NQF 1 – 4 Training Initiatives

Status Report

Road Pavements Forum

Villa Via, W Cape

10/11 May 2011

Background

- **Industry concerns (public and private sector)**
  - **Lack of knowledge of training needs**
  - **Fragmentation**
  - **Improved workmanship and quality**
- **eThekwini initiative and pilot study to identify the training needs of their in-house HMA construction capability:**
  - **Assessment of current competency;**
  - **Identification of gaps in the skills and training of the current workforce;**
  - **Development of a training plan to improve the overall competency and skills of the units;**
  - **Implementation of the training plan;**
  - **Provision of AsAc competency certificates to those meeting the assessment criteria.**
- **Framework for implementation throughout the industry**

eThekwini Pilot Study

- **Needs analysis completed**
- **Training matrix developed at all levels**
  - Over 100 staff will be trained at various levels
  - 24 courses managed through AsAc
  - Course by other service providers identified (mainly management(
  - Competency assessments managed by AsAc
  - AsAc certificates
- **Site assessments and classroom Training currently underway**
- **Independent Industry assessment of the process for broader presentation**

Proposed NQF 1 – 4 framework for the Bituminous Products Industry

Industry Sub-sectors

- **Training needs in 7 areas**
  - Manufacture of asphaltic materials (hot, warm and cold mixes);
  - Construction of asphaltic materials;
  - Manufacture of bitumen based products (emulsions and cutbacks);
  - Construction of Surfacing Seals (plant and labour-based)
    - Chip seals (single & multiple)
    - Cape Seals
    - Slurry Seals
    - Otta Seals
  - Construction of bitumen stabilised material (including recycling and LIC)
    - Emulsion
    - Foam
  - Maintenance and Repair (potholes, cracks, edge breaks)
  - Materials testing (Sampling, aggregate, bitumen and asphalt modules)
- **Design of HMA and Surface Seals not covered**

Issues

- **Analysis of the skills required in the various sub-sectors**
  - Requires a breakdown of current generic jobs (including job descriptions) in each sub-sector;
  - An analysis of the skills required to undertake the jobs;
  - Needs to be done at all four NQF levels.
- **Analysis of current competency**
  - Experienced industry representatives need to be identified and trained to assess competency.
  - Competency and skills in selected public and private sector operations need to be assessed.
  - Gaps and improvements need to be identified.
  - Generic course materials and training interventions at all levels need to be identified.
  - Breakdown of classroom and site training needs at the various levels required.

Issues (cont..)

- **Development of training material**
  - Suitability of current material needs to be assessed
  - Course notes for classroom training at all levels
    - Need to be simple pictures, diagrams and video especially at lower levels
    - May need to be translated into other languages
  - Protocols for practical site training need to be developed.
  - Suitable training/teaching material needs to be developed for FET colleges in line with the roads vocational qualification at NQF 2.
  - Alignment of training material to current unit standards.
  - Development of skills programmes around unit standards specific to the bituminous products industry.
- **Identification of a core of suitably qualified trainers**
  - Identification of experienced individuals who would act as trainers. (Needs to be by sub-sector)
  - Training of the trainers.
  - Ability to communicate in different languages

Issues (cont..)

- **Industry acceptance and support of the training by the public and private sector**
  - Client insistence on industry certified workers being used;
  - Willingness of organisation involved in the production and use of bituminous products to undertake approved and certified industry training interventions.
- **Certification of the training**
  - Is an AsAc certificate acceptable to all stakeholders?
  - How do we deal with accreditation and CETA?
  - Need to ensure that current registered qualifications are in line with industry needs.
  - Registration of new skills programmes

Proposed Framework

- **Step 1 – Situation Analysis**
  - A detailed analysis of current generic jobs in the various sub-sectors at the each NQF level
  - An analysis of current registered unit standards and qualifications.
  - An analysis of relevant courses being presented and the service provider/course presenters
  - An analysis of the current work force in the industry and the training/skills development requirements at each level related to generic job types.
  - Analysis of industry needs.
  - Identification of gaps in the training
- **Step 2 – Course framework/matrix**
  - Develop a Framework or matrix of jobs, related training requirements and what is currently available.

Proposed Framework (cont..)

- **Step 3 – Development of Course Material**
  - Available course material in all the sub-sectors needs to be reassessed and customised. Some of the material presented at the current AsAc/SARF courses (generally at NQF 5 and above) could be used
  - Identify where new material should be developed.
  - Identify material that would be better presented in AV format and in different languages.

- **Step 4 – Develop suitable site training techniques and material**
  - At these levels most of the training and competency assessment will be practical training carried out on site. Currently very little material is available to facilitate the practical training.

Proposed Framework (cont..)

- **Step 5 – Identify a core of trainers/mentors to facilitate site training**
  - Pilot course is being run by Barry Pearce. To replicate this in all the sub-sector at least two experienced trainers need to be identified in each sub-sector to facilitate the training.
  - Alternatively, companies nominate trainers to undertake the training in-house with generic industry training material and procedures.
  - A train-the-trainers course will need to be developed.

Proposed Framework (cont..)

- **Step 6 – Certification of the training and competency assessments**
  - As the mandated training arm of the bituminous products industry, AsAc is currently assessing and issuing competency certificates as part of the eThekwini pilot project.
  - Registration and accreditation with CETA is not seen as a priority.
  - It will be important to ensure that client bodies and the industry accept that a certificate issued through this process is valued and will provide a record of individuals have undergone training and assessment to ensure a better quality product.
  - It will be important for client bodies to give preference to organisations and individuals who have undertaken appropriate training and competency assessment. A communication plan will need to be developed for both industry and client bodies to facilitate this.