



GO FOR LOAD REDUCTION – GO FOR RETAINING

Upgrading of Existing Jobs or Creating New Jobs in the Plumbing Industry

Investing in the future - Skills for Green Jobs (S4GJ)

Intro:

Climate- and environmentally-friendly production standards and competitive generation of electrical energy will have positive impacts on the creation of new jobs, as well as on the preservation and quality of existing jobs. Thus, the South African-German initiative Skills for Green Jobs (S4GJ) aims to improve the conditions for the supply of adequately skilled personnel and energy efficient technologies. Both appropriate skills and technology solutions are critical success factors for the establishment of a green economy.

However, due to insufficient cooperation and capacity constraints of both public and private key players, implementation power for green economy interventions is currently limited. The S4GJ initiative therefore provides support measures for public and private key players to develop and improve coordination mechanisms for such interventions. This is carried out in a practical, visible and replicable manner through experiential learning projects (ELPs), which use hands-on training and applied technology transfers, for example for the manufacture, installation and maintenance of solar water heater (SWH) systems.

The National Solar Water Heating Programme in South Africa

Rationale and problem statement:

The South African government has approved a cumulative target of 1.75 million SWH installations by 2019. The conceptual framework of the revived National Solar Water Heating Programme (NSWHP), which is under the custodianship of the Department of Energy (DoE), includes two main components, namely, a social-development component and a load-reduction component. Both components are largely driven by the country's developmental imperatives with specific focus on increasing local manufacturing capacity, job creation and skills development.

Poor quality installations, mainly attributed to lack of training, have been identified as one of the shortcomings of the previous programme. For this reason, skills development endeavours are crucial to ensure better quality installations and are thus a high priority for the stakeholders of the National Solar Water Heating Programme (NSWHP).

For further Information contact:

GIZ | Skills for Green Jobs (S4GJ)

Email: S4GJ@giz.de

T: +27 (0)12 423 5980



Implemented by:



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Supporting the supply chain of the short-term insurance sector – an experiential learning project (ELP)

Background:

A national consultation and initiation process, which included all major short-term insurance underwriters, their outsource partners (incident managers) and the Insurance Sector Education and Training Authority (INSETA), revealed that the insurance sector is a significant starting point for advocating and marketing SWH technologies: The short-term insurance industry is responsible for the majority of domestic electrical geyser replacement in South Africa. Even though SWH technologies are available as an alternative, demand has been limited, as the price difference between an electric geyser and a SWH system has thus far not been subsidised. This will however change in the near future, due to the fact that the new NSWHP includes a new subsidy component to assist with the price difference mentioned above. It is thus expected that the anticipated volumes of SWH installations may increase by 15% of the current total annual replacement volumes of electrical geysers installed by short-term insurers. This would subsequently require over 120 qualified installation teams. The main challenge for the short-term insurance industry in this context is to maintain a high quality of SWH system installations to avoid additional and SWH related claims.

The insurance sector is committed to deal with these challenges as expressed in individual memoranda of agreements between the insurance underwriters and the Department of Energy (DoE). As a result and upon requests by the insurance companies (industry) a special training intervention will be developed, aiming to up-skill the insurer's supply chain (plumber) and ensuring adequate quality installations of SWH systems.

What is to be expected? What is to be achieved?

Supporting the short-term insurance industry in their involvement in the NSWHP involves several aspects and consequently aims to achieve a number of results:

- (i) Capacitating Technical Vocational Education and Training (TVET) colleges, private training institutions and industry to deliver SWH installer trainings against registered qualifications, i.e. short learning and occupational training programmes will gear the training providers more towards the needs of business and industry. This applies particularly to TVET colleges, which are expected to play an increased and more meaningful role in the skills and artisan development space.
- (ii) Around 50 - 75 trainees are expected to participate in the first training courses in 2016. From 2017 onwards, multi-year intakes of up to 100 installers are planned to participate in practice-oriented skills development programmes.
(Note: the mechanism “recognition of prior learning” [RPL] of experienced installers could be arranged for fast tracking)
- (iii) Ensuring that a practice-centred SWH installer training is offered by participating TVET colleges and private service providers in cooperation with the short-term insurance industry, the number of competent and skilled personnel available in the field of SWH will be increased.
- (iv) A subsidy for SWH system installations, negotiated between the DoE and the short-term in-

insurance industry, will increase the demand for new SWH installations, therefore retaining and upgrading existing jobs in the plumbing industry and even creating new jobs

- (v) Electric geysers are responsible for about 40% of the total electrical energy used in households. Large-scale installations of SWH systems have the benefit of mitigating Green House Gas (GHG) emissions, reducing peak-load demand and reducing electrical energy bills.
- (vi) By illustrating best practice regarding transparency, communication and documentation of activities, public and private stakeholders are intimately involved in the S4GJ initiative and will thus be well equipped to manage and implement similar initiatives on their own in the future.

How to get there: the roadmap

Initially, this experiential learning project (ELP) will run as a pilot in Gauteng and the Western Cape (a 50 km radius around Cape Town). The anticipated starting date is February 2016. Training providers are selected TVET colleges and private training institutions. The roadmap:

- (i) Confirming funding, roles and obligations with all stakeholders.
- (ii) As per individual insurer, most suitable plumbing service providers (insurer's supply chain) will be identified for participation in Gauteng and the Western Cape.
- (iii) Establishing communication strategy, Monitoring & Evaluation (M&E) mechanisms and tools, funding arrangements, learning materials etc.
- (iv) Validating individual training needs and recognition of prior learning (RPL).
- (v) Training and related interventions commence at TVET colleges and at the workplace, i.e. the insurer's supply chain (plumber companies).
- (vi) Assessment and certification of training participants.
- (vii) Results and relevant processes for each individual insurer are documents based on M&E mechanisms and tools. Recommendations for further interventions will be available.

Who is actively involved?

Insurers | Incident Managers | Professional Associations | Public and private training providers and SETA

