



Overview

Since 2008 SSACI has implemented accelerated apprenticeships that address the ongoing shortage of qualified artisans in the identified trades. Devised by the Steel and Engineering Industries Federation of South Africa (SEIFSA), and adopted by a number of SETAs subsequently, it represents the shortest route to an artisan qualification permissible under current regulations.

Objective

The primary objective of the project is to pilot a financially sustainable and quality-assured artisan training system in terms of the new national regulations governing the implementation of learning programmes, the funding of apprenticeships and the administration of trade tests.

Specifically the project will support HWSETA's initiative to meet its artisan training targets through PIVOTAL programmes that result in an artisanal trade qualification on the NQF. It will, over a period of 2½ years (July 2013 – December 2015), train not less than 100 out-of-school, unemployed young South Africans from disadvantaged backgrounds as qualified artisans and place them in sustainable, high-quality employment. Additionally it aims to open up the training capacity of companies and workplaces within the health and welfare sector which, once activated, will remain available for on-going training in future.

Strategy

SSACI will target trades that have been identified in the health sector as scarce. In addition to public institutions, HWSETA levy-paying companies will also be targeted to place apprentices where possible. Companies which are not registered with the HWSETA, but which could provide opportunities for apprentices are also part of the target. Trades include boilermakers, refrigeration and air-conditioning technicians, electricians, plumbers, millwrights, instrument electricians and welders.

All trainees are from disadvantaged backgrounds, under the age of 26 years and are currently under- or unemployed. To be selected, trainees must have:

- Grade 12 qualification or equivalent
- At least an N4 qualification in the relevant trade (or equivalent)
- Passed trade theory subjects with at least 60%
- A minimum of 50% in mathematics.

These trainees spend 24 weeks at a training institution doing intensive practical training and are then placed with in work-based training for up to 60 weeks. This then leads to a national trade test and qualification in the chosen trade.

In order to simplify and streamline the process, SSACI acts as the lead employer. As such, it is responsible for recruiting and selecting trainees, placing them in institutional training, paying allowances and monitoring and evaluating progress of the apprentices, arranging trade tests and most importantly, managing all the administration required by the various SETAs for the accelerated apprenticeship. Host companies have to provide the work-based training. All funding is derived from the HWSETA.

This process, if successful, will provide us with a template that can be implemented by the SETAs themselves.

Process



Should any company be interested in hosting an apprentice, please contact SSACI.

Contact SSACI + 27 11 642 2110

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