



Transport Education Training Authority

Heart of Skills Innovation



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SSP Feedback Workshop (Forward & Clearing and Aerospace)



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BACKGROUND

<p>Legislative mandate and SETA Landscape</p>	<ul style="list-style-type: none">- Skills Development Act of 1998- Skills Development Levy Act, 9 of 1999- National Skills Development Plan 2030
<p>TETA mandate from NSDP2030</p>	<p style="text-align: center;">TETA</p> <ul style="list-style-type: none">- Maintenance of labour market equilibrium (demand and supply) in the transport sector- Create a pool of competent people in the sector <p style="text-align: center;">Research & Knowledge unit</p> <ul style="list-style-type: none">- To identify and increase production of occupations in high demand- To document, generate list of Occupations In High Demand- To communicate the list of these occupations within industry



Significance of the list

Why this list is important	<ul style="list-style-type: none">- Enrolment planning- Prioritization of resource allocation- Qualification development- Career information and advice
Medium term	To have these beneficiaries absorbed and participate in the country's economy (either employed or as SMMEs). TETA tracks its beneficiaries through tracer studies.
Long term	To see TETA beneficiaries participating in country's skills development and labour market dialogues, which ultimately will result in quality of life of others being improved.



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Process of Identifying OIHD

- Started in April – July 2020
- Workplace Skills Plan (WSP) was completed by employers
- Focus Group Discussion data collection methodology employed
- Supplementary survey was distributed to stakeholders
- 8 x subsectors were covered
- 4 x main questions related to HTFVs were probed



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Chapters of the Sector Skills Plan 2021/22



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Chapter 1: Sector profiling

Seek to understand:

Understanding of	- Scope of Coverage (Sector Profile), Key Role-Players, Economic Performance, Employer Profile and Labour Market Profile
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Methodology	- Quantitative and qualitative
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Key information sources	- Literature review - Focus Group Discussion with Stakeholders - Sector Profile study - Data from the DHET levies website and SARS - Stats SA and related documents
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Highlights (Key Findings):

- There is a dire need for TETA to coordinate employer intervention to support improved training infrastructure within TVET colleges.
- Even though in previous years there were minimal demographic changes in the sector, much has been done to transform the sector, particularly for Black men.
- Revealed that the ratio of women to men employed in the sector is low, and that the number of young people in the Transport sector is decreasing each year.

Seek to understand:

Highlights (Key Findings):

- According to the latest Statistics South Africa's quarterly labour force survey, in the first quarter of 2020, the Transport sector employed 6.1% of the country's labour force and thus, continued to be the seventh largest employer. In addition, the table below shows that between the fourth quarter of 2019 and first quarter of 2020, the Transport sector had 16 000 fewer employees, suggesting that this is the number of people who have been retrenched as a result of the economic recession of quarter three and four of 2019.

	Jan-Mar 2019	Apr-Jun 2019	Jul-Sep 2019	Oct-Dec 2019	Jan-Mar 2020	
	Thousand	Thousand	Thousand	Thousand	Thousand	%
Total	16 291	16 313	16 375	16 420	16 383	100.0
Agriculture	837	842	880	885	865	5.3
Mining	417	381	419	430	436	2.7
Manufacturing	1 780	1 789	1 760	1 720	1 706	10.4
Utilities	150	151	133	120	116	0.7
Construction	1 339	1 363	1 339	1 350	1 343	8.2
Trade	3 345	3 429	3 408	3 249	3 320	20.3
Transport	1 025	983	975	1 011	995	6.1
Finance	2 516	2 495	2 492	2 568	2 517	15.4
Community and social services	3 574	3 622	3 679	3 792	3 759	22.9
Private households	1 301	1 251	1 286	1 286	1 316	8.0
Other	7	6	5	9	11	0.1

Seek to understand:

Highlights (Key Findings):

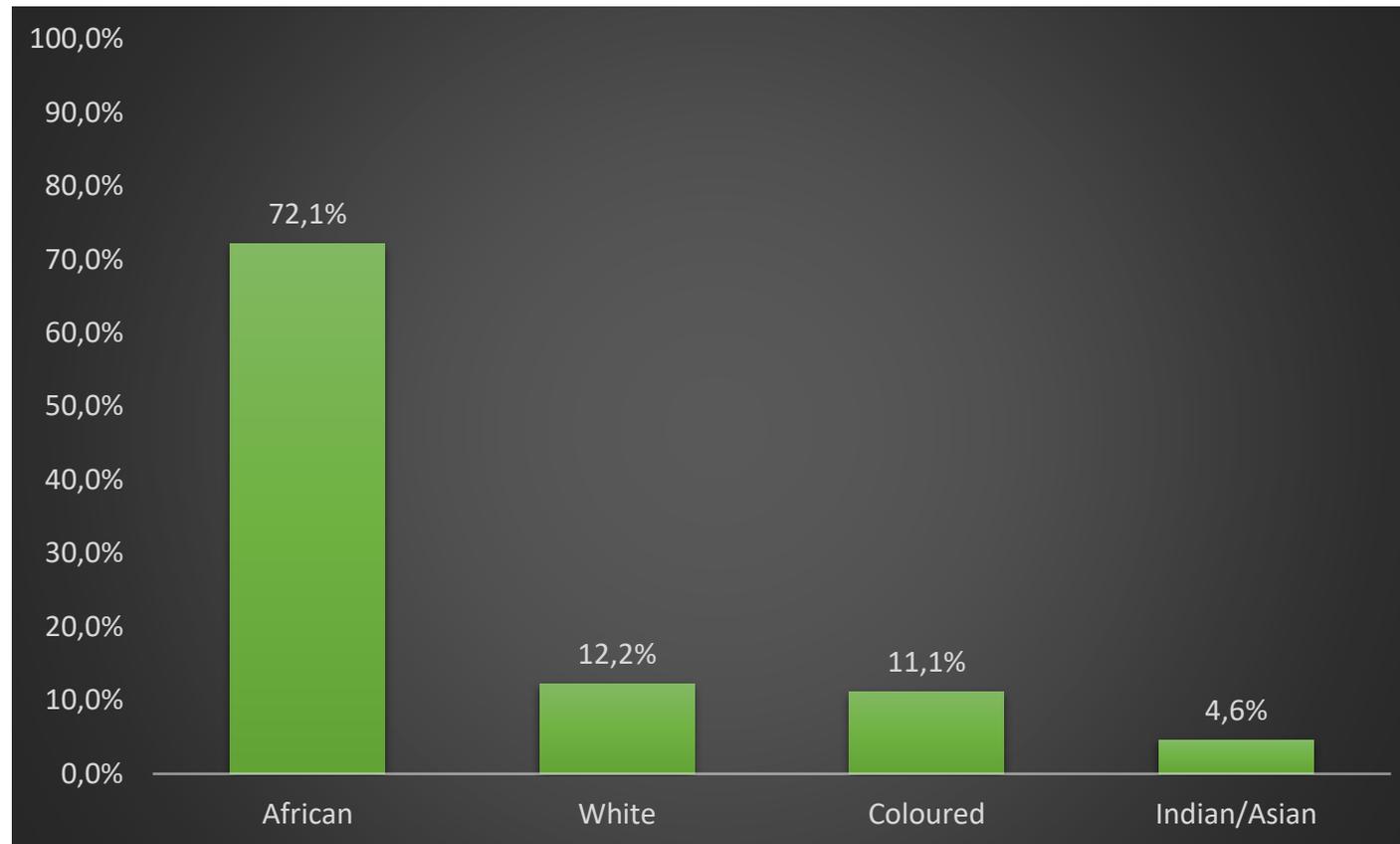
- The latest data from the Quarterly Labour Force Survey in the table below shows that only 17.8% of women in the labour force were employed in the Transport sector in the first quarter of 2020, while 82.2% were men.
- Table below shows that none of the male employees left the sector or were retrenched, while all 16 000 who did leave or were retrenched, as a result of the economic recession in 2019, are female.

	Jan-Mar 2018	Apr-Jun 2018	Jul-Sep 2018	Oct-Dec 2018	Jan-Mar 2019	Apr-Jun 2019	Jul-Sep 2019	Oct-Dec 2019	Jan-Mar 2020	
	Thousand	Thousand	%							
Total	960	1 014	996	965	1 025	983	975	1 011	995	100.0
Females employed in Transport	193	203	202	180	200	175	189	193	177	17.8
Males employed in Transport	767	811	793	785	825	808	786	818	818	82.2

Seek to understand:

Highlights (Key Findings):

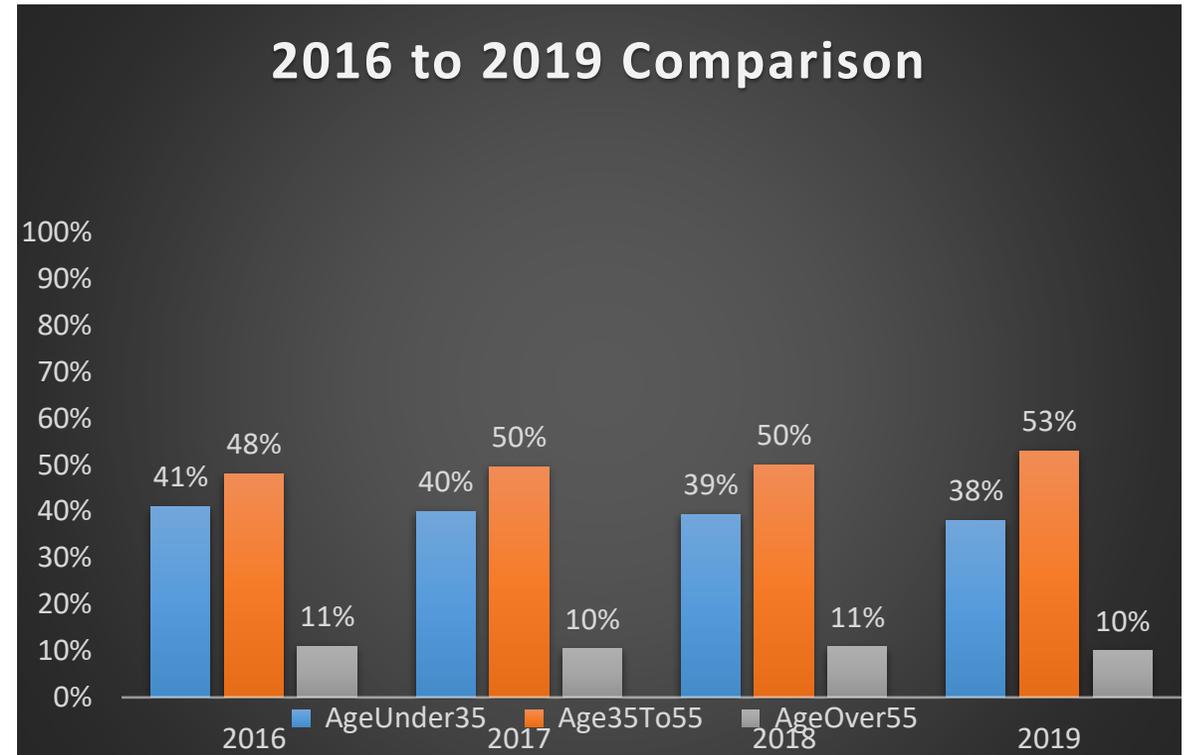
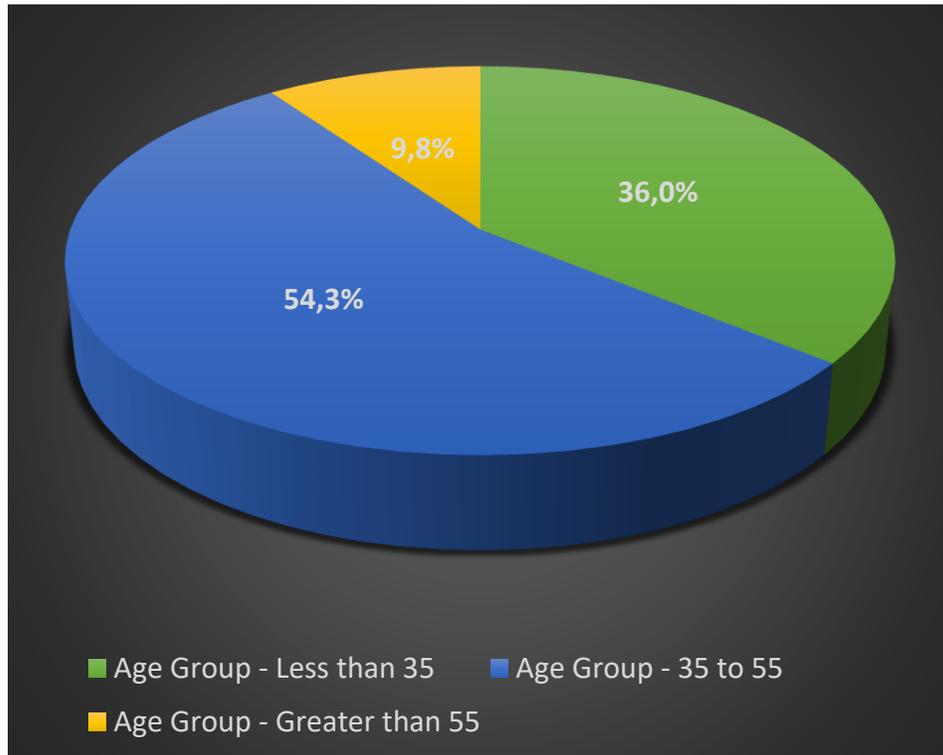
- Figure below shows that African employees (72.1%) make up the majority of the workforce in the Transport sector (according to the 6.7% that submitted the WSP), then there are only 12.2% White employees, 11.1% Coloured employees and 4.6% Indian/Asian employees in the companies which submitted the WSP.



Seek to understand:

Highlights (Key Findings):

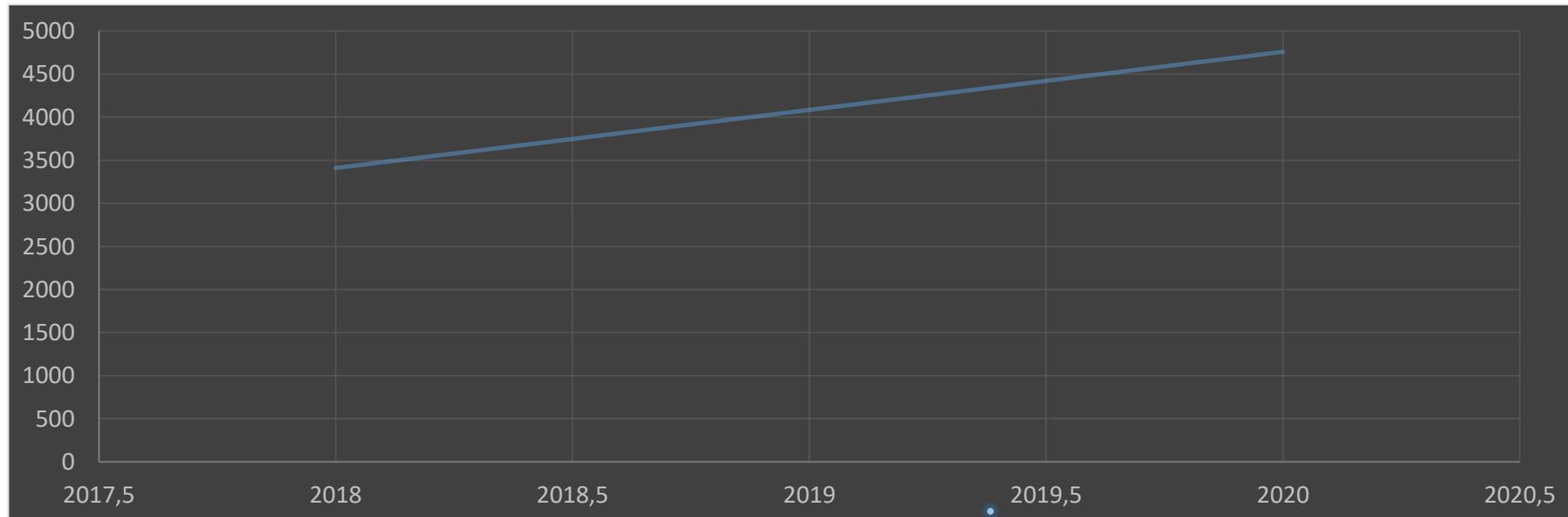
- Figure on the left below shows that the most dominant age group in the Transport sector is the 35 to 55 age group, making up 54.3% of the employees; followed by the youth who are younger than 35, constituting 36% of the employees, and the smallest age group represented are those over the age of 55, making up 9.8% of the total employees of the companies who submitted the 2020 WSP.
- Figure on right shows that the number of young people in the Transport sector is decreasing each year.



Seek to understand:

Highlights (Key Findings):

- South Africa is making a conscious effort to improve the participation of People with Disabilities (PwDs) in the formal economy. Figure below proves this by showing that the Transport sector has made a concerted effort to improve the number of PwDs working in the sector. In 2018, of the transport companies that submitted the WSP, there were 3 349 employees with disabilities; this increased to 4 208 employees with disabilities in 2019 and 4 699 employees with disabilities in 2020.



Seek to understand:

Highlights (Key Findings):

- The latest 2020 data shows that the Road Freight subsector is the biggest employer in the Transport sector, with 22.8% of the workforce. This is followed by the Freight Handling at 16.9% and Rail at 11.6%. Reflects findings that the number of Road Freight and Freight Handling companies have increased and stakeholders during the virtual SSP workshops for the Road Freight and Freight Handling subsectors also explained that during levels four and three of the Covid-19 lockdown the subsectors had a shift in peak seasons, which this year has been during April to June and as a result, the subsectors have had a huge surge in new temporary employees, who were hired to increase capacity to handle the workload during this period.

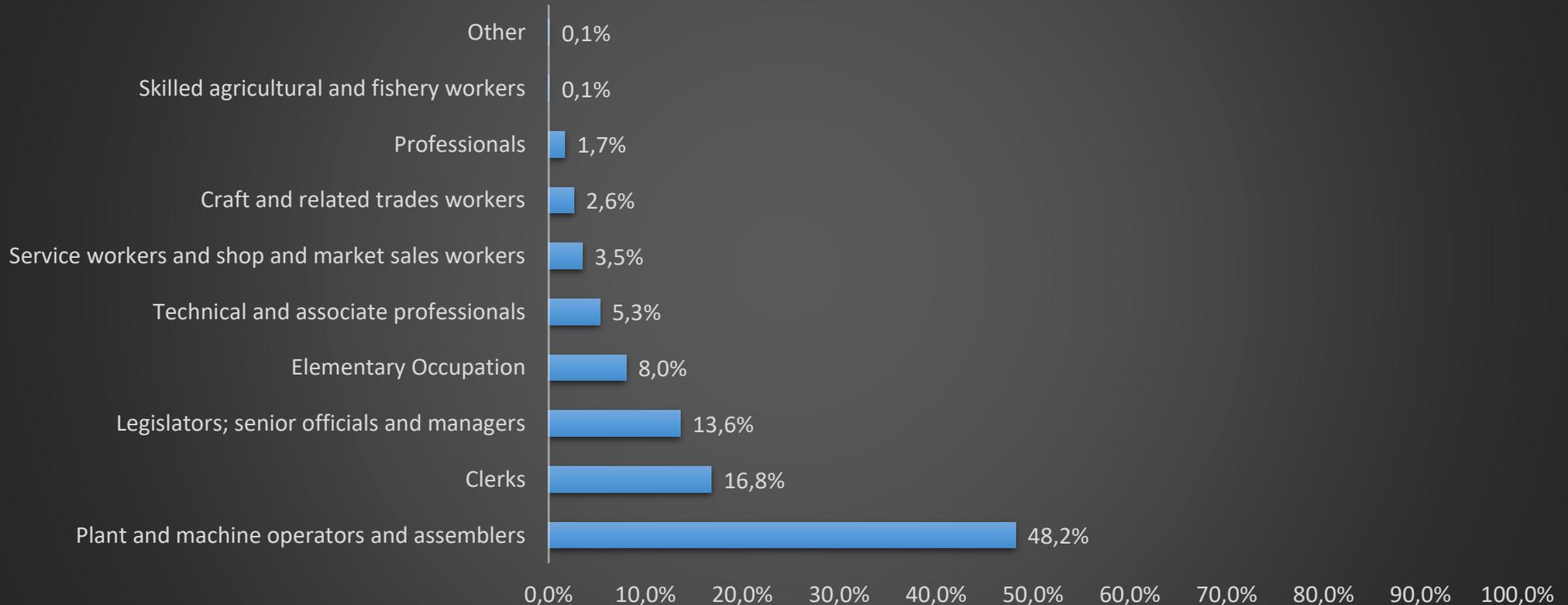
Subsector	2017	%	2018	%	2019	%	2020	%
Road Freight	49 188	15.8%	57 642	17.1%	45 801	13.5%	75 721	22.8%
Freight Handling	21 984	7.1%	22 522	6.7%	27 969	8.3%	56 044	16.9%
Rail	81 320	26.2%	141 469	42.0%	76 361	22.5%	38 499	11.6%
Road passenger	89 318	28.8%	48 607	14.4%	111 548	33.0%	32 951	9.9%
Aerospace	27 491	8.9%	24 304	7.2%	24 681	7.3%	32 300	9.7%
Forwarding and Clearing	30 479	9.8%	26 781	8.0%	39 455	11.7%	23 500	7.1%
Maritime	9 487	3.1%	12 201	3.6%	11 612	3.4%	12 146	3.7%
Unallocated Employees	837	0.3%	2737	0.8%	651	0.2%	1 070	0.3%
Taxi	275	0.1%	370	0.1%	388	0.1%	486	0.1%
Total Employment	310 379	100.0%	336 633	100.0%	338 466	100.0%	331 429	100.0%

Seek to understand:

Highlights (Key Findings):

- The majority of employees within the Transport sector are employed as Plant and Machine Operators and Assemblers, which includes drivers as well. The occupational group with the second highest number of employees is the Clerical occupations. These are administrative and support staff which facilitate the smooth functioning of companies and therefore, a significant number are required.

Employment in Transport by Occupational group



Chapter 2: Key Skills Issues

Seek to understand:

Understanding of

- Factors affecting skills demand and supply
- Policy frameworks affecting skills demand and supply

Methodology

- Quantitative and qualitative

Key information sources

- Literature review (academic articles and organizational reports)
- Focus Group Discussions with stakeholders
- Supplementary survey
- Stats SA publications
- Policy frameworks

Highlights (Key Findings):

- Top 5 drivers in Transport sector in 2020 include Covid-19 and economic recession, technology and innovation (4IR), demographic changes and ageing of employees, and entry of small-medium enterprises.
- All of the change drivers discussed in this chapter have varying and sometimes opposite effects on skills demand and supply.

Chapter 2: Key Skills Issues

Transport subsector	Drivers of demand and supply of skills
Aerospace	Technology, Covid-19 and the economic downgrade, retrenchment, demographics changes, remote/virtual working, transformation, and brain drain.
Forward and Clearing	COVID-19 and the economic downgrade, retrenchment, technology and automation, re-skilling of the workforce.
Freight Handling	Covid-19 and the economic downgrade, Technology and the 4 th IR, e-learning and blended learning, increased opportunities for SMMEs to deliver essential goods/services.
Maritime	Economic recession – lack of investment in the sector, COVID-19, retrenchment, 4 th IR, technological innovations, government red tape, reduced training budgets, lack of shipping vessels for cadets.
Rail	Covid-19 and the economic downgrade, demographic changes affecting how to training (ageing workforce), technology and online training.
Road Freight	Covid-19, 4 th IR and technology, restructuring, bankruptcy, demographics and societal changes, changing nature of learning – learning as a lifelong process encompassing soft, behavioural and technical skills, economic recession – negative investment outlook
Road Passenger	COVID-19 and the economic downgrade, Information technology, energy and environment processes, ageing and retirement of experienced employees
Taxi	COVID-19 and the economic downgrade, safety and health regulations lead to reduced demand for commuters and drivers

Policy frameworks affecting skills demand and supply

National strategies and plans		Implications for skills planning
National Development Plan (NDP)	Development	The growth strategy underpinning South Africa's development is the National Development Plan. The plan's vision is centred around the vision of eliminating poverty and reducing inequality by 2030. The NDP identifies the role to be played by different sectors of the economy. The transport sector is identified as a key vehicle of economic growth and could yield social benefits through ensuring affordability and accessibility for low-income households. To unlock any of the opportunities that come with NDP goals, the transport sector must play a critical role. This said, even in its current form, the sector will have to develop a critical skills mass to support the expansion of the different facets of the economy. Operation Phakisa is another mechanism which TETA is contributing put to, in order to support the National Development Plan.
National Development Plan 2030	Skills	The NSDP and the new SETA Landscape are planned to be in full implementation from on 1 April 2020. SETAs will remain an authoritative voice of the labour market and experts in their respective sectors. In this landscape, the tighter role of the SETA includes: 1) Understanding demand and signalling implications for supply (high quality research capacity) 2) Investment in development of relevant skills for the sector 3) Supporting the development of the institutional capacity of public and private education and training institutions 4) Performing system support functions and managing the budgets and expenditure linked to SETA mandate
Strategic Projects (SIPs)	Integrated	The SIPs act as key drivers of economic growth and social development in the country. DHET was then tasked to ensure skills development would take place under the SIPs projects. It identified six occupational clusters of which one of the clusters, Plant and Machine Operators is the responsibility of Transport SETA together with the Contractors Plant Hire Association (CPHA). The CPHA as a recognised Professional Body for the training and certification of earthmoving and lifting equipment operators by SAQA has partnered with TETA to facilitate skills development in this cluster.
Green Transport Strategy for South Africa: (2018-2050)		<p>The GTS will be the cornerstone of policy development within the transport sector for the lowering of GHG emissions, the contribution of transport to the green economy, the promotion of green sustainable mobility and the uptake of cleaner and more efficient technologies.</p> <p>The Green Transport Strategy serves as a guide for the DoT to implement a basket of measures that will significantly: 1) reduce GHG emissions produced by the transport sector; 2) reduce the environmental and human health impacts associated with the transport sector, resulting in a more resilient sector; and 3) reduce transport GHG emissions to contribute significantly to national efforts aimed at decrease emissions as agreed to by the South African Government at COP 21 in Paris through the NDC. The implications of this for skills development, especially if the aim is to support the GTS, is that there would be new skill requirements specifically catering for technologies that are sensitive to the environment.</p>

Chapter 3: Occupations in High Demand

Seek to understand:

Understanding of

- Sectoral Occupational Demand
- Extent and nature of Supply
- Sectoral Priority Occupations

Methodology

- Quantitative and qualitative

Key information sources

- Workplace Skills Plan (WSP)
- Annual Training Reports
- Focus Group Discussions with stakeholders
- Supplementary survey
- DHET publications (Statistics on Post-School Education and Training in South Africa: 2016 and 2018)
- Literature review

Highlights (Key Findings):

- While TETA provides a lot of funding for the training and education of marginalised groups such as African people, however the percentage of females trained in 2019 compared to males was very low and thus, perpetuates the male-dominance in this sector.

Aerospace		
OFO Occupation	No. of People Needed	Reasons for HTFV
2019-733201 - Truck Driver (General) Specialisation: Lorry Driver	106	1) Only a few drivers have Code 14 licenses
2019-653201 - Aircraft Maintenance Mechanic Specialisations: Aircraft Engine Maintenance Technician Aircraft Engineering Serviceman / Tradesperson Aircraft Examiner / Inspector Aircraft Maintenance Engineer (Engines) Aircraft Mechanic Aviation Maintenance Technician	84	1) Equity consideration replacement demand. 2) Lack of skills nationally. 3) Low number of qualified people. 4) Complex nature of older machinery and older technology used by smaller aircrafts, requires people with particular technical skills and experience.
2019-121908 - Quality Systems Manager Specialisations: Agriculture & Forestry Quality Controller Management System Auditor Quality Assurance / Systems Auditor Quality Auditor Quality Control Manager	41	1) Lack of candidates with the required qualifications and experience. 2) If an airline does not comply with quality systems and processes, then it cannot operate. 3) This is critical because of the safety factors required in civilian markets.
2019-315303 - Aeroplane Pilot Specialisations: Aerial Spraying Contractor Aircraft Captain Airline Captain Fighter Pilot	36	1) BBBEE candidates are difficult to source due to the cost of airline pilot licenses. Therefore, it's not that there is a lack of pilots as such, but lack of BBBEE pilots who meet all the requirements (many Black young people choice pilot as a career choice however lack the finances to gain the relevant experience and licenses). 2) Firefighting from the air requires specialized pilots. 3) Commercial airline preferences and it's a specialised field. Effects of Covid-19: The pandemic had adverse effects on air travel, both locally and internationally. Therefore, explaining why there is not actually a need for pilots, but simply that equity targets for pilots need to be met by airlines.
2019-335907 - Weights and Measures Inspector Specialisation: Weights and Measures Inspector	21	Weak Maths and English from employees. Lack of practical experience.
2019-432201 - Production Coordinator Specialisation: Production Leader	20	1) Require candidates with bond store/customs experience. 2) Require candidates with the right qualifications. 3) Funding needed for development of staff for the warehouse management pipeline. 4) Limited training available. 5) There are not many young learners studying planning as a career choice.
2019-672101 - Avionics Mechanician Specialisations: Aircraft Maintenance Engineer (Avionics) Aircraft Maintenance Technicians (Avionics)	17	1) Equity consideration. 2) Looking for South African qualified/certified citizens. 3) Few EE candidates in the labour market.
2019-315304 - Flying Instructor Specialisation: Aviation Instructor	13	1) Flying Instructor - upgrades & licence requirements, and thus is scarce/ absolute shortage because training is expensive.
2019-214403 - Aeronautical Engineer Specialisations: Aerospace Engineer Aircraft Production Engineer Aircraft Safety Engineer Flight Test Engineer	12	1) Equity consideration placement demand. 2) Difficult to competent and trained individuals. 3) Position requires specific type ratings and licences to operate the type of aircrafts used.
2019-315305 - Helicopter Pilot Specialisation: Chopper Pilot	11	1) Position requires specific type ratings and licences to operate the type of aircrafts used. 2) There are few people qualified in the country as Helicopter Pilots than those qualified for fixed wing aircraft. 3) Also, those that are qualified prefer to fly and are not willing to join the CAA as Inspectors.
2019-422205 - Contact Centre Forecast Analyst Specialisations: Contact Centre Forecaster	N/A	1) South African companies cannot compete for the talent pool because international companies steal them by offering higher salary packages. 2) South African companies do not have the financial means to compete with international companies.

Forwarding and Clearing

OFO Occupation	No. of People Needed	Reasons for HTFV
2019-335402 - Import-export Administrator Specializations: Certification Clerk Customs Agent / Clerk Customs Broker Export Agent / Clerk Export Documentation Officer Tally Clerk	71	<ol style="list-style-type: none"> 1) Import Controllers have proven to be in short supply in the industry, especially in the African and Coloured demographic. 2) Customs role is complex and specialized, doesn't only involve the learning/qualifications but experience is required as well. 3) Difficult to find skilled individual with the correct industry knowledge. 4) This is an industry specialization, very few graduates have the qualification and experience to satisfy job requirements.
2019-732101 - Delivery Driver Specializations: Driver-messenger Light Utility Vehicle (LUV) Driver Van Driver	57	<ol style="list-style-type: none"> 1) Funding needed for unemployed youth. 2) Candidates lack the required skills and experience.
2019-333101 - Clearing and Forwarding Agent Specializations: Clearing Agent Forwarding Agent Shipping Agent	57	<ol style="list-style-type: none"> 1) Competitive nature of the small Freight Forwarding and Clearing industry. 2) Lack of qualified with experience. 3) Difficult to find suitable candidates. 4) No formal trained candidates available. 5) No training material because of lack of funds (not just NQF 5 needs an NQF 7 person to supervise the NQF 5 person).
2019-132402 - Logistics Manager Specialization: Dispatch Logistics Manager	29	<ol style="list-style-type: none"> 1) Applicants do not have the necessary qualification.
2019-333905 - Supply Chain Practitioner Specialization: Supply Chain Administrator	26	<ol style="list-style-type: none"> 1) Operational Requirements. 2) Shortage of logistics middle management and executive level. 3) There is lack of experience in the industry.
2019-432104 - Warehouse Administrator / Clerk Specialization: Ca / Ra Storage Manager / Controller (Perishable Produce)	21	<ol style="list-style-type: none"> 1) Applicants lack the requisite training.
2019-122101 - Sales Manager Specializations: Sales Director Sales Executive	19	<ol style="list-style-type: none"> 1) Lack of suitably qualified candidates available 2) Sales staff battle to achieve targets and are not long serving employees 3) Skills Set, Industry and On the job Experience. 4) Digital Marketing is critical now – because things have changes so this is critical now for companies
2019-432102 - Dispatching and Receiving Clerk / Officer Specializations: Dispatch Clerk / Officer / Operator / Assistant / Worker Shipping and Receiving Clerk	17	<ol style="list-style-type: none"> 1) Difficult to find skilled individuals with the correct industry knowledge. 2) Candidates lack the relevant theoretical and practical experience.
2019-122101 - Sales and Marketing Manager Specializations: Business Development Manager Key Account Manager	14	<ol style="list-style-type: none"> 1) Growth of international depots and an increase of B2B and online marketing. 2) Candidates lack industry knowledge, experience and requisite skillsets. 3) Lack of suitably qualified candidates available. 4) Sales staff battle to achieve targets and are not long serving employees.
2019-431102 - Cost Clerk Specializations: Costing Estimator Pricing Clerk / Analyst / Estimator	13	<ol style="list-style-type: none"> 1) Experienced Estimators are far and few 2) Lack of skills and experience 3) Need people who can respond to RFQs or look for tenders (important skill).
2019-733201 - Truck Driver (General): Specializations: Freight Operator Lorry Driver	11	<ol style="list-style-type: none"> 1) Drivers not correctly licensed Effects of Covid-19: Due to shifts in early peak seasons due to the pandemic, additional truck drivers are required to manage the load.

SETA NAME	PERIOD	OCCUPATION CODE	OCCUPATION	SPECIALISATION/ ALTERNATIVE TITLE	INTERVENTION PLANNED BY THE SETA	NQF LEVEL	NQF ALIGNED	QUANTITY NEEDED	Quantity to be supported by SETA
TETA	2020/2021	2019-733201	Truck Driver (General)	Lorry Driver	Learnership	2 – 4	Y	611	-
				Freight Operator	Learnership	1 - 6	Y	356	-
				Tilt Tray Driver	Skills Programme	4	Y	18	-
				Compactor Driver (Rubbish Collection)	Learnership	2	Y	10	-
				Logging Truck Driver	Learnership	N/A	N	10	-
				Dumper Truck Driver	Skills Programme	1	Y	8	-
TETA	2020/2021	2019-733101	Bus Driver	School Bus Driver	Learnership	3 - 5	Y	195	-
				Minibus Driver	Learnership	3	Y	150	-
TETA	2020/2021	2019-653306	Diesel Mechanic	Diesel Fitter-mechanic	Apprenticeship	1,3,4	Y	86	-
				Diesel Electrical Fitter	Apprenticeship	4	Y	76	-
				Truck Mechanic	Apprenticeship	2,4,5,6	Y	73	-
				Field Service Technician (Diesel)	Apprenticeship	4 - 5	Y	16	-
TETA	2020/2021	2019-732101	Delivery Driver	Van Driver	Learnership	3,6	Y	162	-
				Armoured Car Driver	Learnership	4	N	50	-
				Light Utility Vehicle (LUV) Driver	Learnership	3	Y	17	-
				Driver-messenger	Learnership	4	Y	8	-
TETA	2020/2021	2019-432301	Transport Clerk	Truck Dispatcher	Learnership	3	Y	155	-
				Transport Coordinator / Dispatcher	Learnership	3 - 6	Y	30	-
				Boat Dispatcher	Learnership	1	Y	25	-
				Fleet Contracts Manager / Controller / Coordinator	Bursary	5	Y	3	-
				Clerical Controller (Transport Service)	Skills Programme	5	Y	2	-
				Road Traffic Controller	Skills Programme	N/A		0	-
TETA	2020/2021	2019-833301	Freight Handler (Rail or Road)	Checker and Loader Transport Vehicle	Learnership	1 - 3	Y	136	-
				Freight Loader	Learnership	3 - 4	Y	32	-
				Rail and Road Transport Vehicle Loader	Skills Programme	3	Y	3	-
TETA	2020/2021	2019-671101	Electrician	Electrical Fitter	Apprenticeship	4	Y	90	-
				Electrician (General)	Apprenticeship	4	Y	57	-
				Electrical Wireman	Apprenticeship	4	Y	10	-
TETA	2020/2021	2019-833303	Waterside Worker	Stevedore	Skills Programme	2	Y	80	-
				Cargo Handler / Worker	Learnership	3	Y	60	-
				Docker Wharf	Skills Programme	N/A	N	4	-
TETA	2020/2021	2019-333905	Supply Chain Practitioner	Supply Chain Administrator	Learnership	4,5,7	Y	134	-
TETA	2020/2021	2019-132404	Warehouse Manager	Storage and Warehousing Manager	Learnership	4 -5	Y	133	-
				Coolstore / Packhouse / Stockroom / Storeroom Manager	Candidacy	8	N	1	-

Chapter 4: TETA partnerships

Seek to understand:

Understanding of	<ul style="list-style-type: none">- An analysis of existing SETA partnerships- Planned partnerships
Methodology	<ul style="list-style-type: none">- Quantitative and qualitative
Key information sources	<ul style="list-style-type: none">- TETA Databases and MoUs- Focus Group Discussions with stakeholders- Informal conversations with TETA personnel

Highlights (Key Findings):

- Even though some of TETA's partnerships are successful, there are instances where partnerships are faced with challenges.
- Partnership management is not a series of individualised, unintegrated and independent arrangements with different institutions. Rather, partnership is a systemic value-driven relationship building.
- Need to conduct a complete review of the current partnership regime and institutionalising a value-driven partnership approach where relationships are built on co-creation, shared risks and responsibilities, interdependency, and structural transformation of the sector.

Nature of partnership	Term and Duration	Objective	Value of partnerships
<u>Universities</u> University of Fort Hare	24 May 17 to 23 May 2020	Collaborative research development (impact assessments, joint research, exchange working papers) and academic cooperation	It is contributing significantly to the development of post-graduate students and knowledge development in the transport sector.
<u>TVET colleges</u> Mthashana TVET College Gert Sibande TVET College Ingwe Technical Vocational Education Training College	30-Mar 17 to 31 Mar 2020 31 Mar 17 to 31 Mar 2020 11 Oct 17 to 30 Mar 2022	To support collaborative activities and interventions in skills development and youth development in the transport sector	Contributing to career and vocational guidance, workplace learning programmes (i.e. experiential training/ work-based exposure, in-service training, internships, learnerships, driver simulators, driver training and road safety education), development and support for small business development and support through township revitalisation initiatives for young people
<u>Organs of state</u> National Treasury Ministry of Women in the Presidency DOT and National Transport Members (NTF)	01 Mar 17 to 31 Mar 2020 08 Dec 17 to 31 Mar 2020 23 Jun 17 to open-ended	To strengthen integration and collaboration of inclusive skills development in the public sector to adequately respond to the challenges of skills capacity gaps and advise on a growth agenda for transport in South Africa in the short, medium and long-term.	It is contributing to addressing the minimum exclusion of women in the transport sector by fostering a platform that is inclusive of empowerment and ownership of the business as well as encouraging better and increased use of transport workplaces for skills development in the rural and remote areas
<u>Employer association</u> South African International Maritime Institute (SAIMI) South African Institute of Materials Handling (SAIMH)	28 Mar 18 to 31 Mar 2020	To promote and strengthen cooperation around skills development and training for young people	The partnership is creating opportunities for career awareness, vocational guidance, school support, access to work experience and employment, skills planning, skills development and sectoral research
<u>Other SETA chambers</u> TETA Adopt a School Partnership (x53 schools) FP&M SETA	29 May 17 to 31 Mar 2020 30 Aug 17 to open-ended	To promote consistency of quality assurance policies and procedures, and learner support in the areas of Mathematics, Science, English and Geography.	It is contributing to promoting quality assurance for artisans, and teacher training and methodologies in Maths, Science, English and Geography, and providing support to school management teams (SMTs)

Chapter 5: Monitoring and Evaluation

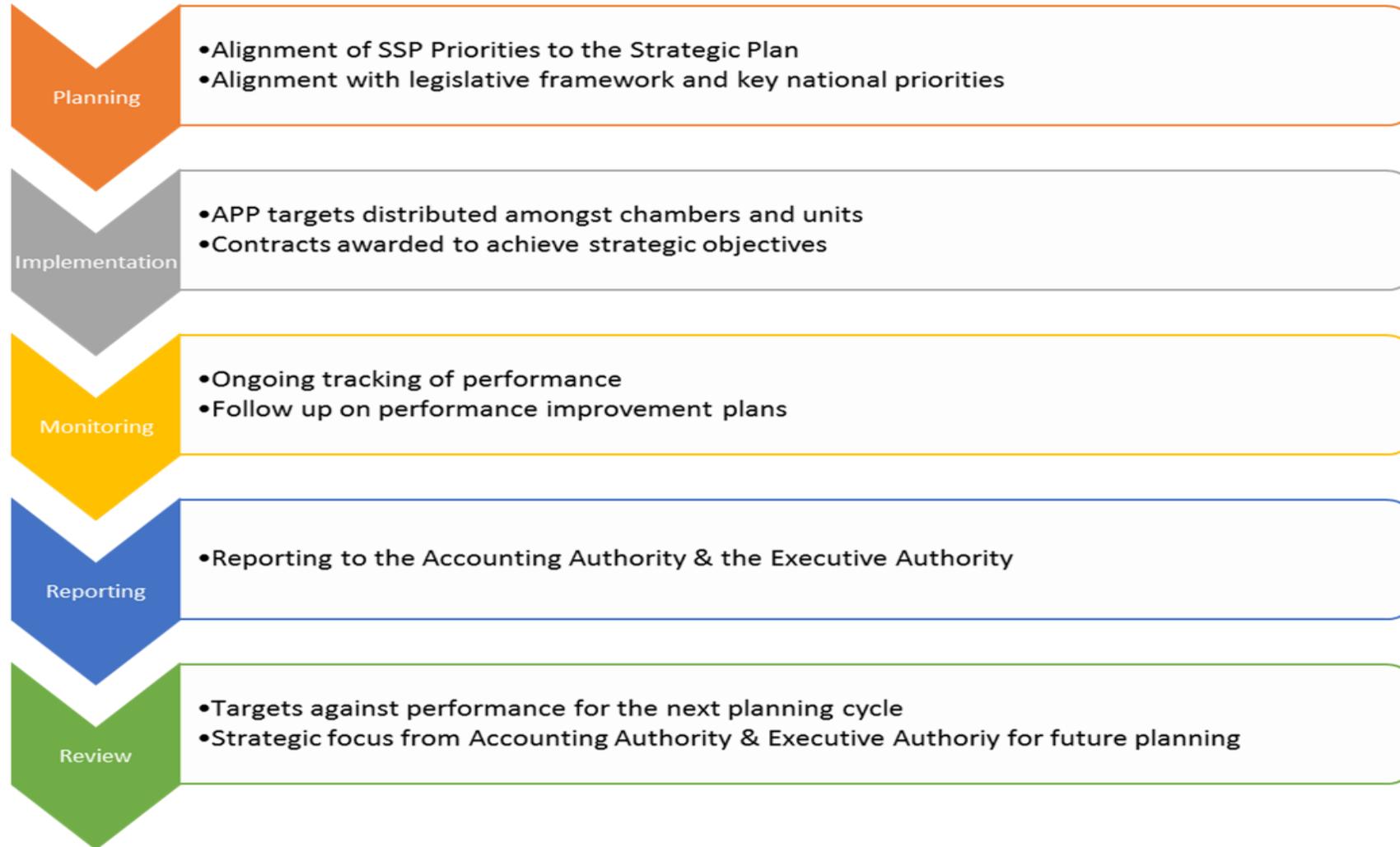
Seek to understand:

Understanding of	<ul style="list-style-type: none">- Sector Skills Planning Reflections- Plan of Action
Methodology	<ul style="list-style-type: none">- Quantitative and qualitative
Key information sources	<ul style="list-style-type: none">- Literature review- TETA Strategic Documents

Highlights (Key Findings):



Use of M&E within TETA



Seek to understand:

Highlights (Key Findings):

- TETA has made significant progress in addressing the Sector Skills Plan priorities as detailed in its Strategic Plan. It is TETA's view that there was work done to address the strategic priorities in the 2019/2020 financial year, in that 75% of the objectives were realised as indicated below in the table.

Strategic Priorities	Achieved/Partially Achieved /Not Yet Achieved	Comments
Research Capacity	Achieved	n/a
Road Safety Initiative	Achieved	n/a
Career Guidance	Achieved	n/a
TVET & HEI Partnerships	Achieved	n/a
Rural Development	Achieved	n/a
SMME Development	Achieved	n/a
Quality Assurance of Training	Achieved	n/a
Artisan Development	Achieved	n/a
Occupational Qualification Development	Achieved	n/a

Strategic Priorities	Objectives	Achievements	Reasons for non-achievement
Leadership Development	Enhance middle management and executive leadership capabilities	Not achieved	Procurement regulations compliance challenges affected the entry of the candidates for 19-20.
Green Economy	Skills planning for a green transport sector	Not achieved	Implementation of green economy project is moving in phases. The next phase is planned for 2020-21
4th IR	Implement research strategy	Not achieved	Preparations for the research on 4IR is still underway and will be fully implemented in 2020-21.

Chapter 6: Findings and Recommendations

Seek to understand:

Understanding of	<ul style="list-style-type: none">- Key skills Findings from Previous Chapters- Recommended priority Actions
Methodology	<ul style="list-style-type: none">- Quantitative and qualitative
Key information sources	<ul style="list-style-type: none">- Summary of Chapters one to five- Focus Group Discussions with stakeholders- Supplementary survey

Highlights (Key Priority Actions):

1. Measures in Response to Transformational Imperatives

- It is critical for the SETA increase the number of female learners and trainees in order to increase the talent pool of skilled, qualified and experienced females for the Transport sector.
- It is recommended that TETA supports the education and training of more young unemployed people and also, assist transport companies to create mentorship programmes where aging workers train incoming youth to replace them



Seek to understand:

Highlights (Key Priority Actions):

2. Measures in response to the Fourth Industrial Revolution

- In order for TETA to provide the support that transport companies need to move effectively towards implementing the 4th Industrial Revolution (4IR), use associated technologies and the need for technological skills; the SETA will have to shift towards the use of digital and electronic systems. TETA should re-align its practices to the utilisation of electronic and digitized systems.
- TETA needs to effectively partner with other related SETAs in order to ensure that transport companies and training providers are able to re-skill or up-skill staff or unemployed learners on qualifications which may not fall within the scope of TETA such as more IT related occupations, however which are new occupations needed by transport companies.
- TETA should also incorporate e-learning in learning, training and skills programmes as it is unknown when the lockdown will end and learners should be able to continue training.
- It is recommended that TETA partner with the QCTO to evaluate and adjust the accreditation process, particularly for appropriate response to the sector's needs to shift towards the 4IR.

3. Measures in support of SMMEs and entrepreneurship

- In the short term, it is recommended that TETA support SMMEs during the Covid-19 pandemic through a special project, where funding is provided for SMMEs to implement health and safety protocols as required by the government because the SSP research revealed that many SMMEs cannot open their doors because of the lack of financing to observe the health and safety requirements.
- It is recommended that TETA partner or collaborate with government departments responsible for creating enabling environments for SMMEs to enter markets and succeed.

4. Short-term Measures in Response to Covid-19

- TETA to partner with the QCTO and SAQA to ensure that simulation training in all viable qualifications is accredited.
- It is recommended that TETA should evaluate its current funding model/policy to determine whether it adequately supports training providers and companies, particularly in the context of the Covid-19 pandemic or other future disasters.
- It is recommended that TETA partner with more registered Transport sector companies to ensure the re-placement or new placement of learners/trainees without learnerships/internship placements.
- TETA needs to develop disaster management procedures in case of other unforeseen pandemics or events, to ensure that the SETA is not caught off guard and has effective measures in place to continue supporting employers, training providers and learners.
- TETA could fund training on health, safety and hygiene and to ensure that these are incorporated into skills programmes and learning programmes which are already in existence.

THANK YOU



Transport Education Training Authority

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