



DEVELOPMENT THROUGH PARTNERSHIP

Standard for Developing Skills through Infrastructure Contracts

Road Pavements Forum: Durban
Ntebo Ngozwana
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Vision of the SIPs Skills Coordination

Vision for Skills Plan:
**‘Skilling South Africans –
for SIPs and through SIPs’**

Core Principle:
**Building people *is as critical as*
building physical assets.**

Objective

- Information sharing on the cidb Standard for Skills Development

Outline

- **Cidb Standard for Skills Development**
 - Objectives of the Standard
 - Contract Skills Development Goals
 - Implementation
 - Denial of credits



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cidb Standard for Developing Skills through
through Infrastructure Contracts

Objectives of the Standard (i)

- **To provide structured workplace learning towards;**
 - part, or
 - full occupational qualification;
- **To provide structured workplace learning towards trade qualifications;**
 - apprentices, or
 - other artisan learners
 - 60% of the artisan learners from public FET colleges

Objectives of the Standard (ii)

- To provide work integrated learning opportunities for;
 - university of Technology; or
 - comprehensive University
- To provide structured workplace learning for;
 - candidates for professional registration with statutory council



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Contract Skills Development Goals

Targeted Contract Values

- **Professional services and service contracts:**
 - R 2m or more
 - 12 months duration
- **Engineering and construction works contracts:**
 - R40m or more
 - **cidb** Grade 7 contractor
 - 12 months duration

Contract Skills Development Goals (CSDG)

- **Hours:**
 - Professional services
 - Supply contracts
- **Headcount:**
 - Engineering and construction works
 - Services contracts
 - Design and build contracts

CSDG; Hours

- 150 hours/1Rm

CSDG in Headcount

Class of construction works as identified in terms of the cidb regulation		Construction skills development goal (%)
Designation	Description	
CE	Civil Engineering	0.25
CE or GB	Civil Engineering and General Building	0.375
EE	Electrical Engineering work (buildings)	0.25
EP	Electrical Engineering works (infrastructure)	0.25
GB	General Building	0.5
ME	Mechanical Engineering	0.25
SB	Specialist works	0.25

Notional Cost of Training; Headcount

Type of Training Opportunity	Provision for stipends (Unemployed learners only)	Provisions for mentorship	Provisions for additional costs*	Total costs	
				Unemployed learners	Employed learners
Method 1					
Occupational qualification	R4 500	R0	R6 500	R11 000	R6 500
Method 2					
FET College graduates	R9 000	R0	R6 000	R15 000	N/A
Apprenticeship	R9 000	R0	R8 000	R17 000	R8 000
Method 3					
P1 and P2 learners	R16 500	R13 500	R3 000	R33 000	N/A
Method 4					
Candidates with a 3 year diploma	R24 750	R13 500	R3 000	R41 250	R16 500
Candidates with 4 year qualification	R31 250	R13 500	R3 000	R47 750	R16 500



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Implementation Roles and Responsibilities

Contractor's Role

- **Contractor: entity that contracts with client**
- **Providing workplace learning opportunities through:**
 - **Direct employment from colleges**
 - **Indirect employment through an SDA**
- **Appointing a coach/mentor for learners**
- **Submitting:**
 - **Compliance baseline training plans**
 - **30 days after contract award**
 - **Quarterly compliance reports**
 - **Final contract compliance report**
 - **30 days after practical completion**

Role of the SDA

- **Skills Development Agency (SDA) shall:**
 - **Prepare training plans for registered learners;**
 - **Register learners with the appropriate Sector Educational and Training Authority;**
 - **Conduct entry and exit level medicals for learners;**
 - **Provide personal protective equipment;**
 - **Monitor onsite training progress of learners;**
 - **Arrange for summative assessments;**
 - **Provide trade testing opportunities including and top-up training; and**
 - **Prepare reports for the employer's representative and cidb at practical completion of the contract.**



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Denial of credits

Denial of Credits

- **Opportunities provided could not be linked to contract;**
- **Reporting criteria not adhered to;**
- **Conditions of employment and allowances not in accordance with legislative provisions;**
- **Contractor not maintaining training records; and**
- **Contractor not providing evidence of disciplinary action against a learner who fails to present interim reports or credentials for assessment.**



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**Skills Development Agency
SDA**

What is an SDA

- **Facilitates structured, workplace training for beneficiaries of the cidb Standard for Developing Skills through Infrastructure Contractors (Skills Standard)**
 - **Facilitates implementation of the Skills Standard**



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Thank You

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