



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

CATHSSETA SCARCE & CRITICAL SKILLS AND IMPORTANT ROLE OF ORGANISED LABOUR IN FUTURE WORKPLACE SKILLS PLANNING

28 JULY 2011

Presentation Overview

- ▶ What are Scarce & Critical Skills?
- ▶ Scarce Skills in the Sector
- ▶ Critical Skills in the Sector
- ▶ Important Role of Organised Labour in Future Workplace Skills Planning

SCARCE & CRITICAL SKILLS?

- ▶ What are Scarce & Critical Skills??
- ▶ Probably the most misused terms in South Africa.
- ▶ Major implications for funding, education & training and employment!!

SCARCE SKILLS

- ▶ Refer to occupations in which there is a scarcity of qualified and experienced people, current or anticipated either because such skilled people are not available or they are available but do not meet the employment criteria.

CRITICAL SKILLS

- ▶ Refer to specific key or generic “top up” skills within an occupation

SCARCE SKILLS

- ▶ General Managers – Bursaries, Internships & Management Development Programme NQF L6
- ▶ Small Business Managers – Learnerships, Skills Programmes & Correspondence NQF L4
- ▶ Café or Restaurant Managers – Bursaries, Internships & Management Development Programme NQF L6
- ▶ Hotel or Motel Managers – Bursaries, Internships & Management Development Programme NQF L6
- ▶ Actor– Bursaries, Learnerships & Internships NQF L 4 – 8

SCARCE SKILLS Cont.

- ▶ Gallery or Museum Curator– Bursaries NQF L6
- ▶ Environmental Scientist– Bursaries and Research Grants NQF L7 – 10
- ▶ Community Arts Workers– Learnerships and Skills Programmes NQF L5
- ▶ Chef – Learnerships NQF L4
- ▶ Sports Official – Learnerships and Skills Programmes NQF L4
- ▶ Travel Consultant – Learnerships NQF L5

CRITICAL SKILLS

- ▶ Accounts Clerk– Internship & Skills Programmes NQF L4–5
- ▶ Bookkeeping Clerk– Internship & Skills Programmes NQF L4–5
- ▶ Caddie– AET & Skills Programmes NQF L2
- ▶ Chefs Assistant – Skills Programmes NQF L2 –4
- ▶ Green Keeper– Learnerships and Skills Programmes NQF L3
- ▶ Gallery or Museum Guide– Learnerships and Skills Programmes NQF L4
- ▶ Sports Coach– RPL & Skills Programmes NQF L 4 – 6

NATIONAL SKILLS ACCORD

- ▶ Signed by Organised Labour, Organised Business, Communities and Minister of Higher Education and Training
- ▶ Commitment Six: to improve SETA Governance and financial management as well as stakeholder involvement
- ▶ Organised Labour will provide input & approve SSPs
- ▶ Organised Labour must participate in workplace skills planning, approve & sign off WSP and ATR, SETA's will not release funding if not complied with
- ▶ Proper mentoring of youth in the workplace and not used as substitutes.



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