HSRC RESEARCH OUTPUTS

257)

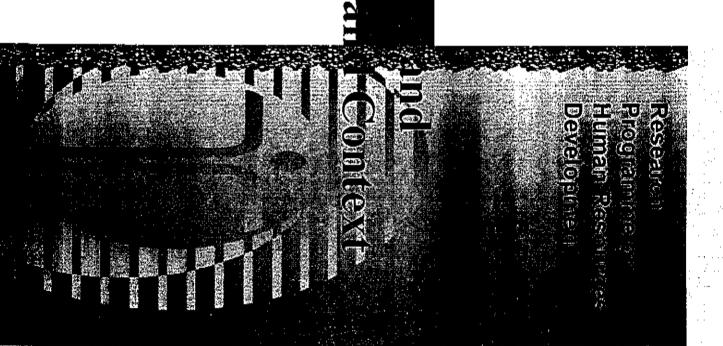
12 September 2003

Salim Akoojee



Sciences Research Council

SIMPOSIUM : TO STAFF AND POST-GRADUATE STUDENTS . JOHANNESBURG : WITS



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International Context:
Globalisation and
South Africa as
'provided for' and as
'provider' viz. Cancun

- National Legislative Context
- SAQA and NQF
- Skills Development and Levies Act

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ET to FET (and what of TVET) aining **bst-school Vocational Education and**

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Selected Case Studies

- Sampling (Typology)
- Case study methodology (not ethnographic)
- Selection
- Fieldwork management
- Fieldworkers and their role as instruments
- Fieldworkers Guide (Interview Instruments and Conduct)
- Consistent 'talking'

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worker buy-in
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minary report
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Awareness of changes to plan

- Contact list from source
- Interview instruments
- Interview Means
 Audio-Tape
- Pictures

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Enterprises: 10 Years of **Building Skills for Very** Small and Micro-

Dr Simon McGrath

South African Experience

2570

Human Sciences Research Council South Africa



≧Presentation at the Danida Africa Advisors Meeting October 28th, Wilderness



Poor Skills and Enterprise The Apartheid Legacy of Development

- Racialised limitations to skills training apprenticeship and other forms of
- Effects of Bantu Education on Maths, Science and Technology capabilities
- Racially-motivated disenabling environment for black enterprises
- Skewed, overall development strategy

Policies but no Coherence

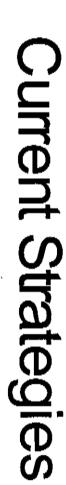
- 4 1995 Small Business White Paper
- 4 1997 Skills Development Strategy
- 2001 New Institutional Landscape for Training Colleges **Public Further Education and**
- 2001 Human Resources Development Strategy
- BUT ... Lack of consistency and absence of coherence about SMMEs and skills





- Weakness of many of the DTI agencies, especially Ntsika
- Fragility of SETAs, although significant signs of SMME focus in past year
- Public FET providers undergoing mergers
- Limited development of business networks and linkages





- Skills upgrading for existing SMMES
- Training and credit for young entrepreneurs
- Support to manufacturing SMMEs
- Venture Creation Learnership for those with existing technical skills
- Overhaul of small business support
- Black Economic Empowerment policy
- **E** ❖ Entrepreneurship education



Responses to the Skills Needs of SMMEs

- Skills development for those likely to enter the SMME sector
- Skills development for those already in the SMME sector
- Greatest challenges are amongst (VSMEs) very small and micro enterprises



Pre-VSME Training

- Youth unemployment is a massive challenge but education and experience are key factors in microenterprise success
- Skills are only one of a series of inputs needed
- Conventional education and training microenterprise-oriented providers cannot easily become

In-VSME Training

- Better skills could be a way of increasing to have better linkages with larger firms incomes in VSMEs and in enabling them
- Most VSMEs are engaged in training, but it is largely informal
- Difficult to find suitable mechanisms for intervening in VSMEs to improve training quality and effectiveness
- Particularly difficult to link VSME training to the NQF

