



Industry - SAIW – QCTO

Apprenticeship Training to the Dual System

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QCTO

***A national
programme
aimed at
producing:***



A skilled and capable welding workforce to support economic growth



Increased availability of intermediate welding skills



Increased delivery of properly qualified artisans welders

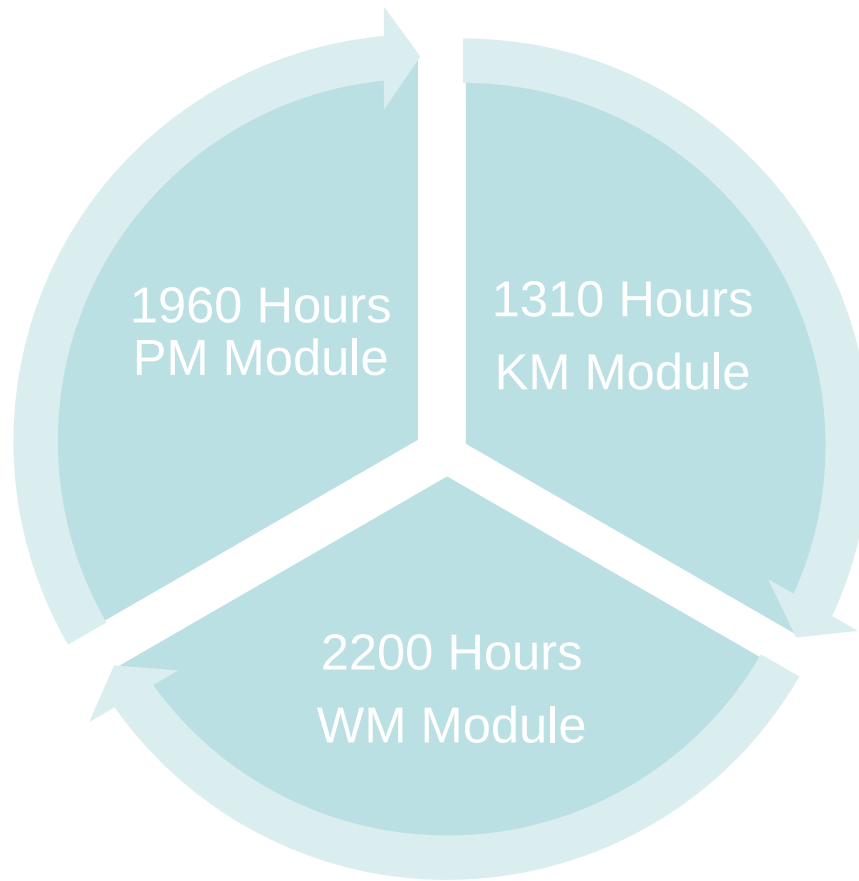
How does it work?

‘Dual system’ apprenticeships that combine;

- technical **education** at the SAIW with..
- simulated **practical training** at the SAIW and...
- lots of authentic **work experience at your facility**



QCTO Outline



Why we need you !

Because, learning a trade is like learning to ride a bicycle:

you only learn once you start doing!



Therefore !

It is a **single, integrated learning programme**, presented through a **re-iterative process**

Now employers are in the driver's seat !



What's new then ?

Currently

- Public providers and TVET colleges offer welder training.
- Qualifications are not linked to occupational competence
- Many curricula out dated
- Trade theory front-loaded, with long intervals between theory and practice
- Most college students (even in N courses) get no practical training or work experience
- Most students selected by college without reference to employers
- Few linkages between public colleges and industry

New

- New qualification reflect occupational competence
- New, industry-designed curricula
- Trade theory, simulated practice and work experience tightly interwoven
- All students will now get practical training and work experience
- Employers select and manage their own apprentices
- **Close interaction between the SAIW and employers**



What's in it for you?

- **During apprenticeship:**
 - Productive value of apprentice's work
 - SETA grant towards training costs
 - Tax-break from SARS
 - BBBEE scorecard points for skills development
 - Social responsibility towards skills



***Where you
can make a
profit!***

What's in it for you? *cont:*

- **After apprenticeship:**
 - Skilled employees, trained to industry standards & acculturated to your company
 - Lower-risk, lower-cost recruitment
 - Enhanced employee retention



Question from HR Manager ?

What if we invest all this money in training our welders and they leave our employment once qualified ?



Answer

I Don't know!

But just imagine what would happen if we don't invest in
training our welders,

and they all stay ?



Industry therefore needs to !

- Recruit apprentices and offer apprentice contracts
- Commit to the QCTO curriculum and Dual System approach of apprentice training
- Apply to the respective SETA's for your grants.
- Register your apprentice contracts with your SETA.
- Work with the SAIW to ensure the best possible outcome by helping in quality assuring workplace learning.
- Help in building a skilled workforce **like no other before! EVER!!**



Why SAIW - QCTO – IIW and Ultimately You?

- A Widely Recognised and Sought after National Qualification
- International Comparability “Bratislava Agreement”
- Authorized Training Body’s
- IIW International Recognised Diploma



SAIW Role!

- Fully Committed to the QCTO curriculum,
- Fully support the Dual System Learning for Apprentice's program's.
- SAIW **Foundation** will commit R1 500000,00 over the next 2 years to subsidise the institutional training of 20 apprentices.
- Assist in maintaining the required Portfolio's of evidence (Statements of Results) a prerequisite for External assessment, as required by QCTO



Further we are !

- Eager to engage with the TVET Sector
- Eager to remain an active member at NAMB in development of the new Trade Test.
- Eager to engage with QCTO to provide Quality Assurance when TVET Colleges starts to deliver these occupational programs



We therefore need !

- Commitment from Industry to offer “**Apprentice’s Contracts**”
- Memorandum of Understanding (MOU) with the SAIW.
- QCTO aligned training program in line with your production needs.
- Resources for further training at the workplace



Artisan - Apprentice Cost to Company

Year	Wage	Productivity
First	28%	35%
Second	32%	65%
Third	41%	85%

Source: *"Final Report of Cost-benefit-Quality Project."* MerSETA & University of Bremen; June 2016



Estimated Cost of Training!

Item	Cost	Note
Recruitment, medicals and HR	R 15 000,00	Once off cost
Tools and PPE	R 15 000,00	3 Sets of PPE
Apprenticeship wage	R165 000,00	Over 3 years
SAIW training	R265 000,00	408 days Knowledge and Practical training
SAIW quality audits	R 20 000,00	Workplace audits
Material and consumables	R 30 000,00	245 days during practical training
Estimated cost to train	R510 000,00	Over 3 Years



Income !

Subsidy	Value	Note per apprentice	
SAIW Foundation	R 75 000,00	1 Instalment	
SETA Grant	R165 000,00	4 Instalments over 3 years against milestones	
SARS Allowance	R 40 000,00	Allowed in 3 annual instalments	
SARS ETI	R 18 000,00	R1000,00 p.m. per year and then R500,00 p.m. per year	
Production incentives	R 218 00,00	Based on 2 nd and 3 rd year apprentice rates compared against 32% of artisan wage per year	
Estimated Income	R280 000,00	NOTE: This value excludes ETI and possible production Incentives	



Financial Loss – Financial Gain ?

Cost	Income	Shortfall
510 000,00	280 000,00	- 230 000,00

Is it really a Loss ?



Remember this slide ?

Year	Wage	Productivity
First	28%	35%
Second	32%	65%
Third	41%	85%

Source: *"Final Report of Cost-benefit-Quality Project."* MerSETA & University of Bremen; June 2016



Answer ?

Lets assume our apprentice produces an average of 65% of the production work, but at a cost of only 32% of the artisans wage, then

Add the Production Incentive's		
The production incentive will be around R327 000,00 over the past 1.5 years	Less the shortfall of R230 000,00	Leaves us with about R105 000,00 profit



Now Please!

Let us all make a commitment by;

1. Providing skills excellence with a state of the art qualification
2. Deliver highly skilled welding artisans required Internationally
3. Deliver to the Century of the Artisan



Thank You

➡ *Apprentice Express* ➡ ➡

