

SABITA: ROAD MAINTENANCE FORUM

Skills Development & Training



Discussion Points

- INTRODUCTION
- SKILLS DEVELOPMENT - EFFECTED ORGANISATIONS
- SKILLS DEVELOPMENT NEEDS - TARGETED GROUPS AND INDIVIDUALS
- TRAINING PROVIDERS' EXPERIENCES
- CREATION OF A ROAD MAINTENANCE SKILLS DEVELOPMENT WORK GROUP



INTRODUCTION

- **Name:** - **Rinus van Raaij**
- **Capacity:** - **Training Industry Representative**
- **Background** - **CETA Accredited Training Provider**



SKILLS DEVELOPMENT – EFFECTED ORGANISATIONS

Client Bodies

- ◆ Municipalities
- ◆ District Municipalities
- ◆ Provincial Public Works or Roads Departments
- ◆ SANRAL

Contracting Companies

- ◆ Road Construction Contractors
- ◆ SMME's
- ◆ Emerging Contractors

Local Communities



SKILLS DEVELOPMENT NEEDS - TARGETED GROUPS & INDIVIDUALS

Construction Component

- Site Staff - Labour
- Site Staff - Team Leaders
- Site Staff - Foremen/ Supervisors
- Site Management

Project Initiation, Planning & QMS Component

- Maintenance Requirements
- Designs & Specifications
- Project Management
- Quality Control



TRAINING PROVIDERS' EXPERIENCES

Client Bodies:

- Working and setup of Skills Development Departments
- Aging workforce
- The youth's interest to enter a career in construction
- Focus on career path progress and not on skills transfer
- Lack of tools and equipment, material and activities.



TRAINING PROVIDERS' EXPERIENCES

Contracting Companies:

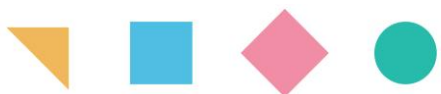
- In general companies do not see the benefit of developing the lower spectrum of their workforce.
- Generally low-level employees are employed from local communities
- To implement training programmes on projects may be disruptive and can cause capacity issues.
- This kind of training tends to be more expensive



CREATION OF A ROAD MAINTENANCE SKILLS DEVELOPMENT WORK GROUP

Aspects for Consideration

- Role-players and Organisations to Involve
- Proposed process
- Evaluation of existing curriculum, courses, unit standards, qualifications, etc.
- Road maintenance – Scope
- Skills Development and training format or method
- Available expertise in the industry:
 - Subject matter experts
 - Trainers / facilitators
 - Assessors/ moderators
 - Credible accredited training providers
- Etc.



Quick Recap

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THANK YOU

