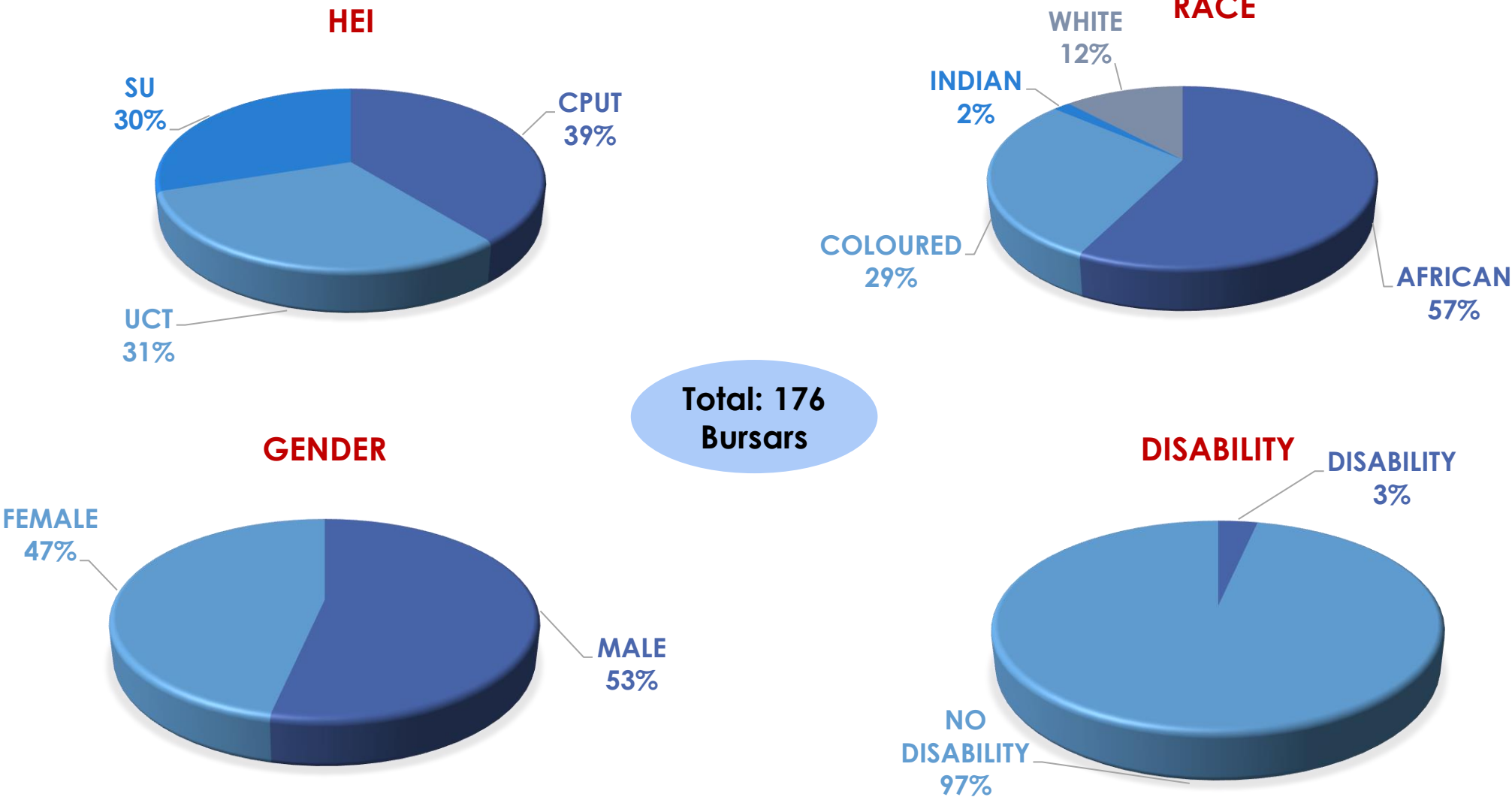
**NEGATIVE**  
Skills shortage is created either intentionally or unintentionally

**POSITIVE**  
● Skills shortage can be addressed

**SOLUTION**

- Improvement in mathematics and science at primary and secondary school level
- Partnerships to facilitate collective effort and responsibility in addressing skills shortage to maximise productivity
  - Budget and resources
  - Accountability

# Breakdown of MiS Bursars by Race, Gender, Disability and HEI: 2023





# Summary Overview

EXPECTED OUTCOMES	INTERVENTION(S)	IMPACT
Empowerment of the youth through tertiary education	<ul style="list-style-type: none"> <li>● Enabling access to tertiary education to the targeted group to overcome barriers such as;               <ol style="list-style-type: none"> <li>1. Geographic location of Higher Education Institution</li> <li>2. Funding</li> </ol> </li> <li>● Provision of support services to facilitate social adjustment and unlocking and maximising the academic potential and employability of MiS bursars and graduates, respectively.</li> </ul>	<ul style="list-style-type: none"> <li>● Completion of a qualification by relevant persons</li> <li>● Educated, skilled and knowledgeable youth</li> <li>● Facilitates economic growth, alleviates poverty, addresses inequality and unemployment amongst youth from diverse backgrounds</li> </ul>
Reduce unemployment amongst youth	<ul style="list-style-type: none"> <li>● Negotiate with various employers to secure learning and/or employment opportunities for MiS interns and graduates</li> <li>● Provision of meaningful jobs to MiS interns &amp; graduates which meet the training requirements of HIEs and/or professional bodies</li> </ul>	<ul style="list-style-type: none"> <li>● Creation of a crossover transition between a qualification and employment by placing importance on provision of training and development interventions rather than experience for entry-level posts</li> <li>● Employment placement of MiS interns and graduates</li> <li>● Alleviate poverty by improving socio-economic conditions of individuals to minimise social ills.</li> </ul>
Address skills shortage in built and engineering environment	<ul style="list-style-type: none"> <li>● Implementation of a structured professional development training programme to enable technical staff to attain, retain and maintain professional registration</li> <li>● Implementation of a structured coaching and mentoring programme to facilitate transfer of skills, competencies, expertise, etc. between experienced and inexperienced professionals</li> <li>● Professional development and training of technical staff through continuing professional development to enable them to keep abreast of new development</li> </ul>	<ul style="list-style-type: none"> <li>● Availability of young registered professionals in the labour market</li> <li>● Filling of technical posts to reduce vacancy rate relating to such fields</li> <li>● Career development of employees</li> <li>● Capacitation of local authorities</li> <li>● Improvement of socio-economic conditions of the country</li> </ul>
Establish partnership with private sector to facilitate collective responsibility in addressing skills shortage	<ul style="list-style-type: none"> <li>● Establishment of collaboration to share expenses, resources, expertise, etc.</li> <li>● Provision of employment opportunities to the youth by private sector</li> </ul>	<ul style="list-style-type: none"> <li>● Sustainable and responsive approach towards skills development</li> <li>● Creation of a platform to influence the curriculum of HEIs to be aligned to the requirements of the labour market and professional bodies in the built and engineering environment</li> </ul>

# Skills Development Programmes

# What we offer?

## Learnerships 12-month accredited training

### National Youth Service (NYS)



EXPANDED PUBLIC WORKS PROGRAMME

#### What do we do?

- Assist youth to gain occupational skills necessary to access work opportunities.

#### Targeted trades?

- Electrical Wiring, Construction Carpentry, Construction Plumbing, Construction Masonry, Welding, Roadworks, Construction Painting, Construction Plant Operator, Air-conditioning & Refrigeration, Health & Safety, Landscaping & Horticulture, Construction Supervisor.

#### What does it entail?

- Training is divided into two components which is 4-5 months theoretical training and 7-8 months on site training where the beneficiaries are placed with a host employer for gaining practical work experience.

#### Why should I participate?

- By obtaining a skill, participants can find employment easier, be self-employed or become an employer of others.

#### Support offered by Department?

- Full training fees and study material required for the course, R2500pp/pm Stipends, R2000pp/pm Accommodation or Transport allowance, PPE, basic tools of the trade.

# What we offer?

## Apprenticeships 3-year Accredited training

### Construction Apprenticeship Programme



#### What do we do?

- Assist Apprentices to follow a career path in various Artisanal Trades to gain occupational skills necessary for the construction industry.

#### Targeted trades?

- Electrical Wiring, Construction Carpentry, Construction Plumbing Construction Masonry, Welding, Air-conditioning & Refrigeration, Boiler making, Wind Turbine Mechanic.

#### What does the Apprenticeship programme cover?

- Full training fees, all prescribed books and materials, R5500pp/pm stipends, R2000pp/pm accommodation or transport allowance, PPE, basic tools of the Trade.

#### Why become an artisan?

- Qualified artisans are in high demand in South Africa and across the world.
- Artisans contribute to critical and scarce skills needed in the economy
- Opportunities to travel, working in different environments

# Current Skills & Artisan Development Interventions



## 1. NYS LEARNERSHIP PROGRAMME-1 YEAR PROGRAMME

- 170 learners on the programme
- Trades offered: electrical, welding, health & safety, landscaping, bricklaying, plumbing, roadworks



## 2. APPRENTICESHIP PROGRAMME – 3 YEAR PROGRAMME

- 68 apprentices on the programme.
  - Boilermakers – 18 learners
  - Electricians – 25 learners
  - Plumbers – 25 learners
- After completing their training programme and undergoing a Trade Test exam, the Apprentices will be fully qualified Red Seal Artisans.



## 3. SOLAR SHORT SKILLS PROGRAMME – 7-MONTHS

- 72 learners on the programme who are currently placed with host employers to gain practical skills.



# Roads Artisan Programme

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## APPRENTICESHIP PROGRAMME – 4 YEAR PROGRAMME

- 55 LEARNERS ON THE PROGRAMME SINCE 2008
- Apprentices develop skills in the following areas at the workshop:
  - Occupation Health and Safety Act.
  - Safety in the Workplace.
  - Basic Hydraulics.
  - Basic Auto Electricity.
  - Diesel Injector Servicing.
  - Abnormal Load Transportation.
  - General repairs to earthmoving machinery.
  - Servicing and maintenance of road construction machinery.
  - Ground engaging tools and implements.
  - Basic welding.
  - Basic fitting and turning.
  - Basic spray painting.
- There are 7 Apprentices in the current group who will registered for their Trade Tests by October 2024.

# Human Settlements: Capacity Building & Economic Empowerment

## Over 35's and Youth Job Creation Opportunities

The programme is aimed at empowering persons over the age of 35 and Youth with work experience in the construction sector and enable them to become more employable and reduce poverty in the respective communities; this is **not a permanent job opportunity** and **does not have any artisan training** programmes linked to it. The Programme is implemented with NHBRC under an MOU linked to the Human Settlement Development Grant (HSDG).

## PROGRAMME OBJECTIVES

The objective of the job opportunity is linked to existing housing projects:

- To provide financial, career, professional and personal growth assistance.
- To make candidates employable for the construction industry.
- Partnership initiative with NHBRC who pays the training costs and disburses stipends to learners.

## TARGET GROUP AND REMUNERATION

- The program is aimed at unemployed individuals over the age of 35 and youth between 18-35 years.
- The candidates will be paid through the NHRBC, a basic wage of R170p/d for youth and R200 p/d for over 35 subject to attendance.
- The successful candidates are employed as volunteers for 3 months to a maximum period of 6 months based on work availability.

# Work Integrated Learning (WIL)

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Work Integrated Learning (WIL) is a form of experiential learning, where a student is either placed in a working placement or work-based projects to gain workplace exposure over a period of 12 – 18 Months.

These vital opportunities provide real-world experience of what it is like to work in the industry and students are able to put what they have learnt to the test, whilst making career defining contacts.

The Work Integrated Learning programme bears credits for completion and carries national hours. Students will be assessed on their academic results, attendance, diligence, attitude and success in their workplace, workplace exposure is captured in the form of logbooks and signed off weekly by the site supervisor.

**Currently 17 WIL learners on the pilot programme till March 2024**

The Department funds their stipends at R200 p/day based on attendance.



# Artisan Development Interventions

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## **LEARNERSHIP PROGRAMME-1 YEAR PROGRAMME**

- CETA 60 learners started on the programme in March 2023
- 30 learners in George
- 30 learners in Swellendam
- Trades offered: Community Home Builders

## **APPRENTICESHIP PROGRAMME – 3 YEAR PROGRAMME**

- National Skills Fund (NSF) 103 apprentices on the programme since July 2022
- Trades offered:
  - Electricians
  - Carpentry
  - Bricklaying
  - Plumbing
  - Welding
  - Refrigeration
- NSF covers the training costs, PPE and basic tools with a stipend of R2500pp/pm & DoI adds a top up of R1000pp/pm

## **APPRENTICESHIP PROGRAMME – 2 YEAR PROGRAMME (Trade testing November 2023)**

- 57 learners on the programme since June 2022
- DOI pays for stipends while learners are on experiential training and will cover costs linked to Trade Tests.
- Trades offered:
  - Welding & Electricians
- Stipends R3700 pp/pm

# Contractor Development Programmes

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**Contractor development programmes rolled out in partnership with the NHBRC and key stakeholders within the built sector**

## **Technical Training – 4 day's**

- **NHBRC** Workshop on: Applicable legislation, Soils, Foundations, Superstructures, Roof construction, Practical completion;
- **CIDB** Presentation on: applying for Grading Designations and how its determined, why register with CIDB, Classes of construction works;
- **NHFC** Understanding NHFC Financial Products & Accessing NHFC Funding
- **HS** Presentation on Departmental Norms and standards and SCM Governance, Central Supplier Database, WC supplier evidence bank, WCG website portal
- **SARS** Presentation on Education-P68-Small Business Corporations
- **SANRAL** Pre – Tender training

**Construction Management (accredited)**

**Project Management (accredited)**

**Finance for non-Financial Managers (accredited)**

# Partnership Training for Emerging Contractors

Construction Management Training	Construction Project Management	Finance For Non-Financial Managers
<p><b>Accredited – in partnership with NHBRC:</b></p> <p>Aimed at Emerging Contractors or newly registered contractors entering the construction trade.</p> <ul style="list-style-type: none"> <li>Facilitated by Accredited TVET college</li> <li>45 days theoretical in class training @ NQF level 3</li> </ul>	<p><b>Accredited - in partnership with NHBRC:</b></p> <p>Aimed at Emerging Contractors and contractors allocated with housing projects.</p> <ul style="list-style-type: none"> <li>Facilitated by Accredited TVET college</li> <li>44 days theoretical in class training @ NQF level 2</li> </ul>	<p><b>Accredited – in partnership with NHBRC:</b></p> <p>Aimed at Emerging Contractors and newly registered contractors.</p> <ul style="list-style-type: none"> <li>Facilitated by Accredited TVET college</li> <li>25 days theoretical in class training @ NQF level 2</li> </ul>
<p><b>Unit standards covered include:</b></p> <ul style="list-style-type: none"> <li>Apply health and safety to a work area</li> <li>Setup and manage a construction contracting business</li> <li>Tender for construction contracts</li> <li>Understand and apply business finances</li> </ul>	<p><b>Unit standards covered include:</b></p> <ul style="list-style-type: none"> <li>Health and safety at a workplace</li> <li>Construction site management procedures</li> <li>Management of construction resources</li> <li>Application of quality principles on a construction site</li> </ul>	<p><b>Unit standards covered include:</b></p> <ul style="list-style-type: none"> <li>Basic business concepts</li> <li>Understanding of a general business plan and adapt it</li> <li>Understanding and applying business finances</li> <li>Understanding of entrepreneurship and develop entrepreneurial qualities</li> <li>Identification, analysis and selection of business opportunities</li> <li>Ability to start and run the business and adapt to changing business environment</li> </ul>

# Contractor Development Programme: STRUCTURED TRAINING

## ACCREDITED TRAINING FOR GRADE 1PE to 2 CIDB CONTRACTORS IN THE WESTERN CAPE



- An eight-week training programme targeting contractors with CIDB Grade 1CEPE/1GBPE to 2CE/2GB
- Structured training focus areas
  - Tendering and enterprise development
  - Labour Intensive Construction and Innovation
  - Health and Safety
  - Construction Practical: Surveying
  - Construction Site Administration

# CDP: Advanced Training and Mentoring

- **The Advanced Training and mentoring targets contractors with CIDB Grade 3CE/GB to 5CE/GB**
- **The intervention spans a period of 20 months, presented as**
  - Four-week accredited training
  - 16 months one-on-one mentoring



**Thank You**