



DATE : 3 SEPTEMBER 2009

**TO : THE HON CHAIRPERSON
PORTFOLIO COMMITTEE ON LABOUR
NATIONAL ASSEMBLY**

**RE : BRIEFING BY CETA: PREVENTING JOB LOSSES THROUGH
TRAINING**



1. INTRODUCTION

The Construction Education and Training Authority received an invitation from the Portfolio Committee of Labour on 03 September 2009 to make a presentation before the Portfolio Committee on 8 September 2009. The letter also requested the CETA to forward its submission/presentation by end of business today, 3 September 2009. Despite serious time constraints the CETA hereby submits the document as requested by the Portfolio Committee.

This report will cover and outline the identified areas by the letter which was submitted to CETA on the abovementioned date as follows:

- **SETA's role in preventing job losses through training initiatives**
- **Implementation of the broader Government objectives**
- **Achievements/Progress to date on the said objectives**
- **Future Plans/Initiatives**

2. PURPOSE AND MANDATE OF SETAS

The Skills Development Act (Act 97 Of 1998) outlines the objectives of the CETA are

- Development of employees skills for improve the productivity and competitiveness
- Increased investment in the workplace education and training and higher return on that investment
- The improvement of job chances for the previously disadvantaged and the use of the education and training for redress
- The CETA will further through research identify Skills Shortages in the Sector
- To facilitate, Coordinate and Monitor the implementation of the NSDS in the Construction Sector

3. STATE OF THE NATION ADDRESS (3 JUNE 2009)

In the State of Nation Address by the Honourable President of the Country President Jacob Zuma, the following areas are identified as critical a reas of focus:

- Introduction of Training Layoffs
- Re-skilling of workers to offset retrenchment
- Comprehensive rural development
- Strengthening of the skills and human resource base
- Transformation in support of the women , Youth and People with disabilities
- Consideration to be given to ABET Programmes

Construction SETA considered and commenced positioning itself to deliver on the key imperative deliverables and programmes to ensure that the speech of the President gets the respect it deserve and delivery is accordingly ensured.

4. THE ROLE OF THE CETA IN PROMOTING SKILLS DEVELOPMENT

The Construction SETA is one of the 23 SETAS that have been established through promulgation of Skills Development Act. This Act directs the operations of the setas in achieving the National Skills Development Strategy as one of the documents that seeks to address the Skills shortage in this country.

Department of Labour and various SETAS enter into Service Level Agreement, agreeing on specific targets to be achieved on an annual basis. The Service Level Agreement for 2008/09 and 2009/10 is attached for consideration by members of the Portfolio Committee.

The Construction SETA has initiated multiple approaches in promoting the Skills Development Initiatives to benefit various government departments and Construction Companies. The following initiatives were initiated by CETA

4.1 Construction SETA established and entered into strategic partnerships with various Government Departments by entering into Memorandum of Understanding (MOUs) with them e.g.

- UMsobomvu – to deliver Learnerships Programmes for the unemployed learners
- Construction Industry Development Board – SMME Contractor Development Programme
- Department of Public Enterprise – Training of Plumbers
- National Department of Public Works – Learnerships, EPWP Programmes & CCO2

- Provincial Department of Public Works to deliver various learning Programmes e.g. Free State Province, The Office of the Premier benefited through Recognition of Prior Learning Programme and Skills Programmes
- North West Department of Education to deliver on ABET Programme

4.2 Conducted National Road Shows meetings with relevant Government Departments and various Provincial Premiers and have already had fruitful discussions with:

- Premier of the North West Province
- MEC for Economic Development and Infrastructure in the Western Cape
- National Department of Human Settlement
- NHBRC
- SAWIC
- National Department of Transport

The purpose of this engagement is to have a buy in to the CETA programmes by the various Offices. It must be highlighted we are getting a positive reception from the abovementioned Offices.

See attached programme

4.3 CETA Provincial Offices have and they continue to engage various relevant Government Departments with the purpose of having buy in into CETA Programmes from the various government departments such as the:

- Department of Roads and Transport
- Department of Human Settlements
- Department of Public Works

5. CETA PROJECTS IN SUPPORT OF SKILLS DEVELOPMENT INITIATIVES

The Construction Education and Training Authority has (implemented) disbursed the discretionary grant fund for various projects implemented since 2008/09 – 2009/10 financial years.

The following projects were currently implemented through established working relationships between the CETA, various Construction Companies, Government Departments and accredited Service Providers.

5.1 Training

CETA has facilitated the training of 250 Skills Development Facilitators to benefit the Construction Industry with specialist facilitators. This financial year 2009/10 CETA has planned to train 500 SDFs

5.2 BEE Support

CETA has facilitated training of 305 SMME/BEE Companies. The purpose of the capacity building workshops is to capacitate the Small Business community to conduct their businesses more professionally and efficiently to ensure sustainability.

5.3 Support for Large Firms, Medium and Small Firms

CETA is through Mandatory Granted supporting Large, Medium and Small Firms. 1511 Companies, big and small, were supported through the WSP/ART grant. The submissions of WSP/ART provide the data on the necessary skills that are required by the Construction Industry.

5.4 Support for Small BEE Firms and Cooperatives

CETA has supported 43 companies and organisations through skills development initiatives. This financial year CETA has committed to support 150 companies.

5.5 Supporting the Construction Sector with ABET

CETA has achieved 1697 of 3594 target on ABET. The challenge is that employers are reluctant to release their employees for level 2 – 4. During the CETA roadshows, we have emphasized the need to submit project proposals for ABET level 2-4. This financial year CETA has committed to take through 4561 learners on various ABET levels.

5.6 Supporting Unemployed people to enter Learning Programmes

There is high number of unemployed individuals in this country that require training. The major challenge is to find employers who will absorb them for work place experience. CETA has engaged various big Construction Companies for the 18.2 intake.

This financial year 2009/10 CETA has over subscribed to achieve this indicator. Various companies and Government Departments submitted to CETA project proposals committing to train 18.2. The CETA target is 2150 to be achieved

5.7 Supporting workers to enter various Learning Programmes

CETA has supported various companies and Government Departments to implement learnership programmes, apprenticeship programmes, internships and Skills Programmes. The target for the financial year 2008/09 was 3210 and achievement to date is 3642. The target for this financial year is 1995.

5.8 A number of Non Levy Paying Enterprises, NGOs, CBOs and Co-operatives Supported by the CETA

It is one of the Strategic interventions which the CETA has to achieve to support the abovementioned organisations. CETA has supported them through Learnerships, Skills Programmes and capacity building Programmes. The target for the past financial year was 24 and it was not achieved. Research has been conducted identifying their training needs. A strategy has been developed to implement the indicator

5.9 Supporting the Youth : Training to form New Ventures

CETA has supported young people to be trained to form their own businesses. This was done through the support of the National Department of Public Works. CETA's target for 2008/09 financial year was 51 and was achieved.

5.10 Recognition of Construction Centres of Excellence

CETA has six Regional Offices throughout the Provinces. In each Province, CETA has a recognised Construction Centre of Excellence.

The purpose of these establishments is to ensure that quality training and CETA programmes are accessible to those who are in need of construction related qualifications and trades.

It is imperative to highlight that in 2008/09 financial year, 10 CCOEs were recognised by the CETA.

See Report Attached

6. CONSTRUCTION EDUCATION AND TRAINING AUTHORITY (CETA) IMPLEMENTATION OF TRAINING LAY OFF SCHEME

CETA COUNCIL DECISION

On 26th August 2009, the training lay off scheme was tabled and a principle agreement was reached for CETA to participate in the scheme and ensure realignment of our submission with the background document from National Skills Authority (NSA).

PARTICIPATION IN THE TRAINING LAYOFF SCHEME

In line with the Training layoff implementation guide, to respond to the request by Council mentioned above, the mechanism for implementation of the scheme are currently underway and the following activities will be undertaken in the process:

- Identified CETA official to champion the initiative
- Identify companies within the construction industry that are in distress
- involve CETA stakeholders which comprise SAFSEC, Black Construction Council (BCC), MBSA, Organised labour (BCAWU, NUM, etc)
- With the support and assistance of stakeholders identify workers to be trained and training programmes.
- Submit names of companies identified to CCMA for screening to determine compliance and eligibility.
- Engage companies that are eligible to participate in the scheme enter into an agreement with them and involve the CCMA in the process.
- Set up budget for training as identified by Employers and Organised labour
- Advertise to procure service providers, in line with CETA procurement policies and procedures.
- Appoint the service provider and roll out the plan.
- Monitor and report progress on the training of employees.

OFFICE OF THE CEO

JULY/AUG/SEPT/OCT



STAKEHOLDER PROGRAMME

Date	Stakeholder	Venue	Coordinator	Status	Delegation	Action List & Person Responsible
22 July '09	Office of the Premier – North West Province	Ga-Rona Building, Mmabatho, Mafikeng	Nomsa x5907	Confirmed	CEO/QAM/SDM/PM	Presentation Required.
31 July 09	National Department of Public Works	Drawing Room, CETA, Midrand	Nomsa x5907	Confirmed	CEO/QAM/SDM/PM	
4 August 09	Office of the CEO NHBC	CETA HQ, Midrand	Nomsa x5907	Confirmed	CEO/COO/SDM/QAM/PM/UDF	Presentation Required
4 August 09	Office of the CEO SAWIC (SA Women in Construction)	CETA HR, Midrand	Nomsa x5907	Confirmed	CEO/COO/SDM/QAM/PM/UDF	Presentation Required
4 August '09	Office of the Director General : Department of Transport	Dept of Transport Cnr Struben & Bosman Streets, Pretoria	Nomsa x5907	Confirmed	CEO/QAM/SDM/PM	Presentation Required.
13 August	Women in Construction	Midrand Protea	Badux5937	Confirmed	CEO	Presentation Required

09	Workshop	Hotel, Midrand				
13 August 09	BEP Meeting	CETA Head Office	Badux5937	Confirmed	CEO/QAM/UDF/COO/SDM/PROJECTS	
14 August 09	National Union of Mineworkers	Rissik Street, Johannesburg	Nomsax5907	Confirmed	SDM/PM/PA	
20 August 09	National Sub-Sector Workshop (Manufacturing)	Midrand, Protea Hotel	Kentse x5923 Badu x5937	Confirmed	Chairperson/CEO	
27 August 09	Western Cape MBA	WC CETA Regional Offices	Nomsax5907	Confirmed	CEO	
27 August 09	Minister Winde, Dept of Finance, Economic Dev & Tourism, Western Cape	Minister's Office, Provincial Government Building, Cape Town	Nomsa x5907	Confirmed	CEO/QAM/SDM/PM	Presentation Required.
1 Sept 09	Office of the Director General : DWAF	DWAF Office, Pretoria	Nomsa x5907	Confirmed	CEO/QAM/SDM/PM	Presentation Required
1 Sept 09	Office of the Director General : Department of Human Settlement	Dept of Human Settlements, Pretoria	Nomsax5907	Confirmed	CEO/COO/QAM/SDM/PM	Presentation Required.
2 Sept 09	Intersecta Conference	Gallagher Estates	Badux5937	Confirmed	20 CETA Delegates to be identified	

3 Sept	Interseta Conference	Gallagher Estates	Badux5937	Confirmed	20 CETA Delegates to be identified	
7 Sept	Built Environment and Construction National Sub-Sector Workshop	Midrand Protea	Badux5937	Confirmed		
8 & 9 Sept 09	KZN Regional Visit	CETA Durban Regional Offices	Nomsax5907	Confirmed	CEO/RM	
11 & 14 Sept 09	GAUTENG/NW Regional Visit	GNW Regional Offices	Nomsax5907	Confirmed	CEO/RM	
16 & 17 Sept 09	LIMPOPO/MPUMALANGA Regional Visit	Limpopo Regional Offices	Nomsa x5907	Confirmed	CEO/RM	
29 & 30 Sept 09	FREE STATE /NORTHERN CAPE Regional Visit	FS Regional Offices	Nomsax5907	Confirmed	CEO/RM	
1 & 2 October 09	EASTERN CAPE Regional Visit	EC Regional Offices	Nomsax5907	Confirmed	CEO/RM	
12 & 13 October 09	WESTERN CAPE Regional Visit	WC Regional Offices	Nomsax5907	Confirmed	CEO/RM	

Notes:

- 18 June (National Sub-Sector Workshop – Construction was held)
- Dates being finalized between Comms & the Chairperson's Office for the Top 60 Levy Paying Companies – Meetings (Stakeholder Outreach)
- Awaiting confirmation to proposed dates from other Provincial Government offices (FS Premier's Office to confirm date for the week of 16 – 21 August 09)