



SSACI



Apprenticeships Appraised: What's the current situation?

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Three NAD research reports:

- 1. Analysis of existing data collected by NADSC, 2011-2015, to identify patterns & trends in artisan development**
(Done)
- 2. Tracer study of newly-qualified artisans, to establish their whereabouts in labour market & employment trajectories** (Done)
- 3. Tracking study of progression of representative samples of apprentices on the database, to determine typical rates of progress & identify blockages & detours within programmes** (Due Nov 2016)

The NADSC database:

	<i>Registrations</i>	<i>Completions</i>
<i>2011-2012</i>	21 540	12 129
<i>2012-2013</i>	23 594	11 614
<i>2013-2014</i>	27 069	17 427
<i>2014-2015</i>	28 302	14 270
<i>Total</i>	103 505	55 440

Limitations of the data:

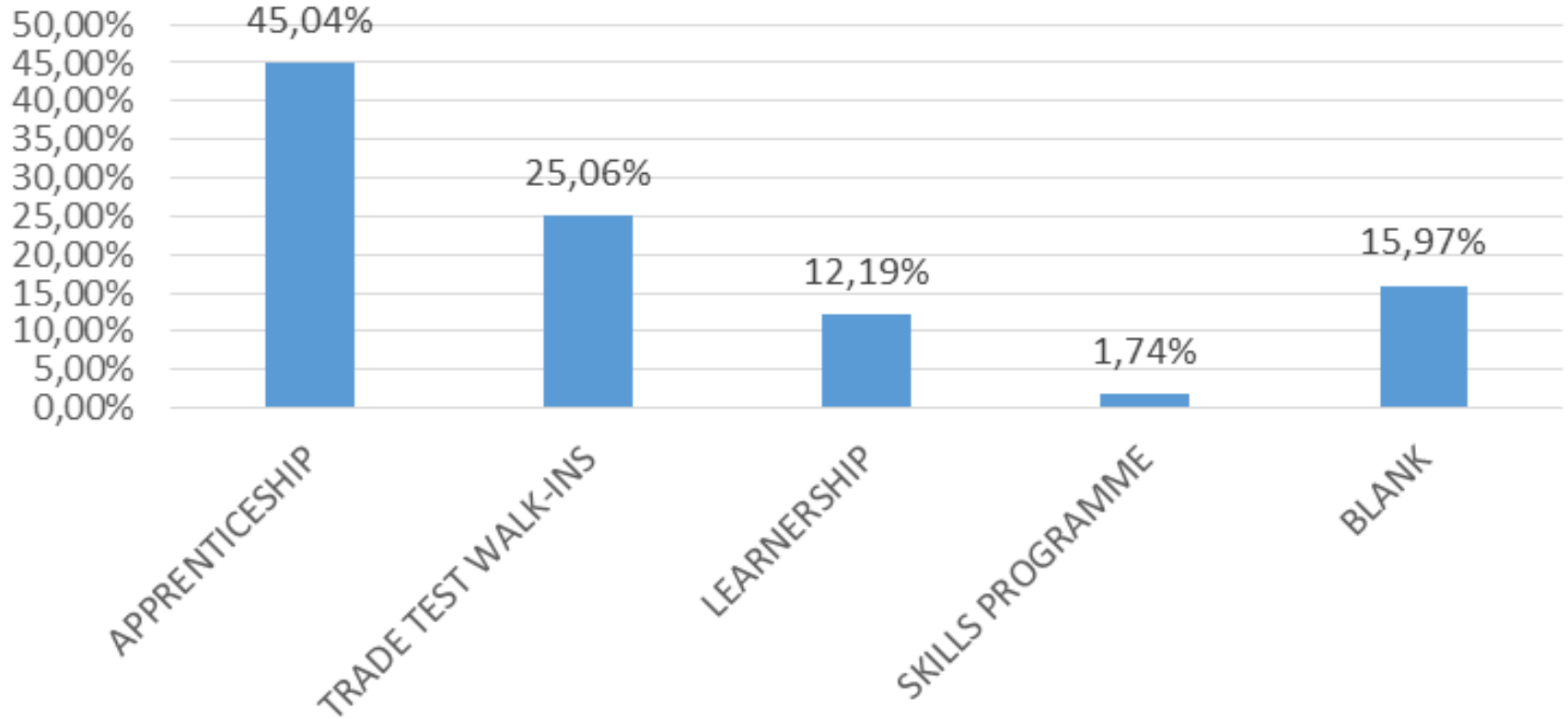
- Data drawn from reports of registrations and completions submitted quarterly by **SETAs** and **Indlela**
 - Excludes SoCs & SANDF; however, this is unlikely to affect overall trends & patterns as these organisations draw apprentices from same population according to similar criteria
- Weak administration within many SETAs means many individual records are incomplete
 - Dates of registration & completion particularly problematic
- Until April 2014, SETAs did not distinguish between learner-ships, apprenticeships & other programmes
- Data captured in separate database for each financial year
 - Difficult to track individuals over time and from registration to completion

Completions in SIPs priority trades:

<i>Trade</i>	<i>2011-12</i>	<i>2012-13</i>	<i>2013-14</i>	<i>2014-15</i>	<i>Total</i>
Electrician	2 424	1 912	4 214	2 988	11 538
Fitter & turner	1 435	1 191	1720	1 027	5 373
Welder	777	1 002	907	1 190	3 876
Boilermaker	723	617	1 105	1 071	3 516
Diesel mechanic	470	374	1 013	1 191	3 048
Motor (petrol) mechanic	621	421	908	965	2 915
Millwright	696	525	1 037	502	2 760
Rigger	238	170	518	878	1 804
Plumber	256	219	272	567	1 314
Instrument technician	223	204	397	254	1 078
Toolmaker	71	69	106	112	358
Metal fabricator	15	1	281	20	317
Carpenter & joiner	127	49	95	13	284
Air-con & refrigeration tech	74	41	92	37	244
Auto electrician	0	0	0	0	0
Total Top 15 trades	8 150	6 795	12 665	10 815	38 425
Total completions in all trades	12 129	11 614	17 427	14 270	55 440
% Top 15 trades	67,2%	58,5%	72,7%	75,8%	69,3%

Routes to artisanship:

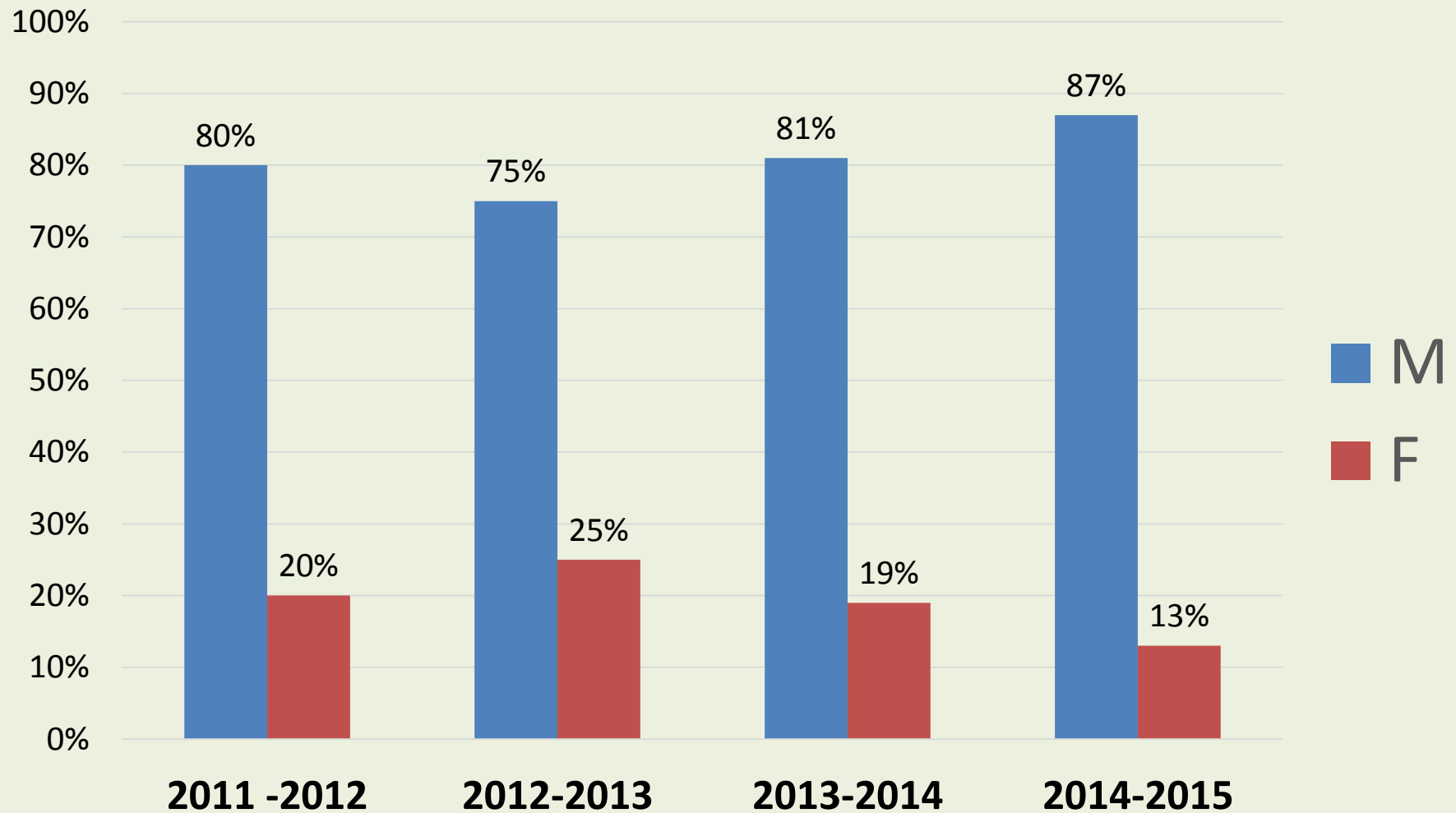
Programme Type 2014-2015



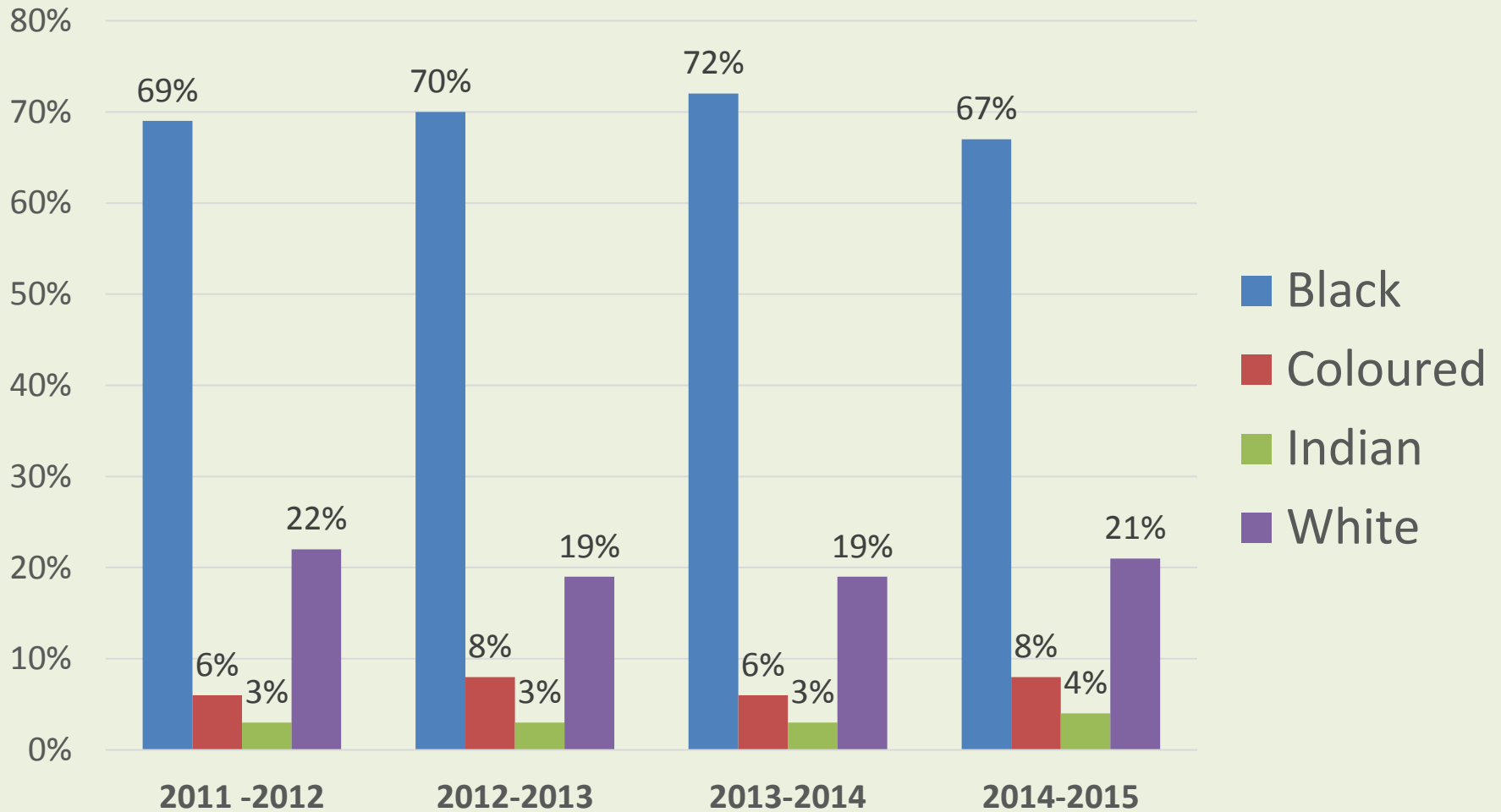
% of cohort completing annually:

Year of registration →	2011-12	2012-13	2013-14	2014-15
% Completing in ↙				
• 2011-12	18%	-	-	-
• 2012-13	18%	20%	-	-
• 2013-14	16%	23%	23%	-
• 2014-15	26%	37%	12%	17%
Total completion to date:	78%	80%	35%	17%
Unaccounted for:	22%	20%	65%	83%

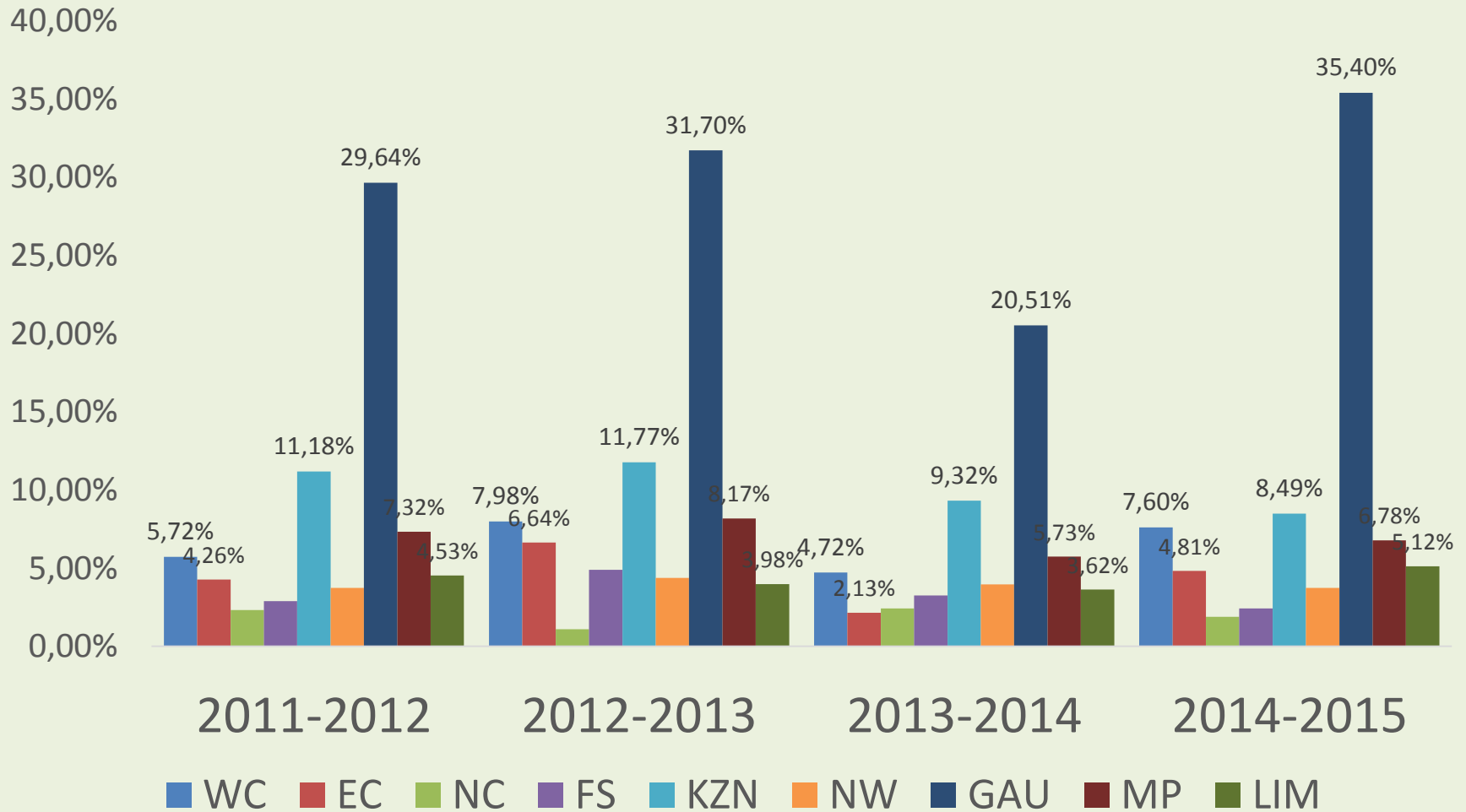
Gender distribution:



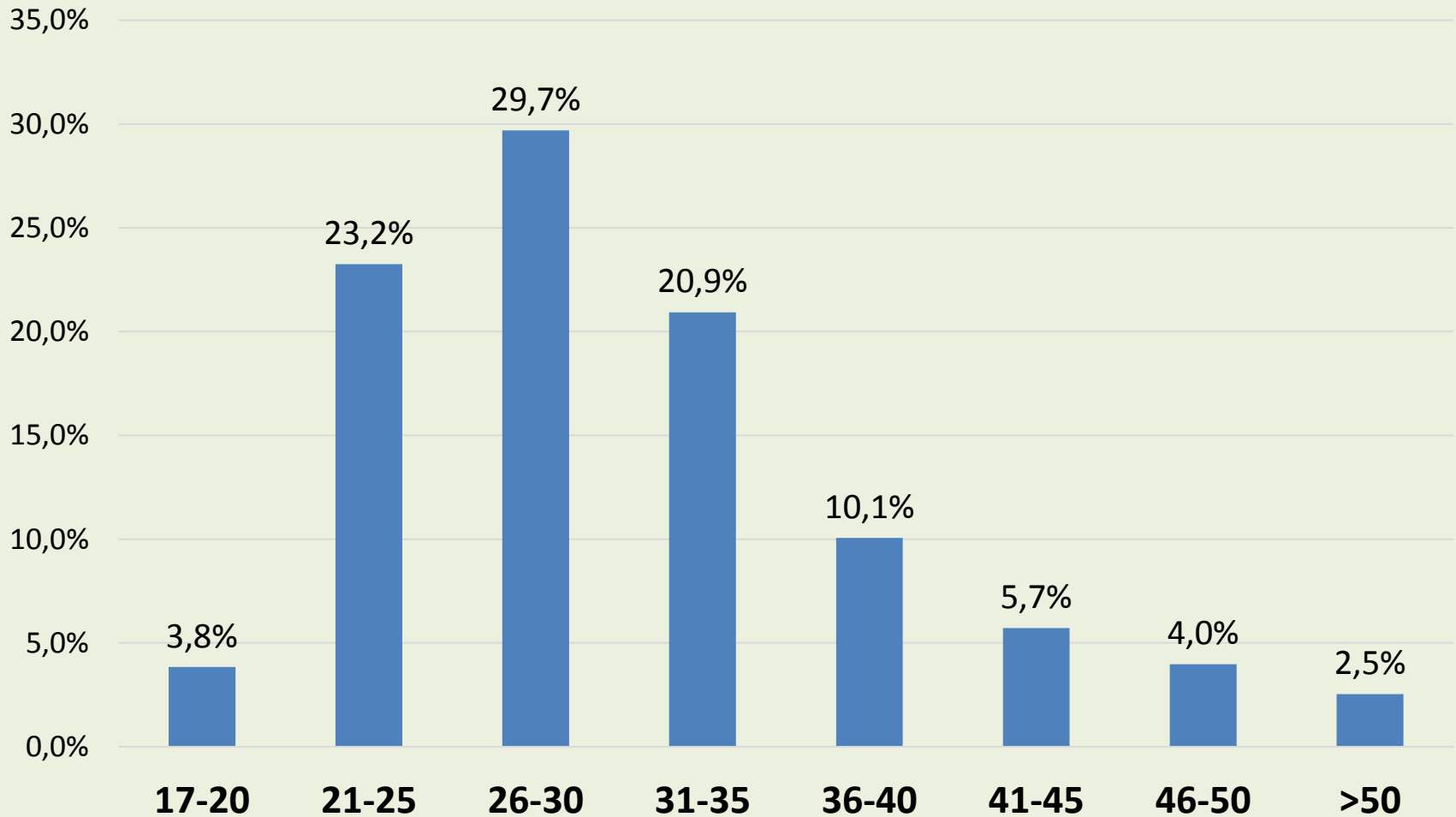
Ethnic distribution:



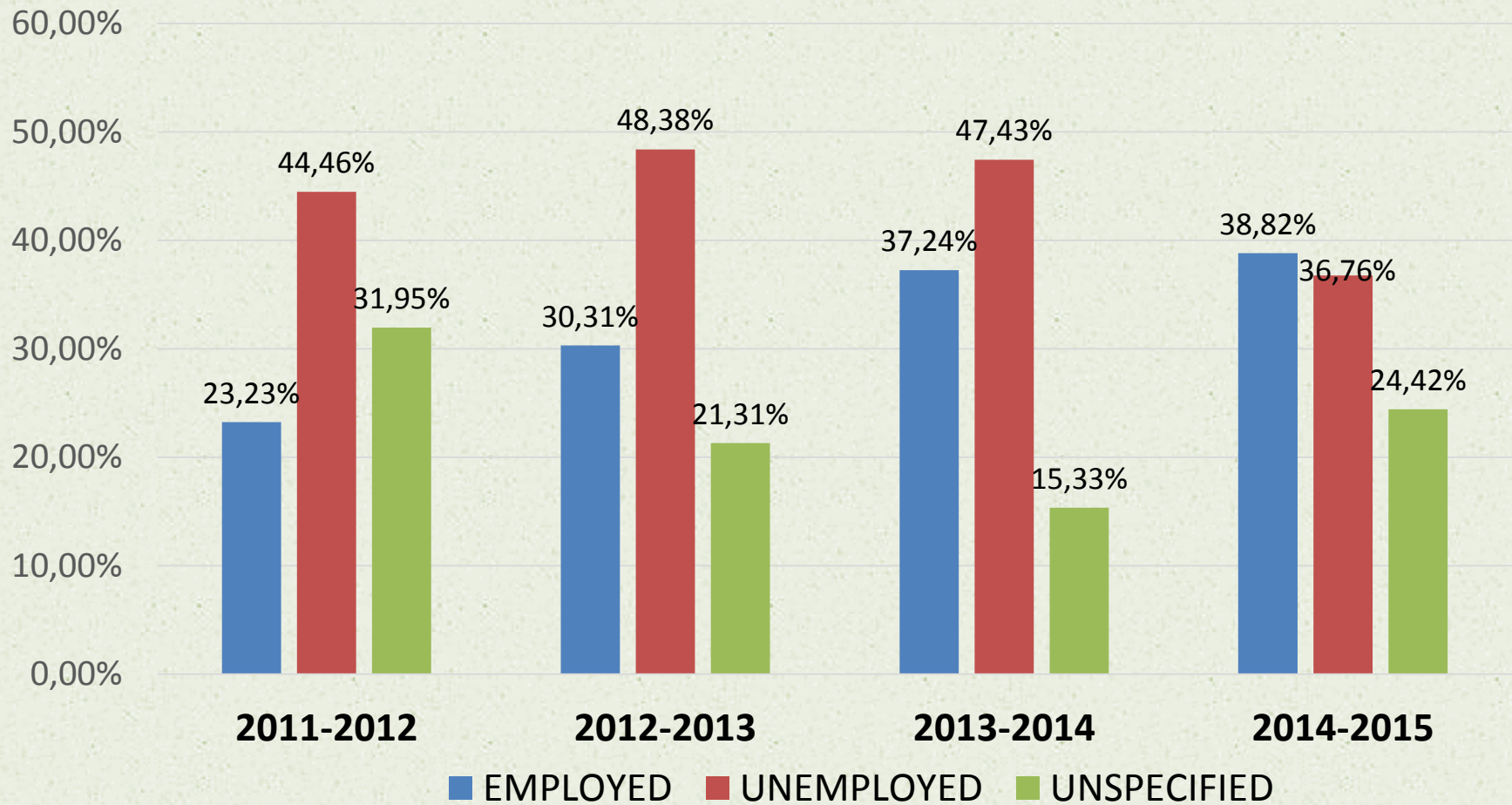
Provincial distribution:



Age at commencement:



Un/employed at registration:



Employment after Certification

Wage-employment	73%
Self-employment	6%
Unemployed	21%
Total	100%

Employed at company where apprenticed	40%
Employed elsewhere	28%
No Response	32%

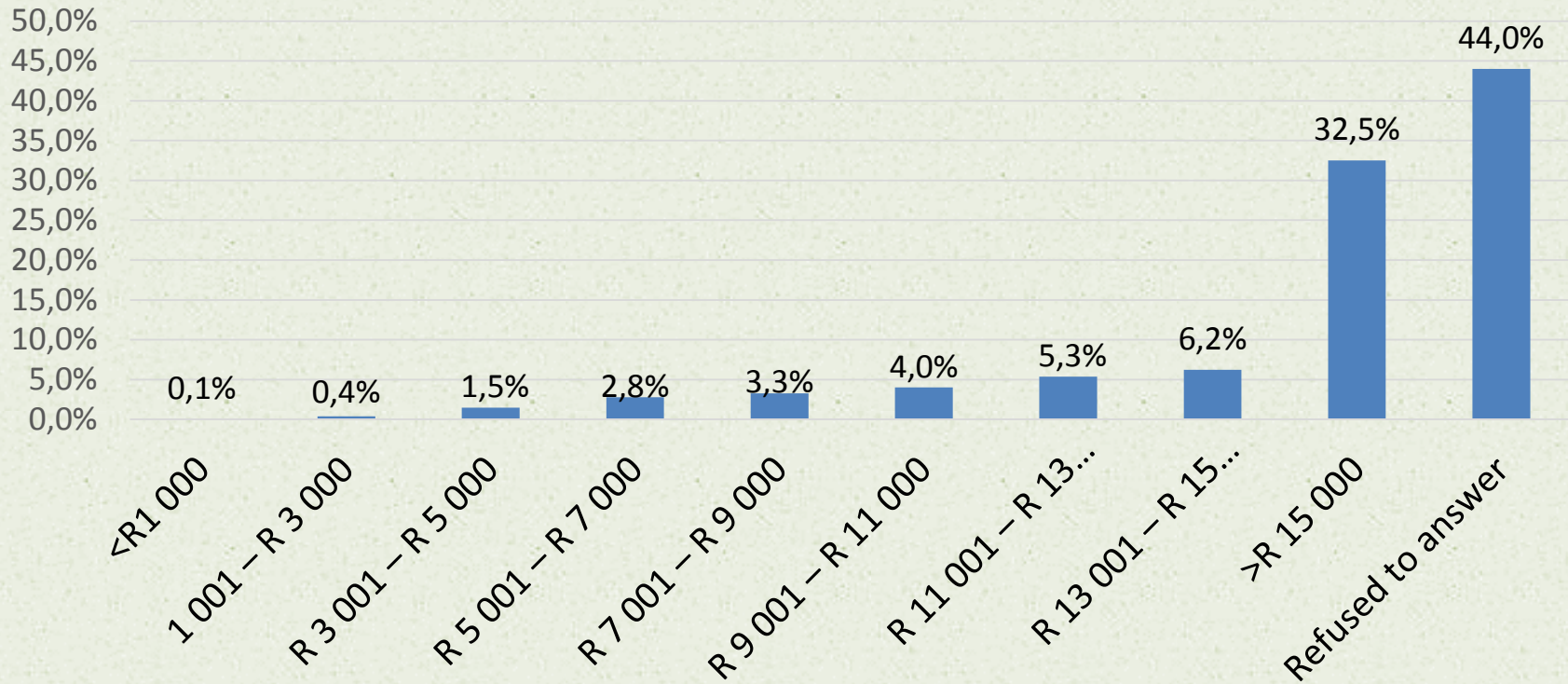
How long did it take to find a job?

Less than a week	17,5%
1 week - 4 weeks	5,1%
1 - 3 months	33,9%
4 - 6 months	16,2%
7 - 12 months	20,8%
> 12 months	6,2%
Do not remember	0,2%
Total	100,0%

Duration of contract

Permanent	74%	
Time-limited:	26%	
• More than a year		47%
• 7 – 12 months		19%
• 3 – 6 months		18%
• Less than 3 months		16%
Total	100%	

Remuneration & promotion



- NC(V) graduates average <R3000 p.m. in first year of work
- University graduates range R11'000 p.m. (B.A. or B.Com.) - R19'000 (B.Sc. Eng.)
- 73% of artisan interviewees had received increase in wages during past year
- 33% had been promoted since starting work

Conclusions from data

- Apprenticeships are once again the main form of artisanal training and are steadily on the increase
- Successful completion rate is higher than previously thought (75%)
- Employment prospects for apprentices are good, even for the previously unemployed:
 - Overall employment is 79%
 - 56.5% find jobs 'easily' (within 1 month) or 'fairly easily' (within 3 months)
- Most jobs are on permanent contracts (74%) or longer than 1 year (12%) with decent starting wages and good prospects for increases and promotion
- **All the above findings suggest that apprenticeships are working for employers and trainees alike**

Implications for TVET Colleges

- The era of classroom-based, theory-driven occupational training that has prevailed since the late 1980s is ending; **colleges need to get back in harness with the workplace**
- Apprentices are getting steadily older, with adult responsibilities (family, home), and are more embedded in the workplace; **colleges need to offer flexible timetabling and delivery sites**
- Employers want more productive workers faster and new curricula are being developed to meet that demand; **college instructors need to adapt their methodologies to deliver those curricula**
- **Colleges will face new PQM and funding arrangements over the next few years, requiring existential decisions**

Let's crank up apprenticeships!



Thank you!