



EXPANDED PUBLIC WORKS PROGRAMME
Creating opportunities towards human fulfilment

THIRD QUARTER REPORT
(FOR THE PERIOD 1 OCTOBER TO 31 DECEMBER 2004)

Financial Year 2004/05

(Containing cumulative data for the period: 1 April 2004 – 31 December 2004)

18 March 2005

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1 Introduction

This report covers progress both with programme management issues (such as institution building and capacity building) and data on EPWP projects, as collected from national departments, State-owned Enterprises (SOEs) and provinces. The report includes global figures (obtained from the Department of Provincial and Local Government - dplg) on job creation resulting from infrastructure projects implemented by municipalities using the Municipal Infrastructure Grant), but does not include detailed data per project per municipality. The reporting system for the Municipal Infrastructure Grant (MIG) is still being developed and the EPWP indicators from municipalities can only be reported by dplg once this system is in place.

This report reflects both the gross and net job opportunities over the nine-month period for public works programmes (PWP's) which involve the substitution of labour for machines. The gross job opportunities is the total job opportunities created on a project, and the net work opportunities is the gross job opportunities less the opportunities which would have resulted had the same work been done using machine-intensive methods.

2 Monitoring and Evaluation

The monitoring and evaluation framework for the EPWP has been finalised and forms the basis for evaluation studies that will be commissioned in the financial year 2005/06. The challenge for evaluation studies is to collect meaningful data and information in the most cost-effective way through purposive sampling – given time and cost constraints. The lessons learned will be fed into project planning and implementation cycles, as well as to identify the key issues that need attention in more detailed evaluation studies.

A number of indicators have been identified which will be monitored and measured in all EPWP projects. As far as possible, these indicators have been integrated into existing reporting systems of the various sectors. For example, the existing National Treasury monitoring system is being used to monitor EPWP projects funded through the Provincial Infrastructure Grant (PIG), and the EPWP indicators have been included in the single monitoring system which is being established for the Municipal Infrastructure Grant (MIG). It has been agreed with Stats SA that indicators on the EPWP will be included in both the Labour Force Survey (LFS) and the General Household Survey (GHS).

3 Project Data for the Third Quarter

An up to date list of projects received per sector is attached as Annexure F.

Data was received from all the provincial infrastructure departments, from some national infrastructure departments, and from all the national Environmental and Culture Sector departments (coordinated by the Department of Environmental Affairs and Tourism - DEAT). Global figures have been obtained from the national social sector departments.

The Economic Sector Plan has been drawn up and is currently under discussion in the Economic Sector departments. Some existing economic sector programmes are currently being expanded, and data on these programmes is included in the report.

Given the many challenges experienced by reporting bodies, the data for the third quarter should still be viewed and used with circumspection. The EPWP Unit is continuously checking the data received from reporting bodies in an effort to improve the quality of the data for subsequent reporting periods. It is likely that the figures in this report understate the number of work opportunities actually being created on labour-intensive EPWP projects. As mentioned above, detailed reports are not yet available with regard to municipal infrastructure, social sector programmes, and some provincial and municipal programmes in the environmental and cultural sector. In the absence of such detailed reports, the limited global figures available from these programmes have been omitted from the data provided in Annexure F.

At least 144 000 gross work opportunities (105 000 net work opportunities) were created by the end of the third quarter of the financial year 2004/05 (Annexure A). The total wages paid amounted to more than R508m, as against the second quarter figure of R127.8m.

The additional employment creation through the use of labour-intensive methods varies, depending on the degree of labour-intensity of the production methods used. Due to the complexity of the issue it should be noted that there is no uniform formula that can be applied across the board to calculate net work opportunities. For example, the average increase in employment creation in Gauteng's labour-intensive programme is 10%, whereas the average increase in employment creation on the Gundo Lashu roads programme in Limpopo is 600%.

In the second quarter most jobs were created in the Infrastructure Sector (more than 58 000). The third quarter sector break-down of the number of work opportunities show that most net work opportunities were also created in the

Infrastructure Sector (approximately 70 800), with the gross number in this sector standing at 109 900.

In the Environment and Culture Sector approximately 23 700 net work opportunities were created in the second quarter. For the third quarter this figure stands at more than 30 600. In the Economic Sector there was an increase of more than 3 000 work opportunities since the second quarter and the net figure now stands at more than 3 500. The figures for the Social Sector cannot be reported on fully at this stage.

The EPWP's goal is to alleviate unemployment for a minimum of one million people (at least 40% women, 30% youth and 2% disabled) in South Africa by 2009. A break-down of the data for the Third Quarterly Report shows that the work opportunities created thus far consist of 46% women, 19% youth and 0.6% people with disabilities.

Most people are still employed as manual workers in the Infrastructure and Environment and Culture Sectors. These manual workers are employed by contractors, who also employ supervisory staff. Depending on the nature of the project, some skilled artisans are also employed.

The average duration of employment on infrastructure projects is approximately four months, and for environment projects the average duration of employment is approximately six months. These employment duration periods are a function of the nature of the work being carried out. In some programmes, such as the Zibambele routine road maintenance programme in KwaZulu-Natal, the employment is long-term in nature. In addition, contractors and supervisors are often obtaining longer-term employment on EPWP projects, as they move from project to project.

The geographical location of the projects and the total budget for each project are also provided in Annexure F. The majority of infrastructure projects reported on are in Gauteng, because this province has a programme in place to increase the labour intensity of all of its infrastructure projects. There was an increase in the number of projects reported on for this reporting period. In the second quarter data was received on 1518 projects across the Infrastructure, Environment and Culture and Economic Sectors. This figure now stands at more than 1 800. This improvement in reporting augurs well for the coverage of future quarterly reports.

A report received from dplg on the MIG indicates that 100 870 persons were employed up to the end of December 2004. This was a consolidated report without project level data. The figures could thus not be verified, and it was not possible to determine how much of this employment occurred on labour-intensive projects, and these figures have therefore been omitted from the data provided in

Annexure F (dplg have indicated that project level MIG data for the EPWP would become available from the financial year 2005/06).

4 Coordination and institutional arrangements

As the national coordinating department for the EPWP, DPW's approach to coordination has been one of creating a supportive and enabling framework and environment for the programme to be successfully implemented by government bodies across the Infrastructure, Environment and Culture, Social and Economic Sectors. In order to achieve this, a number of coordinating mechanisms have been established.

The Director-General's (DG's) Steering Committee currently meets monthly. The frequency of these meetings is being reviewed. The four sectors submit regular progress reports to this committee. This committee is convened by DPW and the following departments and bodies are represented:

- Presidency (PO)
- National Treasury (NT)
- Department of Labour (DOL)
- Department of Social Development (DSD)
- Department of Environmental Affairs & Tourism (DEAT)
- Department of Trade and Industry (DTI)
- Department of Public Enterprises (DPE)
- South African Local Government Association (SALGA)

The Sector Coordinating Committees for the Environmental, Social and Infrastructure sectors still meet monthly, while the Economic Sector Coordinating Committee has had several meetings to finalise the sector plan. The monthly meetings serve to take stock of progress in these sectors, discuss common challenges and to ensure that there is a common approach to training and exit strategies across the sectors.

The *EPWP Unit* in DPW takes care of the overall coordination of this programme. This unit is responsible for day-to-day coordination of the EPWP. Since the first quarter, additional staff members in the form of a Senior Programme Manager, Programme Managers and support staff have been appointed. Except for the Deputy Director General post, all approved posts in the unit are now filled. The Independent Development Trust (IDT) provides support to the EPWP Unit in the form of human resources that have been deployed to assist programme managers.

Even though all provinces have established Provincial EPWP Steering Committees, not all of them function equally effectively at this stage. Some provinces are still finalising provincial EPWP implementation plans that will set provincial targets for projects and job creation.

5 Training

Training is a critical part of the Expanded Public Works Programme (EPWP). According to the Code of Good Practice for Special Public Works Programmes as gazetted by the Department of Labour, it is a requirement to the EPWP that beneficiaries should undergo 2 days of training out of every 22 days worked. The Guidelines for the Implementation of Labour-Intensive Infrastructure Projects also require that managers of labour-intensive projects should be trained in order to build capacity to manage EPWP projects at the required scale.

The Department of Labour (DoL) plays a critical role in the implementation of national skills development initiatives and is responsible for the training in the EPWP through the various sector education and training authorities (SETAs). To date the DOL has:

- Developed a standard 10 / 12 days Life Skills training programme for EPWP workers in short-term employment in the Infrastructure and Environment and Culture Sectors. The course is now extended to the EPWP beneficiaries in the Social Sector. This course is set up as shown in the table below.

No	Unit Standard	NQF Level	Credits	Unit Standard Duration	Sectors
1.	Apply knowledge of self in order to make a life decision	2	3	2 days	all
2.	Investigate work opportunities in order to make a personal career/employment decision	2	2	5 days	all
3.	Demonstrate Knowledge of Issues relating to HIV and Aids	1	2	3 days	all
5.	Environmental Awareness	1	2	2 days	All except Infrastructure

- DoL is working with the relevant SETAs to ensure their active support for all EPWP programmes as required.
- DoL is training providers for Life Skills Courses to ensure that sufficient training capacity exists to provide all the necessary training required in the EPWP through a “training for trainers programme”, that will affiliate emerging training providers.

Steady progress had been made with training initiatives in the EPWP. These are now discussed briefly.

Life Skills Training in the Environmental and Infrastructure Sectors

- Provincial visits were conducted to advance stakeholder awareness with regard to the EPWP training initiatives. Visits were conducted in January and February 2005 to ensure training is rolled out in all provinces by April 2005.
- The standard Life Skills training course for workers is now rolled out progressively to the Infrastructure and Environment and Culture Sectors.
- Training programmes for the workers in the Environment & Culture and Infrastructure Sectors are being implemented through DoL funding and to date an estimated 30 000 workers have received training.

Linkages between EPWP training and ABET

A task team has been established consisting of the national Department of Education (DOE), DoL and DPW to discuss ways to integrate the Adult Basic Education and Training (ABET) initiatives into EPWP training. At this stage the following options are under consideration:

- To provide ABET as an exit opportunity to the participants who can exit as educators or service providers of ABET programmes. DOE estimates that 3 028 new educators could be targeted initially in 2005/06. It is estimated that provision will be made to train 45 000 learners in this financial year.
- That ABET should be used as an assessment tool to determine competency levels before training is provided.
- To take those on ABET programmes into EPWP Projects and provide them with job opportunities whilst they are still on the ABET classes.

Other Training Initiatives

- Construction SETA (CETA) has put in place training programmes for engineers and contractors for labour-intensive construction – more than 500 staff of consulting engineering firms have been trained to date.
- 1 200 municipal officials will be trained on implementation of the EPWP, funded by the Local Government and Water Seta (LGWSeta), starting from April 2005

- A labour-intensive contractor and supervisor learnership programme is now in place with CETA, provinces and municipalities. To date 1 017 learnerships have been allocated.
- The Tourism and Hospitality SETA has put in place various skills programmes for EPWP workers in conservation, tourism and hospitality
- Venture learnerships for the Economic Sector are being put in place. To date 120 learners are on the venture learnership programme with the CETA.
- Education and Training Development Practice SETA has put in place a learnership programme for the NQF levels 1, 3 and 4 for the early childhood development , and 4 500 learners have been on this programme since 2003.
- The Health and Welfare Seta (HWSETA) has put in place a skills programme for home community based care workers at NQF levels 2, 3 and 4 and a skills programme at level 3.
- The HWSETA has put in place a skills programme at NQF level 3 and is piloting this in Limpopo with 600 learners with funding from the Umsobomvu Youth Fund.

6 Involvement of Business and Labour

The Business Trust has committed to supporting the EPWP for the coming years through the establishment of a facilitation fund. The facilitation fund will be used to promote the expansion of innovative and best practice EPWP programmes in the public and private sectors. A call for proposals for organisations to manage this fund has been issued and this fund is now becoming operational. Support being considered includes supporting the environmental sector to expand into other areas such as waste management, and assisting the DPW to mobilise and support provinces and municipalities to implement their infrastructure projects in terms of the EPWP tender and design guidelines.

7 Communications

From January to March DPW visited every province as part of its road show to create awareness and support for the EPWP at provincial and municipal level amongst officials, engineers and contractors in the construction industry. An audience of more than 700 municipal managers and councillors was reached. In addition DPW has briefed seven of the nine provincial Executive Councils and all the Provincial Heads of Department (HOD) meetings.

A communications and marketing company has been appointed through GCIS to implement a marketing and communications strategy for the EPWP. As a part of

the strategy, media road-shows in all provinces will be arranged from March 2005. The objective of these road-shows would be to highlight local level success stories. Local role-players and project beneficiaries will be profiled in this regard.

8 Summary of Progress per Sector

8.1 Infrastructure Sector

- Housing and the EPWP

In the Housing Sector, a detailed sector plan has been prepared and is being finalized. The sector plan has been discussed with the provincial housing departments which will be responsible for its implementation. The aim of the plan is to align the housing department projects to the EPWP Guidelines for the Implementation of Labour-Intensive Infrastructure Projects.

- Building maintenance programme

DPW has also put in place plans to use its own budgets for the maintenance of government buildings for the implementation of the EPWP, with the aim of building on the experience of a number of existing provincial programmes, such as Gauteng's Zivuseni Programme and the Western Cape's Saamstaan Programme. This DPW programme focuses on recruiting unemployed people into maintenance activities and to provide them with a combination of work experience and training. Thirty projects in the Correctional Services Repair and Maintenance Programme (RAMP) have been identified where this programme will be implemented. The first of these projects will commence in April 2005 in Gauteng and KwaZulu-Natal.

- Participation of Transnet

DPW has been engaging with Transnet regarding their participation in the EPWP through their investments in infrastructure. An EPWP policy is being prepared together with Transnet which will direct all their branches towards using labour-intensive construction methods wherever feasible. DPW will be conducting workshops with all the major branches of Transnet to ensure that possible projects and activities are identified and implemented in accordance with the EPWP Guidelines.

- Replication of the KZN Zibambebe Programme

One of the key focus areas of the EPWP is the replication of best practice programmes and the Zibambebe Road maintenance programme of the KwaZulu-Natal Department of Transport has been identified as one such programme. This

programme currently provides work for more than 14 000 people who maintain sections of rural road network across the province. Efforts are already underway to replicate this programme in the Eastern Cape and Mpumalanga and DPW has engaged the KZN Department of Transport to develop a framework that will allow this programme to be replicated more easily by provinces, metros and municipalities.

- Training of municipal officials

In partnership with the Local Government SETA and the CETA, a training programme for municipal officials has been established. This accredited training will provide officials with the skills to manage labour-intensive EPWP projects. A training provider has been selected and the training of the first municipal officials will commence in April 2005. Training will be provided to 1200 officials and the programme is expected to last till March 2006.

- EPWP Contractor Learnership Programme

DPW and the CETA are working together on building capacity amongst SMME contractors to participate in and contribute to the EPWP. As a result a contractor learnership programme based on the experience of the successful Gundo Lashu programme has been established as part of the EPWP.

The learnerships involve both practical work experience through carrying out labour-intensive infrastructure projects funded by the provinces and municipalities, and classroom training funded by the CETA. The learners are also provided with mentoring by mentors appointed by DPW, and with access to credit and bridging finance (through ABSA Bank). At the end of the learnerships the contractors and their supervisors will graduate with NQF-registered qualifications and with the experience and expertise required to successfully tender for the labour-intensive projects which will be tendered by the provinces and municipalities on an ongoing basis, in accordance with the EPWP guidelines. EPWP staff members are in ongoing engagements with provinces and municipalities to brief them about the EPWP and to encourage them to participate in these labour-intensive contractor learnerships and Memoranda of Agreement have been signed with at least one public body from every province. Agreements for 1017 learnerships have been signed so far and a target for 1500 learnerships by July 2005 has been set. Details of the public bodies, with which agreements have been signed, are provided in the table below.

MOA signed on EPWP Contractor Learnership Programme				
Name of Public Body	Province	Contractor Learnerships	Supervisor Learnerships	EPWP Projects
Roads Agency Limpopo (With all 26 municipalities in the province)	Limpopo	26	52	78
Mossel bay Municipality	Western Cape	6	12	18
Cape Agulhas Municipality	Western Cape	2	4	6
George District Municipality	Western Cape	6	12	18
Overberg District Municipality	Western Cape	2	4	6
Department of Transport and Roads	Western Cape	20	40	60
Ethekwini Municipality	Kwazulu Natal	20	40	60
Oliver Tambo Municipality	Eastern Cape	15	30	45
Coega Development Corporation	Eastern Cape	10	20	30
Buffalo City	Eastern Cape	10	20	30
Chris Hani	Eastern Cape	10	20	30
Klipfontein Corridor Project	Western Cape	10	20	30
Mpumalanga Department of Roads & Transport	Mpumalanga	15	30	45
Emalahleni Local Municipality	Mpumalanga	10	20	30
Nkangala District Municipality	Mpumalanga	21	42	63
Department of Roads, Public Works and Transport	Northern Cape	25	50	75
Department of Transport, Roads and Public Works (and all municipalities in the province)	Free State	30	60	90
Mangaung Local Municipality	Free State	25	50	75
Ekhuruleni Municipality	Gauteng	25	50	75
Mogale City	Gauteng	4	8	12
Gauteng Department of Housing	Gauteng	27	54	81
Rustenburg Municipality	North West	20	40	60
Total		339	678	1017

Out of the learners that have been selected to date, 29% are female and 76% are below 35 years of age. 100% of the learners are from previously disadvantaged groups.

8.2 Environmental and Cultural Sector

The environmental and cultural sector consists of the following departments

- Environmental Affairs and Tourism (DEAT)
- Water Affairs and Forestry (DWAF)
- Arts and Culture (DAC)
- Agriculture (NDA)

The sector has clustered its activities into a number of core programmes namely:

- Sustainable Land Based Livelihoods;
- Working for the Coast;
- People and Parks;
- Working for Tourism; and
- Working on Waste.

The sector programmes have been consolidated under the umbrella brand FARANANI - "Working together in building a foundation for the future".

The Environmental and Cultural Sector programmes are well established. The focus in the sector is on how these programmes can be expanded, coordinated, integrated and improved in order to ensure increased employment creation and improved outcomes. In addition, the different departments in the sector have been working on aligning their existing monitoring and evaluation systems to the EPWP requirements to ensure that they are able to report to DPW as a sector. The established Monitoring and Evaluation Subcommittee is in the process of developing norms for the sector.

Road shows were undertaken to brief the Provincial sector Departments and the Nodal Municipalities about the Expanded Public Works Programme. Relevant Departments and Nodal Municipalities were informed about the environment and culture focus of the EPWP. An important aspect that was addressed was to reach a common understanding and to agree on appropriate co-ordination mechanisms that are needed to facilitate the implementation of the environment and culture pillar of the EPWP. The roles of municipal and provincial authorities in this sector were also discussed. The importance of aligning the EPWP with the ISRDP (Integrated Sustainable Rural Development Programme) and the URP (Urban Renewal Programme) was also discussed on these road shows.

Project priorities have been defined through consultation with provinces and municipalities and the sector departments are responsible for implementation through appointed agents. Most of the projects implemented by the sector are largely aligned with IDP's in urban and rural nodes, including Provincial Growth Development Strategies (PGDS's).

The National Sector workshop is planned to take place on the 13th and 14 of April 2005 to consolidate and adopt the sector implementation plans.

Training and Communications Subcommittees have been established to address, develop and ensure common implementation of strategies in training and communications respectively.

The challenge of exit strategies for workers in the sector and training modules more focused on filling skills gaps is a priority, because it will improve the chances of workers exiting into other more formal work opportunities.

The development and implementation of the Skills Development Plan is in progress. Available accredited learnerships and skills programmes for the sector have also been identified.

8.3 Social Sector

The Social Sector could thus far not submit data and information in the required EPWP reporting format, because of the way in which data are currently collected for reporting purposes. Discussions are under way to address this challenge that influences the way in which consolidated quarterly reporting can be done. Reporting is thus done on the basis of information received – and cannot be consolidated in the annexures to this report.

This sector of the EPWP is focusing on the expansion of Home Community Base Care (HCBC) programmes in the health/ social areas and on Early Childhood Development (ECD) programmes in the social/ education areas. Both of these areas are highly labour-intensive and provide enormous opportunities for the creation of work opportunities, given the large needs for these services. Under the leadership of the Department of Social Development (DSD), the Social Sector has produced an EPWP sector plan.

EPWP work opportunities in these sectors will consist of skills programmes and learnerships during which health workers, caregivers and ECD practitioners will undergo formal training while also doing practical work in these areas. Upon completion of these learnerships workers will have obtained a formal qualification in Home Community Based Care or ECD, thus enabling them to enter into formal employment in these sectors which will need to grow to address large gaps in service delivery.

The intention is to motivate for increased budgets for these programmes, which in turn will enable those graduating from the EPWP work opportunities to obtain longer-term employment in these programmes. Thus, the EPWP will serve as a training and work experience feeder programme for long term work opportunities in HCBC and ECD.

The current focus of the sector is on establishing an enabling framework that will allow the sector to grow and achieve the required targets. There are a number of policy decisions and operational processes that need to be put in place before the sector plan can be meaningfully implemented. These include a common system of remuneration for people employed on these programmes, improved programme management and reporting systems, and training unit standards, qualifications and learnerships in line with the National Qualifications Framework (NQF).

The implementation of these policy decisions and operational processes needs to be accelerated if the huge potential of the social sector to contribute to the employment creation goals of the EPWP is to be realised.

8.3.1 Home Community-Based Care (HCBC)

There are currently 892 sites and 19 616 volunteers supported by the Department of Social Development. Only 5 988 volunteers are receiving a stipend in the current financial year. In addition, the Department of Health currently provides stipends to an estimated 19 810 volunteers across all of its HIV/AIDS programmes of the 60 000 plus community health related volunteers linked to the Department.

Below is a brief overview of the progress to date with regard to the HCBC:

- HWSETA has registered over 75 HCBC service providers and will appoint assessors and moderators by end November 2004. Additional service providers in the various provinces are currently being assisted with the accreditation process so that work opportunities can be created for local service providers.
- The Ancillary Health Care learnerships for level 2, 3, and 4 have been registered. The Department of health will commence with the training of community health workers in Limpopo and the Western Cape in May 2005
- Umsobovu Youth Fund is funding the expansion of the Community care Worker skills programme level 3 as part of the National Youth Service Programme. Six hundred youth have been identified for training which will commence in June 2005.
- EPWP monitoring and evaluation workshops were held with national departments. Monitoring and reporting requirements were also discussed at the nine provincial workshops. Additional workshops are planned with the monitoring teams in the specific departments.

8.3.2 Early Childhood Development (ECD)

There are approximately 23 482 ECD sites and 54 500 ECD practitioners nationally. The majority of these sites (83%) are either community based or home based. Approximately 40% of these sites are in poverty stricken rural areas. Of the 6 million children in the country, only 16% are receiving formal ECD provision.

The target workers in the EPWP are the unemployed and/or underemployed parents and caregivers in all ECD programmes.

The majority of the ECD practitioners are on or below NQF L1. As part of expanding ECD services, 19 800 work opportunities are planned in the next 5 years, within the existing budget allocations. Of these, 15 300 will be learnerships provided in partnership with the SETAs. The remaining 4 500 will be provided by the DoE under its conditional grants programme.

The EPWP ECD programme can only be comprehensively implemented once the relevant departments have agreed on the overall delivery framework for ECD. For example, decisions need to be made as to whether Grade R will be provided in ECD centres or only in schools. This integrated framework will make it easy for the programme to be aligned to EPWP.

As a result, the ECD component of the sector has spent the last six months developing an integrated ECD plan through consultation with the relevant stakeholders. Once this integrated plan is approved, urgent policy changes have to be made regarding the delivery model of some of the components such as the delivery model of Grade R.

The following is a brief overview of progress with regard to the ECD component of the Social Sector:

- The Guidelines for Early Childhood Development Services have been revised and updated through a consultative process with UNICEF and all relevant stakeholders. The final draft of the Guidelines will be presented to the Social Development MINMEC for approval.
- The ECD Interdepartmental Committee, consisting of the Office on the Rights of the Child, Department of Health, the Department of Social Development and the Department of Education, developed an integrated plan for comprehensive ECD services, Tshwaragano Le Bana. The plan has been submitted to the Minister of Education for approval. The plan provides an integrated approach for converging basic services for improved childcare, early stimulation and learning, health and nutrition, water and sanitation – targeting young children (birth to five years of age), expectant and nursing mothers and community groups. The primary components of the plan centre around services to the child: integrated management of childhood diseases; immunisation; nutrition; referral services for health and social security grants; early stimulation and the development and implementation of psychosocial programmes. To support the primary focus of the plan the following secondary components form part of the plan; human resource development, infrastructure development, research, and monitoring and evaluation.
- There are currently 2 registered ECD Learnerships, an L4 learnership for ECD practitioners and a level 5 learnership for ECD trainers. Work is underway to develop L6 learnership for ECD trainers. The focus on level 6 is

to ensure that trainers are at least one level above the level they are offering training. There are approximately 75 NGOs providing ECD training. However, the concentration of these service providers is around Gauteng, WC, KZN and Free State. The ETDP seta is currently assisting additional service providers in the provinces such as Limpopo, Northern Cape and North West where there are very few accredited service providers.

- Work is well underway to develop a skills programme at level 2 and 3 in the ECD sector to complement and facilitate entry to NQF L4 and L5.

8.4 Economic Sector

The sector plan

The economic sector plan is currently being finalised. The document places much emphasis on the New Venture Creation Learnerships Level 2. The Department of Labour, Education, the dti, DPW and Umsobomvu Youth Fund are currently developing the new venture creation learnership NQF level 2. It is expected that the application for registration of this learnership will be lodged with SAQA by May 2005. The learnership aims to build the capacity of SMMEs and to provide them with opportunities and a track record so that they are better able to function effectively in the first economy. Through this SMME development strategy, broad based BEE is achieved.

This strategy of SMME development involves the ring-fencing of Government budgets (learners will be allocated public sector projects as training projects for the practical training element of the learnership). Examples of SMMEs that will be nurtured through the new venture creation learnership and the ring-fencing of budgets include security, infrastructure (erection of buildings, plumbing and carpentry), catering, furniture making and waste management (collection of waste and recycling of waste). This SMME development strategy ensures that all three spheres of Government, state-owned enterprises and the private sector may be involved in the EPWP SMME development.

A further key component of the sector plan is the use of cooperatives and CPPP in the arts and crafts, agricultural and energy sectors. The dti has actively been engaging with the Departments of Minerals and Energy and Agriculture on SMME development in the energy and agricultural sectors.

Rollout of the economic sector

The Sakhasonke Programme managed by the Department of Public Works, Limpopo is a best practice case for the economic sector. One hundred and twenty learner SMMEs have gone through the programme, with 69 projects undertaken to the value of R31, 6 million. The new venture creation learnership is based on the Sakhasonke model; however, it extends beyond infrastructure into

other sectors of SMME development. The Sakhasonke type of programme will become part of the new venture creation learnership. However, in the interim various provinces have shown a keen interest in implementing the Sakhasonke type of model. The economic sector is currently working with the Eastern Cape to rollout a similar programme. An application for 50 learnerships has been made to the relevant SETA.

The economic sector will shortly produce a management plan for the rollout of this type of venture learnerships.

9 Challenges and Conclusions

There is an ongoing need to correct the tendency for the EPWP to be seen as a Department of Public Works (DPW) programme rather than as a programme of the whole of government, and to intensify efforts to overcome widespread resistance to the use of more labour-intensive methods in infrastructure. This resistance is based on the perception that labour-intensive methods are more difficult to manage, take longer, are more costly, and result in inferior quality products. DPW is continuing to focus on establishing demonstration projects to overcome this perception.

Some environmental sector programmes, and some labour-intensive infrastructure programmes in some provinces, such as the Zibambele programme in KZN and the Gundo Lashu programme in Limpopo, are running successfully and could be expanded further if more funds could be made available. The Economic Sector is in the process to take the lessons learned from the Sakhasonke Programme in Limpopo forward, with a view to replicate it in other provinces.

The work done in the Social Sector should also be reported more meticulously and fully to reflect the important advances that had been made in this sector with regard to the EPWP. The progress made in the work done on the Economic Sector Plan is encouraging and implementation will be reported on more fully in the fourth quarter.

To date, the EPWP is on course to meet its job creation targets.