

T . E . T . A



TRANSPORT EDUCATION  
TRAINING AUTHORITY



# **UNLEASHING WORLD COMPETITIVENESS**

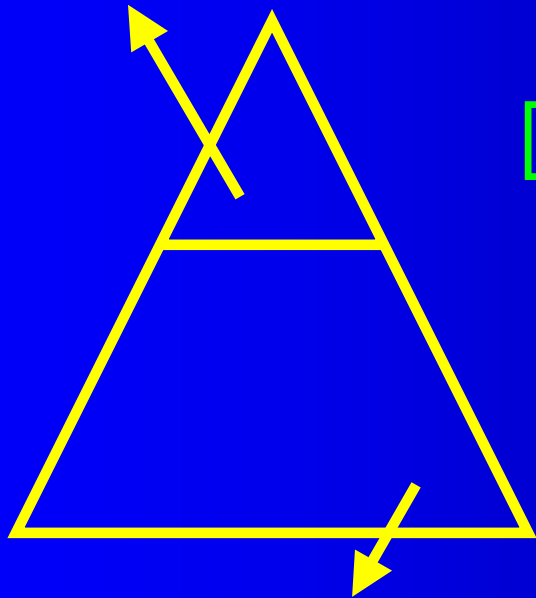
**THE TRANSPORT EDUCATION  
AND TRAINING AUTHORITY  
AND ITS STAKEHOLDERS –  
WINNING PARTNERSHIPS**

# OVERVIEW

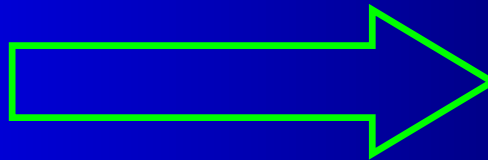
- ➔ **Investing in intellectual capital – some thoughts.**
- ➔ **National Skills Development Strategy.**
- ➔ **The Transport SETA, what we offer, how we offer it.**
- ➔ **Education, Training Quality Assurance function.**
- ➔ **The TETA Structure and Scope of Coverage**

# THE NEW MORAL CONTRACT – A ROLE RESPONSIBILITY REVERSAL

**TOP MANAGEMENT :**  
**COMPETITIVENESS & JOB SECURITY**



**EMPLOYEES:**  
**IMPLEMENTATION OF STRATEGY :**  
**LOYALTY & OBEDIENCE**



**COMPETITIVENESS  
& OWN LEARNING**



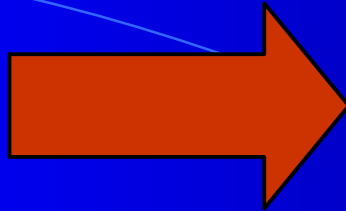
**SUPPORT OF  
ENTREPRENEURIAL  
INITIATIVES – ASSURE  
EMPLOYABILITY**

# Former ITBs in the Transport Sector

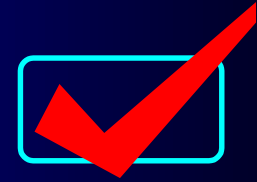
- **Aerospace ITB**
- **Maritime ITB**
- **Road Passenger ITB**
- **Road Freight ITB**
- **Transnet Training Board**

**Operating independantly**

**THEN**



**NOW**



**NO NATIONAL STANDARDS**

**VARYING QUALITY**

**FOCUS ON INPUTS**

**LEARNER RANKING**

**AD-HOC REPORTING**

**EXAMINATIONS**

**INSTITUTION-CENTRED**

**ONE CHANCE EDUCATION**

**NO RECOGNITION OF PRIOR  
LEARNING**

**ACADEMIC OR VOCATIONAL  
STREAMING**

**REGISTERED NATIONAL STANDARDS**

**NATIONAL QUALITY MANAGEMENT**

**FOCUS ON OUTPUTS**

**ASSESSMENT AGAINST  
STANDARDS**

**NATIONAL RECORD OF LEARNING**

**CONTEXTUAL ASSESSMENT**

**LEARNER - CENTRED**

**LIFELONG LEARNING**

**RECOGNITION OF PRIOR LEARNING**

**MULTIPLE LEARNING PATHWAYS**

# Skills Strategy for the NATION



# National Skills Development Strategy Objectives

- Skills to promote Quality Lifelong Learning
- Skills to promote formal sector growth
- Skills to promote SMME sector
- Skills to promote development sector
- Skills to support access to LM by the young

EQUITY TO BE INCORPORATED IN ALL

# OUR VISION

To develop and  
improve skills in the  
Transport Sector.

# OUR MISSION

TETA facilitates a framework of learning through a delivery system that enhances the level of skills in the Transport Sector workplace.

# Skills Development Strategy Enhance Competitiveness in the Transport Sector

## **Sector Growth Strategy**

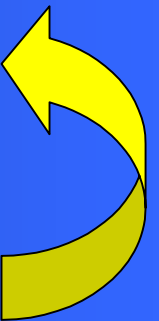
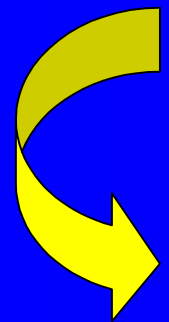
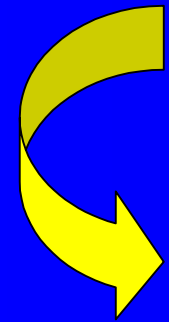
Including industry policy, SME development and social development initiatives linked to sector

## **Sector Skills Strategy**

Supports sector growth strategy and is responsive to Workplace Skills Strategies

## **Workplace Skills Plan**

Supports workplace growth strategy and is responsive to Sector Skills priorities



# STRATEGIC GOALS

- **Creation of culture of lifelong learning**
- **Skills shortages → training needs audit**
- **Quality assurance & learner achievement recognition systems**
- **Empowerment of target groups into employment / entrepreneurship**
- **Measure/ report on effects of ETD interventions**

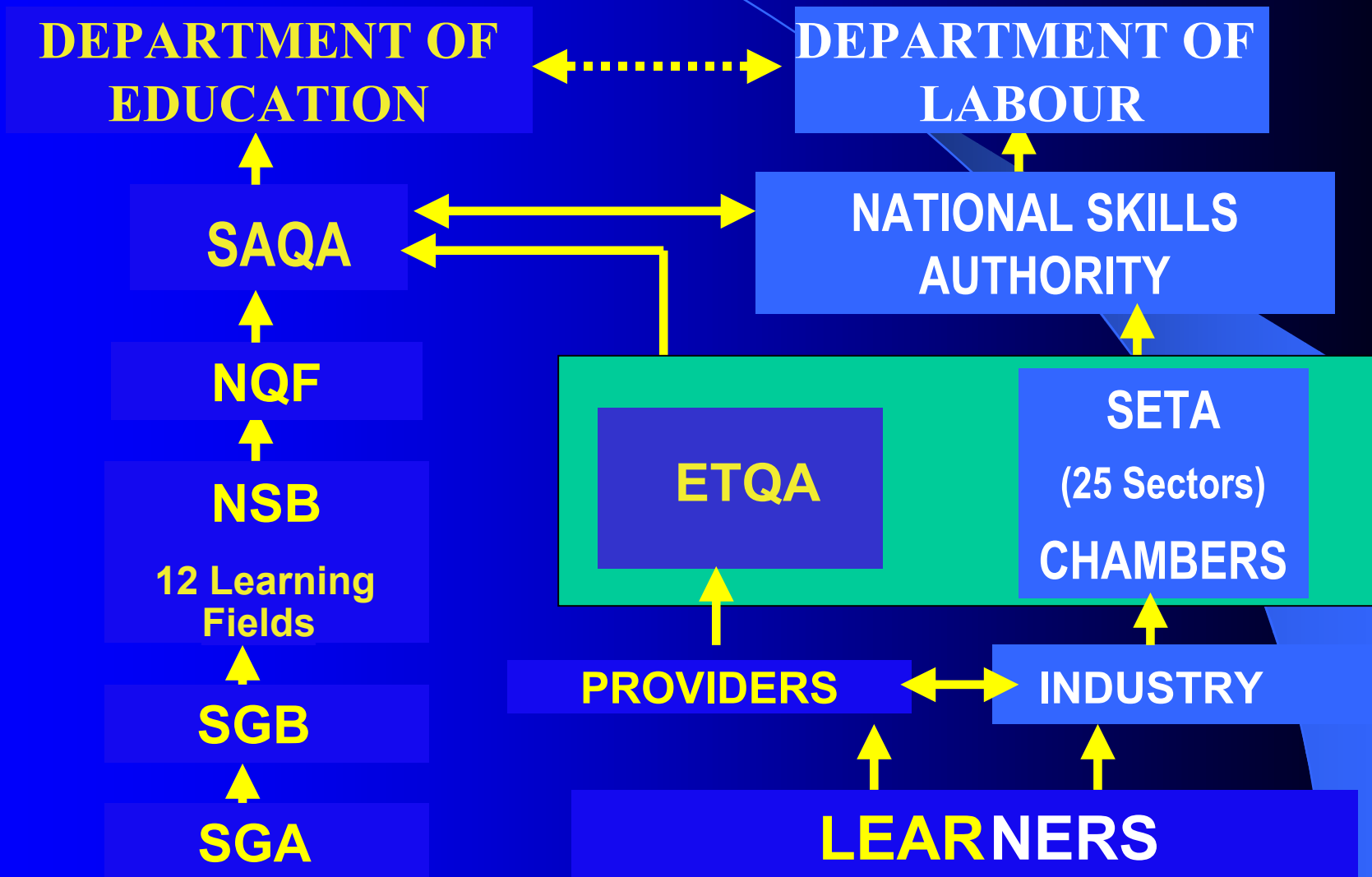
# KEY PERFORMANCE AREAS

- Grant disbursements
- Learnership implementation
- Organisation support → SDF'S, WSP'S
- Inform standards & qualifications
- Quality assurance
- Provider accreditation
- SSP/ WSP implementation

# ETQA functions of TETA

1. Accredite providers
2. Promote quality amongst constituent providers
3. Monitor provision
4. Evaluate assessment and facilitate moderation among providers
5. Register assessors
6. Certificate learners
7. Co-operate with relevant moderating bodies
8. Recommend new standards and qualifications to NSBs or SGBs (and recommend establishment of SGB where required)
9. Maintain a data base of learners and accredited providers
10. Submit reports to SAQA

# SAQA, NQF & SETA'S



**INTRODUCING...**

**THE TETA  
STRUCTURE**

**&**

**STRATEGY**

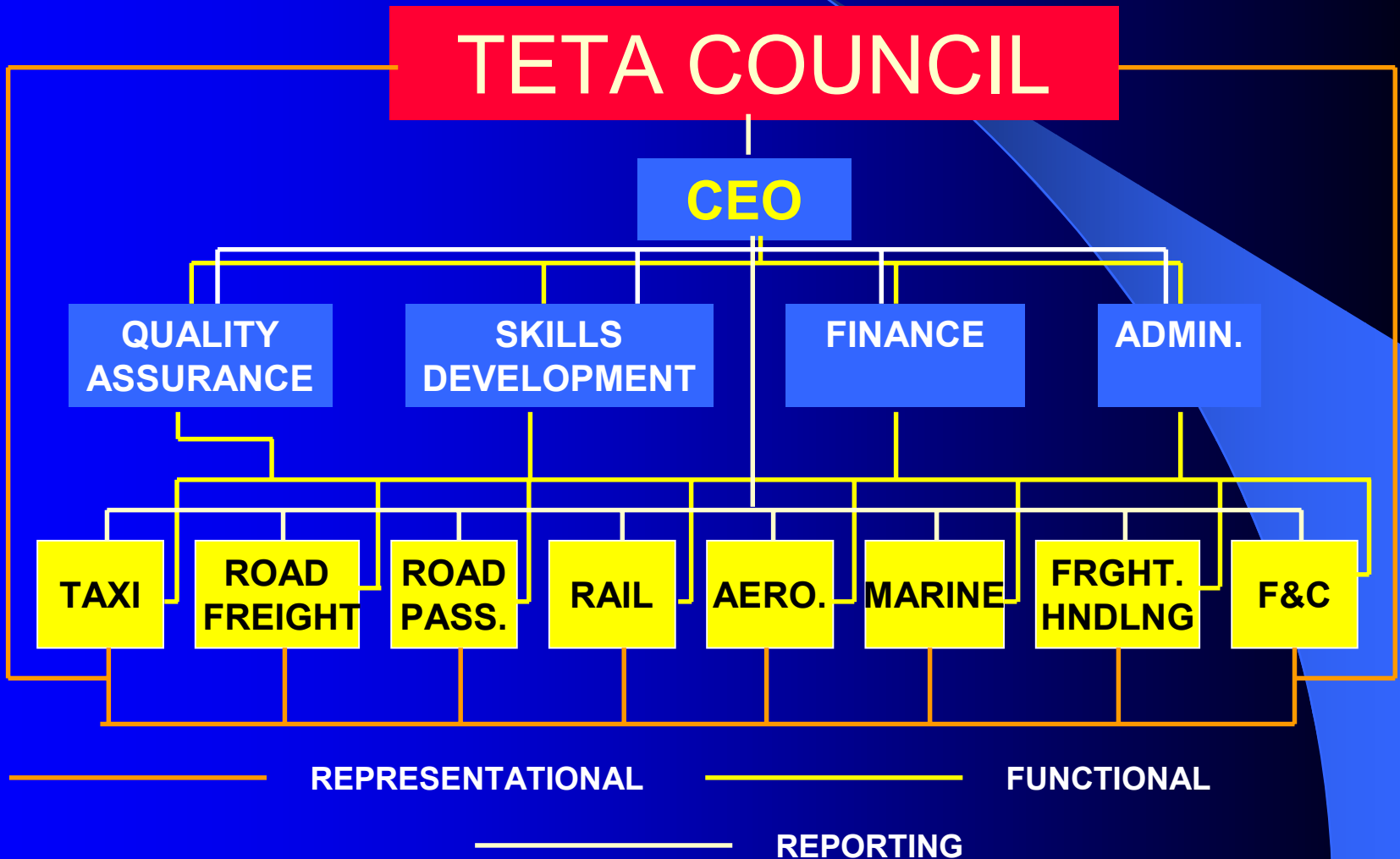
**2001 / 2002**

# Scope of Coverage: Based on existing Standard Industry Codes in TETA

- This Sector employs approximately 260 000 people.

- Ocean and Coastal Fishing
- Railway Commuter Services
- Other Land Transport
- School Busses
- Taxi's
- \* Freight Transport by Road
- \* Freight Forwarding & Clearing
- Transport via Pipelines
- Water Transport
- Coastal Shipping
- \* Ocean Shipping
- \* Urban, Suburban & Inter-urban Bus and Coach Passenger Lines
- \* Inland Water Transport
- \* Air Transport
- \* Civil Aviation
- \* Manufacture of Aircraft
- \* Supporting and Auxiliary Activities Air Transport
- \* Cargo Handling
- \* Storage and Warehousing
- \* Waste Management
- \* Operation of Airports, Flying Fields & Air Navigation Facilities

# TETA STRUCTURE



# SIZE AND NUMBER PROFILE

Organisation size profile	Number of organisations	Employee Numbers
Less than 100	5 600	100 000
100 – 500	64	25 000
500 – 1000	12	25 000
1000 – 5000	7	20 000
5000 – 10 000	2	40 000
Greater than 10 000	1	50 000
Taxi Industry	Estimated at 150 000 operators	250 000
<b>TOTAL</b>		<b>510 000</b>

# Standard Occupational Categories – Transport SETA

OCCUPATIONAL CATEGORIES	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL
Legislators, Senior Officials and Managers	724	666	607	6 236	8 233
Professionals	1 083	383	203	3 311	4 980
Technicians and Associate Professionals	3 749	2 861	884	10 703	18 197
Clerks	10 469	5 351	4 625	18 167	38 612
Service and Sales workers	14 090	3 346	1 304	14 932	33 672
Skilled agricultural and fishery workers	928	4 573	4	39	5 544
Craft and related trade workers	14 637	4 166	530	10 305	29 638
Plant and machine operators and assemblers	28 083	10 880	3 601	10 046	52 610
Elementary occupations	43 698	19 220	884	3 669	67 471
<b>TOTAL PERMANENT</b>	<b>117 461</b>	<b>51 446</b>	<b>12642</b>	<b>77 408</b>	<b>258 957</b>

➤ HIV ➤ Disabled

# Education and Qualification Profile

<b>NQF BAND AND LEVEL</b>		<b>AFRICAN</b>	<b>COLOURED</b>	<b>INDIAN</b>	<b>WHITE</b>	<b>TOTAL</b>
<b>Higher Education &amp; Research</b>	<b>8</b>	<b>16 025</b>	<b>9 261</b>	<b>6 319</b>	<b>38 417</b>	<b>70 022</b>
	<b>7</b>					
	<b>6</b>					
	<b>5</b>					
<b>Further Education &amp; Training</b>	<b>4</b>	<b>57 738</b>	<b>22 965</b>	<b>5 439</b>	<b>35 322</b>	<b>121 464</b>
	<b>3</b>					
	<b>2</b>					
<b>General Education &amp; Training G9 Below GETC</b>	<b>1</b>	<b>43 698</b>	<b>19 220</b>	<b>884</b>	<b>3 669</b>	<b>67 471</b>
	<b>0</b>					
<b>TOTAL</b>		<b>117 461</b>	<b>51 446</b>	<b>12 642</b>	<b>77 408</b>	<b>258 957</b>

# Education and Qualification Profile of the Workforce

<b>SMME Categorisation *</b>	<b>Number SMME's</b>	<b>Employee Numbers</b>
<b>1 – 5 employees (Micro)</b>	<b>2 800</b>	<b>10 500</b>
<b>6 – 10 employees (Very Small)</b>	<b>1 680</b>	<b>13 460</b>
<b>11 – 50 employees (Small)</b>	<b>560</b>	<b>24 840</b>
<b>51 – 100 employees (Medium)</b>	<b>560</b>	<b>51 200</b>
<b>TOTAL</b>	<b>5 600</b>	<b>100 000</b>

\* Very broad estimates only based on a combination of statistics of certain industries and anecdotal evidence.

# List Education & Training required to achieve priorities

<b>BENEFICIARIES</b>	
<b>Occupation</b>	<b>Number</b>
<b>Legislators, Senior Officials and Managers</b>	<b>1 121</b>
<b>Professionals</b>	<b>634</b>
<b>Technicians and Associate Professionals</b>	<b>4 084</b>
<b>Clerks</b>	<b>9 405</b>
<b>Service and Sales workers</b>	<b>5 961</b>
<b>Skilled agricultural and fishery workers</b>	<b>248</b>
<b>Craft and related trade workers</b>	<b>11 956</b>
<b>Plant and machine operators and assemblers</b>	<b>4 171</b>
<b>Elementary occupations</b>	<b>18 417</b>
<b>TOTAL</b>	<b>55 997</b>

# TETA Objectives in line with National Skills Development Strategy

## NSDS 1 – Developing a culture of high quality lifelong learning

SETA Target: March 2001 – 2002	SETA Target: To March 2005
1000 Learners complete at least level one on the NQF	At least 74% of all workers in the Transport sector have at least a level one qualification on the NQF
At least 1000 learners commence on a structured learning programme, either a Learnership or a Skills Programme towards a qualification on the NQF	At least 50000 workers have embarked on a structured learning programme
5 Enterprises committed to implement QMS	Average of 20 enterprises (large, medium and small) and at least five national government departments, to be committed to, or have achieved QMS

- ▶ Utilisation of at least 3 different media to inform stakeholders of skills development issues
- ▶ Introduction of 8 Learnerships within the Transport SETA by March 2002
- ▶ Registration of at least 50 Skills Programmes in the Transport Sector

# NSDS 2 (1)

## Fostering skills development in the formal economy for productivity and employment growth

SETA Target: March 2001 – 2002	SETA Target: To March 2005
At least 15 per cent of enterprises with more than 150 workers are receiving skills development grants and the contributions towards productivity and employer and employee benefits are measured	At least 80 per cent of enterprises with more than 150 workers are receiving skills development grants and the contributions towards productivity and employer and employee benefits are measured
Ensure active participation of at least 5 per cent of enterprises employing between 50 and 150 workers are receiving skills development grants and the contributions towards productivity and employer and employee benefits are measured	At least 40 per cent of enterprises employing between 50 and 150 workers are receiving skills development grants and the contributions towards productivity and employer and employee benefits are measured

- ▶ Training of workplace assessors in companies within the Transport Sector
- ▶ Increase the number of WSP submission

## NSDS 2 (2)

# Fostering skills development in the formal economy for productivity and employment growth

SETA Target: March 2001 – 2002	SETA Target: To March 2005
10 Learnerships are available in the Transport Sector	50 Learnerships are available in the Transport Sector
The National Department of Transport is contributing to the Skills Levy and integrating their Human Resources Department Strategy with TETA strategic goals	The National Department of Transport assesses and reports on budgeted expenditure for skills development relevant to Public Service, Sector and Departmental priorities.

- ▶ Provide capacity to at least 100 SDF's in the Transport Sector
- ▶ Implement Skills Levy System for fishing industry
- ▶ Ensure active participation of 60% of the fishing and taxi industry

# NSDS 3

## Stimulating and supporting skills development in small businesses

SETA Target: March 2001 – 2002	SETA Target: To March 2005
Ensure active participation of 10% of new and existing registered small businesses to be supported in skills development initiatives and the impact of such support to be measured.	At least 2000 new and existing registered small businesses to be supported in skills development initiatives and the impact of such support to be measured

- ▶ Implement skills levy system for fishing and taxi industries
- ▶ Introduction of entrepreneurship modules and training.
- ▶ Engagement with government and other forums
- ▶ Ensure active participation of 60% of the fishing and taxi industry.
- ▶ Establish working relationship with DTI/Ntsika on SMME development
- ▶ Strategy, policy, procedures and systems for SMME support approved and implemented by TETA

# NSDS 4

## Promoting skills development for employability and sustainable livelihoods through social development initiatives

SETA Target: March 2001 – 2002	SETA Target: To March 2005
80 per cent of the 1 <sup>st</sup> year NSF apportionment is spent or committed on viable development projects in the Transport Sector such as HIV/Aids, ABET, Training of unemployed, vulnerable and designated groups.	100 per cent of the NSF apportionment is spent on viable development projects.

- ▶ Social development strategy of TETA approved by TETA council.
- ▶ TETA implemented at least one social programme per active chamber.
- ▶ Disbursement criteria of discretionary grant.

# NSDS 5

## Assisting new entrants into employment

SETA Target: March 2001 – 2002	SETA Target: To March 2005
A minimum of 1000 people has entered Learnerships in the Transport Sector.	A minimum of 10000 people has entered Learnerships in the Transport Sector. 20% of all learners embarking on structured learning in the Transport Sector have entered Learnerships. A minimum of 50 per cent of those who have completed Learnerships will have employable skills

- ▶ Mentoring programmes and training providers approved and in place.
- ▶ Each chamber has implemented Learnerships.
- ▶ Operating agreements have been concluded between providers and workplace.
- ▶ Funding for Learnerships programmes has been obtained outside of skill levy.
- ▶ Career paths within the transport sector have been defined.
- ▶ Service Providers accredited to educate and train learners.
- ▶ Introduction of 8 Learnerships within the Transport SETA by March 2002.

**END**