

NQF LEVELS 1 - 4

22nd RPF Pretoria 8th November 2011

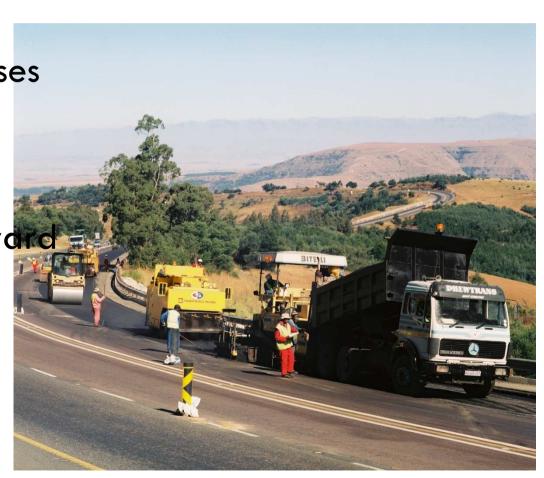
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Background info...

- SABITA Education Focal point committee
 - \square Looking into NQF 1 4 training options
- Based on training initiative done for eThekwini by AsAc
 - Prerequisite for doing work with eThekwini
- Others now looking to come on board
 - Currently 2 organisations undergoing training in KZN



Current courses

- □ Intro to road building materials □ 4.5 days
- HSE
- Working with asphalt
- Compaction techniques
- Transportation of asphalt
- Road signage
- Dips & Volume calculations

- □ 1 day
- □ 1 day
- □ 1 day
- □ 1 day





Other possible courses:

- Crushing & screening
- Milling operations
- Stock pile / materials management
- Screed operators
- Paver operator
- Plant operator



- Would look at keeping all new courses to 1 day class room where possible
 - Least disruption to production sites



Current practice

- Intro & HSE more awareness based
- Competency testing on all but foundational Intro course
- Theory paper
 - Database of questions
- Practical observations
 - Standard observation forms
- Must get subminimum for both theory & practical components to be deemed competent
- Certificate issued by AsAc





Current issues 1

- Process need to be expanded nationally
- Must ensure qualityremains at a high level
 - Trainers
- Written into contracts
 - ensure more consistent knowledge exists for all levels of work force
 - Carrot or stick??

- CETA requirements
 - BEE ratings
- Course content &
 Assessments currently not directly aligned to any particular CETA unit standards
 - Covers cases more than 1 unit standard
 - Covers part of a unit standard



Current issues 2

- Training needs to be expanded to the entire country
- For this to happen the following is required...
- Credible facilitators
 - Tech knowledge
 - Good presenters
 - Must be able to relateto NQF levels 1- 4

- Language issues
 - Xhosa
 - □ Zulu
 - Translator?
 - Adds to course duration
 - Assessment questions
- Independent assessors
 - Must be independent& unbiased
 - May not be an internal assessor from company



How to take this forward...

- Capacity required for independent trainers
- Looking at recognised training organisations or private trainers to assist
- Facilitator credentials to be assessed
 - Regional Train-thetrainer courses

- Regional training providers
 - centres to reduce cost
- Central assessment committee
 - Control issue of certificates
 - Traceable evidence of quality & assessment info
- Regular feedback, training& updating of course notes
 - For facilitators & courses to remain current



Other options...

- Internal training
 - Not the preferred option
- eLearning web-based training
 - Only theory
 - Applicable to specific courses e.g. HSE
 - Course work coupled with videos
 - Loss of interaction with delegates

- Eventually used to converted into a qualification / certification course.
- Need possible revisions to CETA learnerships
 - Mainly for BEE status

A final word ...

- So what is this initiative looking at achieving?
- An improved understanding & knowledge of those working on a daily basis with bituminous products
- □ A certified work force
- Better quality, better trained work force
- More capacity within the bituminous industry @ NQF levels 1 4