

TRAINING & CAPACITY BUILDING @ NQF LEVELS 1 - 4

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Presented by
Barry Pearce



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Background info...


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

Current courses

- Intro to road building materials
 - HSE
 - Working with asphalt
 - Compaction techniques
 - Transportation of asphalt
 - Road signage
 - Dips & Volume calculations
- 4.5 days
 - 1 day
 - 1 day
 - 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
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- 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 quality remains 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 relate to 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-the-trainer 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**

Thank You