

# **Support Model: Training & Mentorship**

**27 October 2011**

# Presentation Outline

- **Contractor Skills requirements**
- **Skills Development Model**
- **Skills Requirements Vs cidb Grading**
- **Requirements for appointing a mentor**
- **Sources of funding**
- **Monitoring & Evaluation**
- **Challenges**
- **Recommendations**

# Contractor Skills Requirements

## **Business Management Skills:**

Financial Management, Marketing, Human Capital Management, Networking, etc.

## **Technical Skills:**

Interpretation of Technical Drawings, Project Management, Quality Assurance, etc.

Skills transfer to take place through: Training or Mentoring

# Skills Development Model

- Skills Audit : Identify skills gap
- Tailor-make appropriate interventions
- Perform periodic Monitoring & Evaluation.

# Skills Requirements Vs cidb Grading

- **Grade 1:** (with or without contracting experience).
- **Grades 2 – 4:** Some contracting experience.
- **Grades 5 – 7:** Experience + Systems.
- **Grades 8 – 9:** More experience + well developed Management Systems.

What are the minimum skills requirements for contractors at different cidb levels?

## Skills requirements Vs cidb Grading (Cont)

- The size of the RoC is a challenge.
- Should minimum skills requirements be introduced in the cidb contractor registration criteria for Grades 1?
- Should we introduce some barrier to entry to cap the exponential growth of the RoC?
- Not within the cidb registration criteria, but CDP's to select contractors with potential to succeed.

## Requirements for appointing a mentor

- Appoint a team of Mentors,
- Principal Mentor to be registered with Voluntary Industry Associations e.g. SACPCMP,
- Project Mentor, and
- Technical Mentor.
- Rotate mentors regularly.

# Who appoints Mentors?

- Employer,
- Prime Contractor,
- Sub-contractors, and
- Financial Service providers.

## Sources of Funding for mentorship

- Project budget,
- Implementing Agents' budget,
- Donor Funding,
- Incentive Grant Funding and
- Financial service providers.

## Sources of funding for training

- CETA Skills Development Levy Grants,
- Co-payment by contractors e.g. commitment fee,

# Monitoring & Evaluation

## Employer

- cidb to collate a report on all CD Programmes.
- Provincial Contractor development forum.
- National CD Forum to be established.

## Contractor

- Assessed by Trainer/mentor,
- Assessed by Employer,
- Self-evaluation.

# Monitoring & Evaluation Continues

## **Trainer / Mentor**

- Assessed by Contractor,
- Assessed by Employer,
- Independent Assessment,
- Voluntary Associations to aggregate performance reports for Mentors.

## **Management Committee**

- Assesses all parties,
- Conflict resolution

# Challenges

- Size of the RoC : Grades 1 contractors,
- Overlaps / Duplication of Training: Costly & Wasteful,
- Limited financial resources to fund training / mentoring,
- Who decides on Units Standards / NQF levels that contractors in CDP should attain? CETA? NCDP? Higher Education & Training? Built Environment Council?

## Recommendations

- Reconvene this forum more frequently,
- Have this commission in Stakeholder Forum meeting to get contractors' perspective,
- Revive Trade Apprenticeship,
- Train Supervisors, Team leaders, Foreman, General Foreman, and Site Foreman.

**Thank you**