



SSACI

**Tracking of Newly Qualified Artisans
WIL for Africa Conference 2016**

20 -22 September 2016

Introduction

- **Graduate destination surveys (GDS) used to track graduates into the labour market**
- **Evidence based planning and policy development**
- **Not many GDS conducted in South Africa and developing countries**

Role of NADSC

- **Collect, collate validate and report Artisan data from all 16 SETA's and Indlela, for record keeping and database management**
- **Recording and reporting on all artisan related data to remove the first HRDC artisan development blockage**
- **Track and trace artisan learners from registration, certification and employment**
- **Matching of supply and demand of artisan learners to industry needs**
- **Weak admin in SETAS, lack of capacity at NADSC**

SSACI support to NADSC

- **Tracking the progression through their training and development programmes** to determine typical rates of progress within different programmes and identify blockages, detours and loops within those programmes.
- **Tracer study of newly-certified artisans**, to establish their whereabouts in the labour market and typical employment trajectories.
- **Analysis of data on the NADSC system** to identify and explore patterns and trends in artisan development and employment.

Sample and Methodology

- Completed apprenticeship between April 2011-March 2015
- SETAs and INDLELA
- Sample of 4151
- Telephonic interviews conducted at NADSC as per script
- 1628 individuals interviewed (1023 INDLELA)
- High number of voicemail/wrong number

Biographical Information

- **87% male, 13% female**
- **76% black, 18% white**
- **11% with disability**
- **50% from Gauteng with rest from other provinces**
- **84% from the top 15 trades**
- **Average age of 21 when they start apprenticeship**
- **Around 50% pass the trade test first time**

Employment status

Employment status	Total	%
Employed by Company	1183	73%
Self-employed	102	6%
Unemployed	343	21%
Total	1628	100%

Employed by Company

- **40% work at same company where they did their apprenticeship**
- **Main reasons for moving- company did not offer a job; got better paying job**
- **How did they go about finding a job:**

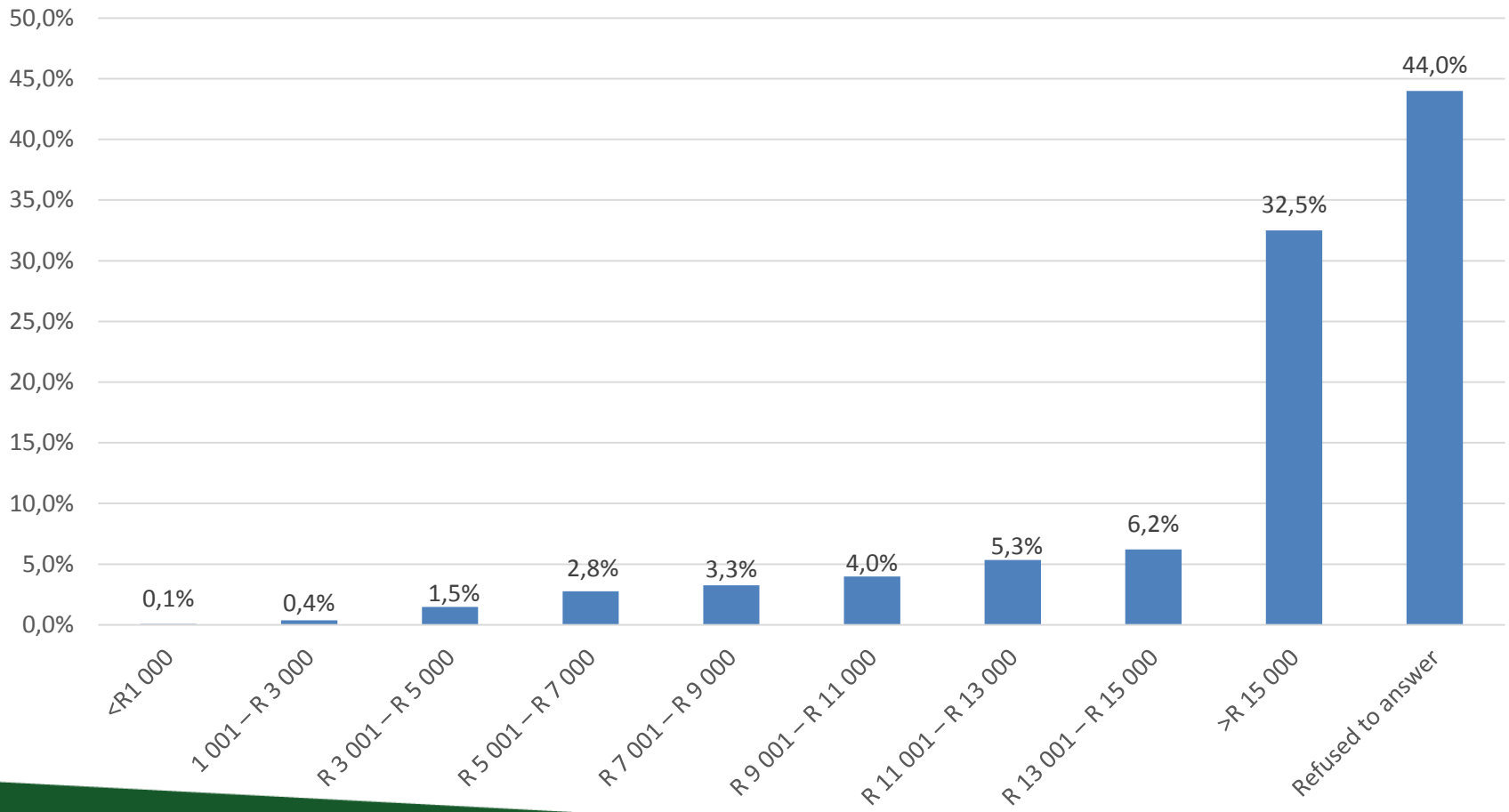
	%
Through an employment agency	14%
Through links made where I did my apprenticeship	7%
Through personal contacts	34%
Through a job advertisement (newspapers, magazines, online)	40%
Other (please specify)	5%

Employed by Company cont.

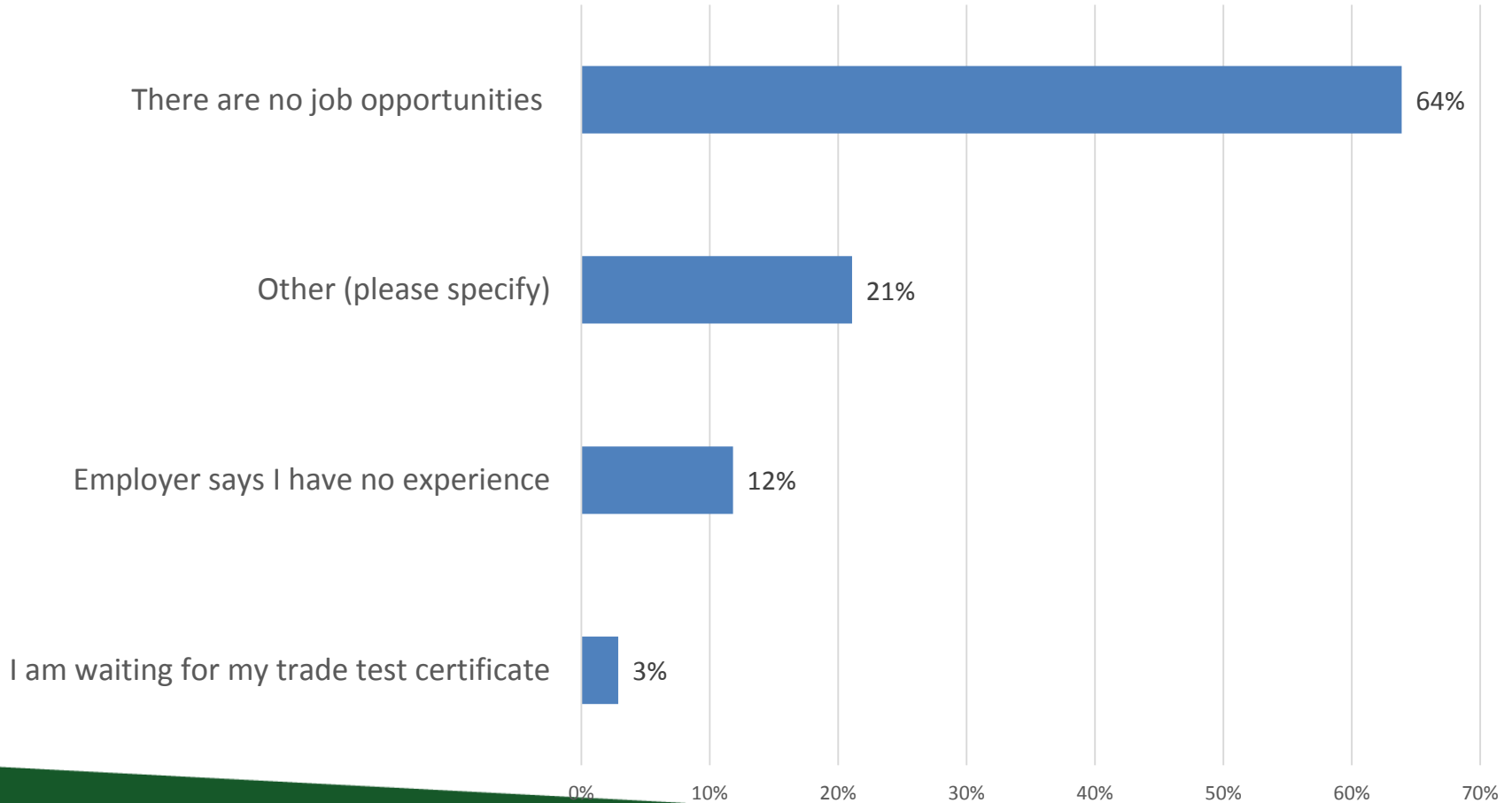
- **76% hold a permanent contract**
- **Employer type:**

Employer type	
Government organisation	41%
Non-government organisation	5%
Private company	54%

Gross Earnings/month

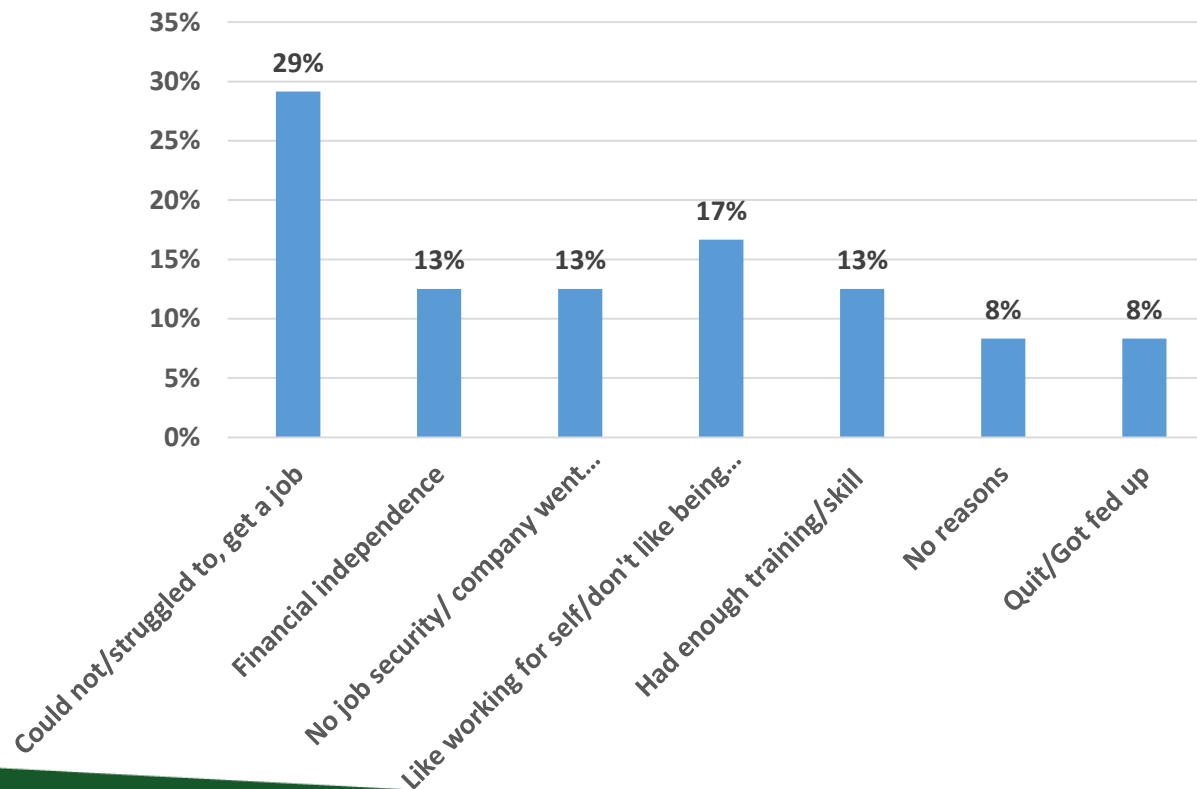


Unemployed

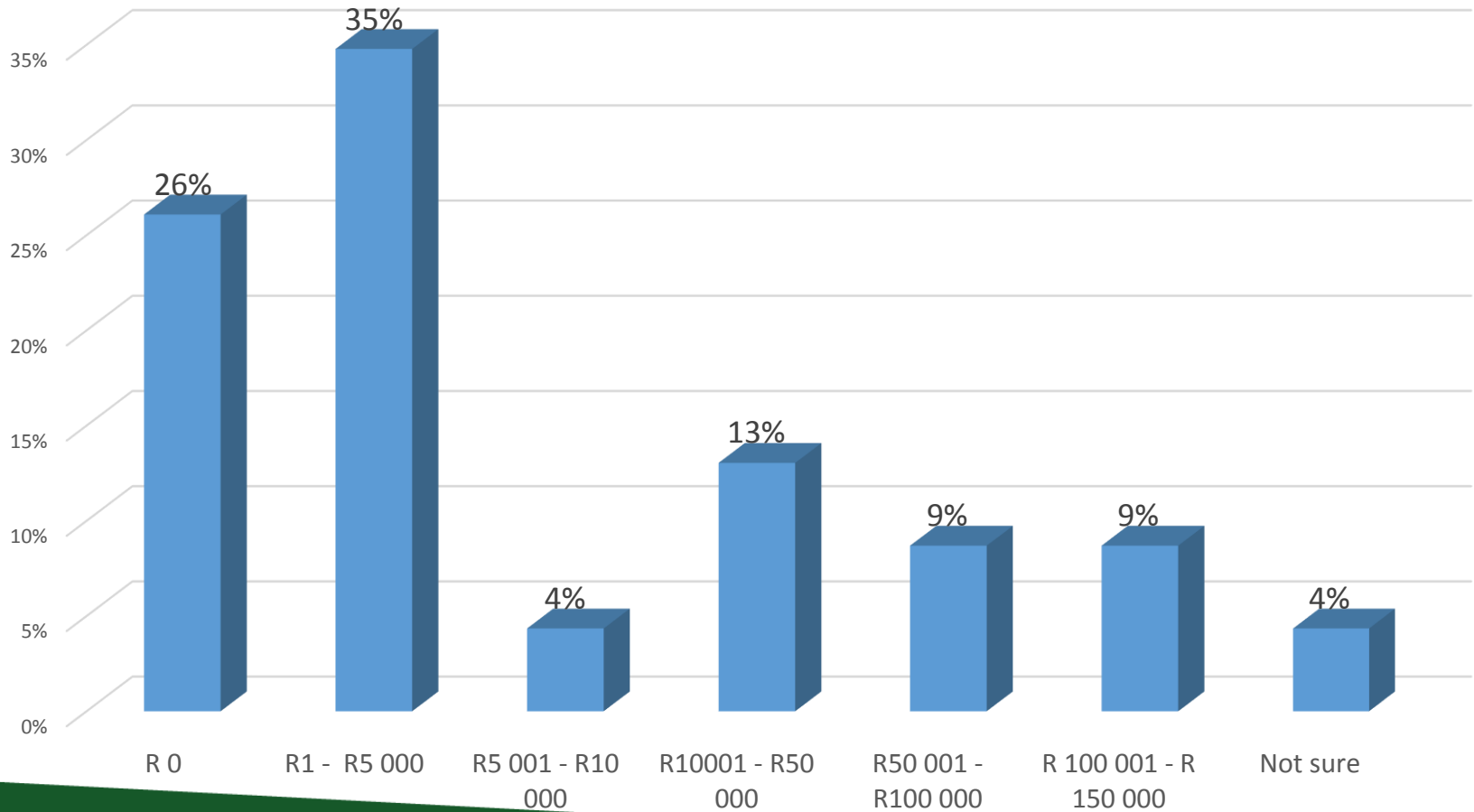


Self- Employed

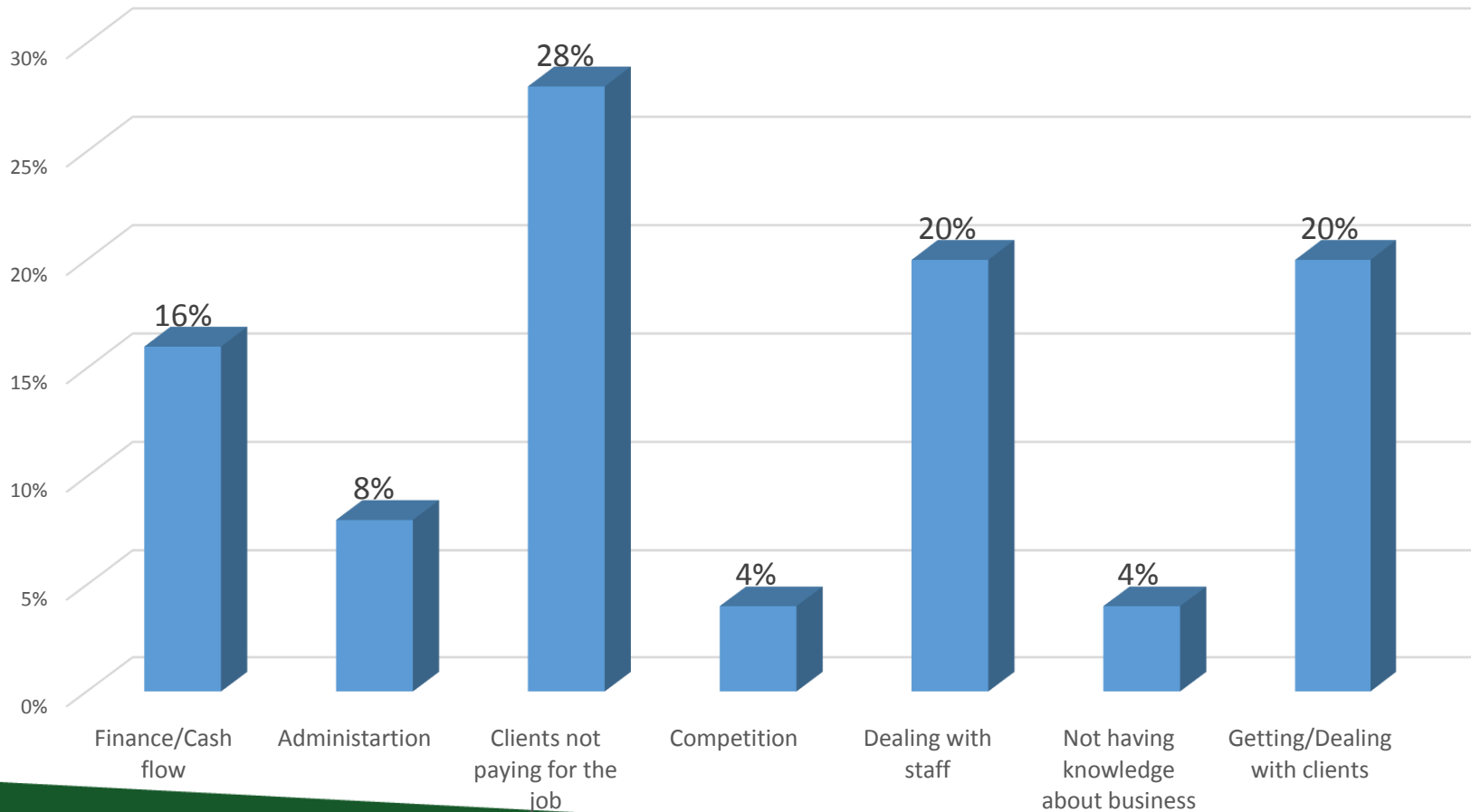
- 102 self employed; 24 interviewed further
- Why self-employment:



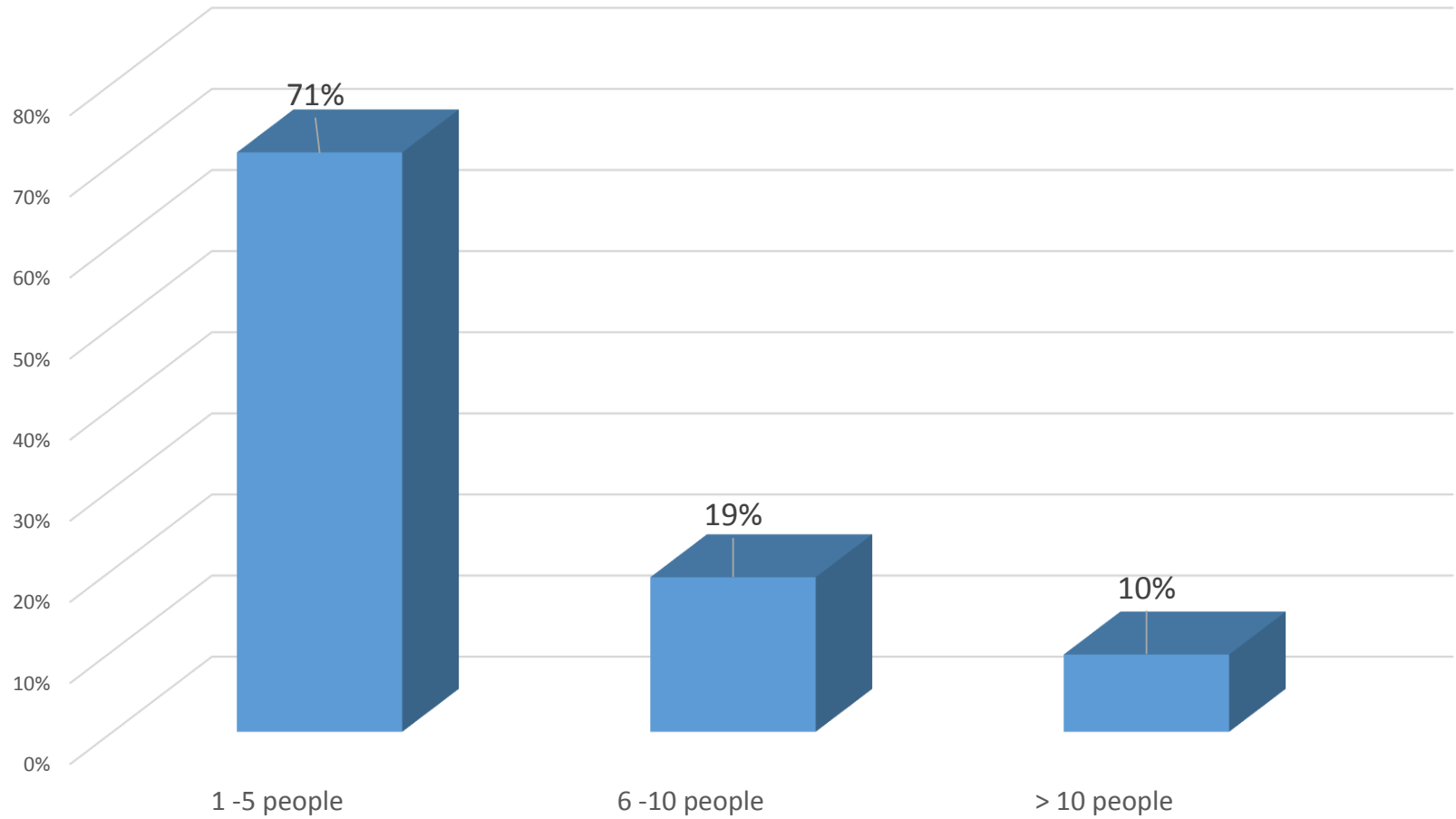
Capital Amount



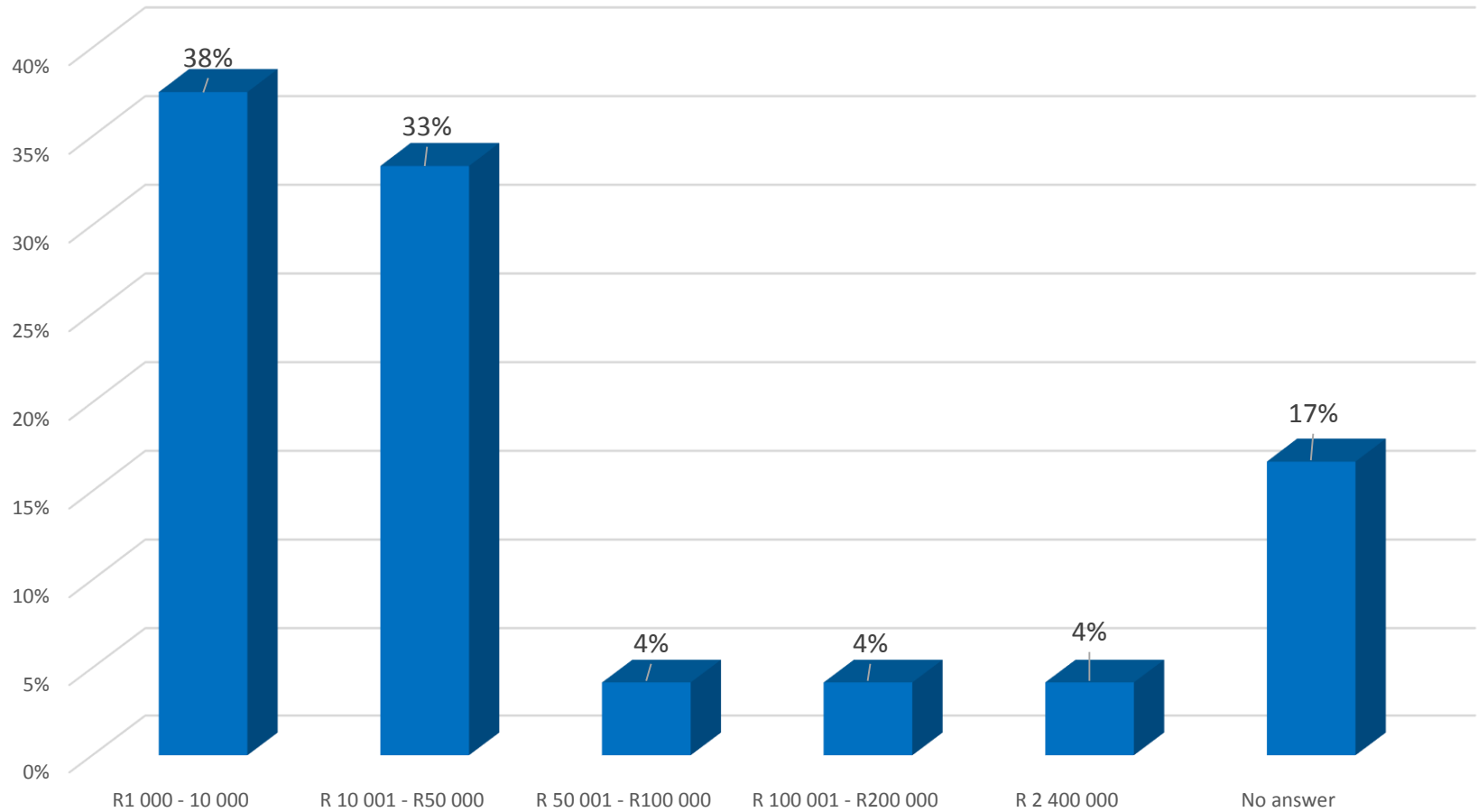
Difficulties of running a Business



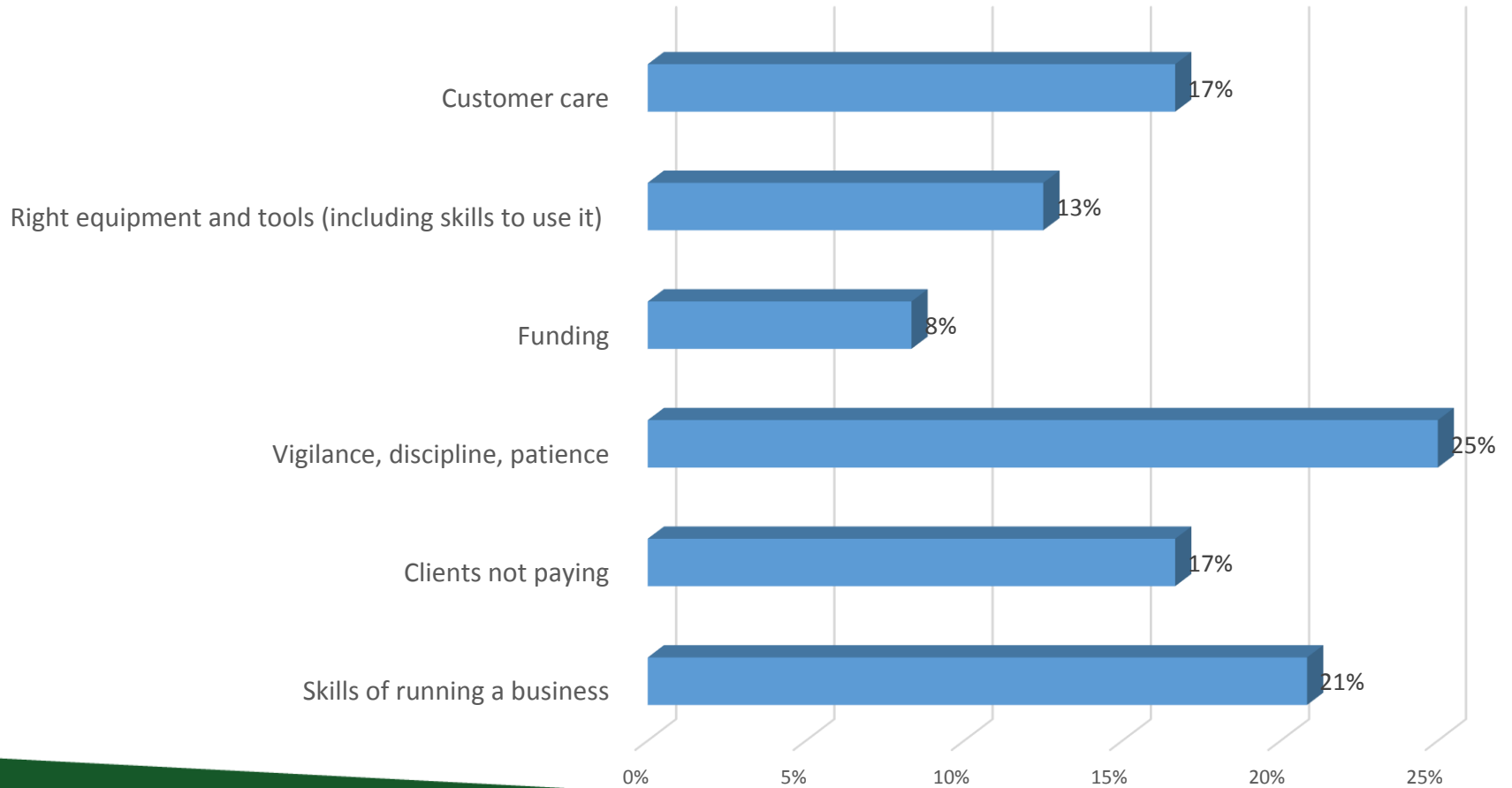
No of people Employed



Gross Monthly Income



Lessons Learnt



Conclusion

- **Regular GDS important in understanding employment trends for policy making decisions**
- **Systems, capacity and funding for collection, consolidation and analysis of data is required.**