

National Artisan Development

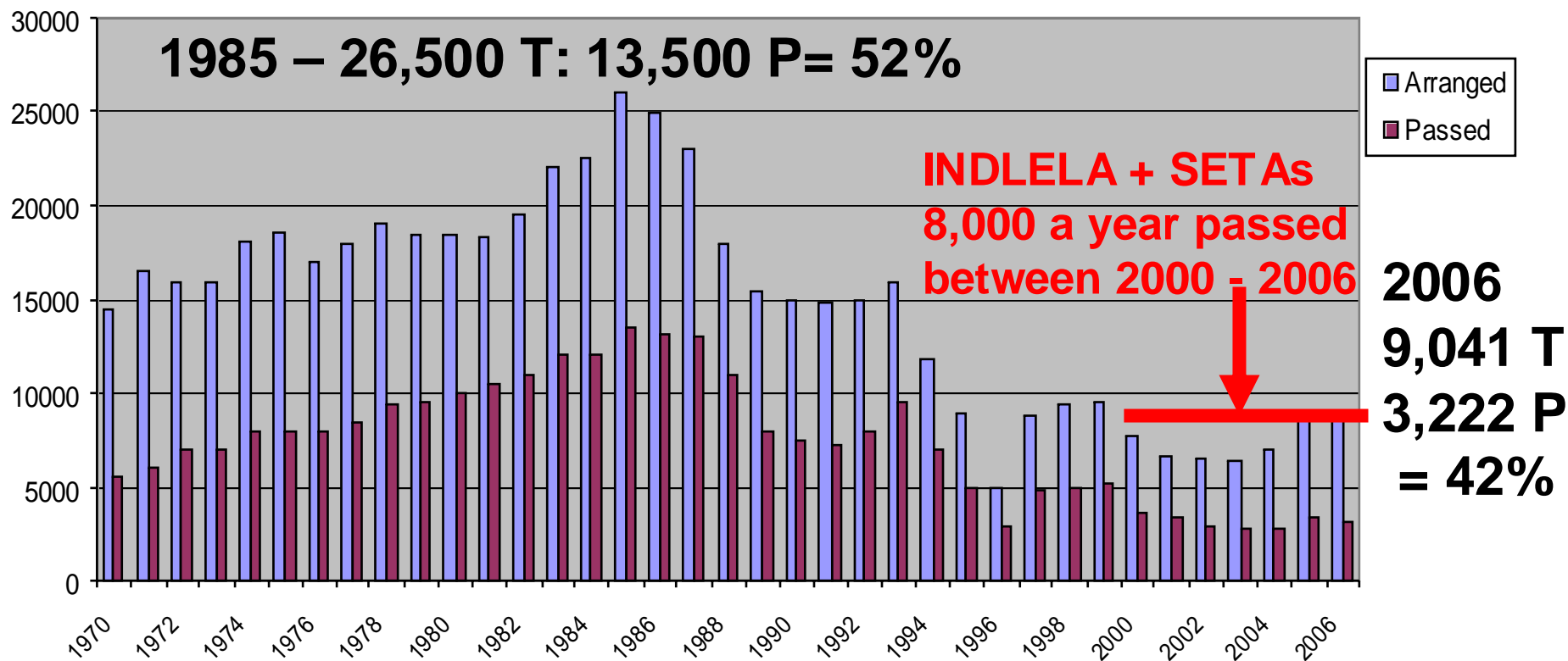
Doc Prinsloo
Acting Senior Executive Manager
SETA Coordination

Training of Artisans

To make further provision for the training of persons other than minors as artisans, where there is a serious shortage of artisans, for the recognition of skilled persons as artisans, and for matters incidental hereto.

Act No 38 of 1951

TRADE TEST STATISTICS-COTT/INDLELA



Artisan: Labour Market Demand

“South Africa is experiencing a severe shortage of well-qualified, competent and experienced artisans. While the economy currently produces approximately 5 000 {SETAs} artisans per year, research suggests that at least 12 500 artisans should be produced each year over the next four years to meet demand” - JIPSA Annual Report 27th March 2007

Consolidated SETA SSPs August 2006 - 2009

- 41 050 Technicians & Trades Workers**
- 13 683 per year**

Consolidated SETA SSPs August 2007 - 2010

- 99 665 Technicians & Trades Workers**
- 33 221 per year**

Artisan: Labour Market Supply

- **Policy**
 - **Skills Development Amendment Bill 2007**
- **Quality**
 - **Artisan Learning Routes**
 - **ISOEs**
- **Quantity**
 - **ESSA & Immigration**
 - **Funding : Levies & Tax Allowance**

Artisan: Labour Market Supply - Policy

- Skills Development Amendment Bill 2007
 - Section 2: Purposes of Act
 - (1) The purposes of this Act are-
 - (i) to promote the training of artisans
 - (2) Those purposes are to be achieved by –
 - (a) establishing an institutional and financial framework comprising-
 - » (vii) a national artisan development institute {INDLELA}
 - » (viii) the Quality Council for Trades and Occupations {QCTO}



Artisan: Labour Market Supply - Policy

- **Skills Development Amendment Bill 2007**
 - **Section 22A: Artisan Development**
 - **(1) The Director-General must establish a national artisan development institute within the Department and ensure that **sufficient resources** are available to that institute to manage and coordinate artisan development in South Africa including managing –**
 - a) **the evaluation of trade-test centres for the purposes of accreditation;**
 - b) **the monitoring of the performance of accredited trade-test centres;**
 - c) **the implementation of preliminary evaluations and trade tests at accredited trade-test centres;**
 - d) **the moderation of trade tests and preliminary evaluations at accredited trade-test centres;**
 - » **continues.....**

Artisan: Labour Market Supply - Policy

- **Skills Development Amendment Bill 2007**
 - **Section 22A: Artisan Development**
 - e) a national data-bank of instruments for assessment and moderation of trade tests;
 - f) a national data-base of registered artisan trade assessors and moderators;
 - g) artisan trade learner achievements, appeals and recommendations for certification;
 - h) registration and de-registration of artisans;
 - i) the provision of advisory services on the training, mentoring, recognition of prior learning, assessment and moderation of all artisan trades;
 - j) the provision of training and professional development for artisans, entrepreneur artisans and master artisans;
 - k) the provision of training and professional development for artisan trainers, mentors, assessors and moderators; and
 - l) the evaluation for accreditation purposes of such organisations that train artisan trainers, mentors, assessors and moderators

Artisan: Labour Market Supply - Quality

Use Regulation Gazettes to:

- Repeal all current conditions of apprenticeship under Manpower Training Act.**
- Publish four clear, unambiguous training routes under Manpower Training Act {as interim plan} that lead to same outcome: Professional registration as a Department of Labour approved Artisan.**
- Re-publish four clear, unambiguous training routes under Skills Development Act that lead to same outcome: Professional registration as a Department of Labour approved Artisan.**

Artisan: Labour Market Supply - Quality

- **2. Registration requirements for different artisan training routes**
- **A learner may register on one of the following routes or allow him/her to attempt a trade test if the learner complies with the requirements as indicated in sub clauses 2.1,2.2,2.3 or 2.4 below-**
- **2.1 Apprenticeship route**
- **A learner that registers as an apprentice with a SETA on an NQF registered artisan trade qualification and spends between 2 and 4 years on a single apprenticeship contract linked to a competency based modular learning programme that ends in a trade test. This pathway has one entry and one exit point. Certification occurs at the end of the single contract period. Registration as an artisan occurs after successful completion of a trade test.**

Artisan: Labour Market Supply - Quality

- 2. Registration requirements for different artisan training routes
- A learner may register on one of the following routes or allow him/her to attempt a trade test if the learner complies with the requirements as indicated in sub clauses 2.1,2.2,2.3 or 2.4 below-
- **2.2. Learnership Route**
- A learner that registers in a learner with a SETA on an NQF registered artisan trade qualification that spends between 2 and 4 years on multi learnership year contracts linked to a competency based modular learning programme that ends in a trade test after completion of the highest NQF level qualification that needs to be achieved before undergoing a trade test. This pathway has multi entry and multi exit points. Certification occurs at the end of each completed contract period. Registration as an artisan occurs after successful completion of a trade test.

Artisan: Labour Market Supply - Quality

- 2. Registration requirements for different artisan training routes
- A learner may register on one of the following routes or allow him/her to attempt a trade test if the learner complies with the requirements as indicated in sub clauses 2.1,2.2,2.3 or 2.4 below-
- **2.3. Internship/Skills Programme Route**
- A learner that has a relevant trade related “National Certificate: Vocational (NCV)” that registers on an internship or a skills programme with a SETA on an NQF registered artisan trade qualification and that spends an pre-determined period of time in the workplace on a single internship or skills programme contract that ends in a trade test. This pathway has two entry and two exit points. Certification occurs at the end of the NCV and at the end of the internship or skills programme. Registration as an artisan occurs after successful completion of a trade test.

Artisan: Labour Market Supply - Quality

- 2. Registration requirements for different artisan training routes
- A learner may register on one of the following routes or allow him/her to attempt a trade test if the learner complies with the requirements as indicated in sub clauses 2.1,2.2,2.3 or 2.4 below-
- **2.4. Recognition of Prior Learning**
- A learner that registers as Recognition of Prior Learning (RPL) Learner with the National Institute for Artisan Development on an NQF registered artisan trade qualification and that spends an pre-determined period of time on a single RPL contract that ends in a trade test. The RPL contract will guide the learner in the compilation of a portfolio of evidence that is assessed prior to undergoing the trade test. Certification occurs at the successful assessment and moderation of the portfolio of evidence. Registration as an artisan occurs after successful completion of a trade test.

Artisan: Labour Market Supply – Quality / Quantity

- “ARTISAN” Institutes of Sectoral or Occupational Excellence (ISOE)
 - DOE - FET Colleges, Technical Schools
 - Correctional Services
 - National Defence Force
 - Refocused INDLELA
 - Refocused Sheltered Employment Factories (PWD)
 - Minerals and Energy
 - Provincial Governments
 - Local Governments (Metros / Municipalities)
 - Safety & Security
 - Water Affairs & Forestry
 - SOEs – Transnet, SAA, Metrorail, ESKOM,
 - Private Sector
 - Mining
 - Metal
 - Auto/Motor
 - Chemical
 - Food & Beverage
 - Printing & Packaging
 - Construction

CHALLENGE:
Workplaces
Trainers
Mentors

Outcome: Artisan Development ISOE Capacity Project

Detailed Database Development

Route →	1	2	3	4
ISOE ↓	Apprenticeship	Learnership	NC:V + Internship	RPL
DoEFETs & Other Lead = DoE	Current and future capacity per priority trade for each route both its number of Learners than can be trained as well as number of Trainers/ Assessors/Moderators available.			
	Cost per Learner per each priority trade per each training centre or partnerships from inception to registration as artisan after trade test.			
Non DoE Gov Depts. Lead = DoL Pilot=SASSETA	Current and future capacity per priority trade for each route both its number of Learners than can be trained as well as number of Trainers/ Assessors/Moderators available.			
	Cost per Learner per each priority trade per each training centre or partnerships from inception to registration as artisan after trade test.			
Private Sector/ SOEs Lead = DPE and SETAs Pilot = COEGA	Current and future capacity per priority trade for each route both its number of Learners than can be trained as well as number of Trainers/ Assessors/Moderators available.			
	Cost per Learner per each priority trade per each training centre or partnerships from inception to registration as artisan after trade test.			

Artisan: Labour Market Supply – Quantity

Funding : Levies

- Average Cost of Artisan = R 120k over 3 Years
- Number of Artisan Required over 3 Years = 100,000
- At 50% pass rate & attrition – need double.
- Cost over 3 Years:
 - 200,000 Artisans x R 120K = R 24 billion
 - Require R 8 billion a year
- Current Total 1% Levy = R 6 billion a year {Close enough}
- Current Levy of 1% gives 50% to Companies
- Option A = Keep levy at 1% & 0% to Companies
- Option B = Increase Levy to 2% and 50% to Companies
- **Challenge : R 6 billion only Enough for Artisans - what about other occupations? – Tax Allowance?**

Artisan: Labour Market Supply – Quantity

- **Funding : Tax Allowance**
- **Learnership or Apprenticeship**
 - R 60 000 per person per trade / qualification
- **Challenges**
 - Time Based : Shorter Learning = More Money
 - Beneficiary unknown
- **Way Forward**
 - ALL four routes
 - Quality Based : Competency Achievement
 - Beneficiaries clearly evident

**Tax Allowance only for Artisans?
Could cut levy funding need by 50%....**

In Conclusion

- **Training of Artisans Act No 38 of 1951**
 - **2 (1) Whenever the Minister is satisfied that as a result of a serious shortage of artisans in any trade it is necessary in the public interest to do so, he may after consultation with Minister of Finance, the Minister of Education, Arts and Science, the Minister of Transport, the board, and the trade unions and employers organizations which in his opinion have a material interest therein, make such arrangements as he may deem expedient to provide for the training in that trade....**

The Minister has deemed it expedient NOW, TODAY