



LMIP Policy Roundtable

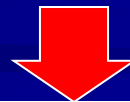
“How do TVET Providers Develop Intermediate Skills to Strengthen Employability Prospects for Students”

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Pretoria, 17th February 2016

Circumstances Prevailing in the Forestry Industry which Determine its Skills Needs

- **Employment Structure in Industry**
 - **The Industry employs 60 000 people, including 30 000 contract workers and 25 000 small-scale growers**
 - **Of the workforce, 90%-95% of employees are illiterate**
 - **Labour turnover is extremely high**
- **Land Reform & Expansion of Forestry Area in EC and KZN**
 - **Beneficiaries of land reform projects, existing and new small-scale growers are in need basic forestry and business skills training**
- **Modernisation/Mechanisation**
 - **This has and will continue to occur in the future**



Given the above circumstances, the overwhelming skills needs of the Forestry Industry focus on short Skills Programmes

Current Education and Training Providers to the Forestry Industry

- University of Stellenbosch
 - Degrees (12-15 per year)
- Nelson Mandela Metropolitan University (Saasveld)
 - Diplomas (50 - 70 per year)
- University of Venda
 - Degrees (no information available)
- Fort Cox
 - Diplomas (no information available)
- Private Training Providers
 - Short Skills Programmes and 4 Learnerships



To Note: no TVET Colleges involved in Forestry education

Forestry Industry Interaction with Institutions

- **University of Stellenbosch**
 - **Industry represented on Advisory Board**
 - **Active liaison with Industry (visits, curriculum & research)**
- **Nelson Mandela Metropolitan University**
 - **Industry represented on Advisory Board**
 - **Active liaison with Industry (visits, curriculum & research)**
- **University of Venda**
 - **No contact**
- **Fort Cox**
 - **Industry represented on Advisory Board**
- **Private Training Providers**
 - **Industry represented on FITPA**

These interactions ensure that the education and training received by students and trainees meet the Industry's needs.

Development of New Qualifications

The Industry, given its skills needs, has, in partnership with the FP&M SETA embarked on developing the following qualifications

OFO	Title	Status
62111	Tree Feller	Commencing with Occupational Profiling workshop in April 2016
821501	Forestry Worker	Scheduled to start in the second half of 2016
325705	Forestry and Related Industries Health, Safety and Environmental Officer	Curriculum complete and submitted to the QCTO
734102	Logging Plant Operator	All 3 workshops complete, industry expert completed reviewing the modules, final verification conducted and curriculum to be captured on the QCTO Capturing tool. (17 part qualifications)
734101	Agricultural Plant Operator	Scheduled to start in the second half of 2016
131103	Production Operations Supervisor	Curriculum complete and be submitted to the QCTO
31103	Production Operations Foreman	QDF dealing with articulation to NMMU (finalisation of knowledge modules)
	Fire Boss and 3 Feeders	SLA to be drafted with the FPMSETA in this regard

Forestry Industry Interaction with TVET Colleges

- The Industry engaged with the Umgungundlovu FET College (Pietermaritzburg) in 2010 to try and develop an NQF Level 4 “General Forestry” qualification.
- It was felt that this qualification would be ideal for students wanting to use it as a stepping stone to progress their studies further.
- Unfortunately the Project did not get off the ground because the service provider appointed to develop the learning material produced a final product which was not approved by the Industry.
- Form this experience, we learnt that:
 - Curriculum development has to be done by experts in the field
 - The development of training material has to be done by experts
 - Active Industry participation in the process is essential

Forestry Industry Collaboration with the FP&M SETA

The Forestry Industry works closely with the FP&M SETA. This is, together with our direct involvement with Educational Institutions, a key to ensuring that funding and outcomes are met.

How is this achieved with regards to the SETA?

- Industry involvement in SETA Structures**
 - Industry represented on the FP&M SETA Board and other Committees**
- Other Industry Involvement in SETA Initiatives**
 - Involvement in defining OFO codes**
 - Development of qualifications aligned with OFO codes**
 - Assisting with Quality Assurance functions**
 - Active participation in all Workshops organised by the SETA**

FP&M SETA is a Major Partner with Industry

The FP&M SETA and Industry have formed an excellent working relationship over the years. Many training interventions are done in collaboration with the SETA with the SETA providing the necessary funding. These interventions include the following:

- **Provision of Mandatory Grants**
 - **To fund Employer based training initiatives**
- **Provision of Discretionary Grants**
 - **To fund Industry based training initiatives**
- **Provision of “Special Project” Grants**
 - **To fund Bursaries**
 - **To fund Tertiary Education Institution training initiatives**
 - **To fund various other Industry training schemes not covered by the above**
- **Provision of Sector Specific Grants**
 - **To fund Sector Specific training initiatives addressing scarce and critical skills needs**

Conclusion

Although the Forestry Industry has not any current relationships with TVET Colleges, from our own experience with Educational Institutions, we can proffer the following advice:

- **Primary and Secondary Education - Fix It!**
 - **We are finding that many students entering institutions of higher learning are simply not prepared for it**
 - **Lecturers need to be fully qualified for the subjects that they are teaching. This, unfortunately, at TVET Colleges is not always the case.**
- **Get Industry involved – This is most Important**
 - **In curriculum development and effective experiential training**
 - **Set up Advisory Boards and get Industry to partake in them**
 - **Secure funding to liaise on a regular basis with the Industry**
- **SETAs:**
 - **Have good relations with your respective SETA in order to get funding**

Thank You