



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



merSETA
MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

DRAFT Concept Paper

Chief Directorate

National Artisan Development (INDLELA)

in partnership with

Manufacturing Engineering and Related Services

Sector Education Training Authority (merSETA)

to deliver a

Trade Test Pass Rate Improvement Strategy

Conference

8,9,10 December 2014

Theme: Developing High Value Artisans

Background

There is a continuous need for suitably qualified artisans to sustain industries and support economic growth within South Africa. In a range of national strategies the need for artisans has been elevated and identified as a priority area for skills development. It is particularly critical that the 30 000 qualified artisan per annum by 2030 that is required by the National Development are artisan of the highest possible quality to ensure optimum competitiveness in industry.

To achieve significant growth in the supply of quality artisanal skills not only needs considerable investment and commitment by all artisan development role players with a special focus on workplaces in South Africa, but will also require a well-developed scientifically sound strategy to improve the trade test pass rate for all trades listed in Government Gazette 35625 published 31 August 2012. The development of trade test pass rate strategy has become an increasingly critical need due to relatively low throughput of artisan learners through the current artisan learning cycle.

National statistics for artisan learners has steadily improved with the establishment of the National Artisan Development Support Centre (NADSC) located at the Ekurhuleni East TVET College in KwaThema in June 2012. Based on the statistics on hand at NADSC, on average over the period April 2009 to March 2014 a total of 24 750 persons were registered on artisan learning programmes inclusive of apprenticeships, learnerships and skills programmes linked to a listed artisan occupational code, as well as recognition of prior learning opportunities. Over the same period a total of 13 485 successfully completed national trade tests or trade summative assessments and were recommended for certification for the relevant listed trade. This translates to 54% throughput rate. At an estimated maximum total cost of R 400 000 per artisan learner, the 54% throughput or 46% loss translates to R 4,5 billion rand negative return on

investment over a 2 – 3 year period. Every 1% improvement on this throughput rate therefore translates to almost R 100 000 per learner for return on investment.

As a direct consequence of this dire need to improve throughput for artisan development learners has had a direct influence on the national Medium Term Strategic Framework (MTSF) 2014 – 2020 for Outcome 5: A skilled and capable workforce to support an inclusive growth path. The following is the extract from MTSF 2014 – 2020 in this regard:

The South African post-school education and training system suffers from negative reputation problems which are compounded by limited post-labour market prospects for graduates from both public TVET Colleges as well as universities. This is partly due to a weak ‘systemic’ relationship between the state, the education and training provider system and the main economic actors, the employers. Technical and vocational education and training in particular, which has a strong workplace learning component, requires partnership arrangements between government (various government departments), education institutions, employer bodies, trade unions, industry and Sector Education and Training Authorities (SETA). This partnership needs to be properly regulated to serve the national skills needs rather than the needs of a few employers. Business already contributes a significant amount of money through the skills development levy, which provides a basis for a policy discussion on an agreed upon partnership to strengthen workplace-based training and experiential opportunities.

Sub-Outcome 4: Increase access to occupationally-directed programmes in needed areas and thereby expand the availability of intermediate level skills with a special focus on artisan skills:				
Action	Minister	Indicator	Baseline	Targets
Develop strategy for improving trade test pass rates (including INDLELA)	DHET	National artisan learners trade test pass percentage (including INDLELA)	45% pass rate	Strategy to improve pass rate finalised and approved for implementation from 1 April 2015
				65% pass rate

The Trade Test Pass Rate Improvement Strategy Conference that is described in this Concept Document and planned for 8 -10 December 2014 in therefore necessary develop the Strategy to improve pass rate that is approved for implementation from 1 April 2015 as is required by the MTSF.

Objective

To develop through a stakeholder based consultative processes a national listed trade test pass rate strategy that will be approved by the Minister of Higher Education and Training for implementation from 1 April 2015 in support of Outcome 5 - Sub Outcome 4 of National Outcomes of Government as an integral part of the Medium Strategic Framework 2014 – 2020.

Fundamental Principles

Three fundamental principles will be the basis for the Trade Test Pass Rate Strategy Conference:

- Improvement in the throughput of artisan learners through improved trade test pass rates is directly related to the artisan trade occupation competence development during on the job and off the job training and learning processes pre trade testing; and
- Improvement in the throughput of artisan learners through improved trade test pass rates is directly related to the participation and involvement of artisan development related practitioners that can bring to the conference their knowledge and experience for causes related to successful and non-successful artisan trade testing processes; and
- The Conference methodology and process must allow for the development of a draft strategy document by mid-January 2014 that can be submitted to the Minister as a recommendation that the strategy be published in the Gazette for a 30 day public comment process to ensure maximum public participation.

Format and Methodology

With cognizance for the Objectives and Principles of the Trade Test Pass Rate Strategy Conference as noted above, the conference will be an interactive, consultative Imbizo style process that has the following proposed format:

- Day 1 – Monday 8 December 2014
 - A focus on artisan trade occupation competence development during on the job and off the job training and learning processes pre trade testing. This will be facilitated by the merSETA's Strategy & Research Division in collaboration with Bremen University, Germany. The programme will be based on a large scale competence diagnostics system, the Competence Measurement in Education and Training (COMET) that has been implemented in artisan development processes in South Africa.

- Day 2 – Tuesday 9 December 2014
 - A focus on the integration of the findings and implications of the COMET from Day 1 into four separate and independent stakeholder group developed position papers on how to improve the trade test pass rate that has been prepared and circulated to all conference participants by mid-November 2014. The four stakeholder groups with a maximum of sixty¹ persons from each group will be:
 - Public TVET Colleges coordinated by the Deputy Director: Provincial Artisan Development Coordination in collaboration with the Chairpersons of the Provincial Artisan Development Forum Steering Committees that have been established in each province and key members from merSETA's Strategy & Research Division.

¹A maximum number of 240 non DHET / merSETA persons are budgeted for. The numbers may vary across the four groups if particular group does not take up all sixty places.

- Accredited Private Sector Artisan Training and Testing Centres coordinated by the Deputy Director: Strategy Development and Stakeholder Management in collaboration with the Chairperson of the Human Resource Development Council Artisan Development Technical Task Team and the merSETA's Senior Manager, Quality Assurance and Partnerships.

- Representatives from Organised Labour Structures of all three Labour Federations and Solidarity involved at practitioner level in artisan training and testing coordinated by the Director: Artisan Assessment and RPL (INDLELA) in collaboration with the organized labour representatives on the Human Resource Development Council Artisan Development Technical Task Team.

- Representatives from State, SETAs and State Owned Companies involved at practitioner level in artisan training and testing coordinated by the Assistant Director: Information Analysis and Management in collaboration with the Chairpersons of the GSETA, SETA and SOC Artisan Stakeholder Forums.

➤ Day 3 – Wednesday 10 December 2014

- A focus on the development of a final draft strategy with accompanying submission and annexures that can be submitted to the Minister by mid-January 2015 with a recommendation that he publish the draft strategy in the Gazette for a 30 day public comment process.

Participants

Day 1 – Monday 8 December 2014 and Day 2 – Tuesday 9 December 2014:

- Individuals that have been identified for each of above four groups will be invited by the Chief Director: INDLELA.

➤ Day 3 – Wednesday 10 December 2014

- A core group of officials from the DHET and experts as identified and invited by Chief Director: INDLELA.

Leadership and Communication

The primary leadership will be taken by a Conference Steering Committee Co-Chaired by the Chief Directorate: INDLELA and the Research & Strategy Division: merSETA. The Steering Committee may establish sub structures such as logistics, documentation and registration etc. All communication will be only from the Steering Committee. There is not a marketing function and process necessary for the conference as the participants will be identified through specific existing stakeholder group leaders to ensure that person with practical, artisan related knowledge and skills attend and participate in the conference. It must be stressed that this is a strategy development process, not a capacity building conference or an advocacy conference.

Funding

Funding for the Trade Test Pass Rate Strategy Conference will be as follows:

- Travelling to the event by all persons will be for their own accounts.
- Accommodation and Conference Costs for the event will be funded by the DHET.
- Conference Hand Outs and Documentation will be funded by the merSETA.

Draft Programme

The draft programme for the three day Trade Test Pass Rate Strategy Conference is reflected below but may change as the process towards the conference is implemented.

Day 1 – Monday 8 December 2014

The day will be broken into a maximum of 6 high level topics presented by COMET practitioners, international experts and vocational lecturers in the SA TVET system.

Themes will cover:

- Vocational competence measurement as an emerging new area of knowledge;
- Critical understandings of COMET and its value in TVET systems
- Results of COMET SA 2014 (incl. longitudinal data references to COMET SA 2011)
- Case studies

Day 2 – Tuesday 9 December 2014

The day will be broken into two parts:

From 8:00am to 10:00am each of the four stakeholder groups will work independently to update their position papers that have been prepared and circulated before the conference and prepare a presentation based on the COMET inputs from Day 1.

From 10:30am to 4:00pm each of the four stakeholder groups will present their updated position papers in 30 minutes followed by a 30 minute plenary discussion sessions of each presentation.

All the presentations and updated position papers together notes from the plenary discussion sessions will then be taken into the Day 3 process.

Day 3 – Wednesday 10 December 2014

The entire day 3 from 8am to 4pm will be operational in situ workshop dedicated to development by a core group of officials from the DHET and experts invited by DHET of a final draft strategy with accompanying submission and annexures that can be submitted to the Minister by mid-January 2015 with a recommendation that he publish the draft strategy in the Gazette for a 30 day public comment process. The draft strategy as amended with comments received from the public will then be published by 31 March 2015 for implementation on 1 April 2015