

# Skills development and staff retention

Author and Presenter: MD  
Mokoala (B-Tech TUT)

# Index

- The Skills Development Act
- National Skills Authority
- Sector Education Authority
- Learnerships
- Financing Skills Development
- Staff Retention

## The skills development act (97 Of 1998)

- To develop the skills of the South African workforce which will result in
  - Improved quality of life
  - Improved productivity
  - Promotion of self- employment
  - Improved social services
- To increase the level of investment in education and training in the labour market and to improve the return on the investment.
- To encourage employees to
  - Use workplace as an active learning environment
  - Acquire new skills
- Be employable

# The skills development act (97 Of 1998)

- To encourage workers to participate in the learnerships and other training program's.
- To redress disadvantages of the PDI (previously disadvantaged individual).
- To ensure the quality of education and training in and for the workplace.
- To assist learners with learning opportunities
- To provide and regulate employment services

# How to achieve the Purpose

- Through the establishment of the following institutional and Financial framework comprising:
  - The National Skills Authority
  - The National Skills Fund
  - The Skills Development Levy (skills development levies' act)
  - SETA's
  - Labour center's
  - The Skills Development Planning Units in workplaces
- By encouraging partnerships between the public and the private sectors
- Co- operating with the South African Qualification Authority

# National Skills Authority

- This is a body established in 1999 to advise the minister to:
  - Develop policy
  - Develop strategy
  - To provide guidelines for implementation
  - To acquire funds from the National Skills Fund
  - To provide regulations
- To liaise with the SETA's on policy and strategy
- To report to the minister on the progress made in the implementation (monitoring and evaluation)
- To exercise powers over the purpose and within the act.

# Sector Education and Training Authority (SETA)

- SETA's are established in the following manner:
- The education and training need of employers and employees that :-
  - Use similar material, processes and technology (e.g. metal industries)
  - Make similar products (Mines)
  - Render similar services (Municipalities)
- The potential for coherent occupational structures and career patting
- Economic growth and development

# Functions of SETA

- To develop a sector skills plan
- Implement its sector skills plan
- Establish and promote learner ships
- Apply for accreditation from SAQA
- Collect and distribute the skills development levies in its sector
- Liaise with National Skills Authority
- Report to the Director General
- Liaise with the employment services of the department
- Appoint staff necessary for the performance of its functions

# Finances of SETA

- Collected from its sector
- Money paid to it from National Skills Fund
- Grand's, donors
- Income from investments
- Income from services rendered

# Learnerships

- **What is Learnership?**
- Learnership is defined as a learning programme with structured learning component and practical experience that leads to a registered qualification relating to an occupation.
- Learnership includes practical work experience of a specified nature and duration
- Learnership would lead to a qualification registered by SAQA and related to an occupation
- Learnership should be registered with the Director General in the prescribed manner
- Learnership must not be confused with practical exposure
- Learnerships must be related to the old apprenticeship

# Learnership agreements

- This is the agreement which is entered into a specific period by:
  - The learner
  - The employer or group of employers
  - And a training provider accredited by a related body
- The terms of learnership agreement must oblige:
  - The employer to
    - Employ the learner for a period specified in the agreement
    - Provide the learner with the specified practical work experience
    - Release the learner to attend the education and training specified in the agreement
  - The learner to
    - Work for the employer
    - Attend the specified education and training
      - The training provider to
        - Provide the education and training specified in the agreement
    - The learner support specified in the agreement

# Staff Retention

- Polokwane scenario: we lost 22 artisans in five years (between 2005 and 2009)
- The artisans we lost are categorized in the following manner
- Artisans/Electricians (7)
- Supervisors (2)
- Inspectors (3)
- Line workers (6)
- Scada officials (2)

# Reasons for leaving

- Some of the reasons for leaving were:
- Better income (salary)
- Training and Educational opportunities
- Benefits (housing, traveling, medical etc)
- Unequal treatment by supervisors
  
- Other reasons why people leave their employment areas are
- Lack of succession plan
- Better working conditions
- Basic needs
- Shifting of partner and or family
- Cases of corruption or misconduct

# What can be done to retain staff?

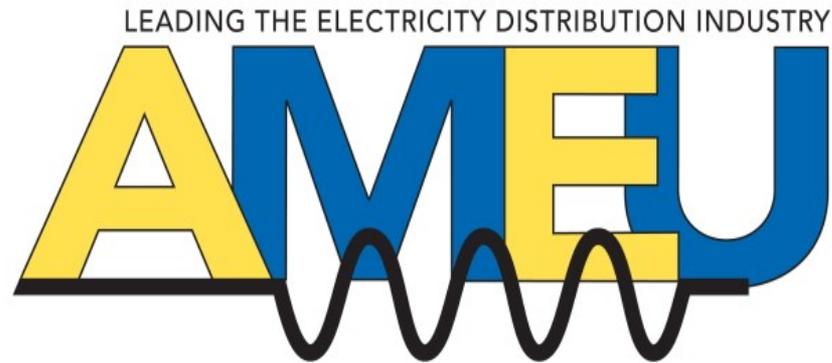
- Pay reasonable salary
- Have reasonable and acceptable benefits
- Encourage good working environment
- Set clear working conditions
- Maintain discipline
- Recognize and reward employees who went extra mile in executing their duties
- Encourage skills development
- Recognition of related academic qualification (e.g once off payment if one obtained a related trade, diploma or degree)

# What can be done to retain staff?

- Have succession plan
- Organize work related workshops and courses
- Make frequent risk assessment
- Provide adequate working materials and equipments
- Recognize the working experience of employees
- Give internal candidates advantage when filling vacant positions
- Have monthly or weekly competitions for the best performer
- Fill vacant positions immediately

# Conclusions

- It was found that skills development act is an act that can be used to address the scares skills issue in the working environment.
- Each employer becomes responsible for developing the skills of his people, thus generating a pool of skilled people.
- The skills development programme is initiated by employer, developed and implemented by SETA, limited or directed by SAQA, and funded through the South African Levies act to establish learnerships.
- Educated learners are motivated, employable and can be retained.
- Let us go for a motion which says “adopt a learner technician”



- Thank you
- Questions and comments