

Municipal Indaba



The effectiveness of current interventions (Case studies)

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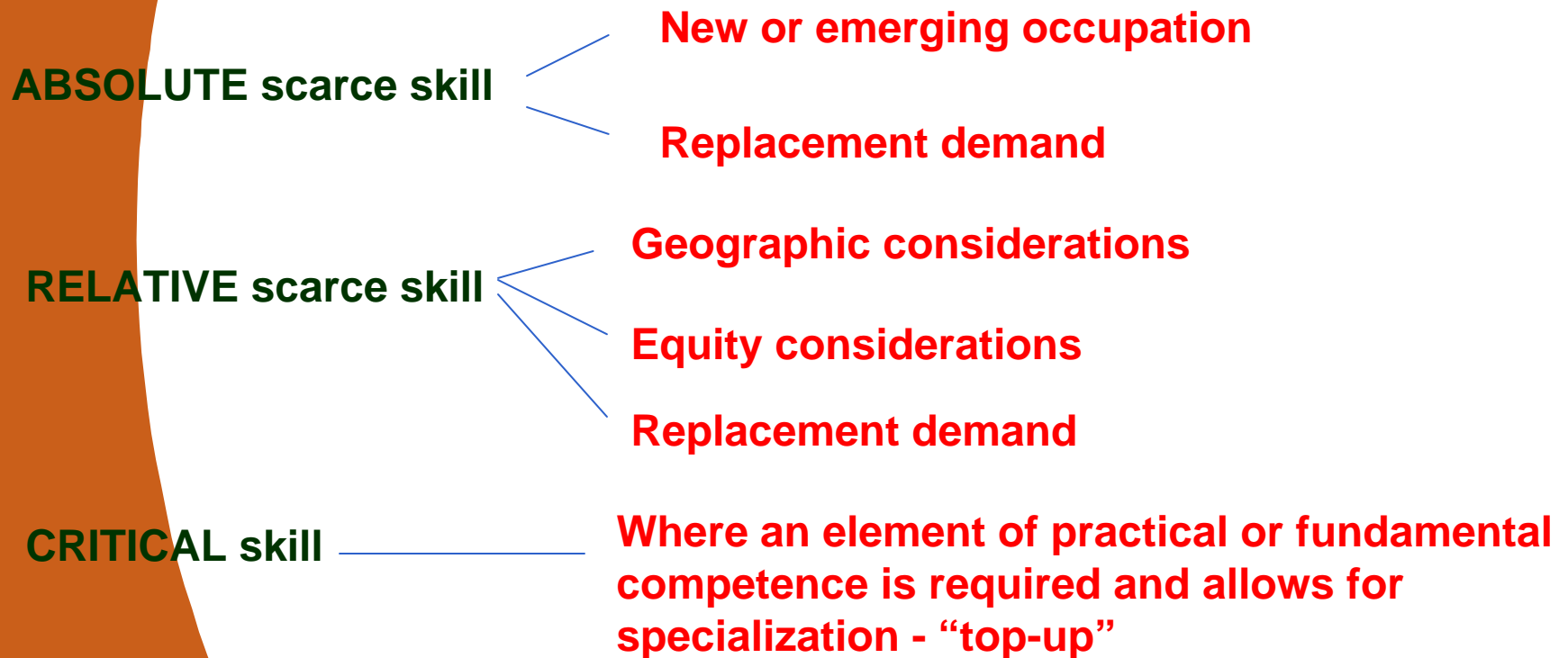
Content of the Presentation

- Scarce and Critical Skills (SCS)
- Development of Qualifications
- Mode of delivery
- Funding
- Challenges
- Way forward

WHAT ARE SCARCE AND CRITICAL SKILLS?



“... refers to an **ABSOLUTE** or **RELATIVE** demand, current or future for skilled, qualified and experienced people to fill ... particular **OCCUPATIONS** or **SPECIALISATIONS** in the labour market.”



QUALIFICATION, CURRICULUM AND MATERIAL DEVELOPMENT

- The drivers of the above process is the SETA funded SGBs.
- The following qualifications have been identified and developed/ in the process of development as per identified scarce and critical skills list. ([Hyperlink](#))

MODES OF DELIVERY

HOW DO WE ADDRESS THE SCARCE AND CRITICAL SKILLS?

What modes of delivery is available within SETAs?

- **LEARNERSHIPS**
- **APPRENTICESHIPS**
- **SKILLS PROGRAMMES**
- **WORKPLACE EXPERIENCE**
- **ABET**
- **INTERNSHIPS**
- **BURSARIES**

SKILLS DEVELOPMENT FUNDING SYSTEM 2008/09



- Mandatory Grants : Workplace Skills Plan/
Annual Training Report submitted to the
SETA (50%)
- Discretionary Grants: e.g. Learnerships
Skills Programs, Apprenticeships and Abet
Training (20%)
- Refer to the latest Funding Regulations
(7.1) for more training interventions to be
considered by each SETA

CHALLENGES

- Employer buy-in to open their workplaces for learners to do their workplace experiential training.**
- Availability of Mentors and Coaches within workplaces.**
- Common understanding of the SETAs mandate and the funding processes thereof.**
- The common understanding of Scarce and Critical Skills.**
- Capacity to deliver on all ESETA projects (M&E).**
- Limited funding as contributed by the Water Sector (Need to look beyond the levies)**

WAY FORWARD

- Support and partnerships with role players within all relevant stakeholders**
- The training conducted to be demand driven and linked to scarce and critical skills**
- Support and strategic partnerships with role players such as LGSETA, SALGA, DPLG, DWAF, Department of Labour, etc.**

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