


**Employment & Skills / Capacity Building**

cidb Stakeholder Forum  
12 September 2008




**6.2 Skills Development**

- **Actions:**
  - **Attractiveness of Industry:**
    - Youth in Construction
  - **Quality of skills and product:**
    - Competence assessment
  - **Access of Grades 2 to 6 to skills development:**
    - ESDA
  - **Academic Excellence & RD&I:**
    - Construction Centres of Excellence




**6.2 Skills Development**

- **Actions:**
  - **Attractiveness of Industry:**
    - Youth in Construction
  - **Quality of skills and product:**
    - Competence assessment
  - **Access of Grades 2 to 6 to skills development:**
    - ESDA
  - **Academic Excellence & RD&I:**
    - Construction Centres of Excellence




**Overview**

- understanding of current status of skills shortages in the construction industry and the industry initiatives to address these
- provide further details of cidb initiatives and activities under development to improve and recognize the skills of contractors
- discuss the cidb / industry ESDA



**Objectives**

- Share industry learning
- Inform cidb activities



**Acknowledgements**

- Ntebo Ngozwana;
  - NCC Industry Forum; Skills Development
  - Tanzania

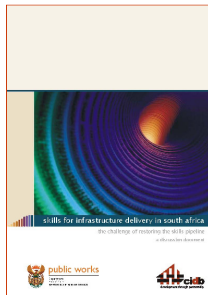



## Skills Shortages; Current Status



### cidb Skills Report (2007)

- **Short-term;**
  - possible to extend the effectiveness of the industry
- **Medium-term;**
  - comprehensive challenge to restore or replace the skills pipeline

### News

**SAA shortage ups accident fears**  
 Aug 18 2008 3:38PM  
 Jan de Lange

Johannesburg - A skills shortage at SAA Technical, which is one of the outstanding technical centres in Africa, has increased as standards have been brought into question.

**New top spot for SA bosses: AUS**  
 Sep 2 2008 3:27PM

Johannesburg - The average executive turnover in South Africa for the period August 1 2007 to July 31 2008 increased to 13.5 percent compared to 10.5 percent in the same period last year, Human Capital at Deloitte said on Tuesday following its annual survey.

- This statistic extrapolates to South Africa losing up to 50% of its executives every four to five years, Deloitte spokesperson Willem Verwey said.



### News

**Private sector remains key to skills initiative, despite Jipsa's demise**

The incorporation of the high-profile joint initiative on priority skills acquisition, or Jipsa, into the recently approved human resources development strategy for South Africa (HRDS-SA), which would fall under the aegis of the Department of Education (DoE), would be done in such a way as to sustain a high level of private-sector involvement. This assurance was provided on Thursday by government spokesperson Thembu Maseko, who confirmed that Jipsa, which currently fell under the responsibility of the Deputy President, Phumzile Mlambo-Ngcuka, would continue until March 2010. Its work would then be incorporated into the HRDS-SA, which was to be officially launched in March next year.



### News

**Aveng earnings surge on ongoing infrastructure investment**

Aveng's earnings surge on ongoing infrastructure investment, particularly in the construction and engineering sectors, as demand in the construction and engineering sectors in Southern Africa, Australasia and the Middle East remains strong. The group reported a 'strong performance' in headline earnings, up 343.5% a share.

**M&R sees growth prospects in energy, particularly nuclear**

By Chanel Fringle  
 Published: 5 Sep 08 9:00


Energy was a driver of opportunity for construction and engineering group Blumay & Roberts (M&R), CEO Brian Blumay commented at a results presentation held in Johannesburg last week.

**WBHO eyes growth as earnings more than double**

New construction work in the energy, infrastructure and building and civil engineering sectors has increased significantly in South Africa, WBHO's CEO commented in the report.


**Stefanutti & Brassan full-year profit up almost fourfold**

Construction and engineering group Stefanutti & Brassan on Monday reported that it more than doubled its headline earnings for the year ended February 28 to R102.2 million, from the previous year's figure of R26.8 million, on the back of a 51% revenue growth to R12.54-billion. The firm, which is listed on the JSE, said that profit for the year had shot up by 283% to R144.1 million.



### Discussion

- **Current status of skills in industry**
  - can the industry deliver?
- **Current industry initiatives to address skills shortages**




**cidb Initiatives**



**cidb Best Practice Contractor Recognition Scheme**

Grade	Enablers; Business, H&S, Quality, Env, etc	Results
9	SANS / ISO / OSHAS Management Systems	Performance Reports
	cidb Accredited Management Systems	
2	cidb Competence Assessment	




**cidb Contractor Competence Assessment**

- .... accredits the competencies in terms of knowledge, skills and experience of contractors that are deemed to be minimum standards necessary for running a contracting enterprise and for supervising building and construction works in the various Categories and sub-Categories within the fields of:
  - business management;
  - building and construction management (operational and supervision);
  - building and construction technology; and
  - legislative issues.




**cidb Contractor Competence Assessment**

- After the date and above a prescribed tender value determined by the Minister in the Gazette, cidb accreditation of a contractor's competencies is required to be taken into account as a quality factor (functionality) in construction procurement on all public sector contracts



**cidb Contractor Competence Assessment**


Category	Grade	NQF Level	Minimum Experience
GB: General Building	7 to 9	6 and above	na
CE: Civil Engineering	4 & 6	5	3 years
	2 & 3	4	3 years



**Extent of Construction Qualifications**

Qualification	Sample	Top Management	Site Management	Other Workers
None	45%	40%	33%	61%
Learnership	5%	0%	6%	10%
Trade	18%	14%	26%	8%
Diploma	22%	24%	26%	18%
Other	10%	21%	9%	3%

*Source: Smallwood & Haupt*




### cidb Contractor Competence Assessment

- Draft 1 available
- Workshop 24 July:
  - Broad agreement
  - Concept sound
  - Caution on roll-out
- Actions:
  - Dipstick survey
  - Institute of Plumbers
  - Selected Unit Standards
- Draft 2 available end Oct


Confidential Working Draft: Not for Distribution

1	Introduction	1
2	Definitions	2
3	Requirements and Application	3
4	cidb Contractor Competence Accreditation	4
3.1	Construction Categories	4
3.2	Competence Requirements	4
3.3	Competence Assessment	4
3.4	Types of Assessment	4
3.5	Types of Assessment	4
3.6	Types of Assessment	4
3.7	Monitoring and Review	4
4	Guidelines for Clients	10
Appendix 1	Generic Competence Requirements	11
Appendix 2	Apprenticeship Requirements, Qualifications and Experience	2
2.1	General Building (United)	2
2.2	Building Trade Contractors	2
2.3	Civil Engineering (United)	2
2.4	Civil Trade Contractors	2
Appendix 3	Application for a cidb Certificate of Competence Form (CSC_7101)	7
Appendix 4	Application for cidb Competence Assessment Form (CSC_7102)	8
Appendix 5	Report for Assessment Review Form (CSC_7103)	9
Appendix 6	Application for renewal of Competence Assessment Form (CSC_7104)	10
Appendix 7	Guidelines for Clients	11




### Discussion

- Do contractors have the necessary formal qualifications?
- How should competence be measured / assessed?
- Do Unit Standards exist?




The cidb / industry ESDA

Construction Employment Skills  
Development Agency




### What is an ESDA?

- An employment intermediary that supports skills development by;
  - Enabling learners and employers to participate in comprehensive skills development
  - Minimising employer's exposure to the administrative burden of the "regulated" learning environment
  - Improving the quality of training available to learners and SMME contractors
- Does not replace – links and complements current initiatives




### Objectives of an ESDA

- to increase the number of construction employers/companies, especially SMME contractors, participating in the Skills Development System
- to increase the number of people entering into and completing recognized training programs
- to increase the number of qualified artisans who meet the standards of the construction industry
- to enable learners to progress through a structured training pathway to complete the requirements of accredited training programs through managed job rotation and careful selection of training providers
- to improve the quality of skills offerings available to learners and employers in the construction industry.




### Role of an ESDA

- As an employment intermediary the ESDA will;
  - Administer
  - Coordinate
  - Quality control




### Funding for the ESDA

- The ESDA will source funding from;
  - CETA
  - National Skills Fund
  - National Department of Public Works
  - Industry
  - Development agencies
  - Partnership with other initiatives



### ESDA targets

Category	Targeted outputs
Number of employers providing placement opportunities	10 big companies (Grade 8 and 9) 100 medium sized companies (Grades 4 to 7)
Number of artisans placed with employers	500 per year rising to 1000 by 2011
Number of technicians and technologists placed for experiential learning	100 per year rising to 400 by 2011
Number of professional candidates placed	50 per year rising to 200 by 2011
Total number of new professional registrations	1500 by 2011



Dear N Ngozwana,

**REQUEST FOR PROPOSAL, APPLICATION FOR REGISTRATION AS ESDA**

We have a pleasure to inform you that your application for ESDA registration is successful and that the Department of Labour has registered you as an ESDA.


Your ESDA registration number is **MC 97/15/3/GP/12** and is valid from 01 April 2008 to 31 March 2010 and complies with the Learnership Regulations 2007, in terms of section 12, 14, 16 and 17(3).

Your ESDA certificated will be handed to you during the ESDA launch.

The date and venue of the launch will be communicated to you in due course.

Yours faithfully

*[Signature]*  
ACTING SENIOR EXECUTIVE MANGER: SETA COORDINATION



### Discussion

- Support for the concept?
- Linkages with existing initiatives
- Way forward



**Thank You**

