

Initiative 9: Train 2,550 TVET College graduates on an 18-month Workplace-based Experiential Learner Programme in scarce & critical Trades over the 5 year period

Start Date: 11/24/2014

End Date: 3/31/2019

No	Milestone	No	Detailed activity	Responsibility	Planned start date (dd.mm.yyyy)	Planned end date (dd.mm.yyyy)	Length (in weeks)
1	Accelerate the approval and implementation of the drafted Workplace-Based Learning Programme (WPBLP) Regulations between DOL & DHET			OPOCT			
		1.1	Review draft regulations and submit to DHET for approval. Regulations must speak to the binding constraint of the status of the graduate in the workplace.	National Artisan Development Quality Assurance Committee (NADQACC) (consists of DHET, SETAs, QCTO), DOL (Employment Relations Directorate), OPOCT	11/24/2014	12/12/2014	3.0
		1.2	Subject to comments received, publish regulations for comment for 4 weeks.	DHET	12/15/2014	1/9/2015	4.0
2	Assign Implementing Agents to manage and implement the recurring 18-month programme in the regions identified (Western Cape and Kwa-Zulu Natal)			OPOCT			
		2.1	Confirm and approve the scope and TOR of the Initiative, and identify possible implementing agents (at this time SAOGA, MIASA, SBIDZ, RBIDZ, WCG & KZN Provincial Governments identified).	OPOCT, Workplace Convenors from Trade OT's, MERSETA, TETA, CHIETA, NSF, DOL UIF (funders)	11/24/2014	12/12/2014	3.0
		2.2	Source funding for Learners on workplace programme utilising the WPBLP Regulations, with Learners registered on ESSA/NADSC.	OPOCT, Workplace Convenors from Trade OT's, MERSETA, TETA, CHIETA, NSF, DOL UIF (funders)	1/5/2015	1/30/2015	4.0
		2.3	Put MOAs with Implementing Agents in place, on behalf of Government, with NSF and SETAs (funders).	OPOCT, Workplace Convenors from Trade OT's, MERSETA, TETA, CHIETA, NSF, DOL UIF (funders)	2/2/2015	2/20/2015	3.0
		2.4	Allocate necessary funding to Implementing Agents to undertake the Initiative.	OPOCT, Workplace Convenors from Trade OT's, MERSETA, TETA, CHIETA, NSF, DOL UIF (funders)	2/23/2015	3/31/2019	Recurring in tranches into funding agreement in MOA
3	For each Phakisa Trade (Artisan) Occupation, identify workplaces and assess the capacity of each to Learner: Mentor ratio applicable. (assumed that Initiative SC-10 has identified the exact Trades deemed scarce and critical for Operation Phakisa, and the projected needs over the 5 year period)			Implementing Agents			
		3.1	The IA's and Trade OT's determine capacity of companies & organisations to be Phakisa Host Companies (Public and Private) to accommodate graduates for each of the Trades identified, and confirm participation on Initiative. (assumed 1 Mentor: 2 Learners ratio, therefore require 1275 Mentors).	Implementing Agents, Trade OT's, SETA's, NAMB (Indlela) Intermediate Body, DHET, OPOCT	2/23/2015	4/3/2015	6.0

		3.2	For all Host Companies (Public and Private) that can accommodate graduates, all to indemnify and register qualified (certificated or experienced) persons with SETA's that can be Mentors to Learners in workplaces.	Implementing Agents, Trade OT's, SETA's, NAMB (Indlela) Intermediate Body, DHET, OPOCT	4/6/2015	4/24/2015	3.0
		3.3	A Workplace-SETA Agreement is put in place between Host Companies and SETA's. Each Mentor is allocated a number of Learners relevant to the Mentor: Learner ratio as agreed to be appropriate by Host Companies & SETA's for each Occupation. (Recruitment & selection of Learners is Milestone 5)	Implementing Agents, Trade OT's, SETA's, NAMB (Indlela) Intermediate Body, DHET, OPOCT	4/27/2015	5/8/2015	2.0
		3.4	All Mentors are developed through a generic Mentor / Coach training course to ensure consistent and developmental approach to Learner development. (Assumed a 1 Mentors: 2 Learners ratio. Assumed Mentor/coach training costs	Implementing Agents, Trade OT's, SETA's, NAMB (Indlela) Intermediate Body, DHET, OPOCT	5/11/2015	22 05 2015 is the end date of the 1st set of Mentor Training	58.0
4 Recruitment and selection of XYZ TVET graduates for workplace-based learning programme				DOL			
		4.1	The opportunity, aligned to the tentative commencement dates determined with Host Companies & Implementing Agents, is registered on ESSA System by DOL.	DOL, Implementing Agents	2/23/2015	2/27/2015	1.0
		4.2	DOL ESSA matching and selection process undertaken, based on a 1:2 ratio attrition rate and geographic location of workplaces, where DOL provides the candidate list for placement. (includes the following steps: 1st drawdown at 1:2 ratio of candidates, DOL holds interviews with candidates, verifies qualifications with DHET and undertakes psychometric tests and medical tests (where required ito OHSACT))	DOL, Implementing Agents	3/2/2015	5/1/2015	9.0
5 Run the recurring 18-month programme in the regions identified (Western Cape and Kwa-Zulu Natal)				Implementing Agents			
		5.1	Place Learners with Host Companies (Public and Private) for the 18-month programme, and conduct the programme against the required SETA standards, with monthly oversight, problem-solving, facilitation and financial administration by Implementing Agents.	Implementing Agents, Host Companies, SETA's	6/1/2015	14 10 2016 is end date of 1st set of 18-month programme 03 11 2017 is end date of last set of 18-month programme	0.0

		5.2	Quarterly progress reports compiled by Implementing Agents and submitted to OPOCT & SETA's (and all other funders) for review and oversight.	Implementing Agents, Host Companies, SETA's	6/1/2015	11/3/2017	recurring throughout Initiative
		5.3	Undertake a competency assessment on all Learners prior to Trade Test. (assume duration of 1 day per Learner & undertaken by TVET Colleges. Cost is included in R139350. Starts at end of 18-months)	TVET Colleges	10/17/2016	11/6/2017	55.2
		5.4	Learners undertake the Trade Test at certified centres at end of 18-months. (will require more than 1 certified Trade Test centre to enable all 2550 Learners to be assessed within 5 year period and be employed within industry)	QCTO, Indlela and other Trade Test centres	11/9/2017	13 11 2017 is the end date of the 1st set of 230 Trade Tests 01 12 2017 is end date of last set of 230 Trade Tests	69
		5.5	Close-out reporting by Implementing Agents to OPOCT, DHET, SETA's and all other funders.	Implementing Agents	12/4/2017	1/19/2018	7.0
7 Post-programme monitoring				OPOCT			
		7.1	Implement processes to track, trace and monitor the employment and productivity of Trade-tested Learners once competent and available for employment to the Phakisa sector until financial year-end of 2019. (Impact Measurement)	OPOCT	1/22/2018	3/31/2019	62.0