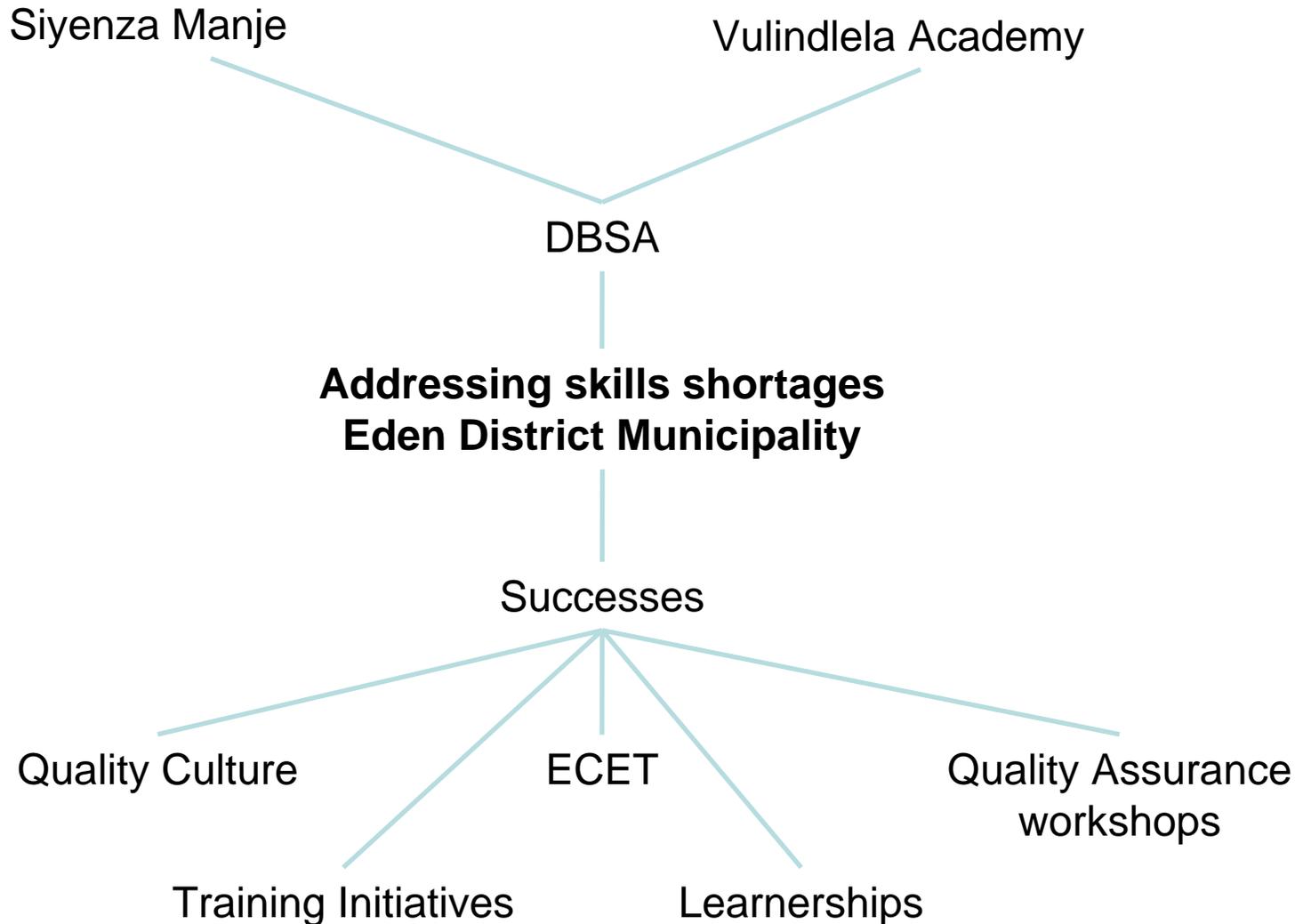


# ROAD PAVEMENT FORUM



**ADDRESSING SKILLS SHORTAGES IN OUR INDUSTRY**  
**EDEN DISTRICT MUNICIPALITY**

# Discussion framework



# Siyenza Manje

- ❑ “ **Do it Now**”
- ❑ DBSA and National Treasury - joint initiative
- ❑ DPLG, DWAF, SALGA and Provincial Governments – in partnership
- ❑ Administered by DBSA Development Fund
- ❑ **SM programme aims:** to build municipal capacity for infrastructure development by deploying experts to:
  - **provide hands-on** technical/financial/planning **support** to municipalities in delivering services
  - Provide **on-the-job training** of municipal officials to build critical skills

# Vulindlela Academy

- ❑ The DBSA's **accredited training institute**
- ❑ DPLG, National Treasury, SALGA, LGSETA
- ❑ Offer specialized and focused **training and capacity building** in the fields of infrastructure development and poverty relief
- ❑ Primary **focus is on reducing of capacity deficiencies** in Local Government
- ❑ Uses deployees to identify needs
- ❑ > 20 training in region at cost to VA

# Successes

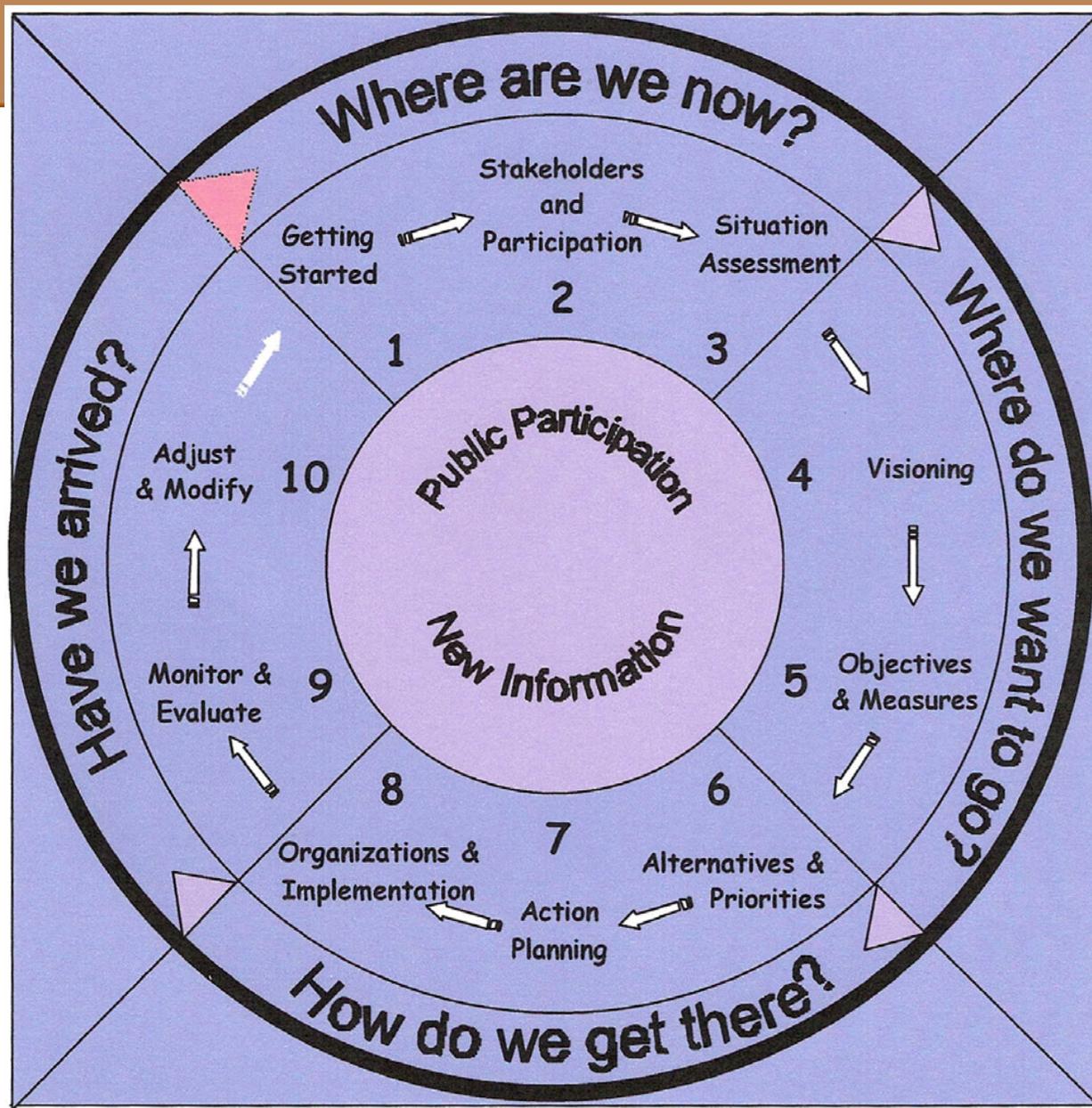
- ❑ Many on Individual skills development level
  - Mentoring
  - Advising
  - Research
- ❑ Most significant
  - Eden Centre of Excellence for Training
  - Quality assurance workshops
  - Quality culture
  - Training initiatives
  - Learnerships
  - Young professionals

# ECET

- ❑ *Regional base* for the **facilitation and provision of workplace training** for Young professionals (Civil Engineering) and municipal officials
- ❑ Route to **registration** with ECSA
- ❑ Enrollees 6 - 9 months tenure
  - road construction exposure
- ❑ 15 YP's + municipal + provincial officials
- ❑ Progress:
  - Professional service providers is lined up
  - Curriculum discussed/processed by SAICE with ECSA
  - Van Kervel facility
  - Project manager appointed
  - Business plan presented to DF – awaiting approval
  - Strategic meeting MM with DF Director today

# Quality assurance workshops

- 2<sup>nd</sup> workshop : Regravelling – DR1618, DR 1662
- Quantitative and Qualitative data collected and compiled in a presentation
- **All role players – 85**
- UN Habitat model
- Participative workshop, based and focused on horizontal learning
- Currently busy with 3<sup>rd</sup> on Resealing roads



# Quality Culture

- ❑ **Quality Assurance committee**
  - Meets every month
  - Including the District Roads Engineer's office
- ❑ Introduction of Inspections prior to O&M
- ❑ Design Certificates – following inspections
- ❑ Completion inspections
- ❑ Snag-listing
- ❑ Completion certificates

# Training Initiatives

- ❑ **Technical Division Training committee**
- ❑ 85 officials formally trained excluding teambuilding sessions
- ❑ Negotiations with Vulindlela Academy
  - **Training courses approved**
    - ❖ Kannaland
      - Infrastructure asset management
      - GIS
      - Occupational Health and Safety
      - Meter Installation and maintenance
    - ❖ EDM
      - Project management Level 1 and 2
      - Skilled operation of Road building equipment
      - Investment in Excellence
      - Decision making and Management
  - Training courses in negotiation
    - ❖ Lifeskills for the entire staff component
- ❑ 19 - 22 May 2009 Project management course 18 participants confirmed still recruiting 7 more

# Learnerships

- ❑ Driven by the SM deployees, EDM Roads department launched **the Construction Supervisor Learnership programme**, to develop *managerial skills, general technical skills and road and rail specific technical skills*, of senior site staff and supervisory personnel
- ❑ National Certificate in Supervision of Construction Process, NQF 4 (251 credits)
- ❑ Learner component is:
  - EDM                      11 learners
  - ACV Civils              1 learner
  - Knysna LM              7 learners
  - Oudtshoorn              2 learners

# Young professionals

- ❑ 2 Qualified technicians
- ❑ On route to Registration with ECSA
- ❑ ECET curriculum
- ❑ Currently @ Quiteniqa Laboratory for 12 weeks

# Conclusion

- ❑ In order to empower municipalities to manage infrastructure projects and increase service delivery both quantitatively as well as qualitatively, it is important that officials are not replaced, de-valued or de-moralized but rather **capacitated, encouraged and recognized** for the results already accomplished with minimum resources, and **motivated** to use new capacity to fulfill the mandate of the municipality