



TETA OVERVIEW

2003

Who we are



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

What we do



- Established by the Skills Development Act
- Promotes education, training and development in the *transport sector*
- Eight chambers:

- Maritime

- Road passenger

- Road Freight

- Taxi

- Rail

- Aerospace

- Freight Handling

- Forwarding & Clearing



Strategic Goals



- Create a sustainable culture of life-long learning
- Conduct training needs audits to identify skills shortages
- Ensure implementation of the sector skills plan
- Conduct quality assurance and establish learner achievement recognition systems
- Empower target groups for employability and / or entrepreneurship (small, medium and micro enterprises)
- Measure and report on the effects of education training and development interventions

Key Result Areas



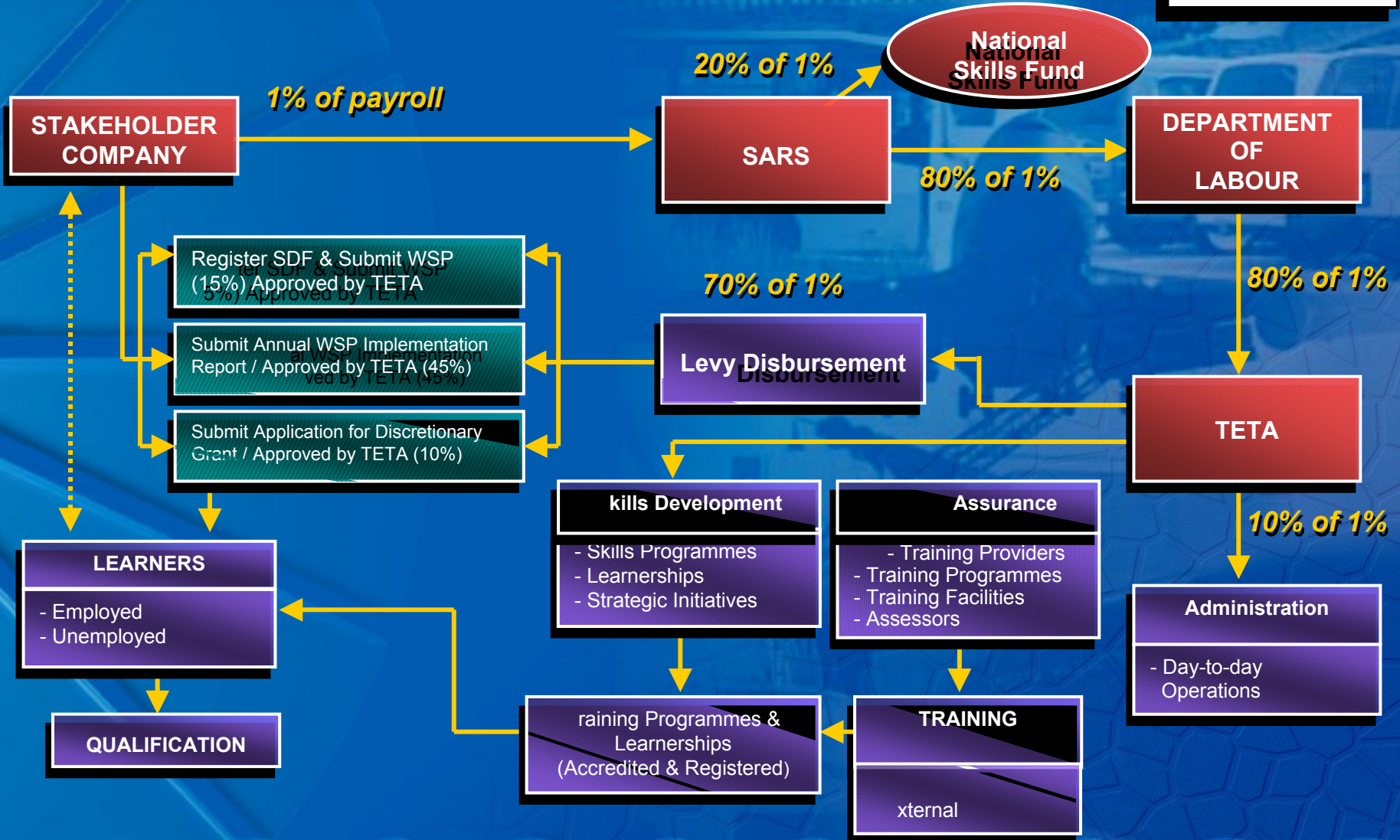
- Development and implementation of the sector skills plan
- Construction and implementation of learnerships
- Approval of Workplace Skills Plans (WSP)
- Levy collection and disbursement of grants
- Monitoring of Education, Training and Development (ETD) activities in the transport sector
- Quality assurance of education and training

Key Result Areas



- Liaison and networking with:
 - National Skills Authority
 - Department of Labour
 - Department of Transport
 - Providers
 - Other SETA's
 - Other government departments
 - SMME's
 - Employment services
 - South African Revenue Service
 - Organised employee and employer bodies
 - International Partnership
- Informing standards generation and qualifications registration
- Reporting on TETA operations
- Bench mark against International Standards

Skills Development System



Existing Scenario



- Currently, there are 404 learnerships registered with the Department of Labour:
 - Originated by the 25 SETA's
- Today, 24 000 learners are involved in learnerships:
 - 4000 of whom are unemployed
- The Minister of Labour has set a target that 50 000 unemployed people should be involved in learnerships by 2005

Sounds impossible . . . or is it?

The Problem



Not a lack of learners . . . but

- Lack of available workplaces (employers) to train the unemployed
- Lack of accredited service providers
- Lack of funds

The Solution



- Commitment from industry (employers) to make their workplaces available for learnership training
- Increased number of accredited service providers
- Approved funding from SETA's and the Department of Labour

About Learnerships



- **Learnerships are:** educational programmes that combine workplace experience with structured learning (ie. theory and practice) that lead to a nationally-recognised qualification
- **Workplace experience:** is attained by learners working for employers for the duration of their learnerships
- Employers receive incentives for training:
 - Learnerships are subsidised by relevant SETA's
 - Some learnerships are funded by the National Skills Fund (NSF)

Why We Need Learnerships



- The programmes are outcomes-based and learners are productive
- In the workplace, learners receive hands-on experience and practical know-how, thereby upgrading skills whilst exposed to a vocational environment
- Learners apply theory
- Literacy and numeracy levels are improved

Why We Need Learnerships



- Skills in computers, problem-solving, communication and life management are acquired
- Learners are assessed at key stages to determine their progress in performing tasks for which they are trained
- Nationally-recognised qualifications
- Limited loss of income due to full-time study commitments
- Learnerships make learners more employable in their respective industries

Learnership Benefits



- Significant **tax incentives** are offered for learners who **successfully complete** workplace training:
 - For every learner already employed by a company, that company is eligible for **R42 500 tax rebate**
 - For every unemployed person recruited by a company to complete a learnership, that company is eligible for a **R50 000 tax rebate**
- A qualified workforce increases productivity and global competitiveness
- A skilled pool of employable labour contributes to improved investor confidence and economic growth

Registered Learnerships



- Q26000121 NQF 3 Freight Handling Specialist
- Q26001115 NQF 5 Freight Handling Logistics
- Q26001218 NQF 3 Professional Driving:
Commuter/Coach/Freight Services
- Q26000921 NQF 3 National Certificate in Professional Driving
- Q260008321353 NQF 3 National Certificate in Freight Forwarding
- Q26001300360 NQF 6 Engineering Technician
- Draft Registration: Transport Management
- Draft Registration: Technical Transport Management
- Draft Registration: National Certificate in Train Driving

Pending Registration Status



- Aircraft Mechanic Learnership (unit standards in place)

- NQF 1 Fishing Learnership (unit standards in place)

- NQF 2 Fishing Learnership (in development)

- NQF 3 Fishing Learnership (in development)

- NQF 5 National Diploma Air Traffic Services (in development)

- NQF 5 Air Traffic Navigation Qualification (in development)

Pending Registration Status



- Aircraft Maintenance Qualification (unit standards in place)
- Aerospace Non-destructive Testing Qualification (in development)
- Aerospace Composite Structures (unit standards in place)
- Rail Operations Qualification (unit standards in place)
- Rail Coach Building Qualification (unit standards in place)
- Rail Signalling Qualification (unit standards in place)
- Contact Centre Management (awaiting feedback from the South African Qualifications Authority)

Getting Involved - Learners



- Identify the SETA where the job-type is located
- Enquire if there is a need for the desired job
- Find out as much information as possible about the learnership available
- Ask about the application criteria for the learnership:
eg. Does it require higher grade maths or science?
- If unemployed, register with the Department of Labour's learner support services
- Alternatively, submit your questions to the relevant SETA

Getting Involved - Employers



- All registered levy payers (Skills Dev. Levy) qualify for discretionary grants:
 - The development and approval of a WSP is not a pre-requisite for learnership participation
- Determine organisational skills requirements
- Identify the SETA where the job-type is located
- Find out as much information as possible about the learnerships available
- Submit your application to the relevant SETA

For Further Information



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www.labour.gov



The End

CURRICULUM VITAE - DR PIET BOTHMA

Profile

- After being selected as apprentice of the year Dr Bothma qualified as an Instrument Technician during 1981.
- During 1983 he started a career in Vocational Education, Training and Development where he was also appointed as National Examiner for Engineering Programmes and Courses. He evaluated students at National Technical Certificate Levels 5 and 6 for a period of 13 years. He is an author of various textbooks and correspondence courses for Technical Colleges. Piet is actively involved with Educational, Training and Development Forums at Local, Provincial and National level.
- Dr Bothma completed his National Technical Diploma in 1983. A second National Technical Diploma in 1988 and during the course of the same year he completed a National Education Diploma. He continued to complete a B.Ed. Degree in Education, Training and Development Management in 1992 and passed the M.Ed. Degree (cum laude) in 1994 on which he was selected as Top Achiever for the Faculty of Education of the Rand Afrikaanse University. The focus of the M.Ed. study was to integrate Education, Training and Development. In November 1996 he completed a D.Ed. degree. The focus of his D.Ed. Thesis was to develop alternative routes for skills training. He evaluated nine different countries' Education, Training and Development Systems and fourteen countries Incubation Systems for Business Development. One of the alternative routes that were developed in this research was the Technopreneur Training Programme, integrating Education, Training and Development with economic growth (Business Development).
- Ntsika Enterprise Promotion Agency employed Dr Bothma as General Manager Operations. The objective of Ntsika is to create sustainable enterprises through access to technology and appropriate skills transfer, growing the economy through job creation.
- Dr Bothma represents Ntsika on various Boards of Directors; Steering Committees; Advisory Committees; Education, Training and Development Forums and Standard Generating bodies.
- He is a specialist in Project Planning, Project Management, Programme Development, Strategic Management and Business Development Strategies.
- Dr Bothma was employed as the Chief Executive Officer of the Transport Education and Training Authority (TETA) with Effect 1 July 2000.