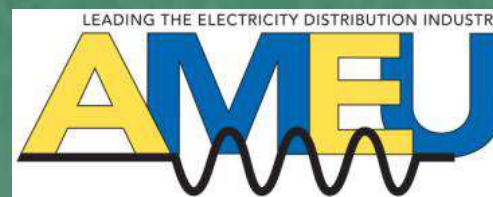# AMEU CONVENTION 2014

Infrastructure Skills Development Grant Mentorship Programme

Presented by :

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Introduction

- ISDG builds institutional and human capacity and unlocks service delivery blockages.

- Creates pool of young professionals with technical, project and operational management skills.

- ISDG roll-out overseen and managed by National Treasury.

- Grant funds assists Municipalities to become "training hosts".

Background

- Funding requested from National Treasury to expand electrical skills development programme.

- Partnership formed with National Treasury to provide recent graduate with experiential training leading to professional registration.

- ISDG Programme deliverables incorporated into the NMBM IDP and SDBIP to monitor successes and challenges.

Grant conditions

- Diploma or Degree in the built environment
- Register graduates with relevant Statutory Council/professional body.
- Mentoring provided by registered professionals in the same field as the graduates–in–training.
- Funding utilized for training/road to registration costs.
- Graduates exposed to relevant areas of work.
- Absorption strategy included by municipalities.

Eastern Cape ISDG Skills Matrix Project Intake

- Nelson Mandela Bay Municipality
- Lukhanji District Municipality
- Buffalo City Metro Municipality
- King Sabata Dalindyebo District Municipality
- Alfred Nzo District Municipality.

Profession	Category					Total
	Technicians	Technologist	Engineers	Artisan	Other	
Engineering Field						
Electrical Engineering	17		1			18
Civil Engineering	34	2	1			37
Environmental Sciences						
GIS	15					15
Quantity Surveyor	4					4
Project and Construction Management						
Construction Project Management	6					6
Construction Health & Safety Officer					1	1
Property Valuations						
Property Valuer	3					3
Planning						
Town Planning	1					1
Artisan						
Electrician				12		12
Millwright				1		1
Plumber				1		1
TOTAL	**80**	**2**	**2**	**14**	**1**	**99**

Project Management

- NMBM considered to be the forerunners of Grant in the EC, therefore house the Project Management support.

- This assists NT accelerate implementation and provide strategic support to other local municipalities.

- The planning, implementation, and standardization of all business processes and ultimately the operationalization, monitoring and evaluation of the project.

- This includes assistance of a quality assurance function by assisting mentors with the programme design, support of supervisors, and candidate's registration.

Achievements

- Established strategic partnership as EC Municipalities
- Developed framework to manage trainees
- Approval of training programme by ECSA, etc.
- Appointment of Mentors for all trainees
- Behavioural assessments
- Incorporate programme to KPI & WSP of municipality
- Training programme aligned to suitability of training environment and existing infrastructure projects.
- Training management centrally co-ordinated

Achievements

- Quality Assurance is done prior rotation to next area of training – assessments, ECSA C2.1 form & C2.3 training & experience report form, report, etc.

- Governance structures in place for monitoring and reporting.

- Established strategic relationship with external relationship – ESKOM, DPW, Dept of Rural Development, LG SETA, etc.

Project Governance

- KPIs incorporated to IDP

- Programme deliverables incorporated in performance contracts

- Contractual agreements

- Monitoring and Evaluation – External & Internal control

- Formal Project Governance meetings

Strategic Partners

Challenges & Recommendations

CHALLENGES	REMEDIAL ACTIONS
SACPCMP requirements	Negotiate requirements
Cumbersome Supply Chain processes	Sharing resources amongst Municipalities
Insufficient workplace training environment	Synergize with other public entities
Compliance with the ISDG framework.	Establishment of governance structures

Conclusion

- Timing of ISDG programme is relevant.

- Partnership with other public entities.

- Understanding of training requirements by professional bodies.

- Align programme to other capacity building programmes in local government.

- Municipal buy-in and accountability critical for success of ISDG programme.

Thank you