

DEVELOPING NEW SKILLS : A SOUTH AFRICAN PERSPECTIVE

Cecil Rose Pr Eng

President: South Africa Association of Consulting Engineers



Developing New Skills : a South African Perspective

BACKGROUND

South African economic growth of 5+% pa

2010 FIFA World Cup

Increased government spend on infrastructure

2005/6	R 80 b	(US\$ 11.3 b)
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2009/10	R150 b	(US\$ 21.1 b)
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Doubling of expenditure on housing

Doubling of capacity of construction sector



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DEMAND

Creates big demand - for consulting services
- for engineers and technicians

Increase in staff utilisation > 95%

Increase in - staff numbers
- bringing back retirees
- returning South Africans
- importation of foreign skills
- mergers and acquisitions



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RESPONSE

Human capital

- Secondary education system
- Mathematics and Science

Up-skilling of existing staff

Recruitment of young entrants

Training of new graduates

Increased productivity



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ENABLING ENVIRONMENT (1)

Skills Development Act 1998

Sector Education and Training Authorities

22 SETA's

Skills Development Levies Act 1999

1% of Payroll

Incentivise skills development

Create Learnerships



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ENABLING ENVIRONMENT (2)

Engineering Council of South Africa (ECSA)

Professional registration for 5 years

Continuing Professional Development (CPD)

Categories: - Developmental Activities

- Work-based Activities

- Individual Activities

Identification of Engineering Work (IDoEW)

Compulsory registration



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SKILLS PROVIDERS

SAACE School of Consulting Engineering (SCE)

- Accredited training courses
- Focus on business topics

Learner Societies (SAICE etc)

- Technical Topics

Training Providers

- Technical and business topics

Life-long Learning Solutions (LLLS)

- Remote learning (DVD)
- Courses on business topics



ENCOURAGEMENT

Competitive Bidding Procurement

SANRAL Bidding Conditions

- Quality and Price
- Recent CPD Activity of Key Staff
- 5/100 Quality Points for CPD
- 10/100 Points for Black Empowerment



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CONCLUSION

Demand for additional capacity

Demand for improved skills

Enabling environment

Incentivising training

Training providers

Encouragement in bidding

