



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

National Artisan Development

National Artisan Data Management and Analysis Methodology

Background

The Artisan and Technician Development Technical Task Team (ATD-TTT), the stakeholder representative body established by the Human Resource Development Council (HRDC) of South Africa has through its work-plan identified the three primary blockages to a national artisan development programme. These three blockages were tabled before the Human Resource Development Council on 15th June 2012 and unanimously endorsed for removal by relevant implementing partners. These *three blockages* are the lack of:

- ✓ **Detailed, accurate, current data for artisan trade prioritization, workplaces and placement, scientific target setting, monitoring & evaluation;**
- ✓ A single guaranteed funding model for all artisan trades listed in the Government Gazette applicable to all sectors including a single artisan learner administration and grant disbursement system; and
- ✓ An Artisan Recognition of Prior Learning (RPL) system that is focused on supporting persons who are working as support workers in the engineering field to become certificated artisans.

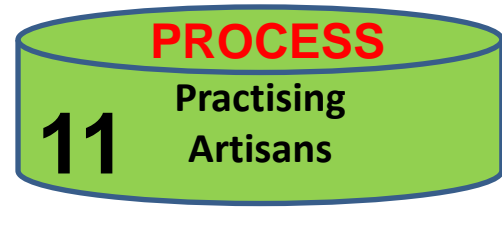
Blockage Removal Activities

1. Establishment of a central data management center
2. Develop, pilot and implement of a Data Reporting and Validation policy
3. Develop and launch of a National Artisan Development website.

1. Establishment of a central data management center

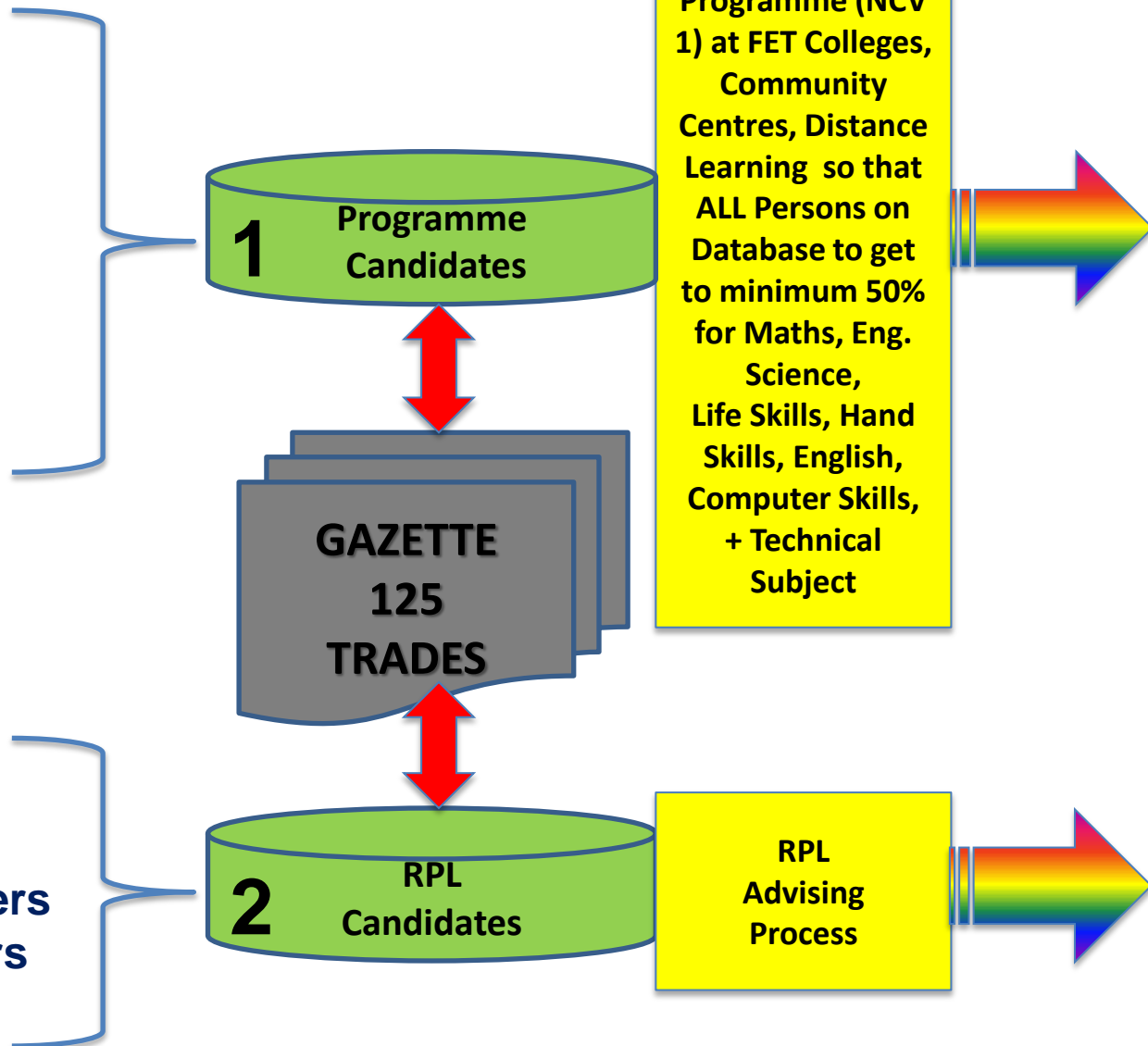
- There has been a lack of accurate artisan related data for learners as well as qualified and practicing artisans persons that work in South Africa. There has never been a central system or repository of such artisan data and as a result the Department has set up a National Artisan Development Support Centre or **NADSC** at the Ekurhuleni East FET College in Kwa-Thema Springs in an underutilised call centre facility at the College.
- Functions performed by the NADSC to address the first blockage are;
 - ✓ Collect and collate Artisan data from all 16 SETA's and Indlela, for record keeping and database management
 - ✓ Monitor learner progress from registration to trade testing and post trade test progress
 - ✓ Recording and reporting on all artisan related data to remove the first HRDC artisan development blockage
 - ✓ Track and trace artisan learners from registration, certification and employment.
 - ✓ Matching of supply and demand of artisan learners to industry needs
 - ✓ Operate and Manage a National Artisan Database of both supply and demand

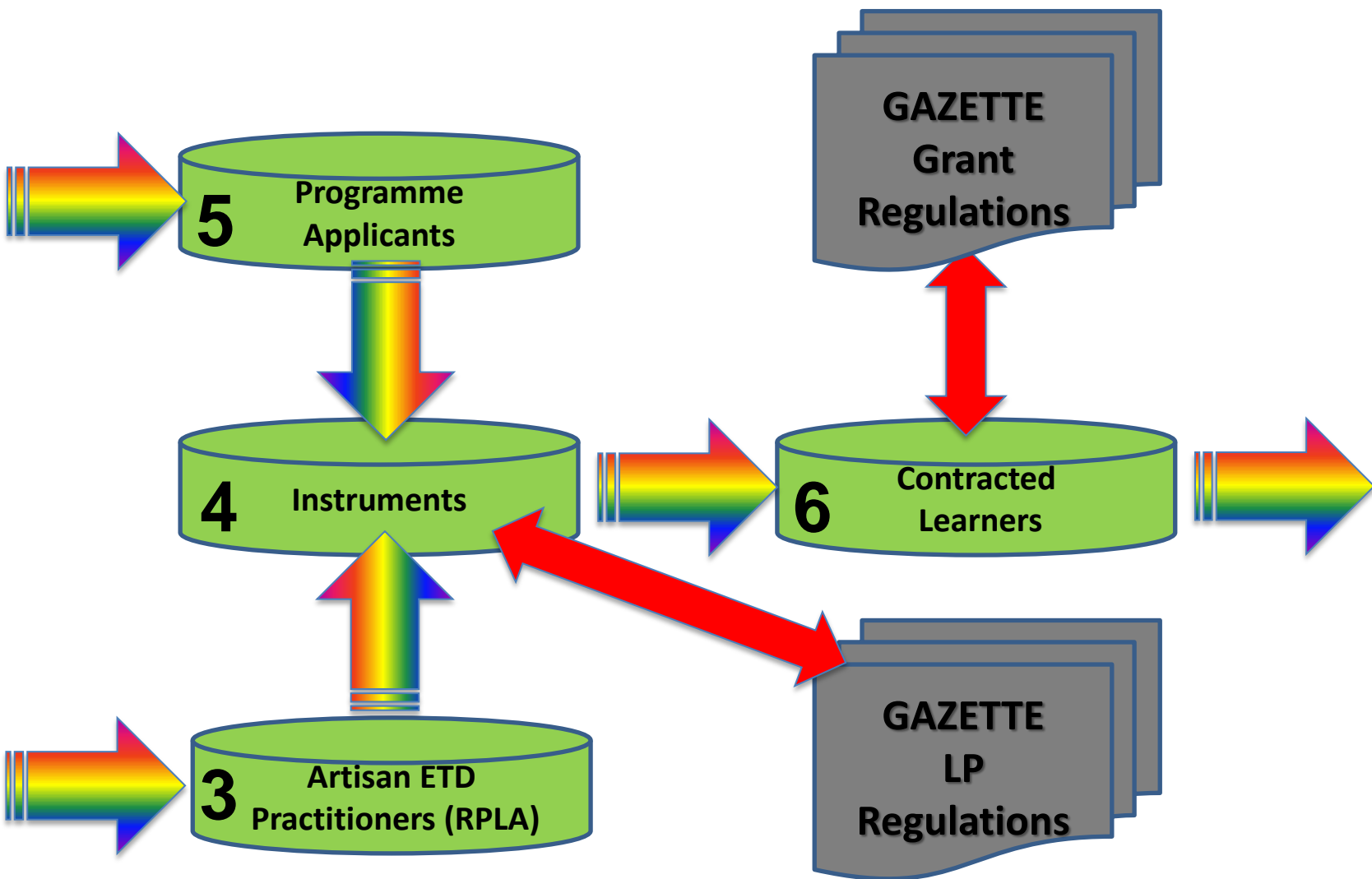
The Databases



FORMAL: (Programme)
Academic School Learners
Focus School Learners
ELSEN School Learners
NATED Learners
NCV Learners
Skills Programmes Learners
NEETS

INFORMAL (RPL)
Employed Practise Learners
Unemployed Practise Learners
Immigrant Workers / Learners





SETAs M&E

QCTO / NAMB
Criteria &
Guidelines

Knowledge

Practical

Workplace

Apprenticeship (CBMT or Dual)

Learnership/Cadetship

NCV L2 + L3 + L4

Internship

RPL + Gap Closure Skills Programmes

Minimum Three Years

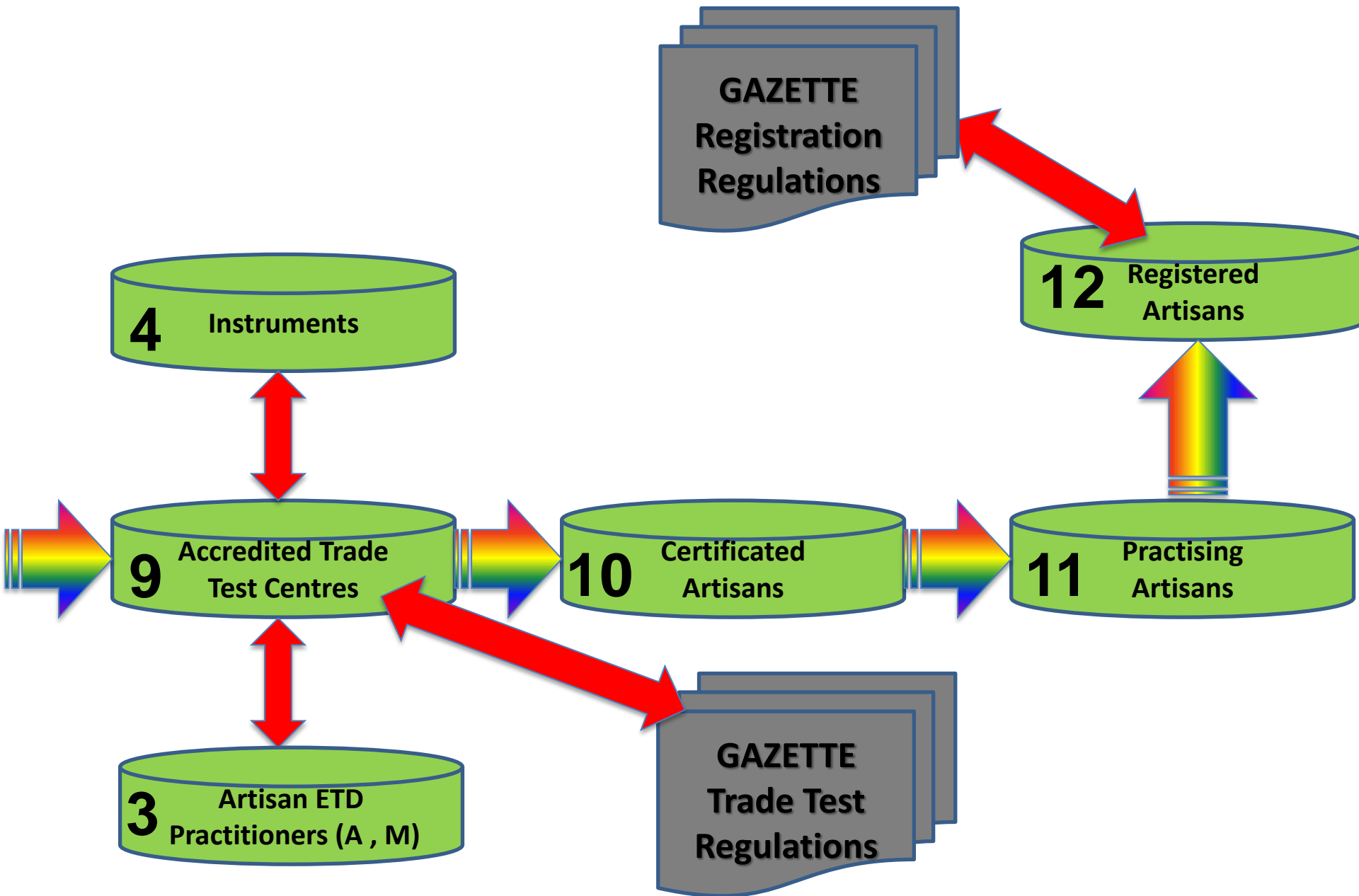
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Accredited
Providers

8

Approved
Workplaces

QCTO / NAMB
Criteria &
Guidelines



NAD QUARTERLY PERFORMANCE REPORT

Apr – Dec 2014

New Registrations							Completed Learners					
SETA	SLATarget	1ST QUARTER	2ND QUARTER	3RD QUARTER	Variance Totals	Variance %	SLATarget	1ST QUARTER	2ND QUARTER	3RD QUARTER	Variance Totals	Variance %
AGRI SETA	210	10	50	40	110	47.62%	105	7	31	31	36	65.71%
CATHSSETA	204	176	234	129	-335	264.22%	150	86	0	0	64	57.33%
CETA	8 000	340	682	145	6 833	14.59%	7 200	5	0	0	7 195	0.07%
CHIETA	1 665	425	755	359	126	92.43%	426	80	117	132	97	77.23%
EW SETA	2 000	37	61	0	1 902	4.90%	2 000	21	50	0	1 929	3.55%
FOOD & BEV	70	0	0	0	70	0.00%	30	0	0	0	30	0.00%
FP&M SETA	450	0	7	69	374	16.89%	225	0	30	0	195	13.33%
HWSETA	300	0	25	59	216	28.00%	300	0	0	8	292	2.67%
INDLELA	8 000	2 054	1747	1 088	3 111	61.11%	4 000	0	1351	615	2 034	49.15%
LG SETA	800	37	0	45	718	10.25%	320	61	135	103	21	93.44%
MERSETA	1 400	2 144	1671	1849	-4 264	404.57%	1 400	1 485	1699	2125	-3 909	379.21%
MQA	2 200	418	979	449	354	83.91%	1 700	369	435	505	391	77.00%
PSETA	100	0	0	23	77	23.00%	0	0	0	0	0	#DIV/0!
SASSETA	400	0	25	45	330	17.50%	200	0	0	0	200	0.00%
SERVICE SETA	1 300	227	188	125	760	41.54%	821	69	68	98	586	28.62%
TETA	750	228	188	266	68	90.93%	317	145	249	171	-248	178.23%
W&R SETA	200	1	92	13	94	53.00%	120	1	119	0	0	100.00%
SLA Totals *	28 049	6 097	6 704	4 704	10 544	62.41%	19 314	2329	4284	3788	8913	53.85%

Artisan Learners MTSF 2009 - 2020

	1	2	3	4	5	1	2	3	4	5	6
Year	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Target – In	26 301	23 517	30 000 Skills Accord	25 000	26 000	28 750	29 750	30 750	31 750	32 750	33 500
Actual – In	26 301	23 517	24 415	21 849	27 670	-	-	-	-	-	-
Target – Out	8 238	11 778	10 000 NSD III	12 000	12 000	19 110	20 110	21 110	22 110	23 110	24 110
Tactual Out	8 238	11 778	14 023	15 277	18 110	-	-	-	-	-	-
Target T/Put	34%	45%	43%	40%	48%	69%	70%	71%	72%	73%	74%
Actual T/put	34%	45%	60%	63%	83%	0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

2. Develop, pilot and implement a data Reporting and Monitoring policy

- To further address this blockage, a need to develop a policy to guide and streamline the Monthly Reporting and Validation of artisan data from Seta's and INDLELA.
- This monthly reporting is required as per Section **3.2.17** of the 2013-2014 Service Level Agreement between the DHET and each SETA that requires the SETA to submit *“monthly reports in a format determined by the Chief Directorate: INDLELA of the actual number of registered and completed artisan learners to address HRDC ATD-TTT Bottleneck1”*
- The *Interim Artisan Learner Data Reporting, Validation and Database Maintenance Policy and Procedure*, was approved by the Director-General on the 01st September 2014.

3. Develop and launch of a National Artisan Development website.

In September 2013 we launched the National Artisan Website

<http://nadsc.dhet.gov.za>

This is another data management platform whereby a list of candidates can register;

Mainly we have a portal to register the following 4 categories on the website;

- ✓ Young people (under 35) with relevant engineering qualifications and want to be registered on an artisan learning program placement database;
- ✓ People with at least five years' artisan related work experience and want to be registered on a RPL placement database;
- ✓ Employers (government, state owned companies, private sector, community) who want to recruit learners for artisan learning programmes in their organizations;
- ✓ People who are qualified, practicing artisans who wish to be registered on the National Database of Artisans as is required by Section 26C of the Artisan Development.

<http://www.nadsc.dhet.gov.za>
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THANK YOU...