

WELCOME

Apprentice & Skills Training Team



Apprentice & Skills Training



BELL TECHNICAL TRAINING MANAGER

Apprenticeships & Factory skills

Riaan De Klerk

- **Happily Married with 3 children (ages 16,17,20)**
- **Church minister for 17 years**
- **N6 / Earthmoving Mechanic / Assessor / Moderator**
- **23 years service with BELL (apprentice to artisan to apprentice trainer to technical trainer to Technical Training manager).**

Why does Industry need Artisans / Technicians

Typical tasks performed by Artisans / Technicians

1. Servicing and Maintenance of vehicles & equipment.
2. Removal and refitting of parts and components.
3. Dismantling and re-assembling of parts and components.
4. Diagnosing faults on components and vehicle systems.

Servicing and Maintenance



Frequency	Component					
50 hours				D	E	
100 hours	A					F
150 hours						G
200 hours			C			

Servicing and Maintenance

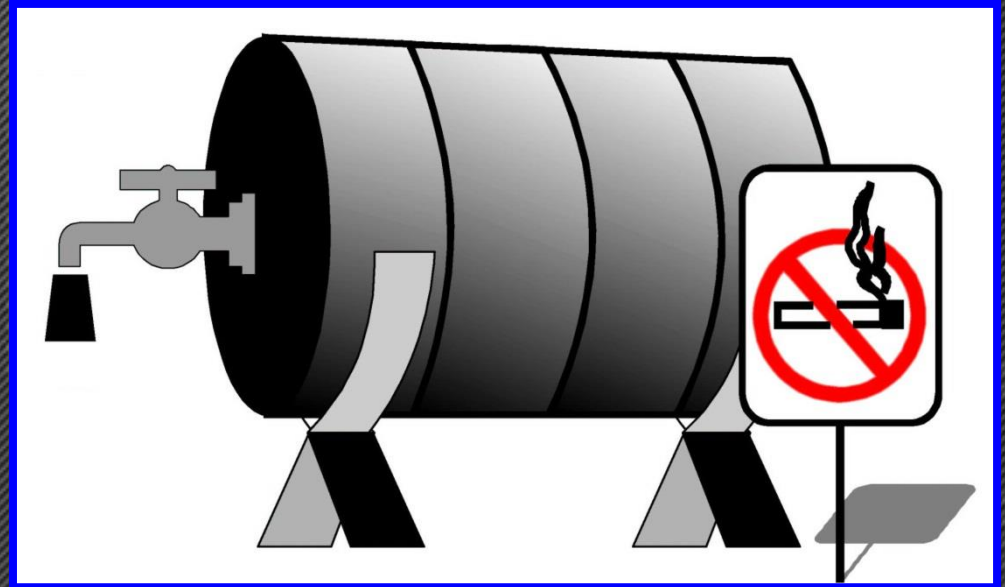
Storing and Handling Fluids

Environment

- ❖ Minimize spilling
- ❖ Extremely toxic

Health

- ❖ Skin barrier creams
- ❖ Personal Protective Equipment



Removal and refitting of parts and components



Dismantling and re-assembling of parts and components



Diagnosing faults on components and vehicle systems



A Quality Artisan is:

1. Knowledgeable: theory of operation – Trade related & has a basic understanding of their role within the organisation.
2. Skilled: how to do what, when.
3. Experienced: doing the job

A Quality Artisan is:

1. Knowledgeable:

1.1 understands the functions of parts and components and the theory of operation of systems.



Feedstock:

- Schools – Academic & Technical
- TVET Colleges – Nated (N's) & NCV

A Quality Artisan is:

1. Knowledgeable:

1.2 basic understanding of their role within the organisation.



Feedstock:

- School – Academic & Technical
- TVET Colleges – Nated (N's) & NCV

A Quality Artisan is:

2. Skilled: able to use tools, equipment and resources to carry out tasks as determined within the industry.

The mechanisms:

- Technical schools – **to be revived.**
- TVET Colleges – CBMT & NCV programmes - **in partnership with Industry.**
- Industry established training facilities.



A Quality Artisan is:

3. Experienced: successfully applies knowledge and skill in activities / jobs / tasks, within the Industry.



Where:

- Industry / workplaces
Apprentices gain
Exposure from Experienced
Artisans / Mentors.

The roles of SETA's, TVET colleges & Hosting companies

Example of a SETA That just started getting things right.

merSETA





Overview of merSETA

(extracted from their website - 2015)

- The merSETA plays a central role in making sure that the National Skills Development Strategy (NSDS) is fulfilled.
- merSETA receives collected levies from the Department of Higher Education and Training.
- 70% of the levies are disbursed as grants and 10% is kept for administration.
- merSETA does not train, instead it facilitates the process of training by paying grants, registering moderators and assessors, identifying scarce skills, accrediting providers, monitoring the quality of training and implementing projects to close the skills gap.

Overview of TVET Colleges

(extracted from their website)

- There are 50 registered and accredited public TVET Colleges in SA, which operate on more than 264 campuses spread across the rural and urban areas of the country.
- Public TVET Colleges are established and operate under authority of the Continuing Education and Training Act 16 of 2006 and resort under the Department of Higher Education and Training.

Courses offered at public TVET Colleges include:

1. Nated – (N1 to N6) - However, Curricula are not technologically up to date, specifically Trade Theory & Nated offers no practical.
2. NCV – E.g. ERD (Engineering Related Design) in the Automotive field of study, lacks Industry input & Industry guaranteed partnerships.

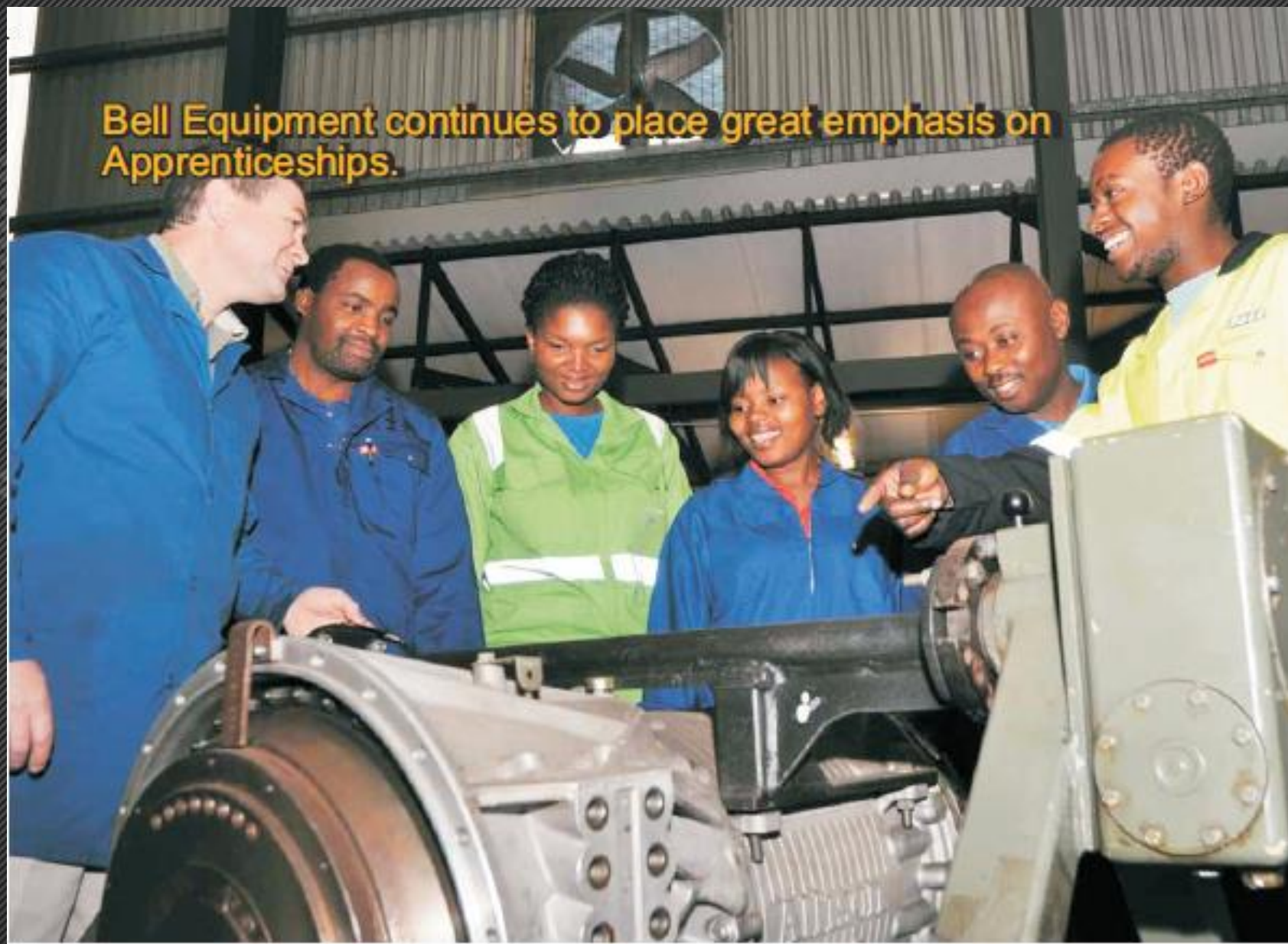
Hosting companies

- All Levy contributing companies should be encouraged to participate in training and developing their existing work force and the unemployed youth exiting Matric and TVET Colleges.
- Companies may either participate by employing learners on a contractual apprenticeship programme or by offering workplace exposure to learners from TVET Colleges or Industry training facilities should be incentivised to offer free training to unemployed youth.

As a Host company

What & How

BELL do it



Recruiting Criteria – Earthmoving Apprentices

1. Matric with:

Mathematics - core; Physical Science. Advantageous subjects:
Engineering Graphic Design / Mechanical Technology
& Code 8 Drivers licence (to be covered as part of the Life
Orientation curriculum)

OR

2. N2 (nated study at TVET College) with:

Mathematics; Engineering Science; Motor/Diesel Trade Theory;
Engineering Drawing / Industrial Electronics
& Code 8 Drivers licence.

OR

3. NCV Level 3 – ERD (Engineering & Related Design):

Automotive or Fitting & Machining
& Code 8 Drivers.

1st Year Training program



Bell 1 – Phase 1 & 2 (as per merSETA training schedule)

- 10 weeks Modular Training at accredited training centre
- OHS, 1st Aid, Overhead crane & Basic hand-skills training

TVET college

- 12 week - Trimester release

On The Job – mentoring (by level 4 artisan)

- house keeping, servicing, removing & dismantling parts

2nd Year Training program



Bell 2 – Phase 3 & 4 (as per merSETA training schedule)

- 10 weeks Modular Training at accredited training centre
- Components & Systems training

TVET college

- 12 week - Trimester release

On The Job – mentoring (by level 4 or 5 artisan)

- house keeping, servicing, removing & dismantling parts, assembly & fitting of parts and components.

3rd Year Training program



ADT (Articulated Dump Truck / machine specific training

- Systems: Electrical, Electronic control, Hydraulics
- Diagnostic technics

TVET college

- 12 week - Trimester release

On The Job – mentoring (by level 5 or 6 artisan)

- house keeping, servicing, removing & dismantling parts, assembly & fitting of parts & components & Diagnosing faults.

4th Year Training program



On The Job – mentoring (by level 5 or 6 artisan)

- house keeping, servicing, removing & dismantling parts, assembly & fitting of parts & components & Diagnosing faults.
- Trade Test preparation – at work place, partner with engineering Companies or simulated training.
- National Trade Test Assessment at the BELL Trade Test Centre in Richards Bay (merSETA & NAMB Accredited).

Training provider



- We incorporate our customer apprentices/learners/RPL candidates into our programmes.
- We are open to accommodate more learners and to assist customers set-up their apprenticeship programmes.

RPL (RECOGNITION OF PRIOR LEARNING)

- This is a vehicle/method - for existing employees, doing relevant tasks during their day to day duties, to become qualified artisans.
- The following criteria may be applied.





merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

REQUIREMENTS TO QUALIFY FOR ARTISAN RPL (RECOGNITION OF PRIOR LEARNING) (PREVIOUSLY SECTION 28) TRADE TEST

QUALIFYING CRITERIA CATEGORIES:

- A. Minimum three (3) years relevant work experience within South Africa and N2 four subjects certificate or equivalent qualification including relevant trade theory. OR
- B. Minimum three (3) years relevant work experience within South Africa and Relevant Engineering NC(V) NQF level 3. OR
- C. Minimum three (3) years relevant work experience within South Africa and Technical Grade 12 with Maths, Engineering Science and related theory subject. OR
- D. Minimum Eighteen (18) months relevant work experience within South Africa, completed of all relevant work experience modules and Relevant Engineering NC(V) NQF level 4. OR - 18 months is too short
- E. Minimum Eighteen (18) months relevant work experience within South Africa and relevant (directly related to the trade theory subjects) N6 certificate or National Technical Diploma (S and N Stream) – 18 months is too short



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REQUIREMENTS TO QUALIFY FOR ARTISAN RPL (RECOGNITION OF PRIOR LEARNING) (PREVIOUSLY SECTION 28) TRADE TEST

QUALIFYING CRITERIA CATEGORIES - continued:

- F. Minimum four (4) years work experience within South Africa with Grade 9 (Standard 7)**
- G. Successful completion of merSETA registered NQF Level 2, 3 and 4 trade related learnerships with minimum two (2) years, inclusive of the institutional and workplace components OR**
- H. Former apprentice who have met the section 13 trade test requirements and their contract got rescinded before qualifying as artisan.**
- I. Former apprentices under Section 13 terminated before they could qualify for trade test, and either have proven eligibility for Artisan RPL (Recognition of Prior Learning) trade test based on acquired skills from the formal training part under Section 13, or have undergone additional approved training to meet the requirement.**

Possible RPL process:

1. Identify employees for development as per qualifying criteria and company requirements.
2. Conduct a Gap assessment.
3. Draw up a development programme.
4. Implement development programme to close gaps.
5. Apply for Trade Test



Concerns:

1. After the exceptional work done by all stake holders in developing new Qualifications, 3x years later and the hard work sits with QCTO awaiting registration.

Q. Why does it take so long

2. The management of the NSF seems to be driven to get bums on seats, rather than rationing the funds equally amongst learners. (some learners are allowed to change their stream of study several times, using up vital funds that could have been used by other deserving learners)

3. The over regulated system disadvantages learners from being employed. Issuing of certificates just takes too long. TTC to SETA to NAMB to QCTO to NAMB to SETA to Learner / employer.

Thank you

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