



Presentation of the Worker Education Technical Task Team (WE TTT) to Council

15 August 2014



REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential

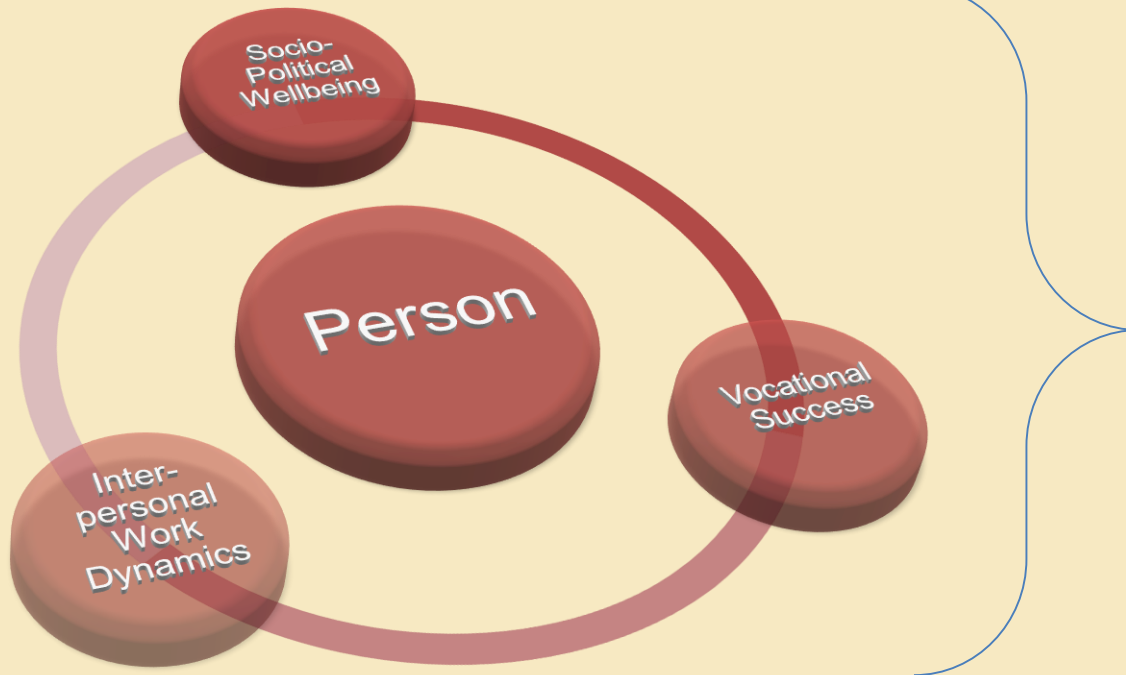
Terms of reference for the WE TTT

- To conduct an analysis and attain a common understanding of the current provision and understanding of Worker Education;
- To compare and consolidate the analysis report on the current system and a benchmarking report;
- To define a common vision for National Worker Education Framework; and
- To produce a National Integrated Worker and Education and Training Framework and costed Implementation Plan.



The Question

- How do we improve the Worker Education and Training *System*?



So that we give people with limited resources and opportunity
(workers)

the requisite **skills** for them to

CREATE A BETTER FUTURE

for themselves



National Study

Rich history of Worker Education for the labour movement offered by the following:

- Trade Unions
- Service Providers to the Labour Movement
- Labour Education Institutes
- Worker Education in Higher Education
- Private providers

Both formal and informal courses offered

Post 1994 this training was influenced by the ETD policies

Worker Education not co-ordinated and not formally recognised



WORKER EDUCATION FRAMEWORK

PILLAR 1

Political Perspective/ Worker empowerment

1. Worker Education for the labour movement
2. Worker Education for community solidarity
3. Citizenship

Not formerly addressed and requires attention

PILLAR 2

Vocational Education

1. Education and training in the workplace
2. Vocational and occupational programmes e.g. SETA programmes

Addressed by other HRDC task

PILLAR 3

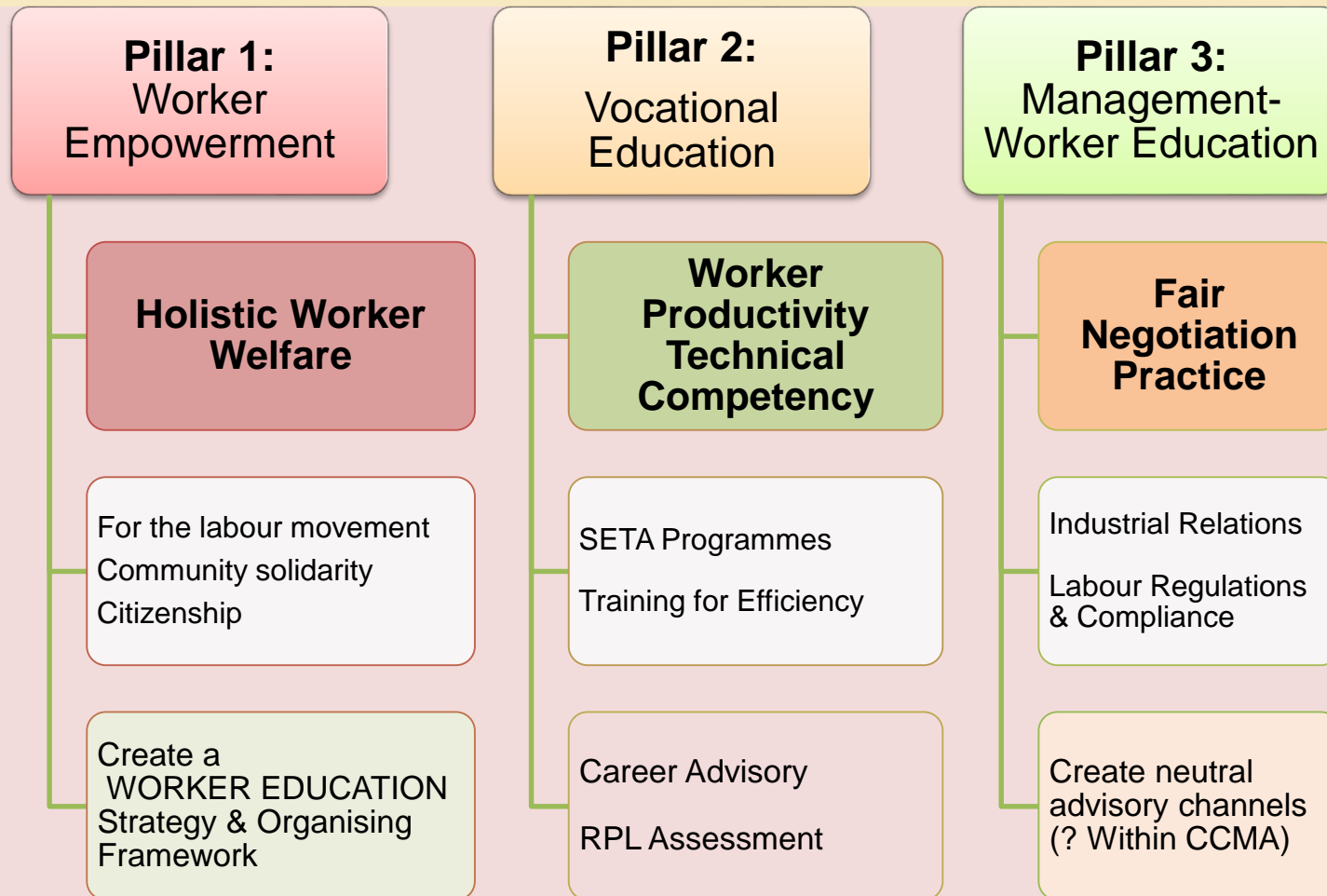
Joint Management Worker Education

1. Joint worker-management education is located in Industrial Relations

Addressed in Labour relations but requires dedicated funding for training



Worker Education Organising Framework



WORKER EDUCATION FRAMEWORK

VISION

Capable and skilled workers in a just society free of poverty, inequality and unemployment.

MISSION

To develop relevant and integrated knowledge, skills and attributes of workers through high quality accredited and non-accredited worker education.

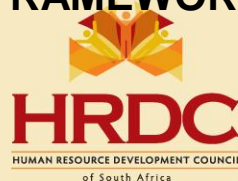


RECOMMENDATIONS

The WE TTT makes the following recommendations to Council to approve:

1. The Worker Education Framework as presented (3 Pillars) to be adopted as policy with a view to further development of norms and standards.
2. Mandate for a funding model to be developed by the DHET that incorporates existing spend from SETAs and NSF on current worker education programmes and to co-ordinate funding available from the Department of Labour.
3. The establishment of a Worker Education Committee for 5 years (2014-2019) with the task of monitoring the implementation of policy, the funding model, undertaking research and making further recommendations
4. Budget of **R 8 413 064.40** for one year.

PLEASE NOTE THAT THESE RECOMMENDATIONS STRENGTHEN THE OUTCOMES OF NSDS III AND THE NSF STRATEGIC FRAMEWORK.



The Worker Education Committee

TERM

- One year (with a view to establishing a committee for five years thereafter)

Composition

- Union Representation (According to NEDLAC participation ratio)
- Representation of community organisations
- Rep from labour education institutions
- Rep labour service organisation
- SAQA representation
- DHET representation
- 1 Business representative

Functions

- Conduct a needs analysis and skills audit for WE.
- Design & Implement Worker Education Strategic Plan
- Manage further research
- Provide on-going Monitoring & Evaluation reports of its activities to HRDC

The Programme Delivery Phase

The National WE Steering Committee will:

1. Identify, support and develop partnership networks: Local, National, Regional and International
2. Liaise with QCTO and SAQA on accreditation of Worker Education institutions where necessary
3. Monitor and evaluate the delivery of Worker Education programmes
4. Submit reports to the HRDC Secretariat.



DEDICATED FUNDING SOURCE FOR WORKER EDUCATION

1. The National Skills Fund should be used for resourcing the worker education framework and core funding of Worker Education institutions.
2. Worker Education has been identified as a priority of the Director General of the Department of Higher Education and Training for the current financial year. It is an objective of the NSDS III and is part of the National Skills Funding Framework.
3. At the same time, there must be continuity of current trade union education and training and access to funding must continue to be available e.g. the Strengthening Civil Society Fund – currently funded by the Dept. of Labour.
4. Worker Education must be integrated into the mainstream process of SETAs.



FUNDING REQUIREMENTS

Worker Education implementation costs per annum for the Worker Education Monitoring & Evaluation Committee:

Activities	No of meetings per annum	Cost per meeting	Total cost per annum
Meetings	6	R 86 295.00	R 517 770.00
Workshops (2 days)	2		R 277 276.00
Project Management per annum			R 318 018.40
Development of Worker Education programmes			R 300 000.00
TOTAL COSTS			R 1 413 064.40



FUNDING REQUIREMENTS

Worker Education Supportive Projects

Project	Description	Total cost per annum
Programme Audit	Auditing all existing trade union and worker education programmes (R25 000 x 80 programmes)	R2 000 000.00
Needs Assessment	Complete a GAP analysis between what is provided, what could be provided and what is needed	R 250 000.00
Populating / Detailing the Worker Education Framework	Creating a network model for the worker education framework and detailing existing qualifications	R 500 000.00
Advocacy Workshops or Conference for Worker Education	Create a campaign to build advocacy for Worker Education including online campaign, conferences and workshops	R2 300 000.00
Worker Education Strategy	Compile a Worker Education Strategy document based on the information collected in the previous projects	R 1 500 000.00
Programme Management	Coordinating and ensuring delivery on the projects	R 450 000.00
TOTAL COSTS		R 7 000 000.00

CONCLUSION

- Worker Education must involve all workers
- No specific target group or specific programme is identified until the audit is complete.
- Worker education may be extended to unemployed individuals in specific sectors if potential employees are identified.
- The WE framework must be adopted holistically so that implementation takes place as part of ETD implementers, that is SETAs and ETD institutions.



CONCLUSION.....cont.

1. Council to approve the proposed framework for Worker Education.
2. Mandate for a funding model to be developed by the DHET.
3. The establishment of a Worker Education Committee for one year with the task of monitoring the implementation of policy, the funding model, undertaking research and making further recommendations
4. Budget of **R 8 413 064.40** for one year with a view to establishing the committee for a five year period.



**THANK YOU FOR YOUR
ATTENTION**

Questions and Discussions

