

TRANSPORT EDUCATION & TRAINING AUTHORITY (TETA) - Maritime Chamber

RON FABEL

Executive Officer, Maritime Chamber

“It’s time to explore new frontiers...”

On behalf of the Transport Education and Training Authority, thank you for inviting me to share some of what the combined efforts of the Maritime Industry enterprises have achieved over the past 2 years.

May I first position the Transport Education & Training Authority (usually known as the TETA)?

You know of the Government’s commitment to promote active labour market policies. They are well demonstrated in the Skills Development Act, 1998 and the Skills Development Levies Act 1999. These two pieces of legislation introduced new institutions, programmes and funding policies designed to increase investment in skills development.

In April 1999 the National Skills Authority was established and in March 2000, 25 Sector Education and Training Authorities (SETAs) came into being. The TETA is one such Sector Education and Training Authority. From April 2000 a pay roll levy was introduced to fund the new skills development implementation framework and to provide grants to encourage employers to invest in the training and development of their staff.

It is worth noting that the Fishing Industry operates a supplementary skills levy system for smaller enterprises to ensure that all fishing enterprises, without exception, can participate in the National Skills Development Strategy. I will be telling you of a project launched recently to do just that.

The VISION of the National Skills Development Strategy may be summed up as

Skills for productive citizenship for all

It is underpinned by six guiding principles:

- lifelong learning
- the promotion of equity
- demand-led
- flexibility and decentralisation
- partnership and cooperation
- efficiency and effectiveness

The National Skills Development Strategy’s MISSION STATEMENT is

To equip South Africans with the skills to succeed in the global market and to offer opportunities to individuals and communities for self-advancement to enable them to play a productive role in society.

To sum up. The TETA is the governing body, established in terms of the Skills Development Act, that enterprises within the Transport Industry use as the vehicle to channel the funds that you contribute to the National Skills Fund to promote education training and development within the transport industry.

I represent the Maritime Chamber, one 8 Chambers that operate within the TETA. The others are: Road Passenger, Road Freight, Taxi, Rail, Aerospace, Freight Handling and Forwarding & Clearing.

I do not intend to dwell on the structures that are used to ensure best use of the considerable funding that is available. Should you wish to obtain further information regarding these structural arrangements may I suggest that you obtain a copy of the paper presented by my colleague, Herschel Maasdorp, during the “Capacity Building and Technology Transfer” session this morning.

When we refer to the Maritime Industry within the Chamber context we include the Merchant Marine and the Fishing Industries in their broadest sense and the related land based back up services. Note too that the South African Maritime Safety Authority (SAMSA) and the South African Navy are most important partners in our endeavours.

Let us take a quick look at the TETA’s vision, Mission and Driving Force as determined by the enterprises that we serve.

- VISION -to develop and improve skills in the transport sector
- MISSION - to facilitate a framework of learning through a delivery system that enhances the level of skills in the workplace and transport sector
- DRIVING FORCE to provide the best quality service and maximise value for all stakeholders

Good news is that, of the levy income available to participating enterprises in the form of grants, 70% (R1.1 mill) was distributed in the year 2000/2001. We expect to distribute over 90% (R8.2 mill) in the current financial year.

Funds not distributed (unclaimed) have been used to fund special projects, provided they fall both within National Strategic priorities and the priorities of the TETA. The prime example of the demand led use of such funds is that of the Maritime Chamber’s Small Boat Owners (Fishing) and Youth Marine Projects.

The Small Boat Owners (Fishing) project is the focus of one of the two TETA Small, Medium and Micro Enterprise (SMME) that are the recipients of an exceptional award of R72 million (spread over 3 years) made to the TETA.

You will find detailed information regarding the motivation for the award in the booklet handed to you entitled

It’s time to explore new frontiers...

*of knowledge
of skills
of competence*

Lack of knowledge, skill and competence is a major contributor to the level of fatalities off our coastlines.

It was natural then that TETA became involved in formulating a sustainable solution to this challenge.

The countdown

Through the research and in depth analysis conducted last year the Maritime Chamber came up with an answer in the form of an ambitious skills development project that sets out to provide 1 750 learners in the fishing industry with essential skills for increase sustainability, life enhancement and effective business management.

Funded by the National Skills Fund, the Maritime Chamber's small, medium and micro enterprise (SMME) capacity and support programme aims to enhance competitiveness and professionalism in the small boat fishing industry.

Essentially, this means that small fishing boat owners can look forward to a better quality of life and, hopefully, a longer life.

The Mission

In the spirit of the award from the National Skills Fund, the programme addresses a national skills priority – **“Stimulating and supporting skills development in small businesses”*

It aims to:

- Develop demand-led learnerships and skills programs for SMMEs
- Increase SMME participation in skills development
- Increase the number of workplace skills plan (WSP) submissions from SMMEs
- Increase levy disbursements to SMMEs
- Include SMMEs in the transport qualifications matrix
- Ensure transport sector qualifications and unit standards meet the needs of SMMEs
- Further the concept of public/private partnerships to enhance national growth sector initiatives for SMMEs

“By March 2005, at least 20% of new and existing registered small businesses to be supported in skills development initiatives and the impact of such support to be measured” National Skills Strategy success indicator 3.

The Journey

Despite pressure to commit available funds, the enterprises that represent our levy payers (represented by many of you here today) decided that before committing ourselves to any project, thorough research was necessary. This to establish the real training needs of the industry. As a result, the launch of our project was delayed somewhat, but we are convinced that we have chosen the right 'course'.

The Small Boat Owners (Fishing) Pilot Project is aimed at the owners of small boats in the fishing and port industries. Pilot target areas are Cape Town, Durban, Port Elizabeth and Saldanha. The project involves training in subjects such as literacy, maritime competencies, life skills, fishing legislation, business management and sustainable harvesting.

The Youth Marine component is aimed to equip youth for maritime career opportunities. Training includes subjects such as maritime competencies, life skills, maritime legislation, business management and bridging courses in science and mathematics.

'Information Technology for Sustainable Development' (ITSD), the consultants who conducted our Strategic Needs Analysis and developed the model that is being implemented, will provide the necessary infrastructure support.

The model is community based to ensure sustainable development.

In each region, Community Coordinators have been contracted to:

- identify training needs; select appropriate learners; co ordinate all education, training and development activities; manage the implementation and to ensure the quality of the training provided.

Rooted in the communities that they will serve, they are crucial to the success of the project.

A 'Detailed Regional Training Plan', including competencies to be taught was required from each Community Coordinator. The compilation of this plan, in compliance to the Chamber's strict criteria, was a prerequisite for the payment of the first disbursements to Community Coordinators.

Training Providers from within the communities have been contracted to provide training in the competencies identified in the Strategic Needs Analysis and training has already commenced.

In awarding and developing the 24 contracts that are required, all TETA due processes, including approval by your representatives on the Chamber Mancom, were strictly complied with. The responsibility that rests upon the Chamber Mancom iro of the capacity building of providers and the close management and monitoring of this most important project should not be underestimated.

To ensure that successful learners qualify for a registered qualification, the Fishing Qualifications Framework has been developed. It will be registered on the National Qualifications Framework (NQF) via the S A Qualifications Authority (SAQA).

The above developments would have been illegitimate without the pro active support and participation of the S A Maritime Safety Authority (SAMSA) whose input has been invaluable. A SAMSA/TETA memorandum of understanding will be signed shortly. SAMSA was awarded a Discretionary Grant by the Chamber to support the Marine Surveyor Cadet Scheme and we plan to further partner with SAMSA in future.

The launch

On 11.06 2002 over 300 guests, mainly fishers and learners, gathered at the Kalk Bay Fishing Harbour, close to Cape Town, to celebrate the launch of the project.

In the absence of the Minister of Transport, who was called away at short notice on urgent government business, Prof Rwelamira, the Director General of the Department of Transport officiated.

Among the important messages that were conveyed was that from the larger fishing pioneering companies who urged that the project include the opportunity to cement and further grow the partnerships that are already in place with SMMEs.

May I emphasise that this project is currently in its first phase – that of a "pilot" project. Many essential lessons are being learned. These will be implemented during the second phase of the project. Some lessons, of course, are generic to any project of this nature and will be invaluable to future TETA projects – for example - those within the taxi industry.

It is also appropriate to mention the proposed South African Netherlands Transport Forum's project "Safety in the South African Fishing Industry"

The Chamber received firm details of this proposal from the Shipping and Transport College (STC) of the Netherlands recently.

It envisages a partnership between TETA (Maritime Chamber), SAMSA and the Shipping Transport College. This project will complement the objectives of the Small Boat Owners pilot project by focussing on the maritime knowledge that is required, inclusive of the larger commercial fishing companies.

The Chamber is now progressing the details of the proposal with the STC with a view to enhancing the objectives of the Small Boat Owners project.

In closing may I emphasise that, without the partnerships that have developed within the Maritime Chamber and participating enterprises, all our best efforts will come to nought. I invite you to become an active partner in this and the other projects within your Maritime Chamber.