

TRANSPORT EDUCATION AND TRAINING AUTHORITY

Skills Development Summit

07 March 2018

Gallagher Convention Centre, Midrand



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA





Presentation

by:

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Theme:

**TETA's plan to combat scarce skills
in the Transport Sector
in line with the NDP Vision 2030**



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PRESENTATION OUTLINE

1. TETA Overview
2. TETA Strategic Goals
3. TETA Programme Alignment
4. NDP 2030 strategy (*skills development extract*)
5. Challenges Identified by TETA
6. NDP Targets vs Transport Sector Performance
7. TETA's strategic approach on identified gaps (NDP bias)



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OVERVIEW OF TETA

GOAL 1

To provide administrative support services and enable TETA to deliver on its mandate and ensure compliance with all governance imperatives

GOAL 2

Establish Mechanisms for Skills Planning and Research Capacity

GOAL 3

Increase Access to Occupationally Directed Programmes within the Transport Sector

GOAL 4

Strengthening the Quality Assurance System



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TETA STRATEGIC GOALS

TETA MANDATE

Facilitate equitable skills development in the Transport Sector to ensure empowered workers

Ensure access to training, education and workplace for graduate and the unemployed

Alignment of skills development initiatives to emergent needs and national imperatives

Facilitation of workplace learning and partnerships between employers and educational institutions

Collaboration with and support for TVET capacitation
Collaboration with Higher Education Institutes

PRIORITIES

Research

SMMEs

Green Economy

Artisans

Access

TVET Colleges

Rural Development

Career Guidance

Leadership Development

Mandatory Grant

PROGRAMMES

1. Administration



2. Skills Planning



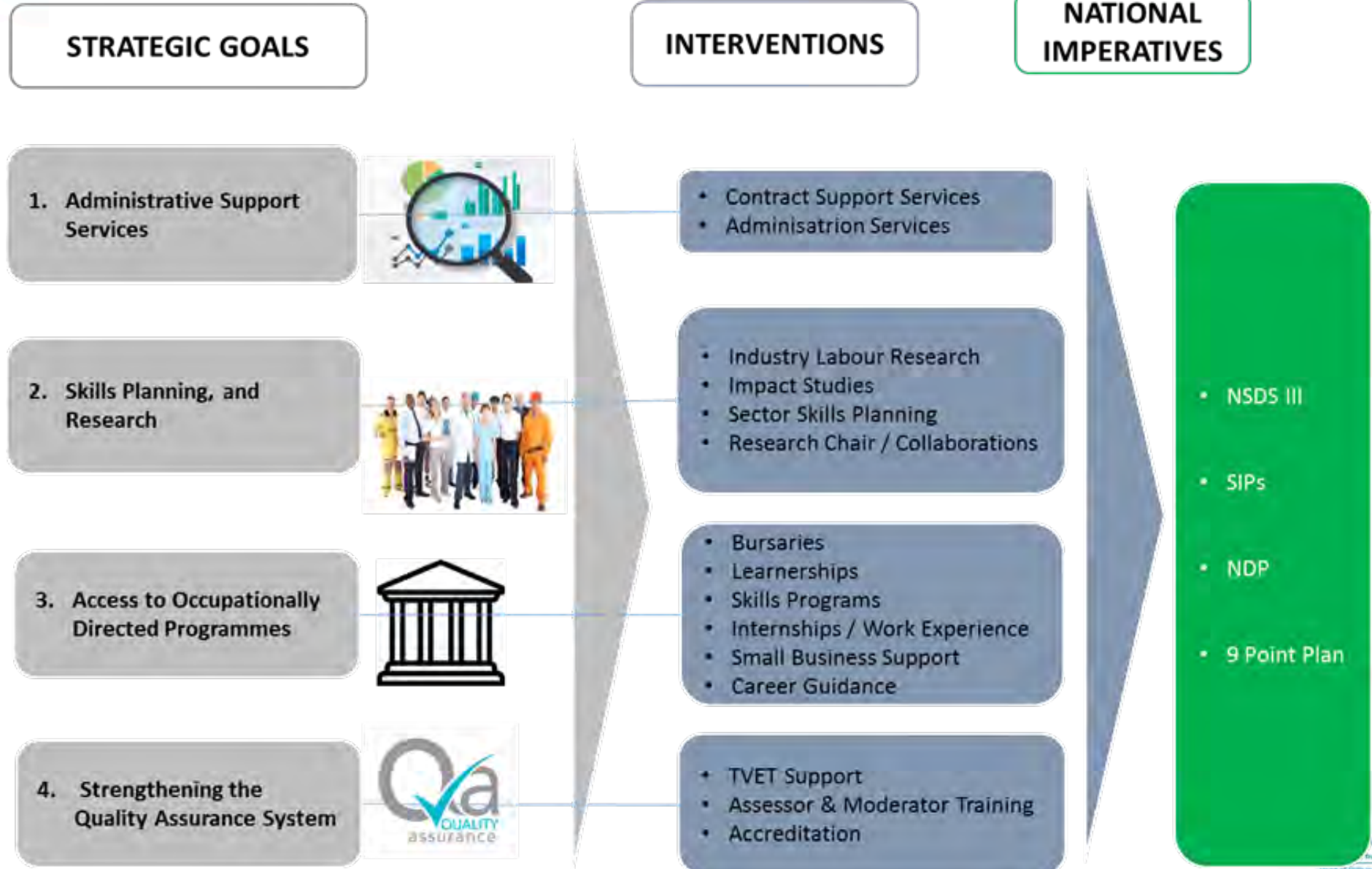
3. Learning Programmes and Projects



4. Quality Assurance



TETA PROGRAMME ALIGNMENT



NDP 2030 STRATEGY (extract for skills development in a transport sector).

- The NDP is the product of numerous interactions with South Africans, inputs from thousands of people, extensive research and robust debate throughout the country.
- By 2030, South Africans should have access to education and training of the highest quality, leading to significantly improved learning outcomes.

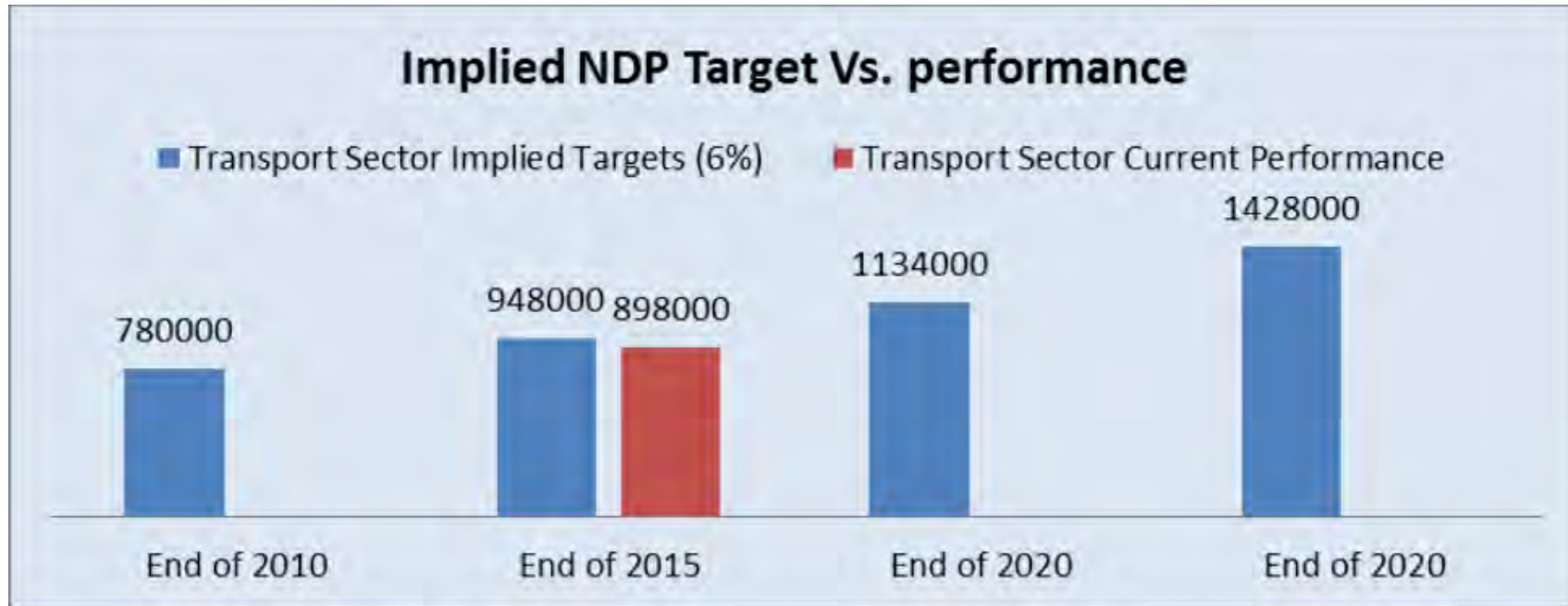
CHALLENGES IDENTIFIED BY TETA

- Currently TETA is faced with skills mismatch in the transport sector, which is the resultant of occupational shortages and skills gaps in the labor market.



NDP TARGETS VS TRANSPORT SECTOR PERFORMANCE

- The figure below shows the 2015 target milestones of the NDP employment plan and that of the transport sector has missed the target by exactly 50 000 jobs.



IDENTIFIED SKILLS GAPS AND PERCEIVED SCARCE SKILLS CHALLENGES

- Limited people with the appropriate qualification (this relates to universities providing theory-based learning and leaving the practical part to the industry),

NO WORK WITHOUT EXPERIENCE, NO EXPERIENCE WITHOUT WORK! – THE CATCH 22 FOR NEW GRADUATES

IDENTIFIED SKILLS GAPS AND PERCEIVED SCARCE SKILLS CHALLENGES

- No adequate training and trainers available (the SSP identified issues of lack of infrastructure which contributes to lack of adequate trainers available),



IDENTIFIED SKILLS GAPS AND PERCEIVED SCARCE SKILLS CHALLENGES

- Highly technical environment (where employers have difficulties in finding appropriate people who meet the necessary skills requirements or have difficulties in replacing retiring people with adequate skills and qualified people).



TETA'S STRATEGIC APPROACH ON IDENTIFIED GAPS (NDP BIAS)

Gap	TETA strategies
<p>Limited people with the appropriate qualification</p>	<ul style="list-style-type: none"> • TETA is currently in partnership with Universities to facilitate employer consultations at curricula development stages
<p>No adequate training and trainers available</p>	<ul style="list-style-type: none"> • TETA is currently funding lecturers at TVET Colleges. • Capacitating existing sector experts in training-trainers
<p>Highly technical environment</p>	<ul style="list-style-type: none"> • TETA funded training and capacitation of 100 mentors for 2017/18 financial year • Industry alignment of programmes under Transport SETA scope in collaborations with employers (including programme and curricula development)

TETA'S STRATEGIC APPROACH ON IDENTIFIED GAPS (NDP BIAS)

- The government promotes the formation of SMMEs as vehicles of growth to address poverty, unemployment and inequality, as per the NDP.
- The establishment of the department and support of the establishment of small businesses will affect the existing players in the subsectors of the transport industry.
- The transport sector mostly consists of 70% small to medium sized companies.
- It is thus imperative that the Transport SETA leverages on SMMEs in order to increase the sector's chance of attaining the National Development Plan's (NDP) employment targets by 2020.
- In capital-intensive subsectors such as maritime, freight handling and clearing, it is very difficult for small businesses to enter the market. Therefore, there is very little competition from SMMEs – this again invites TETA to apply innovation to ensure that opportunities are unlocked in this space....

Jobs



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THANK YOU