

TETA SMME TRAINING OPPORTUNITIES

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Vision

The Heart of Skills Innovation

Mission

We provide an innovative Quality Assurance and Skills Development Framework by our motivated and competent people, in a cost effective manner to exceed stakeholder/government SLA and requirements

Driving Force

Together with **E**nthusiasm and **T**rust we **A**ccelerate and advance skills development

Values

Trust, Respect, Responsibility, Accountability, Positive Attitude, Commitment, Innovation

Strategic Intent

To create a credible and competent Institution in order to facilitate skills development in the transport sector

- Established by the Skills Development Act
- Promotes education & skills development in the transport sector
- Eight chambers:
 - Maritime
 - Road Passenger
 - Road Freight
 - Taxi
 - Rail
 - Aerospace
 - Freight Handling
 - Forwarding & Clearing



- **Offices**
 - Gauteng- Head Office
 - Durban – Freight Handling
 - Cape Town - Maritime
- **Support to other six provinces**
 - Participation in Provincial SDF Forums
 - Participation in HRDS (Premier offices)
 - Stakeholder engagement in all provinces
 - Collaboration in other provincial activities (exhibitions, workshops)

WHAT WE DO

- Sector research & skills planning (SSP, Career Guides)
- Promote workplace training (Grants, WSPs, etc.)
- Promote employability & sustainable livelihoods through skills development
- Assist new entrants / designated groups to enter the labour market / self employment (participation in accredited work, integrated learning and work-based programmes)
- Quality assurance

1. Establishing a credible institutional mechanism for skills planning (Research)
2. Increasing access to occupationally-directed programmes (whole qualifications)
3. Promoting growth of FET college system that is responsive to sector, local, regional and national skills needs & priorities
4. Addressing low level of youth & adult language & numeracy skills to enable additional training
5. Encouraging better use of workplace-based skills development
6. Encouraging & supporting, small enterprises, workers-initiated, NGO & community training initiatives
7. Increasing public sector capacity for improved service delivery & supporting the building of a developmental state
8. Building career & vocational guidance

- In response to the NSDS goals TETA has prioritized:

1. Learning programmes to facilitate access, success and progression:

- Information & Career Guidance
- Steps to expose learners to work in the sector (WPE)
- Recognition of Prior Learning(RPL)
- Raising the base: Foundational Learning programmes and ABET

2. PIVOTAL Programmes

- Professional, vocational, technical and academic (PIVOTAL)
- Programmes which provide a full occupationally-directed qualification
- Courses at universities, universities technology and FET institutions with structured learning at work

- Professional placements, work-integrated learning, apprenticeships, learnerships, internships, skills programmes, and work experience placements
- Such courses will normally begin in a college or university and would include supervised practical learning in a workplace as part of their requirement
- In some cases start in the workplace and then move to college or university
- Some PIVOTAL courses can be offered by arrangement between a SETA, an educational institution, an employer and a learner
- Fundamental to the successful implementation of PIVOTAL programmes will be a model of cooperation between a SETA, a higher or further education and training institution and an employer

Current Status Learning programme includes a learnership, an apprenticeship, a skills programme and any other prescribed learning programme which includes a structured work experience component

<p>Skills Programme</p>	<p>A Skills Programme is occupationally based and when completed will constitute credits towards a qualification registered on the NQF.</p>
<p>Learnership</p>	<p>A learnership is a training course that combines theoretical training at a college or training centre with relevant work experience. A learnership must lead to a recognised national qualification. Learnerships are based on a legally binding agreement between the training provider, the employer and the learner. This contract aims to ensure that the training provided is of an adequate quality</p>

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<p>Bursary</p>	<p>Bursaries are normally financial awards to assist students while they attend higher education.</p>
<p>Internship</p>	<p>A temporary work program in which a student can gain supervised practical experience in a particular professional field.</p>
<p>Apprenticeship</p>	<p>An apprenticeship means a learnership in respect of a listed trade, and includes a trade-test in respect of that trade. Unemployed person – Section 13 of Manpower Training Act (MTA). Employed</p>

- International Leadership Development Programmes – SSP report in addressing middle to senior management access
- TETA through SSP research identified a gap
- Scarcity of black managers occupying senior management positions within the Transport Sector
- Women managers are extremely low
- This led TETA to do a fact finding mission abroad
- Sub-sectors piloted in 2012 included: Maritime, Freight Handling, Forwarding and clearing & Rail
- Aerospace, Road Freight & Road Passenger 2013

- International Leadership Development Programmes
 - SSP report in addressing middle to senior management access
 - Contract with the Regenesys Business School
 - Recruitment of black up & coming managers
 - This covers a higher percentage of women
 - In communication with the sub-sectors to agree on the modules to be covered
 - MOU with a University in the USA
 - Site visits to Innovative Hubs within the identified sub-sectors

● SMALL BUSINESS DEVELOPMENT STRATEGY (SBDS)

AIM: To attract, through targeted interventions, non-participating organizations to become involved in Skills Development

- An SMME Company employs 49 or less employees
- Core business of the company is Transport
- Funding between – R 145 –R250 per credit but not exceeding **R50 000.00** per company for Skills Development in a year
- Identified Skills Development needs should address TETA Scarce and Critical Skills
- The Applicant does not participate in a SETA Mandatory Grant system

THANK YOU

