

## BACKGROUND

The Expanded Public Works Programmes have been identified as a strategic intervention that must be designed to make a significant contribution to reducing unemployment and providing livelihoods for the poor, women, youth and people with disabilities. On the 14th February 2003, President Thabo Mbeki reiterated government's commitment regarding the value and significance of the expanded public works programme as a viable mechanism to bridge the gap between the first and the second economies of this country. In his opening address, he stated that

### Objectives of the Expanded Public Works Programme

In a nutshell, the EPWP will be a national programme, which will draw significant numbers of the unemployed into productive work, so that workers gain skills while they work, and also increase their capacity to earn an income.

#### • Ability to earn an income

To enhance and to provide education, on-the-job training and skills development programmes to the workers.

The ability of workers to earn an income, either through the labour market or through entrepreneurial activities.

#### • Work Experience

To provide unemployed people with work experience.

#### • Training and Skills Development

To provide education, on-the-job training and skills development programmes to the workers.

## VUKUPHILE - creating opportunities

As part of the Expanded Public Works Programme (EPWP), The National Department of Public Works (DPW) initiated the EPWP Contractor learnership programme, which is now called Vuk'uphile. Vuk'uphile has been developed to build the capacity amongst emerging contractors to execute the increase amount of labour-intensive work that will be part of the EPWP. Learner contractor in the programme will also receive all the training required as part of the EPWP Guidelines so that when the exit the programme they are fully qualified to tender and execute labour intensive projects under EPWP.



## Objective and Outcomes of Vuk'uphile Learnership Programme

The Vuk'uphile Learnership Programme is intended to develop emerging contractors into fully-fledged contractors able to execute labour-intensive projects. The emphasis of the programme is to develop entrepreneurial, business, and technical skills.

- Learner Contracting Companies (Emerging Contractor)
  - One (1) contractor (trained at NQF 4 - 254 Credits)
  - One (1) or Two (2) site supervisors (trained at NQF 4 - 218 Credits)
- Increase capacity in LIC sector to support EPWP.
- To provide a contracting entity that is able to operate locally and wider.
- Provide a contracting entity that is able to sustain itself in the open market after the two year Learnership
- Skills Transfer with Contractors & Supervisors to emerge with:
  - Recognised Qualification
  - Project Track Record
  - Financial Track Record
  - Relationship with a bank
  - CIDB Ranking of Grade 3 to 4

### Scope of the Vuk'uphile Learnership Programme

The programme will focus on contracting enterprises, which will be eligible to bid on contracts up to R1,5 million.

The Implementing Bodies will deliberately package projects of a suitable size to be awarded to these contractors. These emerging contractors will be required to enter a two-year CETA registered learnership. They will exit the programme after 2-3 years in the learnership, with a Level 3 registration on the CIDB register.

- **Mentorship:** Mentors will be provided as a support mechanism to the learners, throughout the period of the learnership;
- **Payments:** Compliance of payments to learners, in-line with the Public Finance Management Act (PFMA), which requires payment within 30 days;
- **Training Projects:** (LIC Feasible Projects)
  - Low Volume Roads and Sidewalks,
  - Storm water Drains,
  - Water Reticulation, including building of manholes
  - Sewer Reticulation, including building of manholes
  - Brick Laying (i.e. Building of Houses, Factories, Sport Complexes, etc.)
  - Electricity Lines - Excavations & Laying of cables
- **The CIDB Register of Contractors:** The CIDB's Contractor Grading System provides a framework within which the development of emerging enterprises can take place.

- **Vuk'uphile Project Management support:** this team will liaise with all relevant stakeholders to ensure that the learnership is implemented successfully.

### Mentorship

DPW will appoint experienced construction mentors. The role of construction mentors will be to:

- ensure that each selected contractor (learner) has a structured development plan;
- guide and advice selected contractors in the areas in which they need to improve their competencies;
- mentor key staff members on the technical, managerial, administrative, commercial and business skills;
- provide advice aimed at improving business systems within emerging companies.
- Guide and Advice Learners in implementation of a specified project, but not replace the Learners
  - Develop the Learner's skills in the following areas
    - Technical
    - Managerial
    - Administrative
    - Contractual
    - Commercial/Business
  - Co-signatory on the LCC Bank Account

### Mentors need to be:

- have general construction experience;
- have experience or exposure to the development of emerging enterprises;
- Qualification as a Built Environment Professional; and sign and declare adherence to the SACPCMP Code of ethics for Mentors.

### Implementation of Vuk'uphile programme

#### Roles & Responsibilities

The programme is implemented by dedicated capacity in the EPWP: Vuk'uphile Unit / Implementing Bodies / CETA / Financial service Provider who will be responsible the following elements of the programme:

- selection of contractors to participate in the programme;
- coordinate learnerships and mentorship for the selected contractors;
- assess performance on assignments and progress against development goals



### Coordinate learnerships and mentorship for the selected contractors

NDPW is responsible for the overall coordinating the learnerships between the Municipality, CETA, the learners and the training providers.

- **The employer (Implementing Bodies) will:** provide the learner with appropriate training in work environment to achieve the relevant outcomes required by the learnership; provide appropriate facilities to train the learner in accordance with the workplace component of the learning;
- **CETA:** Ensure that the learnership are registered with Department of Labour, Funds are available for the learnership, pay the learner the stated learning allowance, both while the learner is working for the employer and while the learner is attending approved off the job training; keep up to date records of learning and periodically discuss progress with the learner. Supply list of accredited training providers to the EPWP to facilitate the training.
- **The training provider must:** Provide training in terms of the learnership; conduct off the job assessment in terms of the learnership, provide reports to the employer on the learner's performance.
- **The learner must:** be available for and participate in all learning and work experience required by the learnership; comply with workplace policies and procedures; complete any timesheets and written assessment tools supplied by the employer to record relevant workplace experience; and attend all study periods and theoretical learning sessions with the training service provider and undertake all learning conscientiously.

### Financial Service Provider

is the representative of the management committee to serve in the selection committee. They provide information and advice as regards the financial and credit record status of the prospective learners. Financial service provider provides access to credit and financial services for the learner contractor company.

### VUK'UPHILE LEARNERSHIP PROCESSES

**Targets:** HDI = 85%, Women = 50%, Youth = 50%

**Currently:** HDI = 100%, Women = 45%, Youth = 77%

1. Signing of MOA between NDPW, Implementing Body, CETA & Financial Service Provider
2. Formation of Management Committee
3. Selection of Learners (In partnership with CETA, Implementing Body and Financial Services Provider)
  - 3.1 Advertisement
  - 3.2 Briefing sessions

- 3.3 Pre-screening of applicants
- 3.4 Short-listing for written Assessments
- 3.5 Written Assessments
- 3.6 Short-listing for Interviews
- 3.7 Financial screening
- 3.8 Interviews
- 3.9 Final selection

4. Training, i.e. Classroom and On-site Training Project, 30months
5. Exit Strategy in partnership with Implementing Body, supported by Economic Sector

### REPORTING, MONITORING AND EVALUATION

The monitoring and reporting of the EPWP Vukuphile programme will be supported by an efficient and effective information management system (MIS). The type of information that will be monitored on an ongoing basis will include the following four key indicators:

#### Financial

- Budget
- Expenditure
- Source of funding

#### Training

- Types
  - Life skills
  - Technical skills
  - Management related
- Duration of training
- Training budgets
  - Size of Training budget
  - Source of training budget

#### Job Opportunities

- Number of jobs created
- Duration of jobs created
- Cost per job

#### Demographic data

- Youth
- Women
- People with disabilities



# VUKUPHILE LEARNERSHIP PROGRAMME



For more information on the Expanded Public Works Programme visit our website on:

[www.epwp.gov.za](http://www.epwp.gov.za)

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public works

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REPUBLIC OF SOUTH AFRICA



EXPANDED PUBLIC WORKS PROGRAMME