

Skills Development in the Road Sector

CapCoR
AsAc

RPF Feedback

10/11 November 2009, Pretoria



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 ECSCA, 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

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, training & education 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

Conclusions at May 09 RPF Revisited

- For CapCoR to become a reality it needs to be private sector driven
 - RPF sponsors need to reconvene
- The AsAc training and education matrix could provide a framework for mapping the needs for the broader road sector
- Current service provider offerings could be plotted on the matrix
- Gap analysis of courses and qualifications for the sector
- Better understanding of current capacity and needs still required
- Training at NQF levels 1 – 4 still a problem

Feedback on AsAc initiatives

Pavement Engineering Course

- **Pilot course started 1 September 2008**
- **PPP with GDPTRW**
- **22 students started (5 from GDPTRW)**
 - 1 student dropped out after module 4 due to a promotion and volume of work
- **11 technical modules completed**
 - Final assessment postponed until February 2009
- **Feedback obtained on every module**
 - Generally rated excellent by students
 - Problem areas being addressed
 - Assignment may have been overambitious
 - Employer feedback very good
- **Challenge to duplicate the course in other parts of the country**
- **Gautrans support**

Future Presentation of the Pavement Engineering Course

- **Discussions with UP/TUT on how best to present on an ongoing basis**
 - Recognised certificate at NQF 7 or 8
 - Credits for BTech (Asphalt & PEng modules)
 - Better presented by a tertiary institution
 - Need established
 - Over 75 applications/names for next course
- **Cost of future courses**
 - Presentation will not be fully sponsored by Gautrans
- **Possible modularisation without the assignment**
 - Credits for each module
- **Duplication to the rest of the country/region**
 - Distant learning?

Materials Testers Course (MTC)

- **Second round of modules being presented**
 - Gauteng, KZN, W Cape, E Cape
- **Regional courses being investigated**
 - Namibia, Zambia and Mozambique
- **Numbers dropping**
 - Current workload
- **Revised qualification not yet approved by SAQA**
 - Each test a unit standard
 - Current course provides the classroom component
- **B Pearce trained as an assessor**
- **Accreditation through CSIR T² Centre**

Other NQF 1 – 4 Qualifications

- Limited progress
- Some skills programmes identified for the bituminous products industry
- Need to populate the broader picture (Feb workshop)
- Need to register additional skills programmes and qualifications with CETA/SAQA
 - May need new unit standards
- Presentation through accredited training providers
- Identification of suitable trainers a problem
 - eThekweni Municipality example

Conclusions

- **The workshop of 23 February 2009 a major step forward in coordinating capacity building in the road sector**
 - Driven by the private sector and mandated by DoT
- **The Pavement Engineering course was huge success**
 - Challenge to ensure it is presented regularly and fully recognised/accredited
- **The revised material testing qualifications need to be approved by SAQA**
- **Appropriate qualifications, course material and presentation of courses for the roads sector is still a problem at NQF 1 – 4**
 - Excluding LIC qualifications