

The HSRC's Research on Scarce Skills in South Africa

HSRC RESEARCH OUTPUTS

2575

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Skills Shortages

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Is there a skills crisis?

- ❖ Not on the basis of current figures across sectors
- ❖ Not when compared to the 1980s
- ❖ But, skills shortages and gaps are apparent in a number of sectors and occupations
- ❖ Situation may be significantly dampened by the low overall levels of economic growth and labour demand



There are clear skills challenges

- ❖ On both the supply and demand sides
- ❖ At high, intermediate and low skill levels



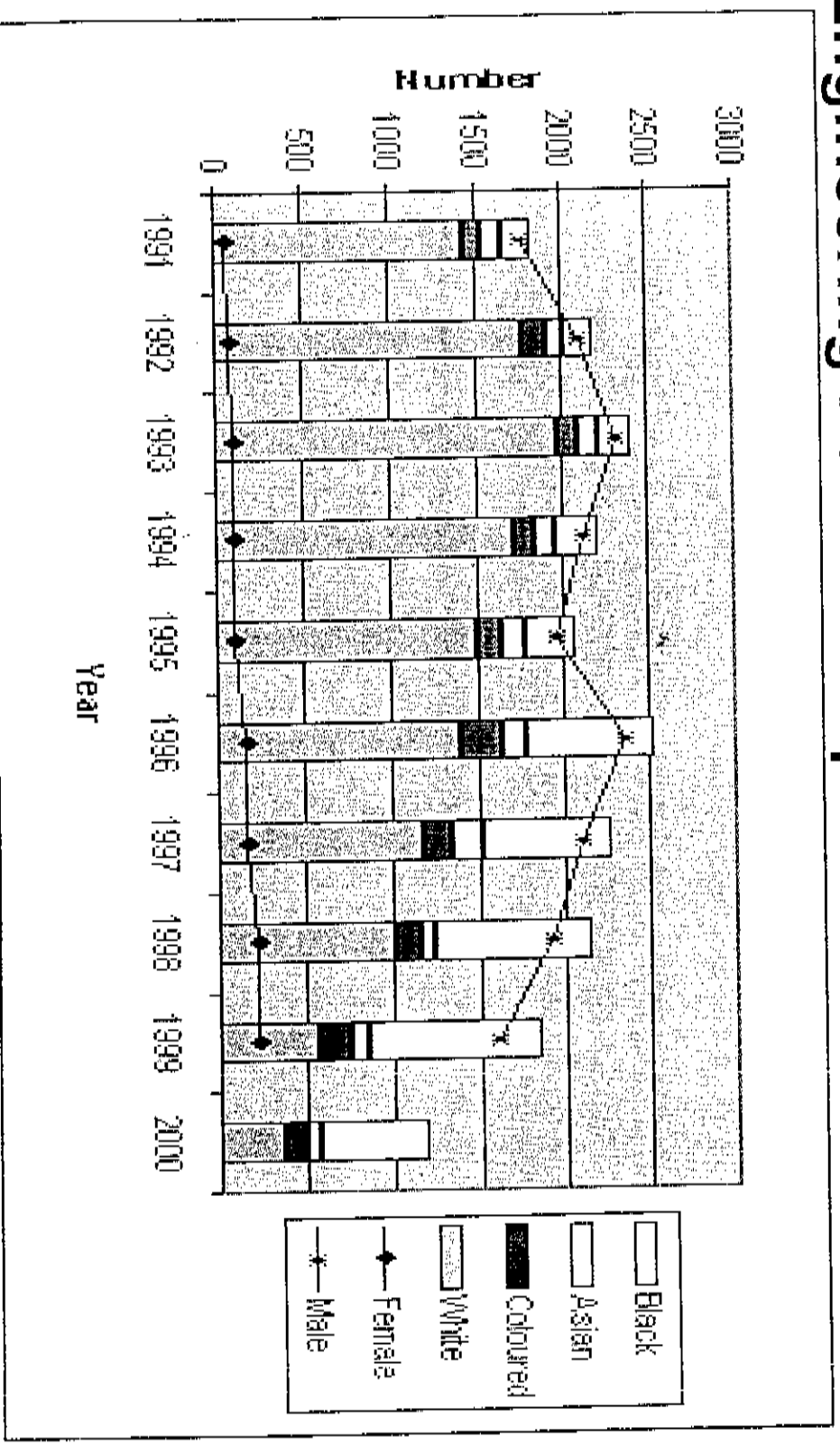
The Challenge of Intermediate Skills Development

- ❖ The role of Technikon
- ❖ The role of FET Colleges
- ❖ The role of Schools
- ❖ The role of Enterprise-Based Training

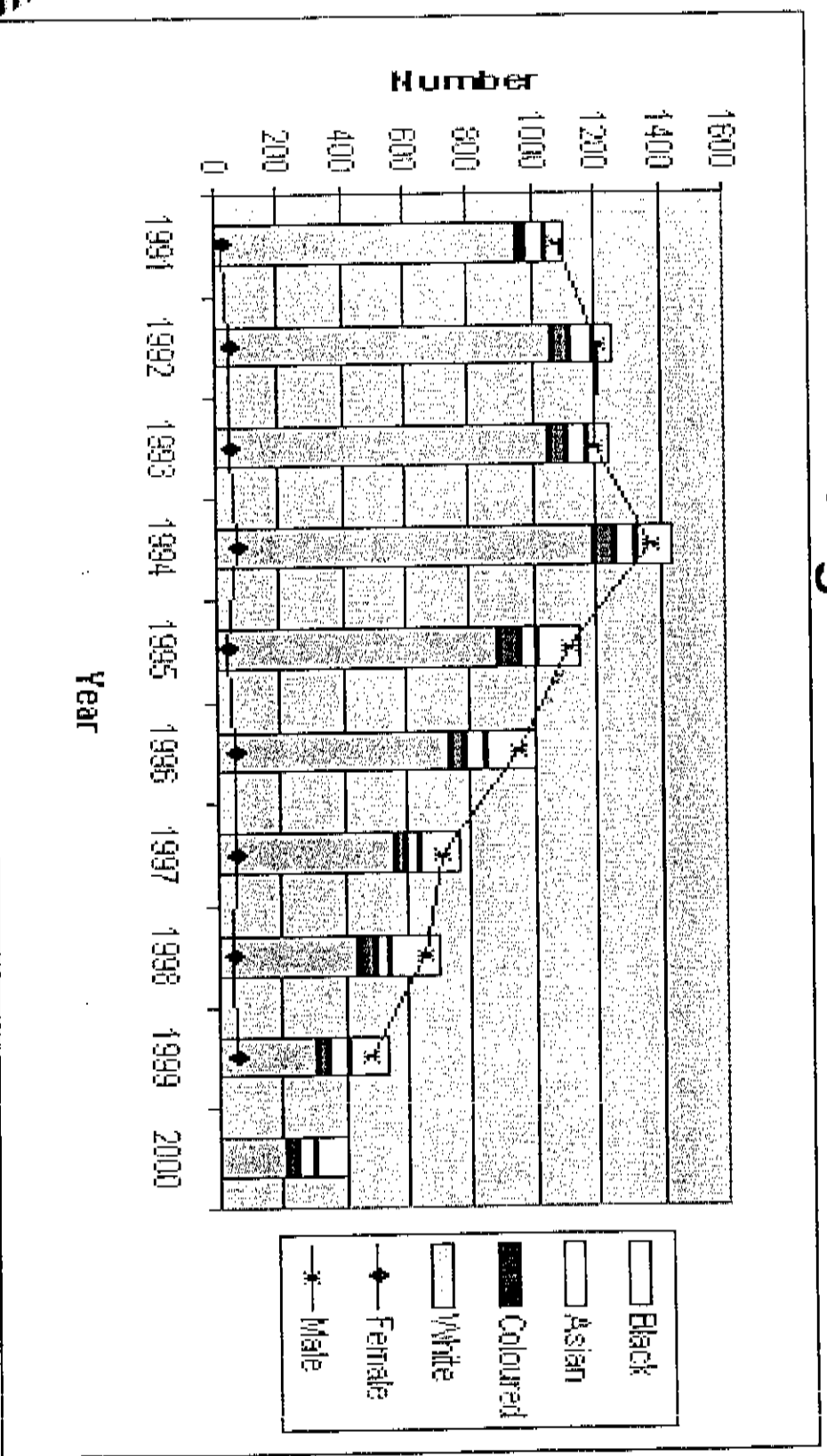


The Role of the Technikons

Figure 1: Technikon graduates: Engineering National Diplomas: 1991-2000



**Figure 2: Technikon graduates:
Engineering Higher Diplomas and BTech
degrees: 1991-2000**



The Role of FET Colleges

- ❖ In the FET College sector, Engineering amounts for 43% of all FTEs
- ❖ Trend in colleges away from Engineering
- ❖ Breakdown of old apprenticeship relationship
- ❖ Theory-practice gap
- ❖ Slowness of curricular reform



The Role of Schools

- ❖ **Weakness of Mathematics, Science and Technology learning outcomes: cf. TIMSS and MLA studies**
- ❖ **Shortage of MST teachers**
- ❖ **Weak guidance systems for encouraging students into these subject areas**



The Role of Enterprise-Based Training

Table 1: The Decline in EBT between 1986 and 1998

TYPE OF TRAINING	1986	1998	Rate of change by training type, 1986-1998
Apprentices indentured	29 826	16 577	-44.4%
Regional Training Centres	12 599	9 524	-24.4%
Private Training Centres	259 315	50 354	-80.6%
Training Schemes where Levies apply	7 149	1 267	-82.2%
Training Schemes (Section 48 of LRA)	9 570	-	-83%
TOTAL FORMAL TRAINING	318 459	77 722	-75.6%



Progress towards the NSDS Targets

Table 2: Measures of Progress against Key Success Indicators from the NSDS, 2002/2003

No	Indicator	Extent of Success
1.	NQF LEVEL ONE: 70% of workers must have at least a Level One qualification on the National Qualifications Framework by March 2005.	19%
2	LARGE FIRMS: At least 75% of enterprises with more than 150 workers have to be receiving skills development grants by March 2005.	67%
3	MEDIUM FIRMS: At least 40% of enterprises employing between 50 and 150 workers should be receiving skills development grants by March 2005.	38%
4.	SMALL FIRMS: At least 20% of new and existing registered small businesses have to be supported in skills development initiatives by March 2005.	7%
5	STRUCTURED LEARNING: A minimum of 15% of workers have to have embarked on a structured learning programme by March 2005.	11%
6	LEARNERSHIPS: A minimum of 80 000 people have entered learnerships by March 2005.	23 517



Simon McGrath
To: Gina De Kock/Hsrc@Hsrc
cc:
Subject: Re: HIRD Outputs

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conference powerpoints attached



Skills Development in Sub-Saharan Af April 28th, Bonn, Working Group for International
Cooperation in Skills Development, Annual Meeting



Umalusi:ppApril 10th, Pretoria, Launch Conference for Umalusi



NACI:ppAugust 7th, Johannesburg, NACI Workshop on Artisanal Skills Shortages



Skills Book: June 13th, East Rand, HSRC Conference

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