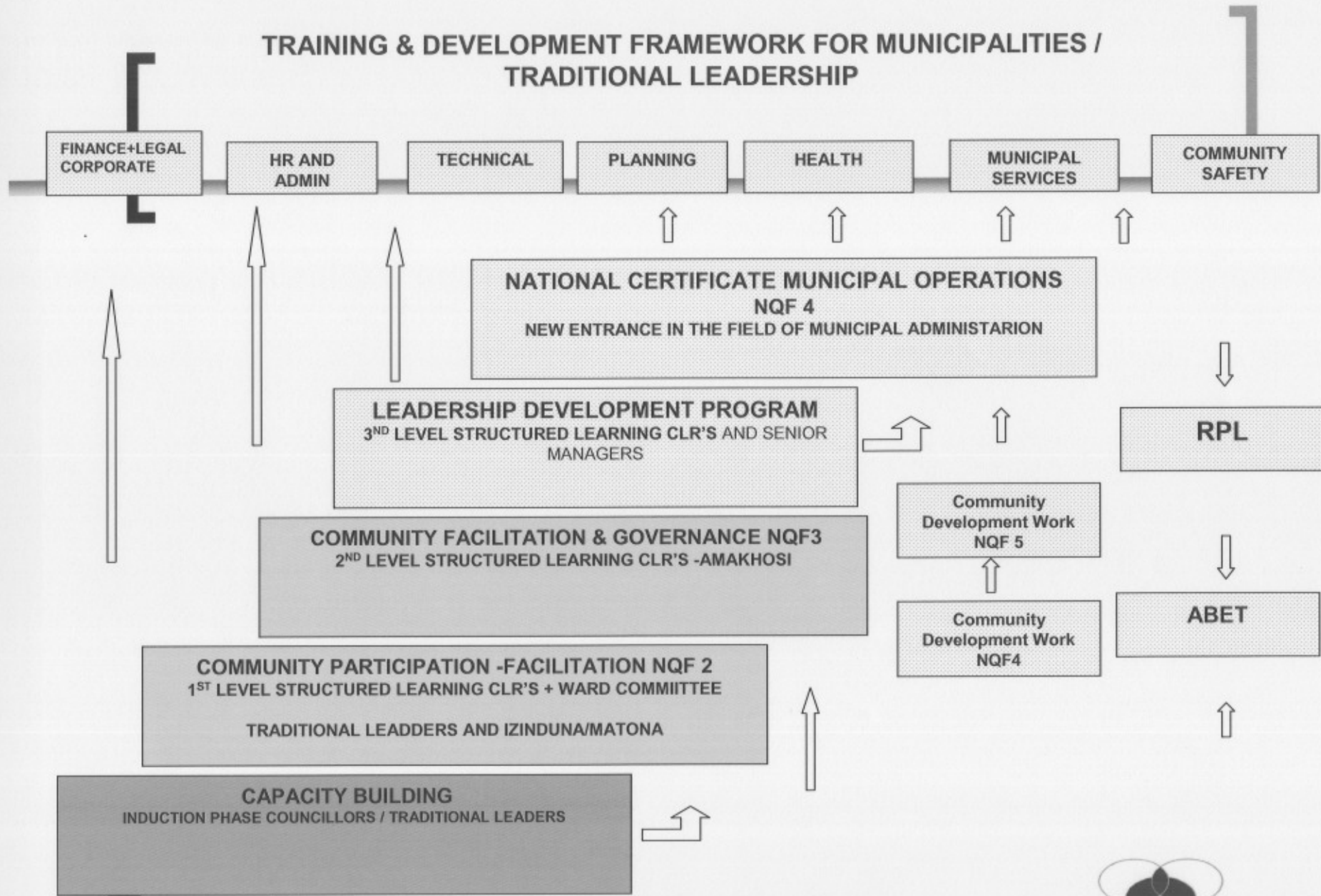


# TRAINING & DEVELOPMENT FRAMEWORK FOR MUNICIPALITIES / TRADITIONAL LEADERSHIP



# SECTOR SKILLS PLANNING contd/...

## 2.1.1 Workplace Skills Plans (WSPs) submitted:

- Whilst the sector has a high compliance rate with the Skills Development Act and the Skills Levy Act, recording WSP submission rates of about 77%, and only 13 municipalities omitting to pay levies during the 2004/5 financial year, the gazetted cut – off dates for the submission of documentation (WSPs) whilst welcomed by the LGSETA provide a considerable challenge for local authorities. Evidence of this is the decline in submission rates of WSPs to 62% in the 2005/6 year.
- However, there are extensive provincial variations with the Western Cape recording a 100% submission rate, and KwaZulu Natal at 39% followed by the Free State at 44%.

# SECTOR SKILLS PLANNING contd/...

## WSP Comparative Submissions

| Municipal Type | 2004/2005  | Percentage | 2005/2006  | Percentage |
|----------------|------------|------------|------------|------------|
| Metropolitan   | 6          | 100%       | 5          | 83%        |
| District       | 37         | 78%        | 27         | 57%        |
| Local          | 177        | 76%        | 145        | 62%        |
| <b>Total</b>   | <b>220</b> |            | <b>177</b> |            |

## SECTOR SKILLS PLANNING contd/...

The table below represents the percentage of staff employed in local government trained classified by Province:

| Province      | Figures of staff trained | % of staff trained |
|---------------|--------------------------|--------------------|
| Limpopo       | 3,047                    | 38%                |
| Western Cape  | 13,752                   | 35%                |
| Northern Cape | 1,908                    | 32%                |
| North West    | 3,318                    | 30%                |
| Eastern Cape  | 5,380                    | 28%                |
| Kwazulu Natal | 8,460                    | 22%                |
| Free State    | 3,304                    | 22%                |
| Mpumalanga    | 2,076                    | 20%                |
| Gauteng       | 5,840                    | 12%                |

# SECTOR SKILLS PLANNING contd/...

## 2.1.2 Projects SSP

- The SSP review identified an acute shortage of skills in engineering and municipal technical services.
- The LGSETA response to this has been to initiate a bursary scheme for municipal employees, currently in possession of a national technical diploma in engineering who wish to upgrade their qualification to a B Tech degree in any of the engineering fields linked to municipal functions.
- Preference was given to historically disadvantaged individuals from smaller municipalities. The bursary scheme worth approximately R 500 000 p.a is administered by the SA Institution for Civil Engineers on behalf of the LGSETA. The bursary scheme currently has 20 beneficiaries.

## SECTOR SKILLS PLANNING contd/...

### Internships

- Provision has been made for 90 recently graduated civil engineering interns to be supported by means of internship grants given to municipalities keen to receive such students. Placement is being done by the SA Institution for Civil Engineers in conjunction with the Municipal Infrastructure directorate at DPLG.
- To date applications have been received for 10 students.

### Labour Intensive Construction: EPWP

- The LGSETA, in support of the Expanded Public Works Programme led by the Dept of Public Works and implemented through the Municipal Infrastructure Grants, is training some 2100 senior technical officials within municipalities in the design and implementation of labour intensive construction processes. The labour intensive construction unit standards have been registered by the Construction SETA which is assuming responsibility for the quality assurance of the training and the certification of the successful learners. It is an 18 month project with a value of approximately R 7, 3 million.
- Approximately 1 300 learners have been trained on this programme to date.

## SECTOR SKILLS PLANNING contd/...

### ABET

The table below illustrates the number of learners employed within the local government sector, engaged in ABET programmes funded by the LGSETA discretionary grants

| Province       | Total No. Of Learners |
|----------------|-----------------------|
| Gauteng        | 2 194                 |
| Limpopo        | 774                   |
| Mpumalanga     | 946                   |
| Kwa-Zulu Natal | 3296                  |
| Western Cape   | 801                   |
| North West     | 1376                  |
| Northern Cape  | 651                   |
| Free State     | 1283                  |
| Eastern Cape   | 2074                  |
| <b>Total</b>   | <b>13 395</b>         |

# SECTOR SKILLS PLANNING contd/...

## Equity in the Labour Market

The table below illustrates the percentages of employees, categorized by race and occupational category  
Whites are relatively over represented among senior Officials and Professionals

| Occupation                           | % Race |       |      |      |       |
|--------------------------------------|--------|-------|------|------|-------|
|                                      | %      | A     | C    | I    | W     |
| Leadership and governance            | 5.54   | 4.49  | 0.20 | 0.14 | 0.71  |
| Senior officials and managers        | 3.34   | 1.40  | 0.20 | 0.15 | 1.58  |
| Professionals                        | 3.13   | 1.41  | 0.32 | 0.06 | 1.34  |
| Technicians/associated professionals | 8.25   | 3.56  | 1.07 | 0.60 | 3.02  |
| Skilled agric and fishery workers    | 0.15   | 0.07  | 0.00 | 0.02 | 0.04  |
| Clerks                               | 11.93  | 6.46  | 1.30 | 0.97 | 3.20  |
| Service workers                      | 12.04  | 7.87  | 1.48 | 0.83 | 1.86  |
| Craft and related workers            | 5.15   | 2.63  | 1.16 | 0.28 | 1.08  |
| Plant, machine operators             | 6.61   | 4.90  | 0.65 | 0.09 | 0.97  |
| Elementary occupations               | 43.85  | 40.96 | 2.02 | 0.21 | 0.66  |
| Totals                               | 100.00 | 73.78 | 8.39 | 3.37 | 14.46 |



# LEARNERSHIPS

- The LGSETA proposal for funding from the National Skills Fund (NSF) for the amount of **R70,100,000.00** to fund the implementation of the Community Development Workers Learnership was approved by the Department of Labour in November 2004. The abovementioned programme is still running and it envisaged that project will be completed towards the end of 2006 or early 2007, and to date an amount of R48,9 million of the abovementioned funds from NSF has been spent as reflected in the pie chart reflected below

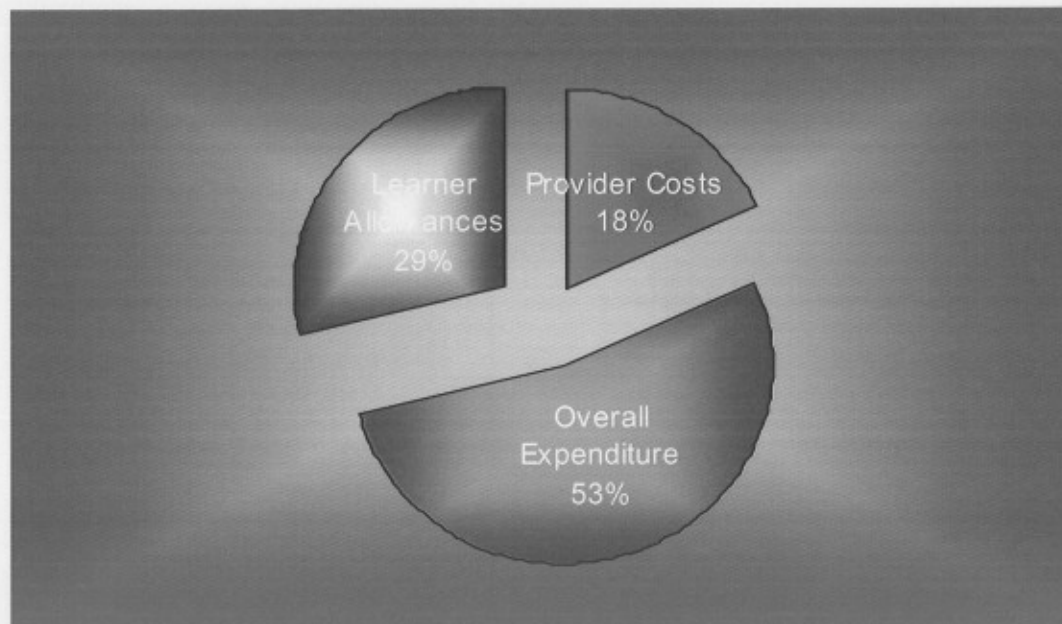


Figure 1: Total expenditure chart, both phase one and phase two to date

# LEARNERSHIP Contd/..

## 3.1 Community Development Workers

- The LGSETA recruited and trained a total of 1374 learners in the CDW Learnership Programme in phase one, which started in February 2004. All the 9 Provinces participated in the programme with the Western Cape recruiting 400 learners, almost tripling what the other Provinces recruited. About 1317 learners successfully completed the CDW Learnership in 2005, with 57 dropping out mainly due to gainful employment in other government departments. 731 learners graduated between November and December 2005, in the following Provinces:
  - Northern Cape 197
  - Western Cape 366
  - Eastern Cape 168

## LEARNERSHIP Contd/..

- Other graduations are due in 2006 with Mpumalanga graduating on April 11th, 2006, North West on April 22nd 2006 and Gauteng later in April. The LGSETA spent approximately **R14m** on learner stipend and R10m on provider costs for the financial year 2004/5. Furthermore, the LGSETA invested over R2, 6m on learning material development and training of 401 EDTP practitioners.
- Phase two of the CDW Learnership started in July 2005 and will end in July 2006. 2244 learners have been recruited in the nine Provinces already and learning is progressing extremely well! R43, 3m has been put aside for the smooth implementation of the phase two CDW Learnership programme for the 2005/6 financial year. A further 222 ETDP practitioners are being trained to support the learners on training and to ensure quality training in the workplace.
- To date, Gauteng has employed 198 learners, Western Cape 200, Eastern Cape 168, and Northern Cape 196. Other Provinces are finalizing logistics in respect of placements.

# LEARNERSHIP Contd/..

## 3.2 Municipal Finance

- With the advent of the Municipal Finance Management Act, the demand of the Municipal Finance Management Learnership has acutely increased, with the National Treasury signing an MoU with the LGSETA to implement the Level 6 Learnership. The LGSETA has developed and registered an NQF Level 5 two year National Diploma and a Level 4 qualification have gone on public comment phase.
- There are **291** learners currently in the Basic Finance Level 5 Learnership in three Provinces nationwide. Western Cape, George has about 114 learners, Gauteng has a total of **117** and Mpumalanga has 60 learners. The Learnership in question started in 2004 and is at its final stages at this point. It is important to note that the Basic Municipal Finance Learnership is scheduled for 18 months. The LGSETA has invested **R5, 7m** in development and implementation of the Basic Municipal Finance Learnership, which is aimed at lower level of municipal employees.

# LEARNERSHIP Contd/..

## 3.3 Traditional Leaders

- The LGSETA is currently involved in discussions with both the Department of Provincial and Local Government (DPLG) and CONTRALESA, over the development of a qualification framework for the training of Traditional Leaders. Traditional leaders are an important part of Local Government where delivery of the basic services to communities is of importance. Their training will enhance their efficiency and thus make them relevant to the Local Government.

## 3.4 Councilor Development & Ward Committee Training

- The LGSETA jointly with DPLG and SALGA have embarked on a process of developing Standards and Qualification for training of both Municipal Councillors and Ward Committee members. The training will be rolled out in four phases with SALGA championing the induction program. An application of R139 Million has been submitted to the National Skills Fund to fund this program over a period of two and half years.

# LEARNERSHIP Contd/..

## 3.5 Local Economic Development (LED)

For LED a comprehensive qualifications framework has been developed, covering

- NQF 4 (LED Officer)
- NQF 5 (LED Coordinator)
- NQF 6 (LED Manager)
- In August 2004 the implementation commenced with the Learnership on NQF 4 and by now a total of **696 Learners** have been enrolled covering all Provinces of which **270 Learners** have completed their Learnership the learning programme.
- Currently **165 Municipalities** are participating in the training scheme and it is expected that by the end of the current financial year almost all Municipalities have been covered.
- Up to date a budget of **R8, 095,000** has been allocated of which **R5, 300,000** has been disbursed. Follow up payment are made on an ongoing basis. New Learnerships on NQF 4 are commencing also on an ongoing basis, reflecting the needs of the Municipalities. In July 2006 the next roll out phase will start with the introduction of the Learnership on NQF 5 (**LED Coordinator**