

SKILLS DEVELOPMENT FOR   
**GREEN ECONOMY**

**GO DUAL**

Working together towards a common goal



**FIRST LESSONS LEARNT IN THE DUAL SYSTEM PILOT PROJECT  
AUGUST 2016-OCTOBER 2017**

FACTSHEETS 0 - 10

**INTRODUCTION TO THE FACTSHEETS**

## WHAT IS THE DUAL SYSTEM PILOT PROJECT (DSPP)?

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In its 'Decade of the Artisan 2014 - 2024' initiative, South Africa has set itself the ambitious goal of producing 30 000 new artisans per year by 2030. Public TVET colleges in particular have been identified as a key partner in artisan development. In future the colleges are thus set to become the largest component in the national skills training system, with enrolment figures increasing from about 650,000 to 2,500,000 by 2030.

The Dual System Pilot Project (DSPP) is an initiative by the South African Department of Higher Education and Training (DHET), which is supported by the Skills Development for a Green Economy (SD4GE) Programme implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

In order to support these developments, it is a priority of the **Department of Higher Education and Training (DHET)** to enhance public TVET colleges' delivery capacity, and most importantly to forge stronger and more cooperative relationships between TVET colleges and industry through innovative training pathways.

The DSPP is a dual approach combining theoretical and practical training at public TVET colleges with structured learning at the workplace, where approximately 70% of the time is spent in companies. Responsibilities for the implementation and financing are shared between **government and industry**. Apprentices rotate between public TVET colleges and companies. Candidates are identified by the TVET college and selected by a company. Apprentices then receive an employment contract for a three-year artisan training programme. It is based on the new QCTO occupational qualification which was developed in cooperation with industry, mainly large-scale and state-owned enterprises and private training providers.

Amongst the QCTO occupational qualifications are the electrician and the plumber trades, both identified as scarce and critical skills on the National Scarce Skills list, as well as in government's Strategic Integrated Projects (SIPs). They were registered with SAQA in November 2013.

These occupational qualifications were subsequently developed into a training syllabus referred to as the National Occupational Curriculum Content for Artisans of the 21st century (NOCC-A21), which integrates theory, practical- and work experiences in a holistic manner.

The DHET has consequently identified the need for a pilot measure with an expected mandate to review existing regulations and to present alternatives for a more practise- and labour market-oriented dual training approach.



The DSPP uses a pathway that **closely integrates training delivery at the selected TVET colleges with structured learning at the workplace for apprentices that were selected by host employers.**

The DSPP is meant to serve as a 'trailblazer' for an artisan development approach based on dual occupational programmes and utilising the NOCC-A21. Recommendations from the DSPP implementation and lessons learnt will thus be used in a broader context, e.g. the Centres of Specialisation Programme (CoSP).



## PROJECT OBJECTIVES AND INDICATORS

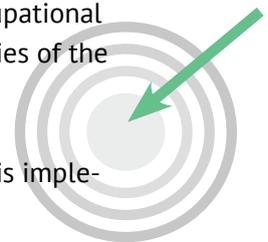
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The DSPP aims to significantly increase the quality of artisans trained as per the requirements of industry. It aims to achieve the following outcomes:

- The **long term outcome** is to achieve a high level of employment for dual system graduates through the development of occupational competence, fulfilling the requirements of industry.
- The **intermediate outcome** is to increase the delivery capacity of TVET colleges to train occupationally competent and confident artisans in the two identified trades as per an industry-driven South African dual system approach. Mechanisms and processes to support dual occupational programme implementation in public TVET colleges are thereby generated. This outcome will be achieved through the following: pilot TVET colleges will use industry-aligned training syllabi, i.e. the National Occupational Curriculum Content for Apprentices of the 21st century (NOCC-A21), updated training facilities, adequate industry partnerships to support teaching and learning, and lecturers that are qualified to provide industry-relevant training for the identified trades.
- The **immediate outcome** is to establish a functioning pilot measure for a South African dual training approach for the two occupational programmes in the selected pilot sites in Gauteng and Eastern Cape. The measure is both practice-oriented and driven by the needs of industry.

The following **five key indicators** have been identified for the above outcomes:

- **Indicator 1:** 200 apprentices are enrolled in the first dual occupational programme for electricians and for plumbers, 15% of whom are female. They will receive structured workplace training in the companies, as well as theoretical knowledge and practical training in the four selected TVET colleges in the provinces of Gauteng and Eastern Cape.
- **Indicator 2:** 50% of 200 participants in the pilot dual occupational programmes, 30% of whom are female, are in employment related to their qualification 10 months after completion of their training.
- **Indicator 3:** Of 50 enterprises taking part in the pilot measure for a dual occupational programme in South Africa, 80% confirm their satisfaction with the capabilities of the vocational training programme to train electricians and plumbers.
- **Indicator 4:** A second and third training intake for electricians and plumbers is implemented to meet the needs of businesses in both provinces.
- **Indicator 5:** The Department of Higher Education and Training (DHET) has documented success factors for the implementation of the DSPP. All documentation is circulated among public TVET colleges and other enterprises and/or representatives of industry.

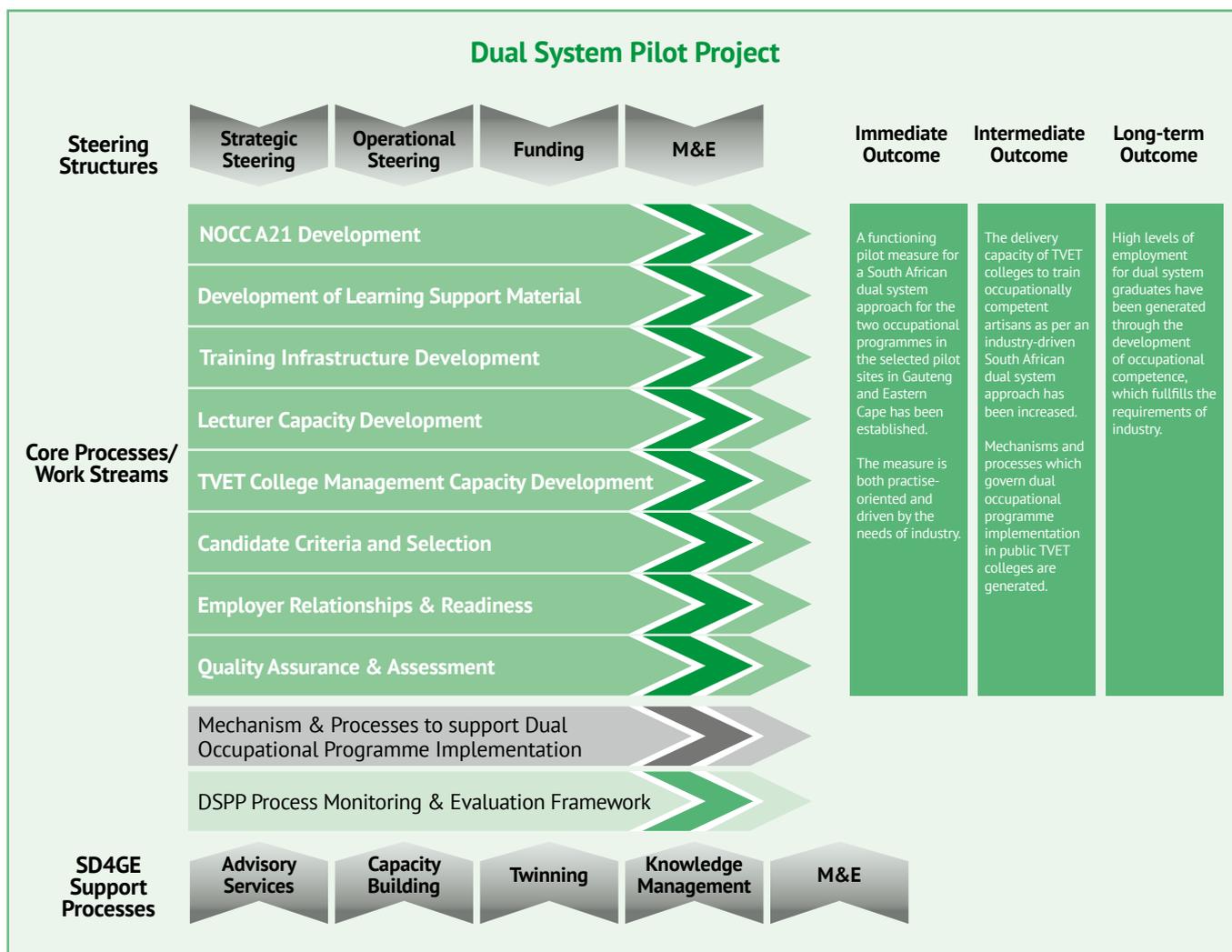


## DSPP MODEL AND WORKSTREAMS

To achieve these objectives, the GIZ's Skills Development for a Green Economy Programme (SD4GE) supported the DHET in establishing a process map for the DSPP. This allowed for the identification of the relevant workstreams and scoping of the project, and also provided the basis for the development of adequate steering and support structures to the pilot:

The resulting DSPP model works on three levels:

- **Steering structures:** This level refers to the strategic and operational steering, as well as the need for adequate funding of the DSPP, decision-making and close monitoring and evaluation of all relevant activities (M&E) during implementation.
- **Core processes/workstreams:** This level stands at the centre of the DSPP and reflects all core processes/workstreams which are being addressed within the pilot in order to achieve the set project objectives.
- **Support structures/auxiliary processes:** The level of support structures reflects all outside support processes which will be provided to the DSPP by the GIZ's SD4GE Programme.



## DSPP FACTSHEETS PER WORKSTREAM

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The DSPP strives to generate important learnings through the trial implementation of two dual occupational qualifications (electrician and plumber) in four public TVET college sectors. The aim is to provide relevant mechanisms and process documents, guidelines and tools which will support the DHET, industry and training providers in the replication of the DSPP. Key success factors and lessons learnt throughout the DSPP therefore need to be thoroughly documented per workstream.

Based on experiences gained from the preparation and implementation of the first intake of the NOCC-A21 electricians between August 2016 and August 2017, key success factors and lessons learnt are currently being compiled. Please note that these are only first and by no means conclusive findings. They are presented as **factsheets for each workstream** as indicated below:

DSPP: Expected Benefits	> Factsheet 0
NOCC-A21 Development	> Factsheet 1
Development of Learning Support Material	> Factsheet 2
Training Infrastructure Development	> Factsheet 3
Lecturer Capacity Development	> Factsheet 4
TVET College Management Capacity Development	> Factsheet 5
Apprentice Selection and Progress	> Factsheet 6
Employer Relationships and Readiness	> Factsheet 7
Quality Assurance and Assessment	> Factsheet 8
Mechanisms and Processes to support Dual Occupational Programme Implementation	> Factsheet 9
DSPP Monitoring and Evaluation Framework	> Factsheet 10

## Skills Development for a Green Economy (SD4GE)

The Skills Development for a Green Economy Programme (SD4GE) supports a structural change towards more employment-oriented dual TVET approaches in South Africa.

It supports:

- The cooperation of private and public stakeholders to promote dual training approaches
- The successful implementation of the dual system pilot project (DSPP)
- The strengthening of the capability of lecturers and mentors at TVET colleges and companies

On the German side it is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). GIZ collaborates with its national partner, the Department of Higher Education and Training (DHET) and the National Skills Fund (NSF).

supported by

Skills Development for Green Economy (SD4GE) Programme