

Apprenticeships Redux

Lessons from
dismantling
and reviving
apprenticeships
in South Africa

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**You're
Fired!**

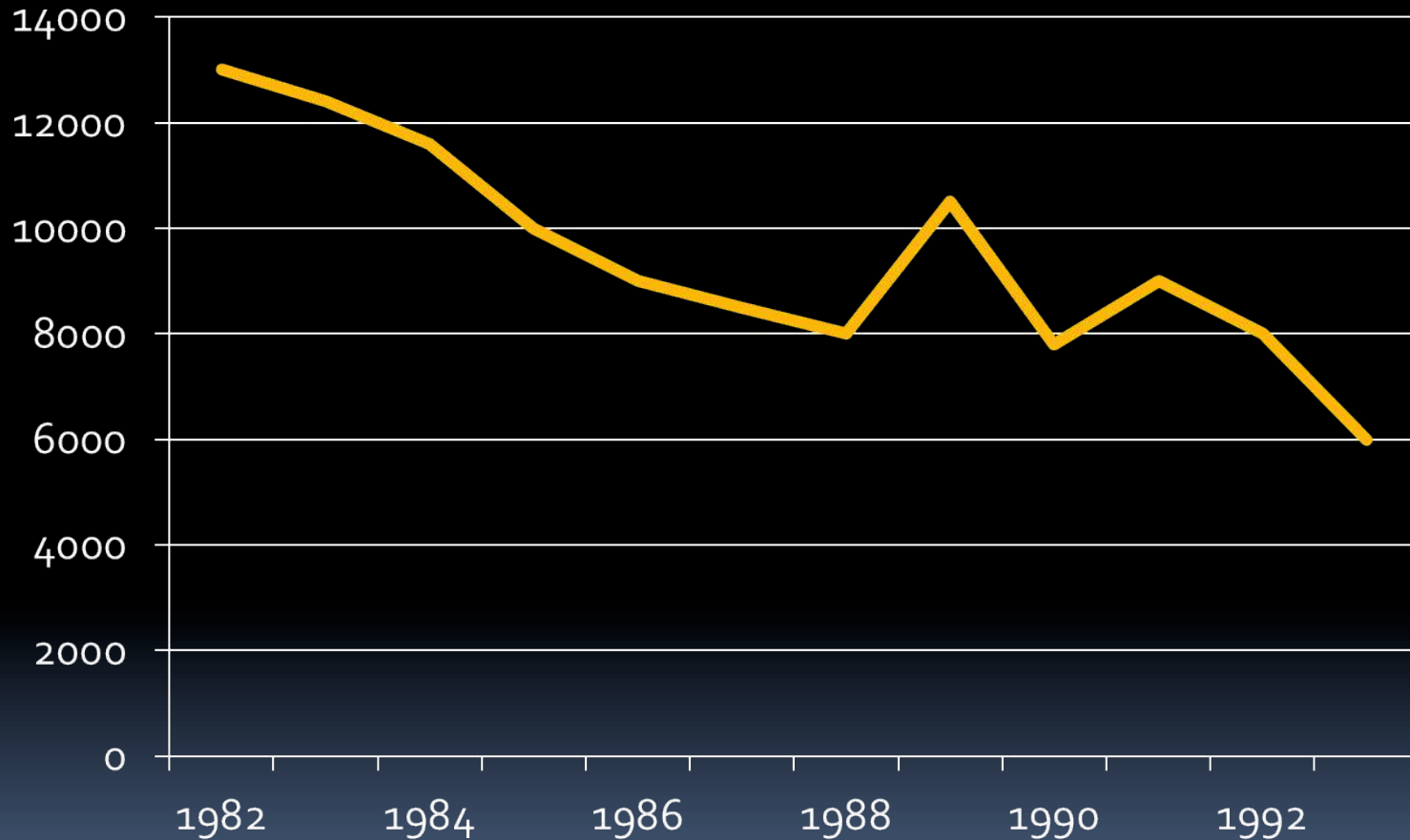


***Between 1993 and 2013, SA slashed
its apprenticeships by 90%***

A flawed apprenticeship system

- **Restricted to artisan trades (mainly in metalworking & construction industries)**
- **Racially exclusive until 1981**
- **Dependant on a few large employers (especially state-owned enterprises)**
- **Low participation**
 - 13'000 new enrolments every year out of $\pm 500'000$ school-leavers
 - Enrolment in TVET colleges outnumbered >2:1 by universities
 - National skills shortages met by subsidized immigration
- **Low through-put**
 - Trade-test pass rates never above 50%

Decline in a shrinking economy:



Number of new metal-industry apprentices, 1982-1994
(Source: SEIFSA)

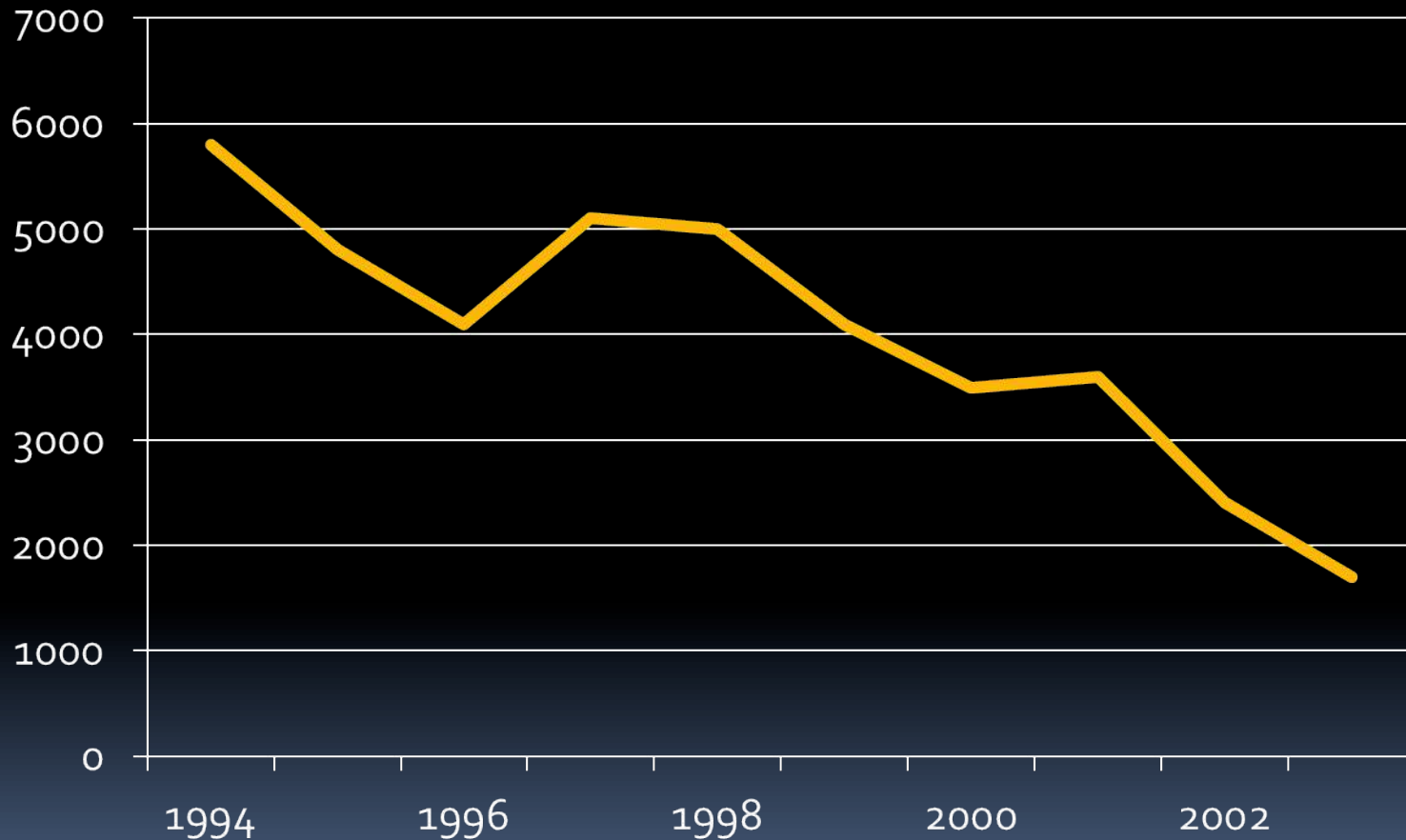
A government review in pursuit of...

- **Equity**
- **Accommodation of large numbers of school-leavers**
- **More flexible delivery systems**
- **Updated curricula**
- **Increased portability of qualifications and learning**
- **Greater recognition of prior learning**

Resulted in:

- **Unit-standardised 'learnerships'**
- **A national levy-grant system**
- **Implemented by parastatal 'sector education & training authorities'**

... Leading to further decline



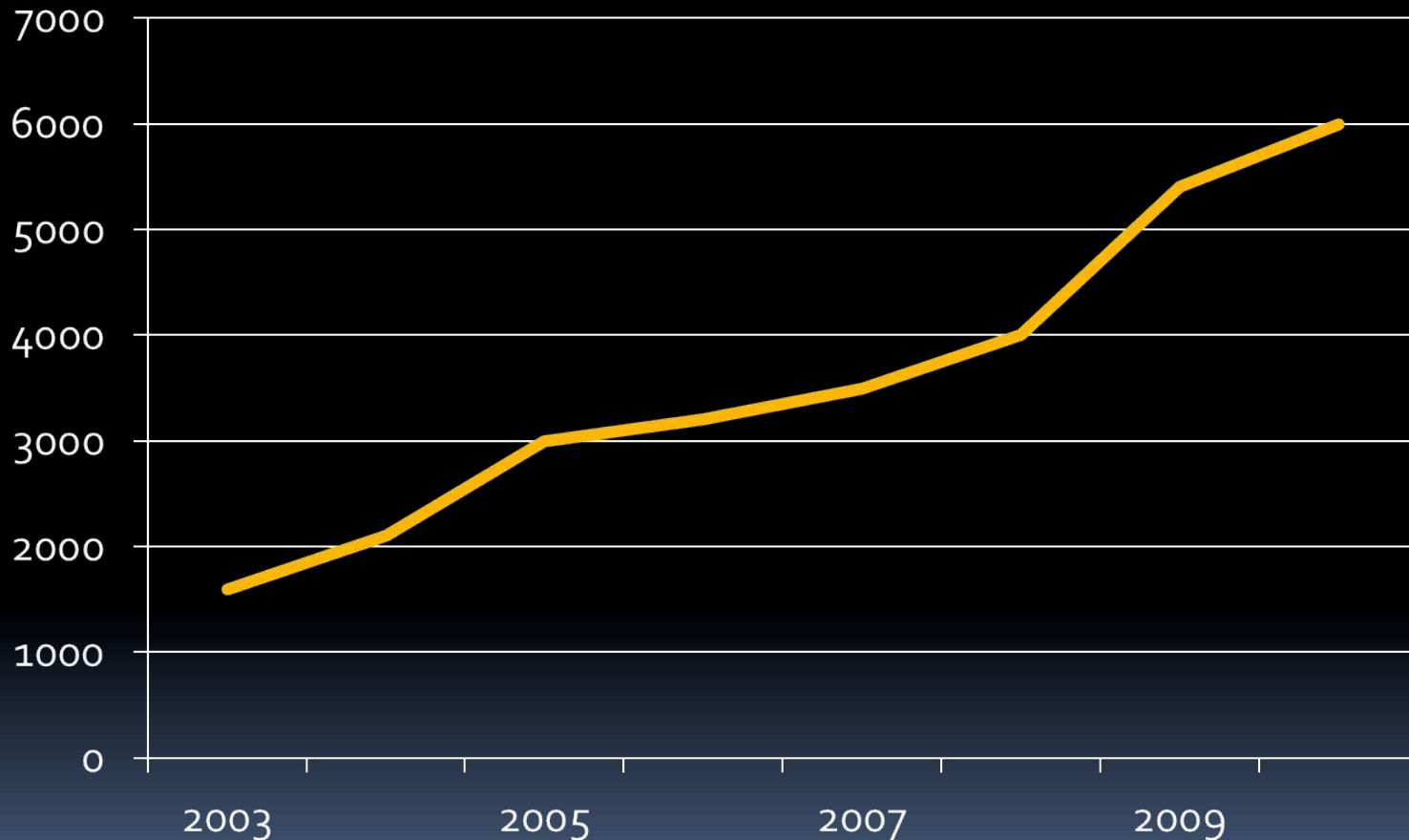
Number of new metal-industry apprentices, 1994-2003
(Source: SEIFSA)

The diagnosis :

- **Shift from employer-designed & -operated system to government led to loss of interest by employers**
- **Learnerships failed to develop holistic, integrated, high-level competence required by artisan trades**
- **SETAs characterised by:**
 - **proliferation of qualifications and programmes**
 - **administrative complexity & bureaucratic incompetence**
 - **poor quality assurance**
- **Multiple pathways to artisan status without consistent quality-assurance discredited some programmes**

And then the lights went out!

Return to apprenticeships



Number of new metal-industry apprentices, 2003-9
(Source: SEIFSA)

New direction from government

- **Creation of single department responsible for all post-school education and training**
- **Convening of Ministerial Task Team on Artisan Training and Development, with strong representation of employers and labour, to produce:**
 - **rationalized list of the artisan trades**
 - **nationally standardized regulations for apprenticeships & trade testing**
 - **revised funding formulae and administrative systems**
- **Review of mandate and performance of Sector Education & Training Authorities**
- **Establishment of National Artisan Moderating Body**

New initiatives

- **Web-based system for tracking apprentices nationally from indentureship through training to trade-test**
- **Web-based system for administering trade tests, including dissemination via e-platforms of exemplary tasks & assessment notes**
- **New models of apprenticeship training, including accelerated programmes and hybrid version of the Swiss/German 'dual system'**
- **Annual national conference on artisan development**
- **Biennial national skills competition**

Web-accessed tracking database

<i>Field 1</i>	<i>Field 2</i>	<i>Field 3</i>	<i>Field 4</i>	<i>Field 5</i>	<i>Field 6</i>	<i>Field 7</i>	<i>Field 8</i>	<i>Field 9</i>	<i>Field 10</i>
OFO Code	Artisan Trade Description	Learner Name	Learner Other Names	Learner Surname	Learner Employed?	Learner ID number	Learner Alternate ID / Passport number	Date of Birth (Non SA Citizens)	SA / Non SA Citizen
<i>Field 11</i>	<i>Field 12</i>	<i>Field 13</i>	<i>Field 14</i>	<i>Field 15</i>	<i>Field 16</i>	<i>Field 17</i>	<i>Field 18</i>	<i>Field 19</i>	<i>Field 20</i>
RACE	GENDER	PWD	Learner's home district	SETA or INDLELA or Public FET	TSP for trade theory	Theory TSP's accreditation No.	TSP for Practicals	Practical TSP's accreditation No.	Lead Employer
<i>Field 21</i>	<i>Field 22</i>	<i>Field 23</i>	<i>Field 24</i>	<i>Field 25</i>	<i>Field 26</i>	<i>Field 27</i>	<i>Field 28</i>	<i>Field 29</i>	<i>Field 30</i>
Lead Employer Approval No.	DATE: Learner Agreement Registered	DATE: Learner Agreement Cancelled	Reason For Cancellation	DATE: Learner Agreement Completion	Trade Test 1,2 or 3	DATE: Trade Test 1, 2 or 3	Reason for Not Yet Competent 1, 2 or 3	Trade Test Centre	Trade Test Centre Accreditation no.
<i>Field 31</i>	<i>Field 32</i>	<i>Field 33</i>	<i>Field 34</i>	<i>Field 35</i>	<i>Field 36</i>	<i>Field 37</i>	<i>Field 38</i>	<i>Field 39</i>	
Trade Test Assessor Name	Trade Test Assessor Surname	Trade Test Assessor ID no.	Trade Test Internal Moderator Name	Trade Test Internal Moderator Surname	Trade Test internal Moderator ID no.	Date learner declared competent	Date learner certificate issued	Learner certificate no.	

Target of 10'000 new artisans p.a. & total of 50'000 by 2015

	2007	2008	2009	2010	2011
Registered apprentices	16' 193	24' 229	26' 301	23'517	24'378
Newly-qualified artisans	6' 030	8' 935	8' 238	11'778	13'168
Trade test pass rate	n/a	55%	34%	45%	56%

*Registered apprentices and newly certificated artisans
(Source: National Artisan Moderating Body, June 2012)*

So what did we learn?

- Apprenticeships remain essential to the modern economy
- Employer participation is vital to design & implementation
- Funding & administration should be streamlined & 'owner-operated'
- Roles & responsibilities of partners must be clear
- Design of programmes must focus on producing competence above all other desirable features & outcomes
- Avoid parallel, 'differently-badged' systems:
 - Have a single, nationally-administered & quality-assured trade-test for all candidates artisans, regardless of route they have come
 - Have single quality assurer of training service-providers, trade tests, trade-test centres & their assessors
- Get 'hard-copy' systems right before going electronic

*Thank
you!*

