



3RD HRDC SUMMIT 2018

*Partnerships revitalising
work and learning*



REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential



HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL
of South Africa



“Principles of Partnerships that work”

Sharing the Sasol journey with the two TVETS
in Sasolburg and Secunda

Problem Statement

- Lack of attractiveness of Artisan Trade, “not seen as a Cool Career”

Whereas Industries like ours critically require these skills and cannot afford to support the stereotype that “academic careers” are “superior”
- TVET outputs not fully meeting Industry requirements

Brief Description of the Journey

- In **2013** Sasol activated a formal partnership with the TVETs where the colleges were to offer theoretical training while Sasol as Industry player was to offer practical and workplace experience.
- In **August 2013** the MoU was signed by the TVET, the CHIETA and Sasol to formalize the partnership.
- At the **November 2014** HRDC meeting, a pledge to strengthen the TVET capacity through partnerships between TVETs and Industry was signed.
- In **Response**, Sasol strengthened its partnership with Gert Sibande and Flavius Mareka TVETs.

The Role of the Partners

TVET College | Theory

Industry | Theory , Practical

- Develop curriculum jointly to ensure responsiveness to both academic and industry needs
- Create access to experiential learning
- Provide a controlled and safe simulator environment
- Ensure successful job placements of the candidates
- Ensure adequate capacity and skills transfer

TVET colleges fulfil their mandate to provide access to quality
Technical and Vocational Education

Gaps and challenges

- Managing expectations of learners in respect to placements
- Capacity to absorb learners for Work Integrated Learning (WIL)
- Inconsistency of standards
- Training / Learning modules which did not reflect the requirements of both partners
- Lack of alignment on stipends offered
- Imbalance between technical skills and developing the total person
- Work placement process which lacked structure

Lessons Learnt and Successes

Successes

- More than 371 learners received theoretical technical training and WIL experience between 2016 and 2018.
- Of these 70 have already qualified, 13 of which are **permanently employed** by Sasol
- 57 of the learners are doing WIL with two local municipalities in Secunda
- Providing our learners with a unique opportunity to match classroom theory with the experience of real life work environment

Key Lessons Learnt

- There is never a good time to begin the partnership,
- Ensure integration of all the elements of the program
- TVET should broaden its reach to industries with similar skills requirement
- Funding from the SETA and other Industry partners should be leveraged

Principles of Partnerships that work

- Roles and responsibilities that are clearly defined and agreed by all participants
- Alignment of expectations of critical players involved in the execution
- Sharing of a common vision beyond operational requirements, in line with the partners brand promise to society
- Clearly defined measures of success and monitoring processes
- Deliver on commitments made
- The curriculum which meets industry requirements
- Coaching and mentoring support for learners
- Proactive management of change that has material impact on the program

9. Questions??



Thank you