

The Changing Nature of Artisanal Work and Occupations



LABOUR MARKET
INTELLIGENCE PARTNERSHIP

What knowledge and skill does a 21st century artisan need?

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POLICY CONTEXT



“... In areas of work such as the artisan trades, apprenticeships have traditionally been the pathway to qualifications; however, the apprenticeship system has been allowed to deteriorate since the mid-1980s, resulting in a shortage of mid-level skills in the engineering and construction fields. **Re-establishing a good artisan training system is an urgent priority;** the current target is for the country to produce 30 000 artisans a year by 2030. ”

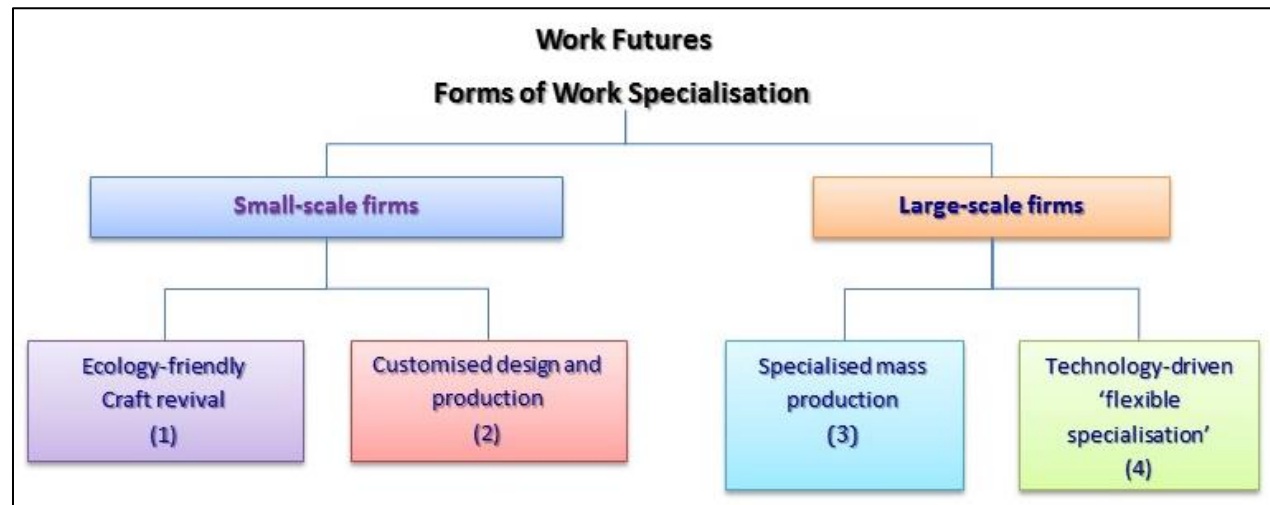
(White Paper for Post-School Education and Training, 2013: xvi)

Research Study

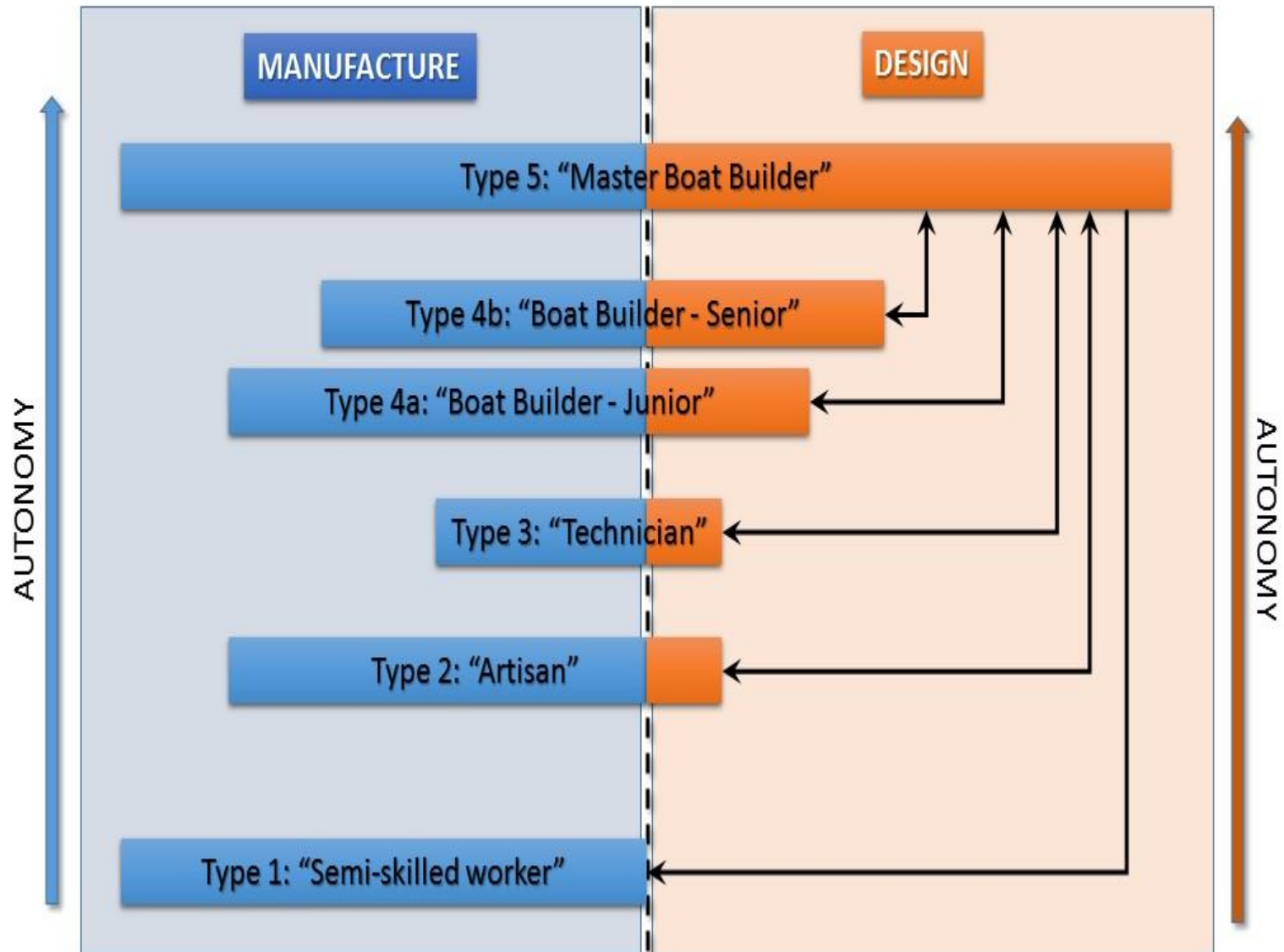
- **Sectors**

- Boat Building (684907 Boat Builder and Repairer)
- Engineering (671203 Mechatronics Technician)
- Film Production (Camera Assistant)
- Tourism and Hospitality (681201 Confectionary Baker).

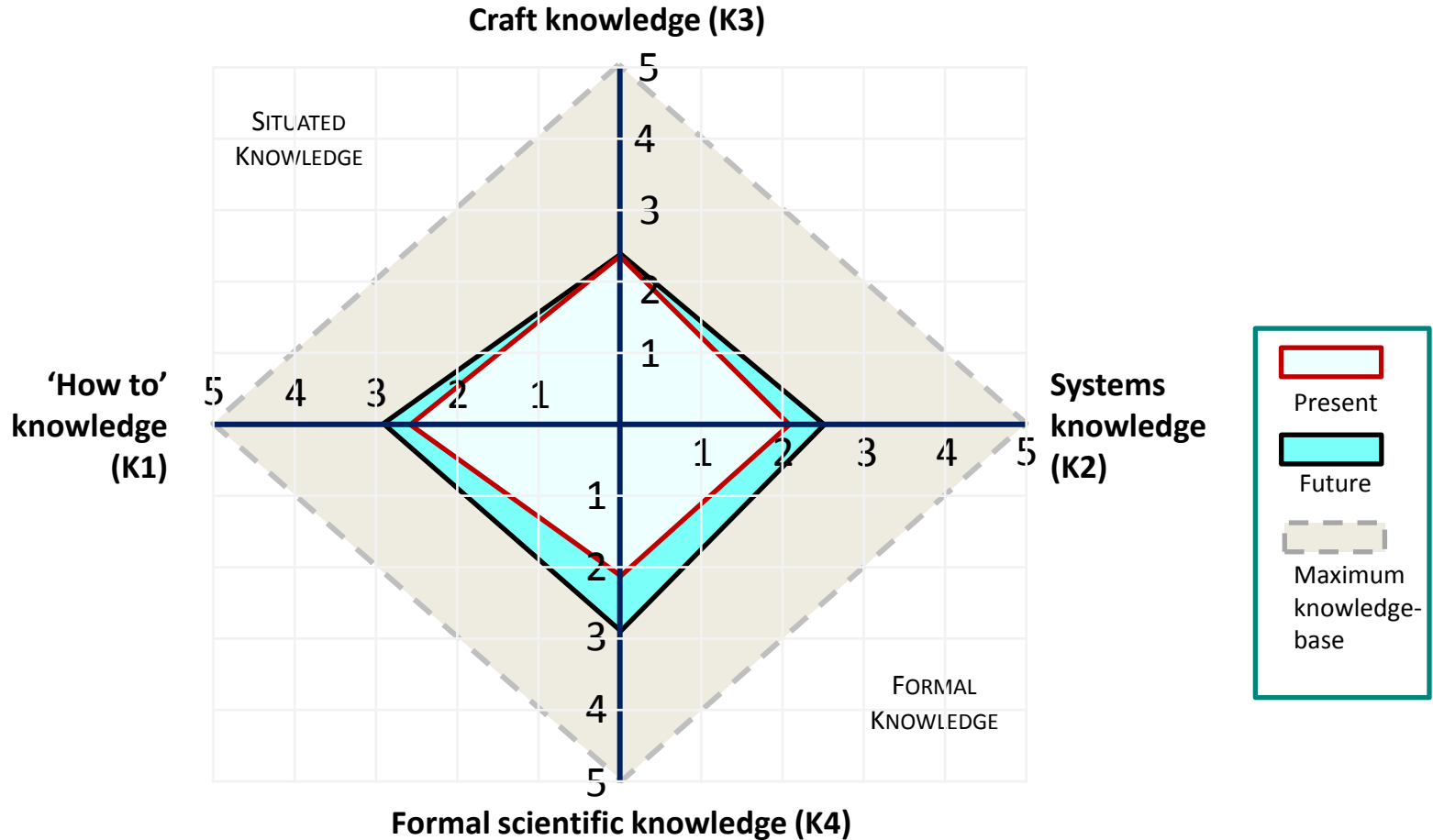
- **Company size**



Typology of the boat-building artisan



BOAT BUILDING (Combined)



(1='Not at all'; 2='Not often'; 3='Fairly often'; 4='Often';5='Very often')

So, what knowledge and skill does a 21st century artisan need?



For diagnostics and problem solving they need:

A combination of situated knowledge and formal knowledge

This means that we need a training system that combines on-site and off-site work preparation.

What do we have at the moment?

SECTOR	TRADES	Entry qualification required	Relevant qualification(s) registered on NQF	On-job training	In-house courses	Short Courses (external)	Supplier Training
Hospitality	Baker		National Certificates (Various) NQF Levels 2-4	√		√	√
Boat-building	Boat Builder		National Certificate NQF Levels 2-4	√	√		√
Film	Film Maker		FET Certificate (NQF Level 4)	√		√	√
	Camera Assistant		National Certificate (NQF Level 5) National Diploma (NQF Level 6)	√		√	√
Engineering (Automated work environment)	'Automation-orientated' Artisan	√	FET Certificate (NCV Level 4) merSETA Mechatronics Learnerships NQF Level 4 (Trade Worker) & NQF Level 5 ('Technician')*	√	√ (medium and large firms)		√
	Automation Technician*	√	National (Professional) Diploma (NQF Level 6)	√		√ (programming)	√

So, what would a 'good artisan training system' look like?



- **Not single apprenticeships but a series of apprenticeships (foundational, intermediate and advanced) in each sector to provide sectoral progression pathways**
- +**
- Formally registered short courses arranged into recognised part- or whole qualifications.**