

# **Skills Development in the Road Sector**

## **Status Report**

**Feedback from workshop of 23 March 2010**

**Road Pavements Forum**

**Salt Rock, KZN**

**4/5 May 2010**

# Purpose of the Workshop

- Follow-up to SARF workshop of Oct 09 and RPF sponsors meeting of May 08
- To investigate options for coordination of skills development and capacity building in the road sector
- To investigate the development a business model for operations
- To agree on the modus operandi of the coordinating structure
- To identify possible areas of collaboration between stakeholders
- To develop a series of Action Plans to take the initiative forward

# RPF May 08 - Resolution #1

That the sponsors of the RPF should continue to pursue the establishment of a Roads Engineering Coordinating Body (RECOB – **now CapCoR**) in support of the Roads Coordinating Body (RCB) and RISFSA

# **RPF May 08 - Resolution #5**

**The RPF resolves to create and mandate an education and training task group in order to communicate the industry needs to the various industry training bodies, and actively co-ordinate and participate on these various bodies in order to achieve a set of qualifications that are in line with the needs of the country. This will be achieved by actively engaging as industry with ECSA, CETA, SAQA and others at their committee levels**

# **Resolution #2 – May 09**

**That the sponsors of the RPF be tasked to prepare a synthesis of system-associated problems impacting on our sector (e.g. SETAs) and that the MoT be appraised of the above at an appropriate time and through an appropriate vehicle**

# **PROPOSED SUBMISSION TO NEW MINISTER OF TRANSPORT ON ISSUES OF CONCERN TO THE RPF – May 09**

**The road pavement industry is well established and organised.**

**The Roads Pavement Forum (RPF) is a forum where all role players in industry meet on a 6 monthly basis to discuss industry issues.**

**Areas of concern to the RPF in respect of Government leadership and involvement in the industry are primarily related to skills development and capacitation of individuals in the industry as follows:**

- Coordination of industry documentation and training materials.**
- Developing and maintaining National standards.**
- Assistance in improving the performance of the CETA which is very, very poor.**
- Coordinating the identification, planning and development of new technologies and methods to improve quality of roads and sustainability.**

**It is suggested that this be provided through the identification of an engineer in the DoT to provide a point of contact for this and that a budget of roughly R2m per year be allocated to this function.**

# Capacity Coordination for Roads (CapCoR)

- **RPF sponsors meeting – May 08**
  - Draft business plan presented
  - DoT responsibility for funding
- **RCB Capacity Building Workshop – October 08**
  - Agreement in principle
- **RCB Capacity Building Task Group – November 08**
  - CapCoR initiated
  - PPP identified as best option
  - Business plan modified and submitted to DoT
- **RCB Capacity Building Task Group – January 09**
  - Postponed
- **Feedback to RPF in May 09**
  - No Progress with DoT
  - DoT committed to CapCoR
  - Funding problems
- **Letter to drive the initiative by private sector**
  - DoT mandate
- **SARF meeting – October 09**
- **CSIR interactions with DoT**
- **Nov 09 RPF**
  - Workshop of 23 February 2010
- **Meetings with CETA & SAICE**

# SARF Meeting – Oct 09

## ■ Purpose of meeting

- Accreditation of SARF courses
- Linkage to unit standards
- Feedback on the experience of other organisations (C&CI and AsAc)

## ■ Attendees

- SARF, Sabita, C&CI, AsAc and (CSIR)

## ■ Outcome of meeting

- SARF need to understand where their courses fit into the bigger picture for skills development in roads and transport
- Some information available that needs populating
- Coordination should continue to be driven through RPF
- CapCoR business plan needs revisiting and driving by the private sector

## ■ Workshop organised for Tuesday 23 February at C&CI

# CapCoR

Business Plan & Status

# Strategic Thrust Areas

- **Strategic support to Dot and RCB**
  - Promotion of the industry.
- **Coordination of relevant education and training courses at all levels of the roads industry;**
  - Coordination of all continuous practitioner development initiatives in the road sector;
- **Management of best practice documentation, including the review and update of current documentation and development of new documentation as required;**
- **Coordination of research activities;**
- **Information sharing and dissemination;**

# CapCoR Strategic Trust Areas

Road  
Engineering  
Coordinating  
Body

Strategic Support  
& Coordination of  
Skills  
Development

Education &  
Training  
Coordination

Best-practice  
documentation

Information  
sharing &  
dissemination

Research  
Coordination

# Strategic Support

- Undertake industry needs surveys and audits in skills development on behalf of the sector stakeholders;
- Identify gaps in skills development for the road engineering sector;
- Coordinate stakeholder interventions and developments in line with industry needs;
- Provide strategic support to the Department of Transport in implementing the relevant strategies outlined in the RISFSA document;
- Coordinate technical and strategic advisory support related to skills development in the road engineering sector to Government structures as required;
- Promotion of the industry at all levels;
- Develop and manage a consolidated, interactive web site for skills development in road engineering with relevant stakeholder linkages.

# Coordination of Education & Training Initiatives

- Provide a road engineering sector interface with tertiary institutions and training colleges;
- Provide a road engineering sector interface with CETA, SAQA and Department of Education;
- Provide a road engineering sector interface with broader civil engineering/construction industry bodies (eg SAICE, SAFCEC, SAACE, CIDB)
- Provide a road engineering sector interface with recognised service providers.

# Information Sharing & Dissemination

- **Coordination of all continuous practitioner development initiatives in the road sector between service providers (eg SARF, AsAc, C&CI, CSIR, SAT, SANRAL, Tertiary Institutions);**
- **Manage a consolidated road engineering sector schedule of courses by recognised service providers;**
- **Facilitate the development and presentation of new courses by recognised service providers in line with industry needs.**
- **Manage the Road Pavement Forum (RPF).**

# **Best-practice Documentation, Standards and Specifications**

- **Manage the review and update of current documentation.**
- **Manage the development of new manuals;**
- **Manage the distribution and/or sale of documentation;**
- **Coordinate comments and review of relevant documentations**

# Research Coordination

- **Management of the Pavement Research Advisory Committee (PRAC);**
- **Coordination of research activities at Tertiary Institutions;**
- **Interface with NRF and DST;**
- **Coordinate the research agenda.**

# Organisational Structure

- **Best option for establishment**
  - Interface with DoT/RCB
  - Agency?
  - Centre of Excellence?
  - Private sector involvement (RPF sponsors feedback)
- **Financial implications**
  - Line item on DoT budget
  - Public/Private sector sponsorship
  - Commercial entity

**Where are we at the  
moment?**

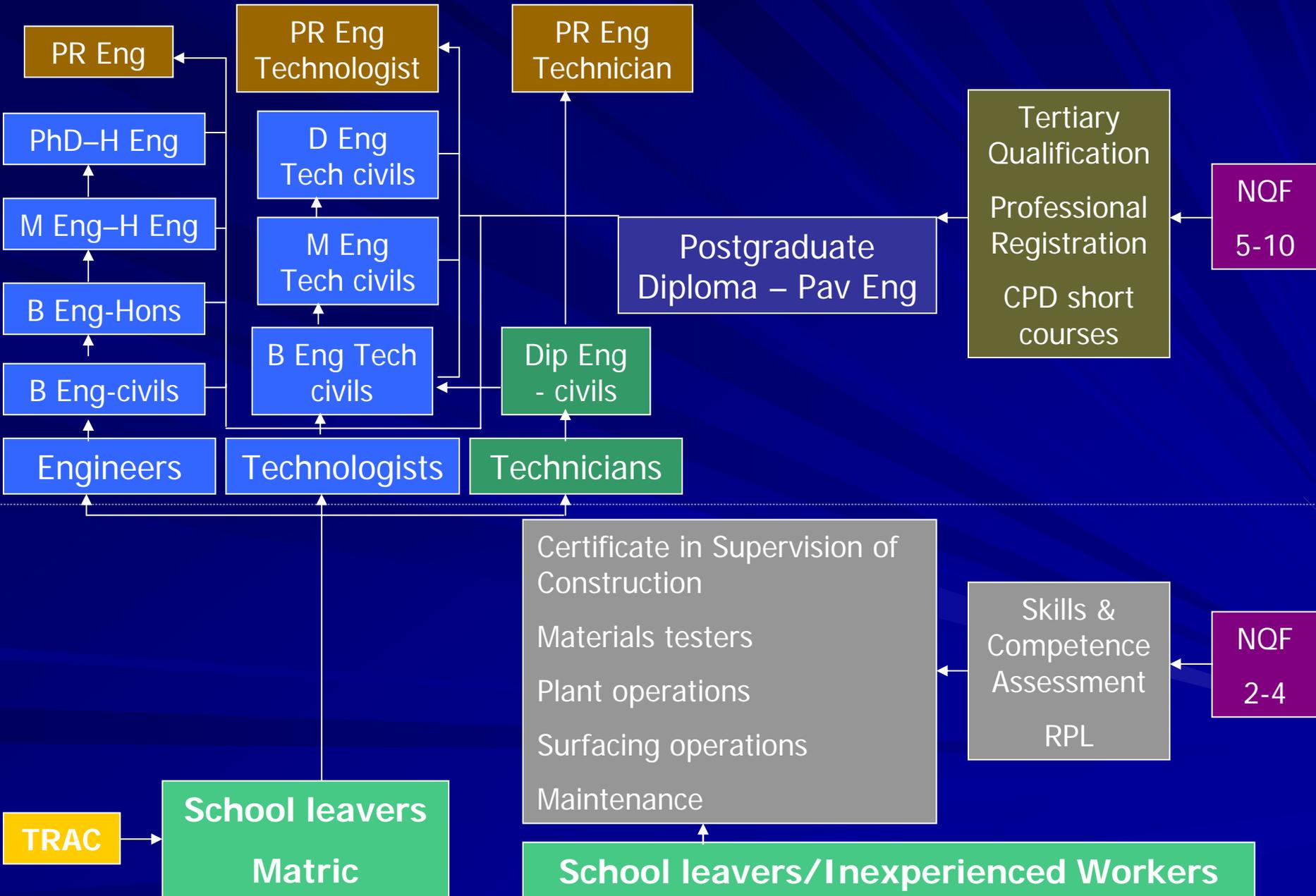
# Current Situation

- **US & UP offering Pavement Engineering specialisation at Hon, M & D**
- **Universities of Technologies have limited specialisation in Pavement Engineering (TUT not bad)**
  - Transportation
  - Urban Planning
- **Tertiary qualification being restructured by ECSA/DoE**
  - Engineer, Technologist & technician streams
- **AsAc Pavement Engineering course developed**
  - Pilot course in association with GDPTRW
  - Not yet accredited
  - Presentation throughout the country
- **Several relevant CPD short courses & seminars**
  - SARF, AsAc, C&CI, CSIR, US, UP, SAT, SANRAL?
- **Limited knowledge of initiatives at NQF 1-4**
  - Vocational qualification with roads elective
  - Suitable training material required
  - Qualifications and skills programmes need customising for roads
- **Fragmented approach by the roads sector**
  - Research (PRAC)
  - Best Practice documents

# Information Available

- **CapCoR business plan & budget**
- **Draft Integrated career path for Road Engineering**
- **Consolidation of CPD short courses**
- **Consolidation of current CETA registered qualifications related to roads and associated unit standards**

# Integrated Career Path for Road Engineering



# Outcomes of the workshop of 23 March 2010

- Urgent need for coordination of skills development and capacity building
- DoT should be kept informed
- RPF no legal standing to drive the initiative
- SARF most appropriate independent organisation to drive the initiative
- SARF to establish a coordinating committee
  - Detailed plan
  - Supplement work already done
- Committee
  - RPF sponsors
  - SANRAL
  - SAFCEC
  - SAICE

# Outputs from the Coordinating Structure

- **Functional SARF advisory committee established**
- **Agree a coordination model**
- **Business/establishment plan for sustained coordination**
  - **Interface with tertiary institutions and FET colleges to ensure curricular are in line with industry needs**
  - **Formal interface with CETA, SAQA, DoE, CHE, ECSA etc**
  - **Identification of suitable accredited training providers at NQF 1-4**
  - **Recommendation on establishment of a CETA CCoE**
  - **Detailed matrix of required qualifications**
  - **Coordination of CPD courses**
  - **Recommendations on coordination of documentation**
  - **Recommendations on coordination of research**
  - **Funding & staffing levels**