

KwaZulu-Natal

Provincial Vision

By 2030 KwaZulu-Natal will be a prosperous Province with a healthy, secure and skilled population, acting as a gateway to Africa and the World.

By 2035 KwaZulu-Natal will be a prosperous Province with a healthy, secure and skilled population, living in dignity and harmony, acting as a gateway to Africa and the World.



KZN PROVINCIAL SIPs SKILLS PLANNING PROCESS



"KZN as a prosperous Province with healthy, secure and skilled population, acting as a gateway between Africa and the World"

21 STEP SKILLS PLANNING PROCESS

Steps 1 – 9: Identify occupations in demand

Steps 10: Training on project sites

Steps 11 – 16: Develop occupations in demand

Steps 17 – 20: Building the skills of govt.

Step 21: Governance



Steps 1 – 3



SCARCE SKILLS LIST

(which ones?, how scarce?)

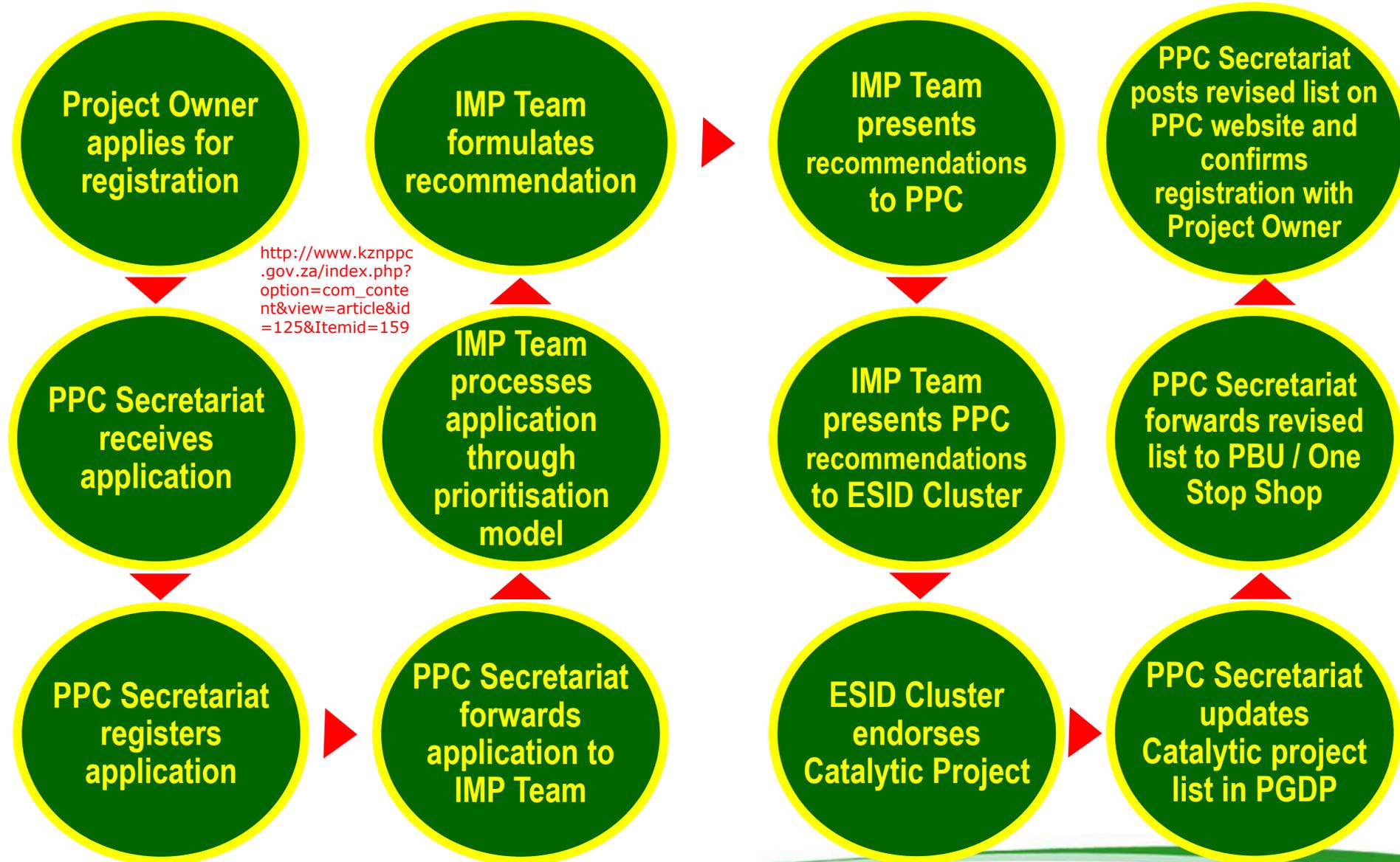
1. Managers
2. Professionals & associate professionals
3. Service and clerical workers
4. Artisans
5. Plant and machine operators
6. Elementary skills



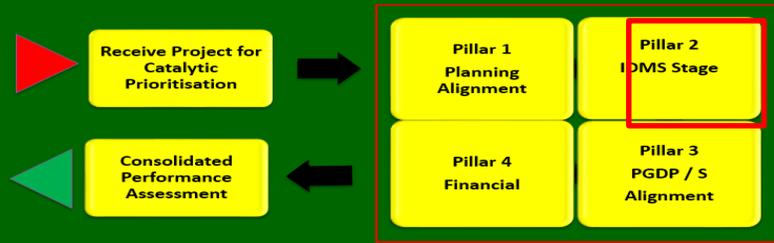
PRESIDENTIAL INFRASTRUCTURE CO-ORDINATING COMMISSION

No	18 STRATEGIC INTEGRATED PROJECTS
1	Unlocking the Northern Mineral Belt with Waterberg as a Catalyst
2	Durban -Free State - Gauteng Logistics and Industrial Corridor
3	South Eastern Node and Corridor Development
4	Unlock the Economic Opportunities in the North West Province
5	Saldanha - Northern Cape Development Corridor
6	Integrated Municipal Infrastructure Project
7	Integrated Urban Space and Public Transport Programme
8	Green Economy in support of the South African Economy
9	Electricity Generation to support Socio-Economic Development
10	Electricity Transmission and Distribution for all
11	Agri-logistics and Rural Infrastructure
12	Revitalisation of Public Hospitals and other Health Facilities
13	National School Build Programme
14	Higher Education Infrastructure
15	Expanding access to communication technology
16	SKA and Meerkat
17	Regional Integration for African Co-operation and Development
18	Water and Sanitation

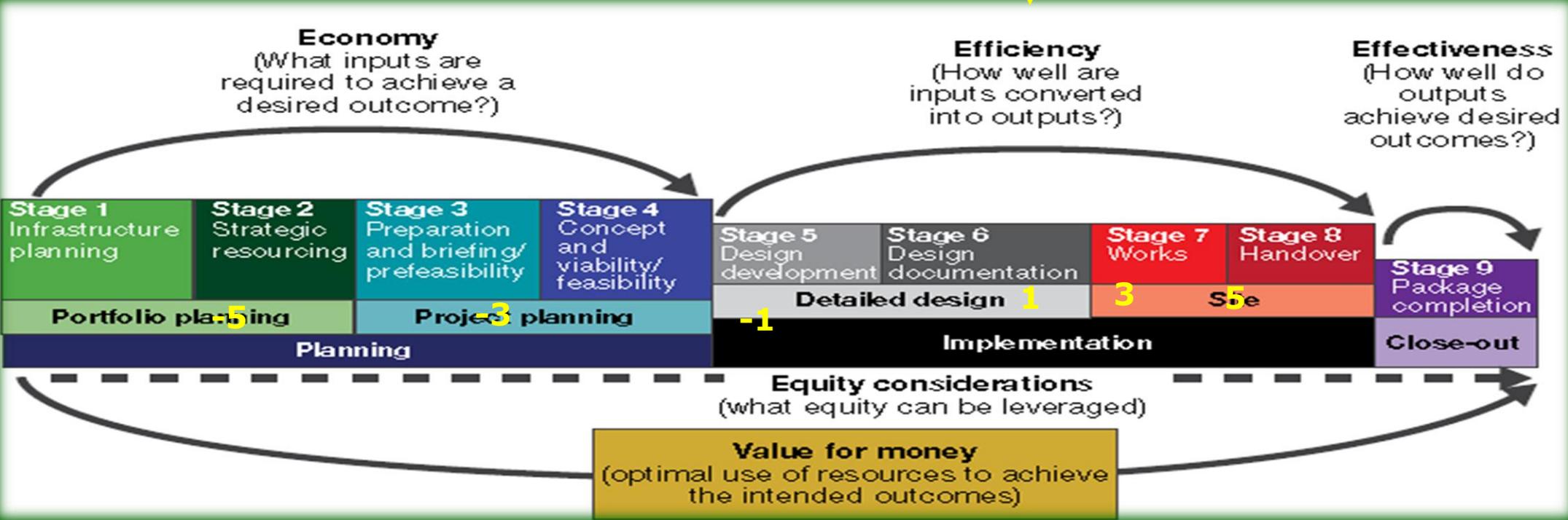
PROJECTS REGISTRATION PROCESS



PILLAR 2: IDMS STAGES



IDMS Project Stage is confirmed together with other supporting key project dates
(Score -5, -3; -1; 1; 3; 5)

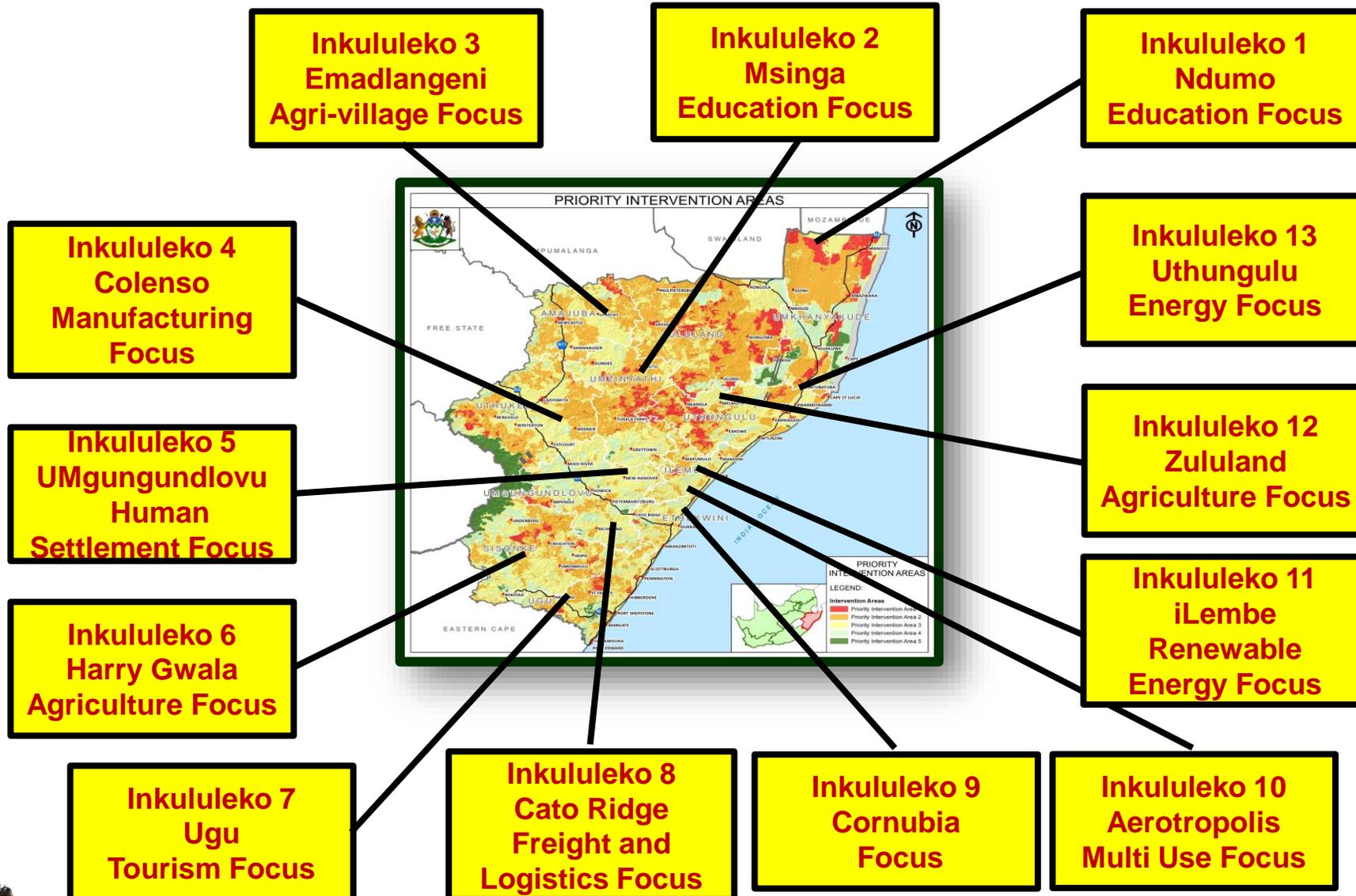


PGDP CATALYTIC PROJECTS: RENEWABLE ENERGY GENERATION- PROJECT PIPELINE

PROJECTS TO BE UNLOCKED	OUTCOMES
SUGAR AND FORESTRY INDUSTRY (Co-generation)	<ul style="list-style-type: none"> - 1500MW - R18 Billion investment - 34 000 jobs
BIOMASS	<ul style="list-style-type: none"> - 16,5 MW Mkhuze - 14 MW Jozini - 2MW Ballito - 6 MW Umgungungdlovu
WIND	<ul style="list-style-type: none"> - Richard's Bay 80MW Plant (R800 million) - Ulundi - 140MW Waaihoek Project (Utrecht)
SOLAR	<ul style="list-style-type: none"> - 10MW Solar Farm Ballito
UMHLATUZE MUNICIPALITY MODEL	<ul style="list-style-type: none"> - 9 Projects - R5 billion - 200MW (Waste to Energy; Biomass; Solar)



POTENTIAL INKULULEKO PROJECTS





premier
Department:
Office Of The Premier
PROVINCE OF KWAZULU-NATAL

INKULULEKO 2



CWAKA NEW TOWN CENTER
MSINGA LOCAL MUNICIPALITY

PRIORITY OCCUPATIONS

PROFESSIONAL OCCUPATIONS:	BASELINE 2017	2030	2030
GISc Practitioners	100	150	850
Landscape Arch.	40	380	110
Surveyors	0	150	1700
Planners	0	700	1100
Chemical Engineers	500	7500	0
Civil Engineers	1000	8000	2500
Electrical Engineers	0	3000	8000
Industrial Engineers	800	4050	0
Mechanical Eng.	3000	11500	0

SCARCE SKILLS LIST : Trades for the SIPs

Priority trades required across ALL SIP (and other)

Occupation	SIP 01	SIP 02	SIP 03	SIP 04	SIP 05	SIP 06	SIP 07	SIP 08	SIP 09	SIP 10	SIP 11	SIP 12	SIP 13	SIP 14	SIP 15	SIP 16	SIP 18
Electrician	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Welder	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓		✓
Boilermaker	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			
Diesel Mechanic	✓	✓	✓	✓	✓		✓				✓				✓		✓
Fitter and Tuner	✓							✓	✓	✓							
Automotive Motor Mechanic	✓	✓	✓	✓	✓		✓				✓				✓		✓
Plumber	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mechanical Fitter	✓							✓	✓	✓							
Bricklayer	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Millwright	✓	✓	✓		✓	✓		✓	✓	✓	✓				✓		
Rigger	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓		✓
Carpenter / Joiner	✓	✓	✓	✓	✓		✓	✓			✓					✓	✓

Phakisa
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War on Leaks
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✓
✓
✓

KZN PRIORITY OCCUPATIONS

TRADE OCCUPATIONS	2017	2024
	Shortfall	Shortfall
Bricklayers	3500	13000
Electricians	-4000	-15000
Millwrights	-500	500
Boilermakers	500	2000
Carpenters	5000	10500
Plumbers	3500	9500
Painters	2000	5500
Plasterers	2000	5500
Welders	1000	3000
Riggers	-1050	-3200
Moulders	140	225
Str. Platers	675	1850
Crane Operators	2930	?
Earthmoving Equip		
Operators	18254	?

PRIORITY OCCUPATIONS FOR STATE CAPACITY

- Financial Management
- Environment Management
- Project and Programme Management
- Procurement and Contract Management
- Supply Chain Managers
- Quality Managers
- Engineering professions (no absolute shortage. Critical in Electrical Engineers)
- Town planners
- Architects
- Quantity Surveyors
- Occupational health and safety management
- **Trade Occupations – Operations and Maintenance**

Step 4

Compare to national demand for the occupation

Steps 4 - 9

Step 5

Check the numbers with occupational experts

Step 6

How many people are working with this occupation now?

Step 7

How many people are in training, now and anticipated in future?

Step 8

How short are we going to be?

Step 9

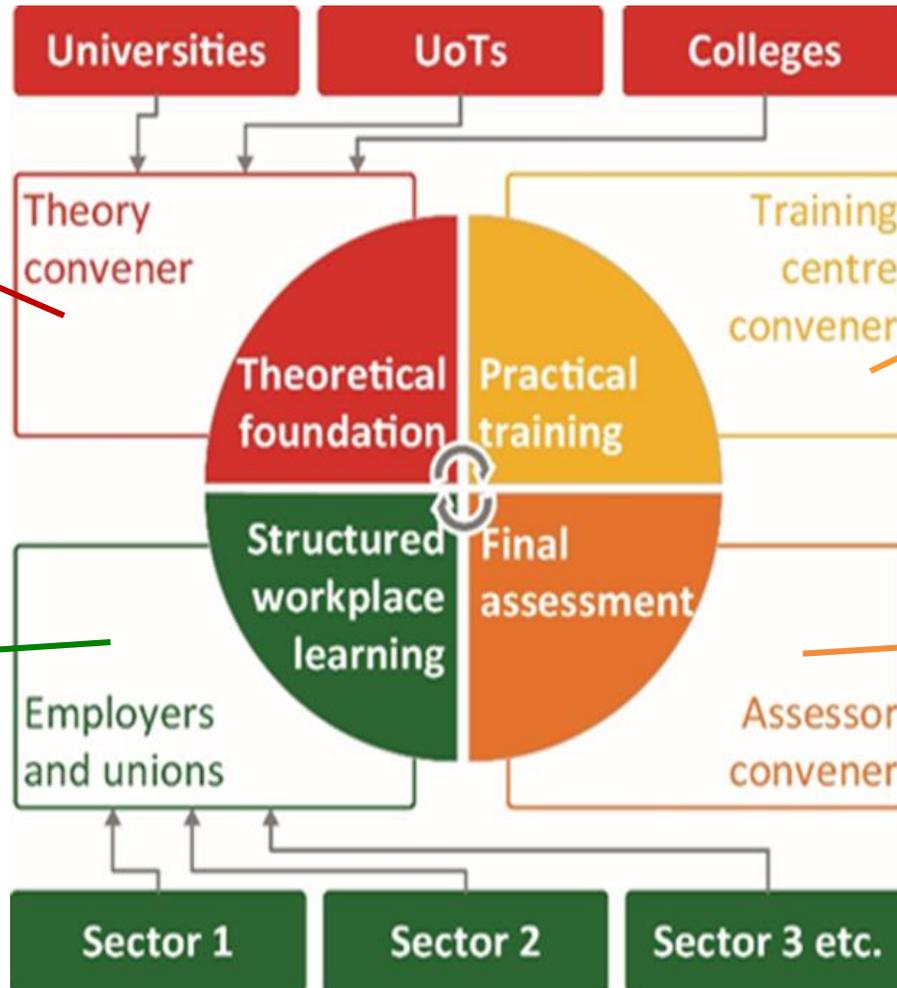
Geographically, where is demand strongest?

“EXPERTS” = Occupational Team

OCCUPATIONAL TEAM CONVENER

NSF funded tender:
Eight in process
Five others to be re-tendered

From QCTO DQP members??



OT convener and appointed members to decide

NAMB / QCTO to nominate per trade (from relevant trade test centres)

SETA	TRADES
SERVICES SETA	Bricklayer; Mechanical Fitter
Construction SETA	Carpenter & Joiner
SASSETA	Welder
E&W SETA	Electrician
MQA	Millwright
CHIETA	Boilermaker; Fitter and Turner
LGSETA	Plumber; Pipe Fitter
MERSETA	Automotive & Diesel Mechanic; Rigger

STEP 6: AVAILABLE SKILLS

► – how many people already have these skills?



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

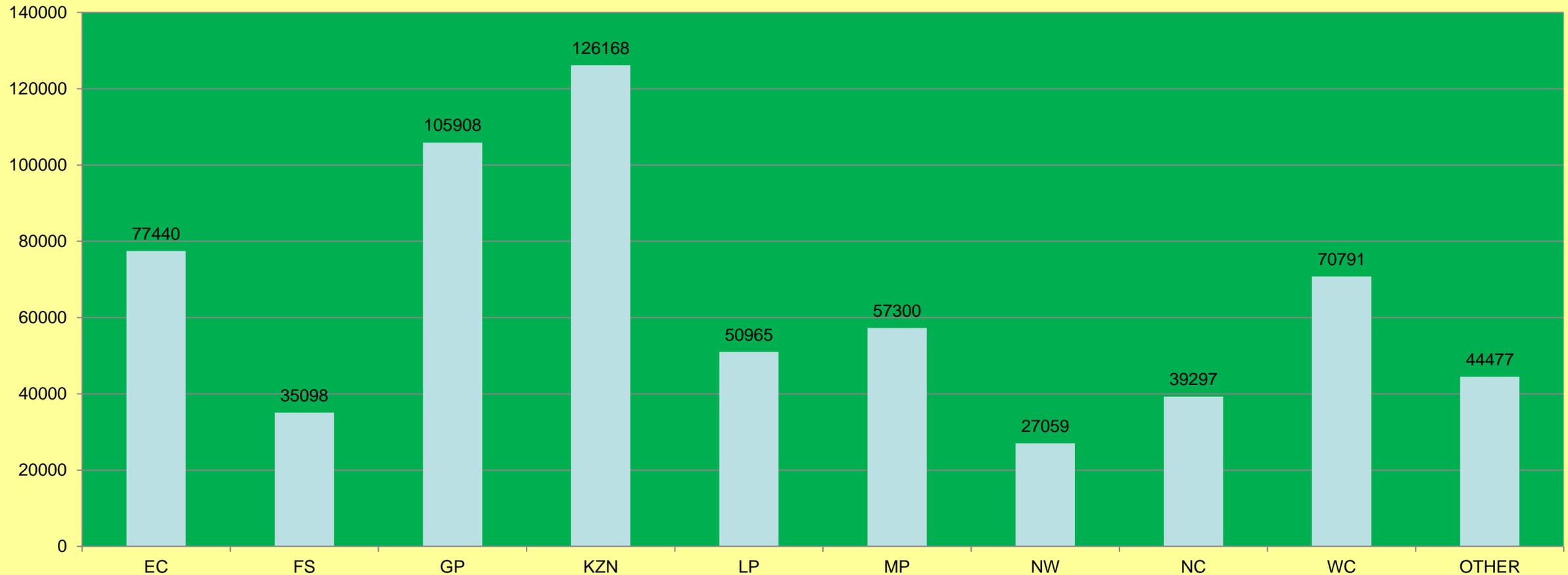
Public Employment Services



- Employment and Placement Opportunity Registration
- Work-seeker Registration
- Career Guidance Services
- Recruitment, Selection and Referral
- Labour Migration Management
- Special Employment Programmes
- Productivity and Competitiveness enhancement
- Private Employment Agencies Registration

STEP 6: SKILLS AVAILABLE

TOTAL NUMBER OF REGISTERED WORK-SEEKERS INTO EMPLOYMENT SERVICES FOR SOUTH AFRICA (ESSA) SYSTEM, 2015/16



Step 10

Train on project sites (cidb Training Standard)

Steps 10 - 16

Step 11

Career development in targeted areas (schools & NCAP)

Step 12

Identify institutions to provide theory and practical

Step 13

What capacity do these institutions need?

Step 14

Secure workplace learning places (SETAs)

Step 15 – resources

Step 16 – Monitoring and evaluation

Purposes of the Centres of Specialisation Programme

1. to address the demand for priority trades needed for the implementation of government's **Strategic Integrated Projects**; and
2. to contribute towards the building of the capacity of its public **Technical and Vocational Education and Training (TVET) College system** to deliver artisanal qualifications with employer partners (as part of the Decade of the Artisan Programme as well).

Priority trades (with OFO codes):

641201	Bricklayer
671101	Electrician
671202	Millwright
651302	Boilermaker
642601	Plumber
653101	Mechanic including automotive mechanic
653306	Diesel mechanic
641501	Carpenter and Joiner
651202	Welder
651501	Rigger
652302	Fitter and turner
653303	Mechanical fitter
642607	Pipe Fitter

Major Phases of Centres of Specialisation Programme

Phase 1

- (i) Policy prescripts
- (ii) a number of TVET colleges selected as Centres of Specialisation, and
- (iii) a detailed implementation plan per CoS selected college developed

Phase 2

- Contractual agreements between implementing parties in place for each selected college.

Phase 3

- the selected Centres of Specialisation will be ready for learner intake using the A21 value chain method

Phase 4

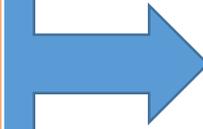
- the number of successfully completed apprenticeships in each of the priority trades developed

Phase One: Policy prescripts in preparation of Implementation Plans at selected TVET colleges

- (i) Policy prescripts

- (ii) a number of TVET colleges selected as Centres of Specialisation

- (iii) a detailed implementation plan per CoS selected college developed



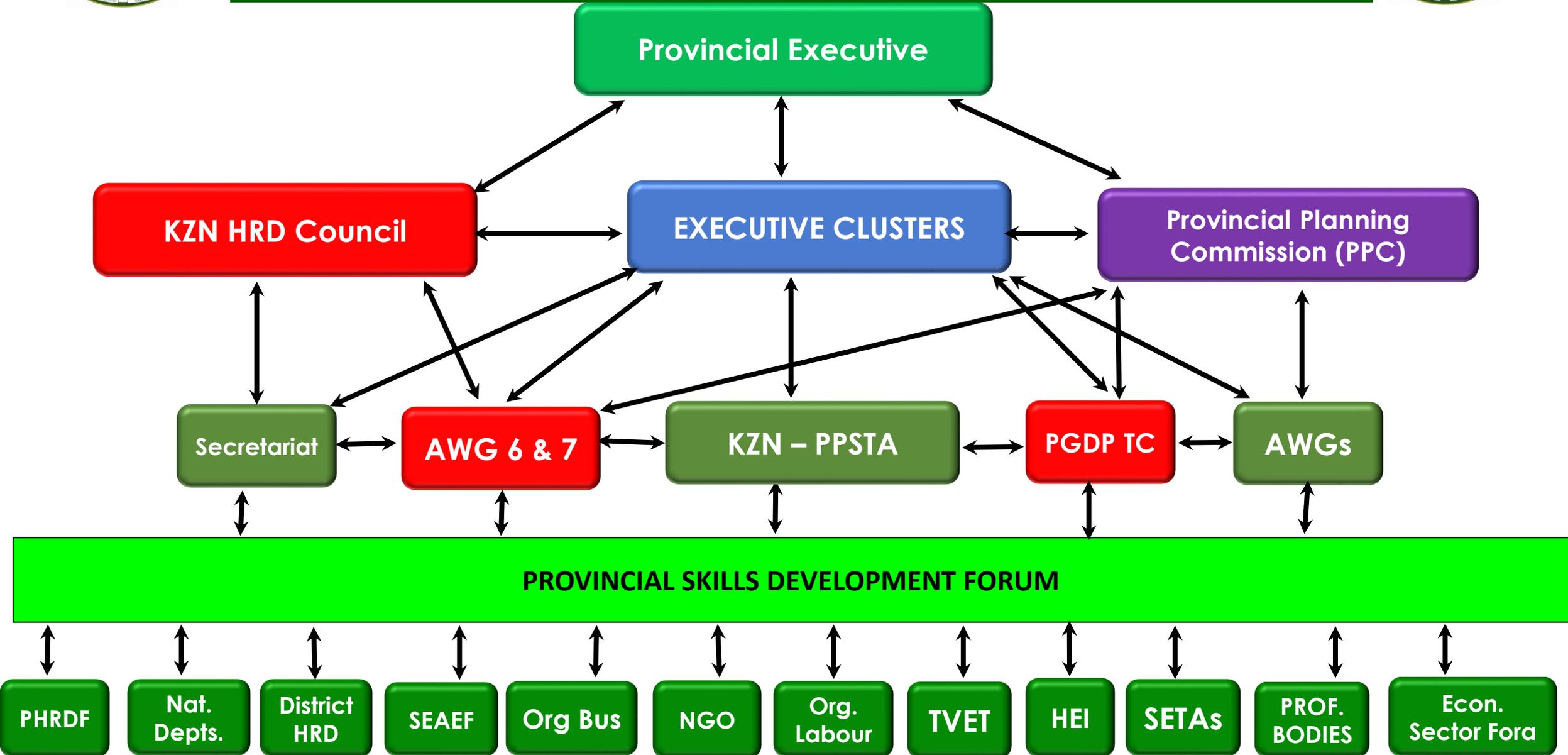
	Title of Workstream
Workstream 1:	Selection & evaluation of Centres of Specialisation (HR Terms and conditions of employment of those teaching and mentoring occupational programmes)
Workstream 2:	Learning and Teaching (qualifications, curriculum, lecturers, teaching and learning materials)
Workstream 3:	Occupational Programme Funding (norms and standards)
Workstream 4:	Employer partnerships for workplace-based learning
Workstream 5:	Equipment and Infrastructure
Workstream 6:	NSF Contracting
Workstream 7:	Monitoring and Evaluation

SKILLS PLANNING CYCLE: TIMING IS THE KEY

- SETAs/TVETs/HEI have a similar planning schedule:
 - ***Input from Special Projects Unit by 31 March (!)***
 - *Employers submit their WSP/Sch. 2 in by 30 April*
 - *SETAs develop 5 yr. SSP and Pivotal lists*
 - *TVETs and HEI develop enrolment plans*
 - *SETAs develop Annual Performance Plan by 30 August*
 - *Final SLA with DHET by 30 October*
 - *Thereafter set funding windows by 30 November*
 - *Distribute grants thereafter.*
- **So demand-side information is needed (ideally) by end March each year [31 MARCH 2017]**

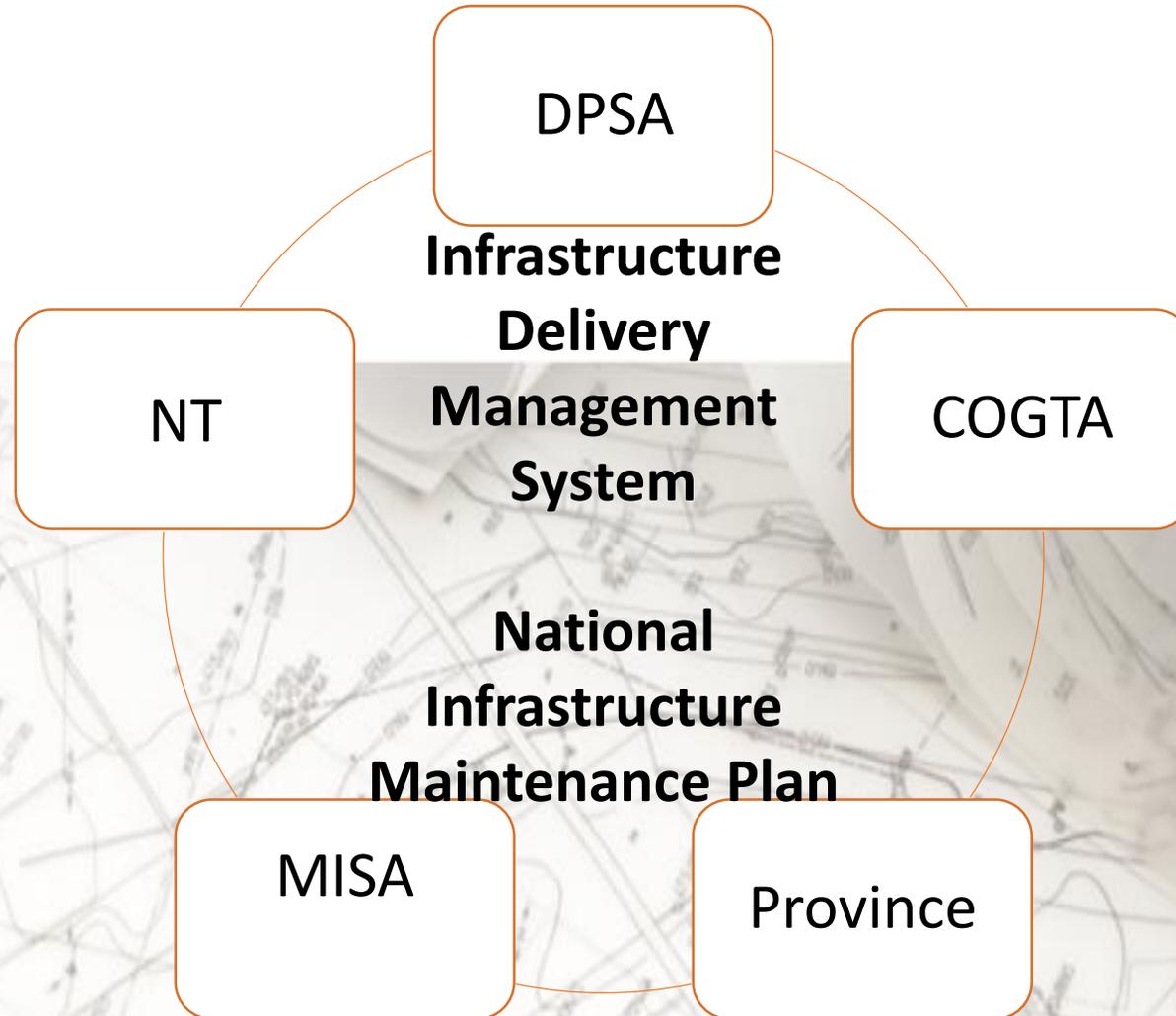


HRD INSTITUTIONAL FRAMEWORK 2015 - 2020



Steps 17 - 20

Building the capacity of the state



PRIORITY OCCUPATIONS FOR CAPACITY OF STATE

- Financial Management
- Environment Management
- Project and Programme Management
- Procurement and Contract Management
- Supply Chain Managers
- Quality Managers
- Engineering professions (no absolute shortage. Critical in Electrical Engineers)
- Town planners
- Architects
- Quantity Surveyors
- Occupational health and safety management

Provincial Sip Skills Steering Committee

Membership

1. Chairperson (Province)
2. Steps 1-3 Province planning office reps
3. Step 6 STATSA / DOL
4. Step 10 cidb
5. Step 11 DBE and career development
6. Steps on supply side – DHET reps
7. Steps 17 – 20 DPSA/COGTA/MISA/NT
8. Step 21 Project manager

Support staff: IT; communications, secretariat

Functions

1. Prepare a plan
2. Determine priority occupations
3. Engage with providers to address gaps (colleges, universities, SETAs etc.)
4. Set targets
5. Unblock challenges
6. Employer campaigns for workplace learning (with SETAs)



PROVINCE OF KWAZULU-NATAL
ISIFUNDAZWE SAKWAZULU-NATALI

So what are the Top Strategic Priorities then?

School

Theory

Practical

Workplace

Assessment

Expertise

- **Extend analysis to other Sectors - Project Lists**
- **Develop a provincial HRD planning system**
- **Skills Audit for the Province - Skills gaps**
- **Future forecasting - Meeting the demand**
- **Project analysis per district & sector**
- **Action Plan with Time Lines & targets**
- **Skills retention policy and programme**
- **Enhance bursary programme on priority skills**
- **Roles/Functions of stakeholders**

THANK YOU