



**SSACI**

**Global & SA  
Artisan Skills Training Trends -  
An Employer Perspective**

*Ken Duncan*  
November 2016



***A public-private partnership aimed at  
improving the national skills training  
system by:***

**SSACI**

**Linking TVET  
colleges to  
industry**

**Catalysing  
government  
initiatives**

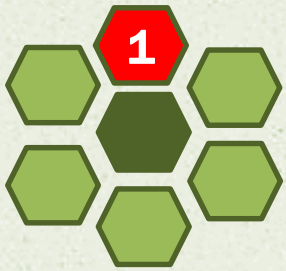
**Informing  
policy  
development**

**Implementing  
'proof of  
concept'  
projects**



## **3 SSACI/NADSC research reports:**

- 1. Analysis of 100'235 learner-artisans registered by NADSC, 2011-2015, to identify patterns & trends in artisan development** (April 2016)
- 2. Tracer study of newly-qualified artisans, to establish their whereabouts in labour market & employment trajectories** (September 2016)
- 3. Tracking study of progression of representative samples of apprentices on the database, to determine typical rates of progress & identify blockages & detours within programmes** (Due January 2017)

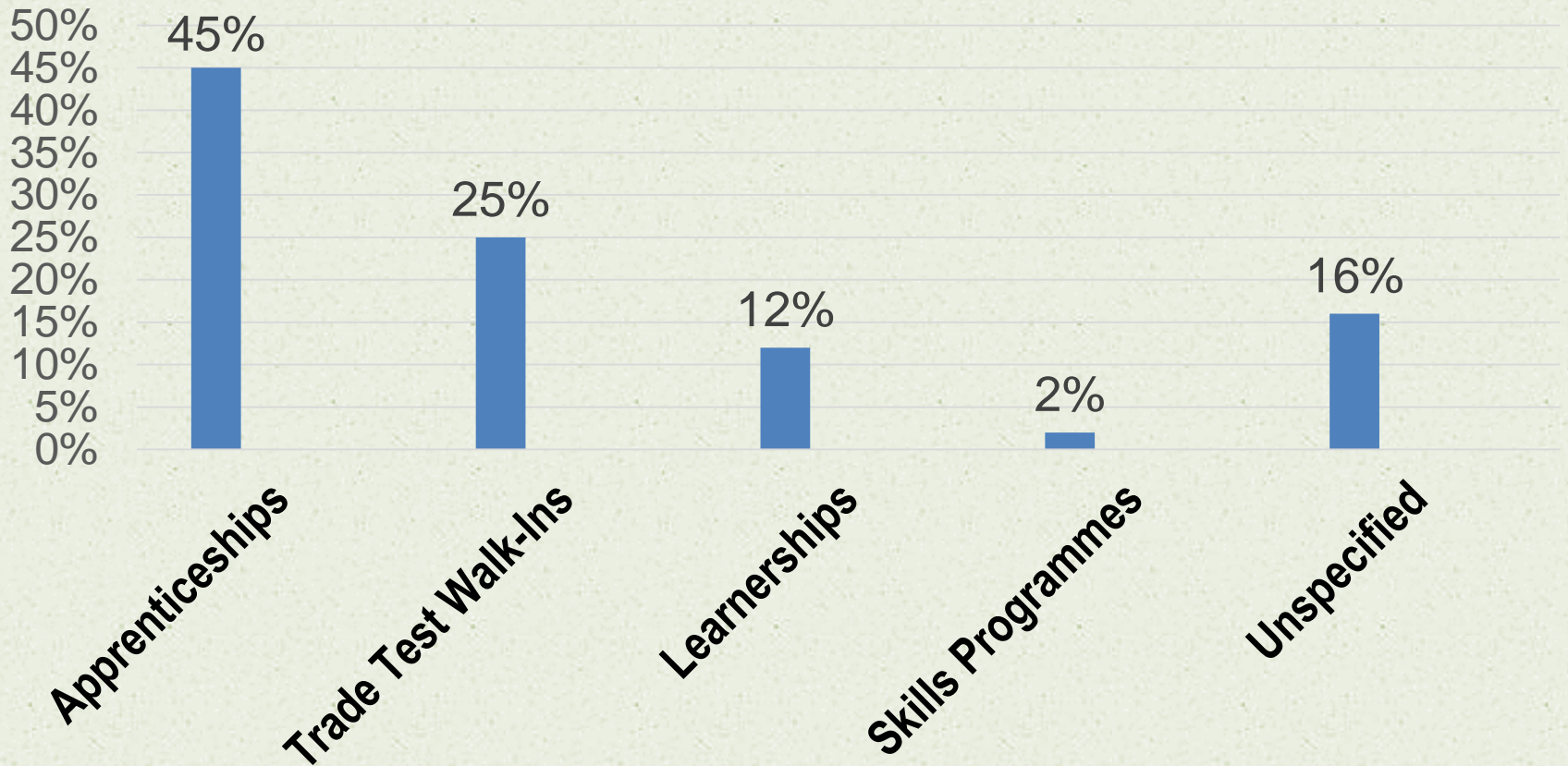


# ***Increase in apprenticeships***

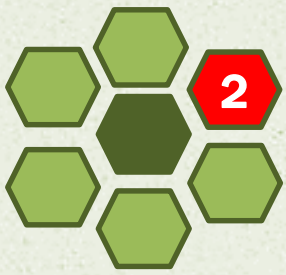
*Total number of registrations and completions, per financial year, on NADSC database*

	<i><b>Registrations</b></i>	<i><b>Completions</b></i>
<i><b>2011-2012</b></i>	21 540	12 129
<i><b>2012-2013</b></i>	23 594	11 614
<i><b>2013-2014</b></i>	27 069	17 427
<i><b>2014-2015</b></i>	28 302	14 270
<i><b>Total</b></i>	103 505	55 440

# Routes to Artisanship, 2014-15



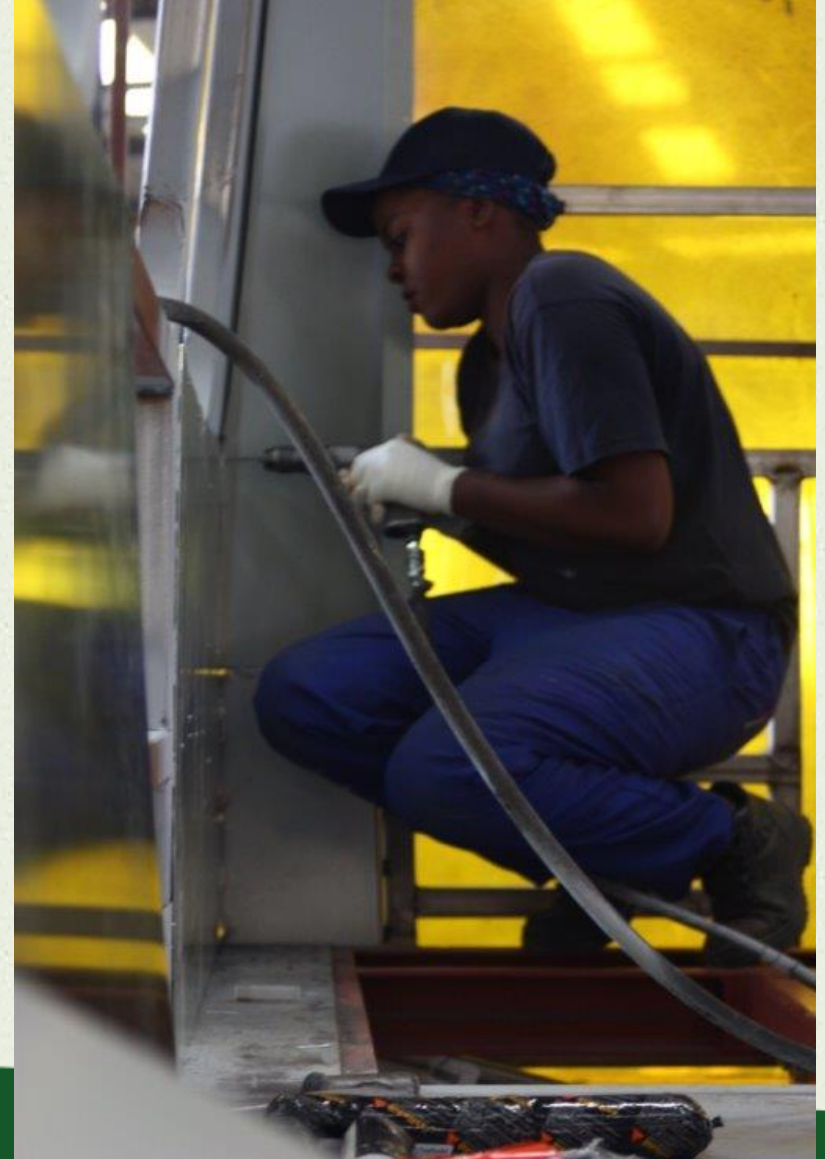




## *Interest in business value of 'dual system' apprenticeships*

- Combines education at a vocational school or college with on-the-job training in the workplace in a **single, integrated** learning programme
- Long-time standard in Austria, Germany & Switzerland
- Adaptations in Bosnia, Brazil, Croatia, Denmark, Holland, Hungary, Macedonia, Montenegro, Portugal & Slovenia
- Pilot projects under way in Belgium, Bulgaria, China, **Egypt, Gabon, India, Senegal**, Serbia, Slovakia & USA (Colorado)
- Piloted in RSA 2013-2016 (3 trades at 3 sites)
- Second phase pilot 2016-2019 (2 trades at 4 sites)

# ***Dual system apprentices, Dec 2016***

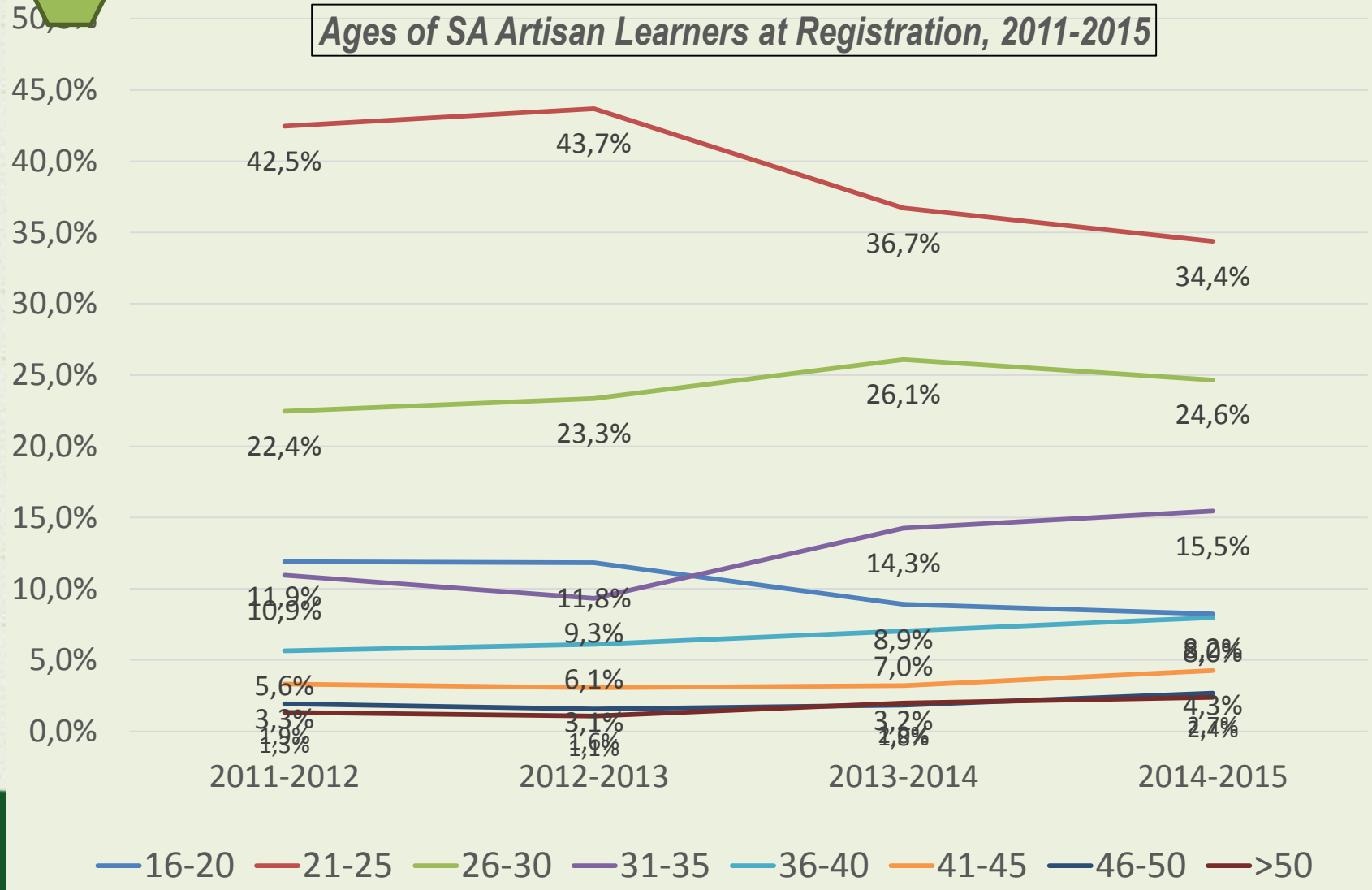




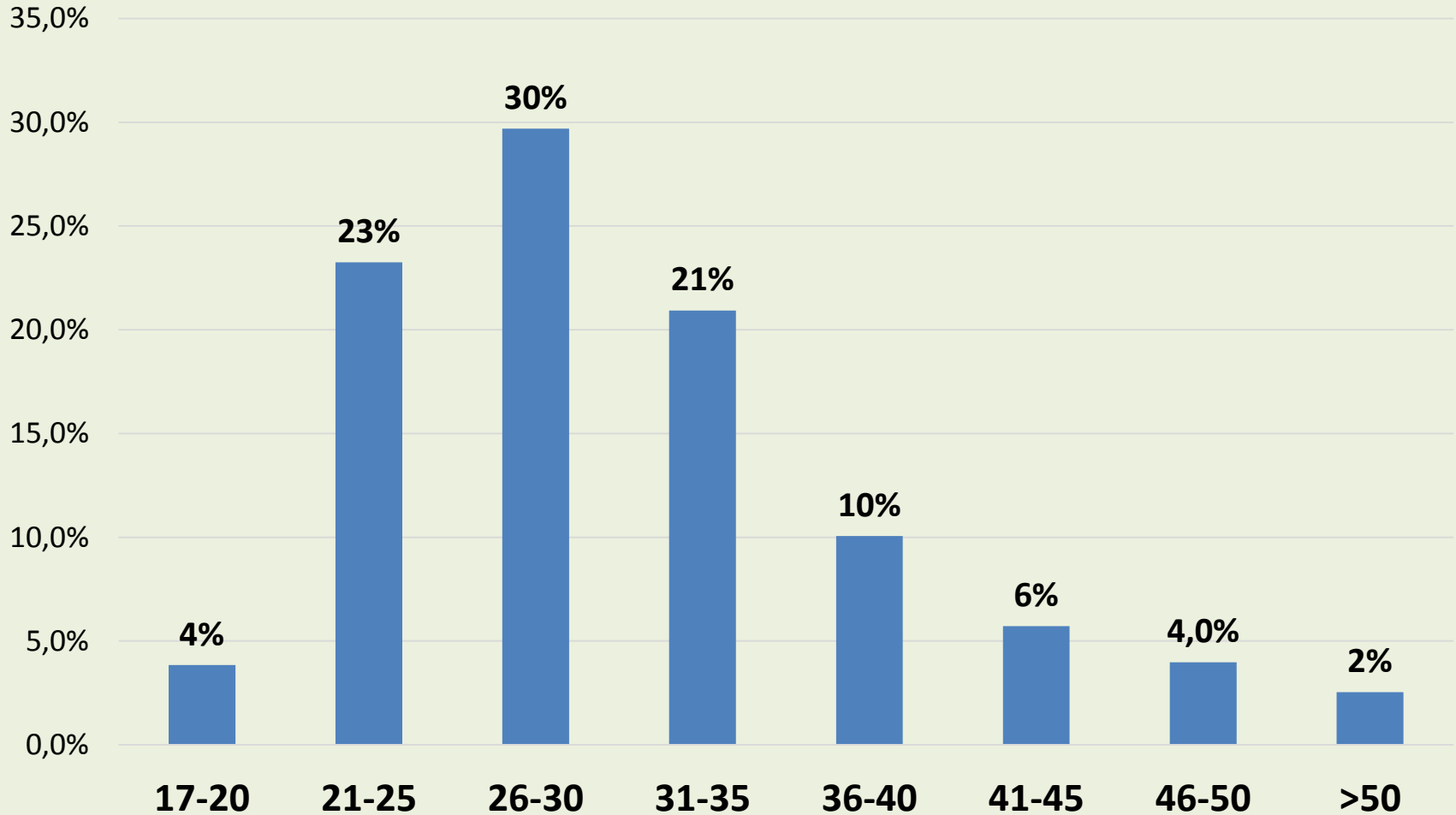


# Increase in age of apprentices

Ages of SA Artisan Learners at Registration, 2011-2015



# Ages at Registration, 2014-15:





# High levels of post-certification employment

## Employment amongst newly-qualified artisans in RSA:

• Wage employment	73%
• Self-employment	6%
• <b>Total</b>	<b>79%</b>

## Employment amongst other LM entrants in RSA

• Matric/ Grade12/ NSC	50%
• NC(V)	50%
• First degree (e.g. BA, BCom)	>80%**

\*Source: SSACI (2016): *Tracer Study of the Transition of NCV Students from TVET Colleges to the Labour Market*

\*\* Source: Centre for Development & Enterprise (2013): *Graduate unemployment in South Africa: A much exaggerated problem*

# *How long did it take to find a job?*

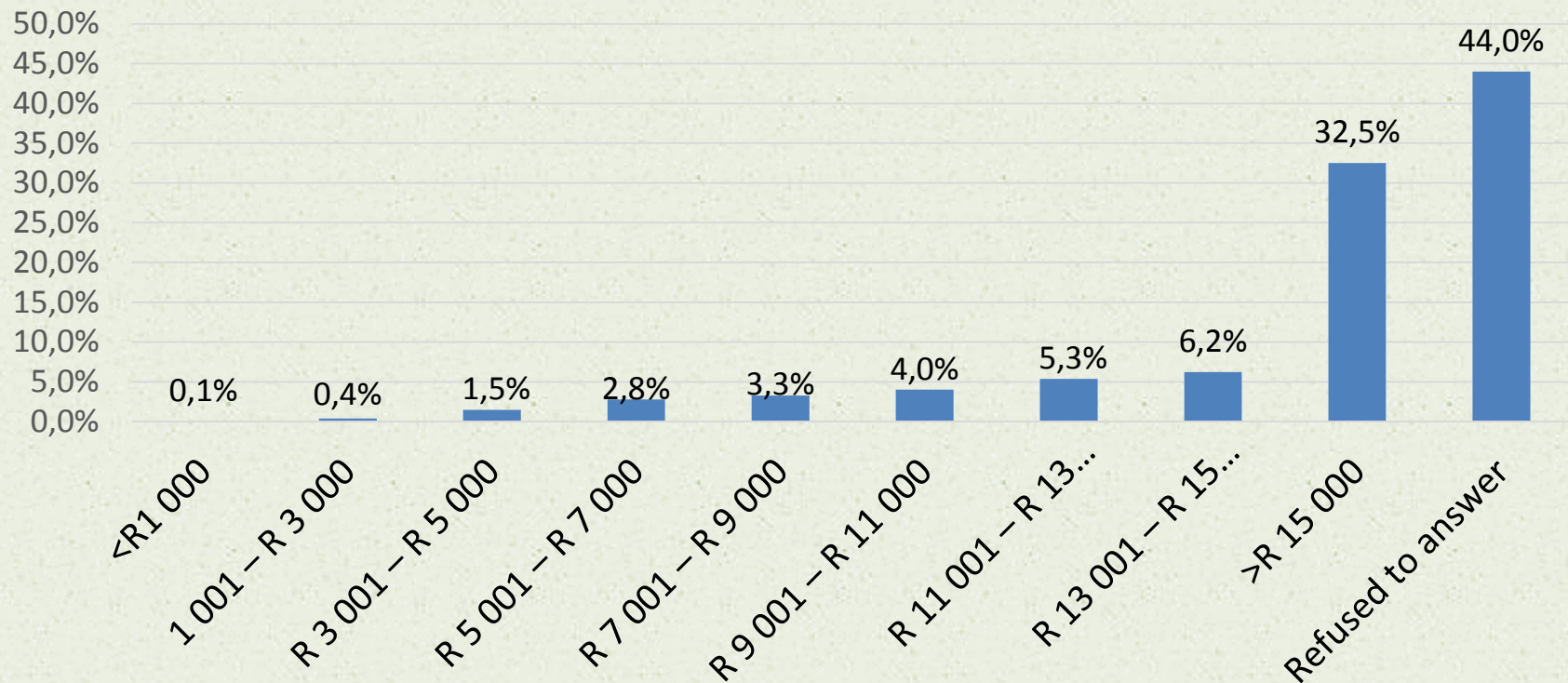
Less than a week	17,5%
1 week - 4 weeks	5,1%
1 - 3 months	33,9%
4 - 6 months	16,2%
7 - 12 months	20,8%
> 12 months	6,2%
Do not remember	0,2%
<b>Total</b>	<b>100,0%</b>



# ***Duration of contract***

<b>Permanent</b>	<b>74%</b>	
<b>Time-limited:</b>	<b>26%</b>	
• <b>More than a year</b>		<b>47%</b>
• <b>7 – 12 months</b>		<b>19%</b>
• <b>3 – 6 months</b>		<b>18%</b>
• <b>Less than 3 months</b>		<b>16%</b>
<b>Total</b>	<b>100%</b>	

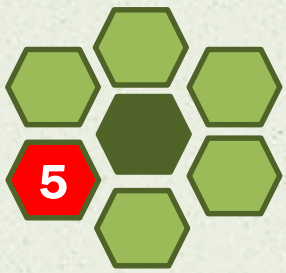
# Remuneration & promotion



- NC(V) graduates average <R3000 p.m. in first year of work
- University graduates range R11'000 p.m. (B.A. or B.Com.) - R18'000 (B.Sc. Eng.)

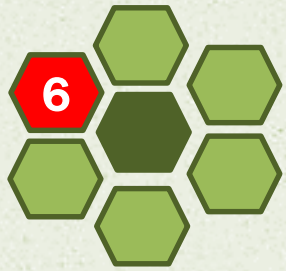
\*Source: SSACI (2016): *Tracer Study of the Transition of NCV Students from TVET Colleges to the Labour Market*

\*\* Source: Payscale.com (2016): "SA Salary Survey"



# *Move to reduce & simplify programmes & qualifications*

- UK's **Post-16 Skills Plan** aims to reduce 21'000 registered qualifications (including 33 for plumbing) offered by 158 different awarding organisations to 1 per occupation, to be used within the relevant apprenticeship
- In RSA, **National List of Artisan Trades** reduced to 125 occupations:
- In 2011-15, training in 15 'scarce and critical' trades makes up 70-75% of all trade-related training in the country:
  - Electricians make up a fifth (21%) of all completions 2011-2015
  - Fitters and turners make up 10% of all completions 2011-2015
  - These two trades together account for almost a third of all completions
- Strong move to rationalise all occupational training around new QCTO occupational qualifications, which replace N courses & some NC(V) programmes
- **However**, systems for curr-dev, funding & implementation still cumbersome & bureaucratic with multiple uncoordinated, overlapping agencies



# ***Greater employer involvement in design, delivery & assessment***

- “Principles required for our [skills training] system to succeed: **Firstly, and most importantly, employers must play a leading role.** Employers, working with expert education professionals, need to set the standards; they must define the skills, knowledge and behaviours required for skilled employment” (UK ***Post-16 Skills Plan***, 2016)
- In RSA:
  - Some employer involvement in development of new occupational qualifications, but often not current practitioners of occupation
  - Employer involvement being sought for DHET’s ‘Centres of Specialisation’ programme for TVET colleges
  - insufficient active, well-informed employer involvement in all aspects & all levels of TVET system

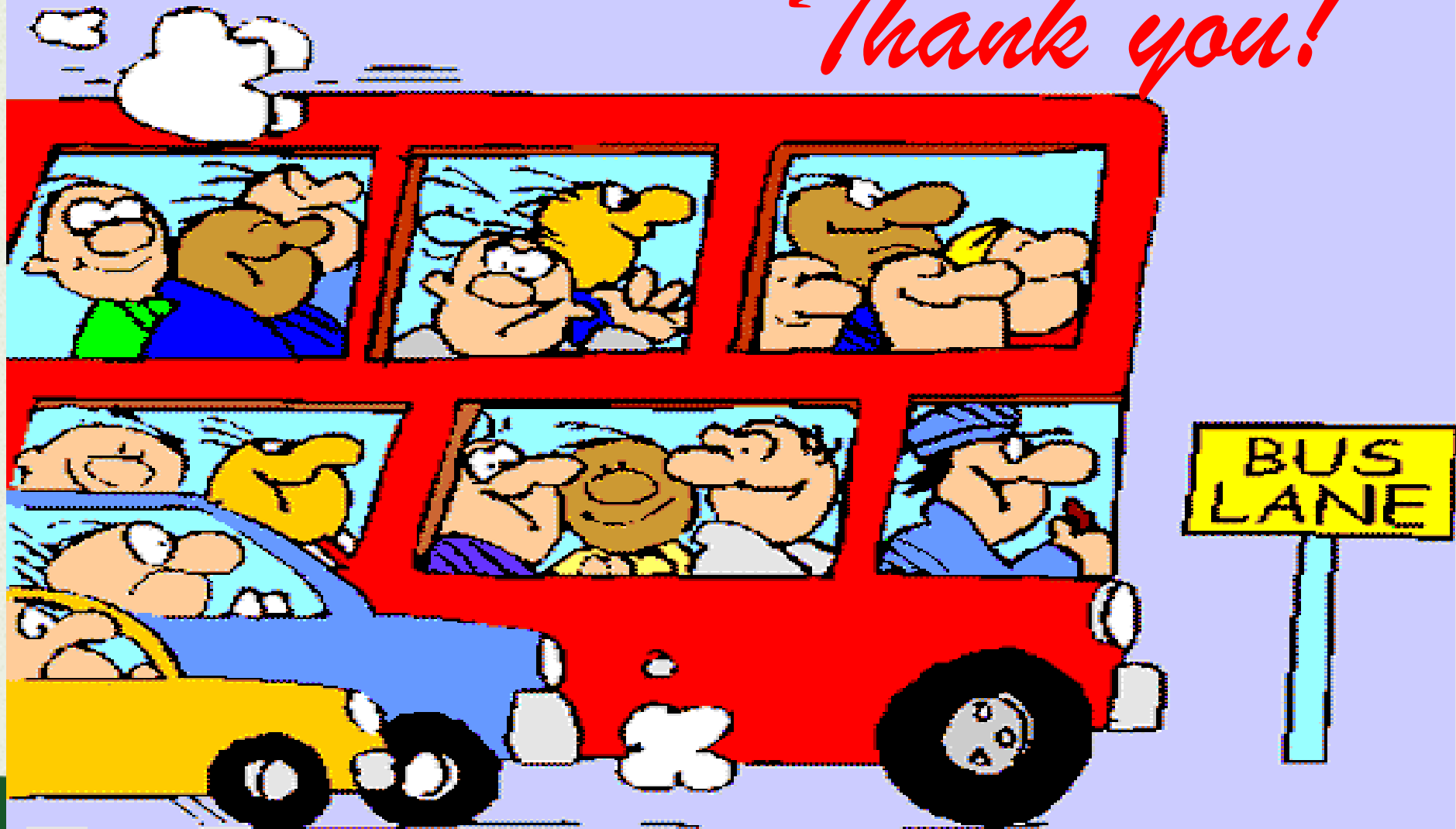


# ***Overall conclusions from SA data:***

- Apprenticeships are once again the main form of artisanal training and are steadily on the increase
- Successful completion rate is higher than previously thought (75%)
- Employment prospects for apprentices are good, even for the previously unemployed:
  - Overall employment is 79%
  - 56.5% find jobs 'easily' (within 1 month) or 'fairly easily' (within 3 months)
- Most jobs are on permanent contracts (74%) or longer than 1 year (12%) with decent starting wages and good prospects for increases and promotion
- **In SA, as in many other countries, apprenticeships are working for employers and trainees alike and deserve to be expanded**

Employers need to drive apprenticeships

*Thank you!*



ken@ssaci.org.za

Development Support