

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**

FACTSHEET 7
EMPLOYER RELATIONSHIPS & READINESS

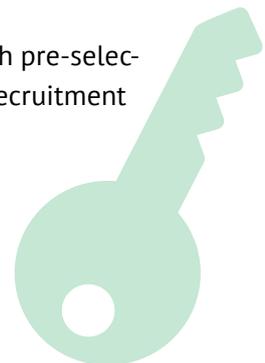
This workstream intends to:

- Strengthen dialogue with industry on skills development needs and experience with dual approaches.
- Support employers to provide structured learning at the workplace.
- Encourage employers to host DSPP apprentices and seeing this as a viable option for recruiting permanent staff.
- Strengthen ties and partnerships between public TVET colleges and industry stakeholders.
- Develop the DSPP in an industry-driven dual occupational programme.



KEY FACTORS FOR SUCCESS & LESSONS LEARNT

- Industry's demand for qualified employees is driven by the overall economic environment and the specific needs in each sector. Without clear benefits to employers, industry may not buy into the proposed dual occupational training approach.
- Employers require lean administrative processes relating to the implementation of apprenticeship training to incentivise their involvement (i.e. workplace approval, registration of agreements, logbook requirements, etc.). Close cooperation and communication between TVET colleges and industry is thus paramount. Continuous communication is also critical for smooth implementation and assuring the quality of training and learning at the workplace.
- Industry is generally committed to supporting skills development and cooperation with public TVET colleges, provided that processes are unbureaucratic and quality of training delivery at TVET colleges improves over the time.
- While industry is very willing to host and mentor apprentices, no formal training programme for mentors is currently in place. Establishing such a programme is necessary to assist in improving the quality of workplace-based training (support development and use of training plans, rotation plans, coaching and conflict prevention).
- Industry highly appreciates apprentices that have gone through a thorough pre-selection process prior to them being recommended to industry for their own recruitment process.





- NOCC-A21 increases the demand placed on industry for structured work exposure (more detailed structured tasks/projects to be completed in each learning area).
- It should be noted that the size and capacities of private sector stakeholders/host employers vary substantially. The programme must therefore be flexible to guarantee sufficient work exposure to complete all the NOCC-A21 learning areas. This could entail a rotation of apprentices amongst host employers, or the utilisation of inter-plant training centres for certain learning areas. This also applies to capacity building interventions for companies, such as the mentor training programme. It is important that the programme considers the requirements and limitations of the smallest, as well as the largest employers.
- Continued partnership between industry and TVET colleges relies on the flexibility of the TVET colleges to provide industry-aligned quality training.



MOST RELEVANT STRATEGIC & POLICY ASPECTS TO CONSIDER

- It is necessary to work towards a dual occupational training programme where industry is in the driver's seat and the public entities play a supporting role.
- The ultimate goal of vocational training must always be employment.
- Industry must be involved in steering structures at all levels and play a leading role.
- For TVET Colleges to become training providers for industry, a major mind shift is required at TVET college level, at management and operational level.
- Flexibility in TVET college policies and procedures is required to accommodate industry training requirements for continued partnerships.
- The burden of administrative processes required for apprenticeship implementation must be minimised (e.g. workplace approval, registration of agreements, logbooks, etc.).
- The development and offering of formal mentorship training to industry must be in line with industry needs.
- Relationships with industry (associations) must be strengthened on a continuous basis and a platform for dialogue on how to improve the quality of dual occupational training programmes must be provided.



CRITICAL OTHER WORKSTREAMS TO BE LINKED FOR SUCCESS

- NOCC-A21 Development – [Factsheet 1](#)
- Apprentice Selection and Progress – [Factsheet 6](#)
- Quality Assurance and Assessment – [Factsheet 8](#)



HOW MUCH TIME IS REQUIRED FOR THIS PROCESS?

- **6 – 9 months** to recruit host employers
- Continuous cooperation and consultation with industry associations and professional bodies

