



**EXPANDED PUBLIC WORKS PROGRAMME
CONTRIBUTING TO A NATION AT WORK**

**FOURTH QUARTERLY REPORT – YEAR 2
(Containing data and information for the period
1 April to 31 March 2006)**

Financial Year 2005/06

(This narrative should be read in conjunction with Annexures A – G)

4 August 2006

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1 Introduction

This report reflects on the data and programme management issues (such as institution building and capacity building) in the Expanded Public Works Programme (EPWP) for the financial year 2005/06. Data on EPWP projects are submitted by national departments, state-owned enterprises (SOEs) and provinces. The MIG reporting system (MIG MIS) is still being tested and data on the EPWP indicators from municipalities can only be reported by the Department of Provincial and Local Government (dplg) once this system is fully operational. Limited, but encouraging data on municipal infrastructure and environment and culture projects had been reported, though. The municipal data is captured in Annexures G1-G3.

This report contains both the gross and net job opportunities for the financial year 2005/06 for public works programmes (PWPs) across the four sectors of the EPWP, i.e. the infrastructure, environment and culture, social and economic sectors. In the infrastructure and environment and culture sectors the focus is on the substitution of labour for machines. The social sector is by nature labour-intensive, while the economic sector focuses on the creation of emerging entrepreneurs. The gross job opportunities are the total job opportunities created on a project, and the net work opportunities are the gross job opportunities less the opportunities which would have resulted had the same work been done using machine-intensive methods.

It should be noted that EPWP data is collected cumulatively from one quarter to another and capped on an annual basis. Job opportunities reported may not necessarily be new ones. A case in point is the Zibambele Road Maintenance Programme in KZN. This programme consists mainly of part-time contractual work and the contracts are renewed annually. Given the need to keep the key performance indicators (KPIs) as simple as possible to ensure that data could be collected in a sustainable way, it is impossible to keep track of individuals obtaining job opportunities on the EPWP. The same person could thus be employed repeatedly. There is thus an inherent weakness in this particular KPI. In addition, some projects cut across financial years, which might result in double-reporting of some work opportunities between the fourth quarter of the previous financial year and the first quarter of the subsequent financial year. To offset these problems, data is also collected on the number of person-years of work created on EPWP projects. The number of person-years of work created is a more reliable indicator than the number of work opportunities created, because it does not have these potential double-reporting problems.

2 Monitoring and Evaluation

The monitoring and evaluation framework for the EPWP forms the basis for evaluation studies that have been commissioned. Service providers have commenced in this financial year with conducting of longitudinal studies and

cross-sectional surveys, as well as case studies and completion reports. The lessons learned will be fed into project planning and implementation cycles, and will be used to identify the key issues that need attention in subsequent evaluation studies.

Data for monitoring purposes is collected according to a number of indicators in all EPWP projects on a quarterly basis. 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 are being included in the single monitoring system which is being established for the Municipal Infrastructure Grant (MIG). EPWP indicators were also included in Stats SA's Labour Force Survey (LFS).

In an effort to improve data quality, the DPW is conducting on-going capacity-building workshops for reporting bodies across all provinces.

3 Project Data for the Period 1 April – 31 March 2006

All reported projects per sector are included in Annexure F. Data was received from all the provincial infrastructure departments, from some national infrastructure departments, and from all the national Environment and Culture Sector departments (coordinated by the Department of Environmental Affairs and Tourism - DEAT). Project level data, i.e. Home Community Base Care (HCBC) and Early Childhood Development (ECD) site level data, has been received from Social Sector departments in some provinces. The Economic Sector Plan involves venture learnerships and is at the initial stages of expansion.

Every effort is made to check the consistency of data reported. However, responsibility for the validation of the data lies with reporting bodies and the appropriate institutional structures at the various spheres of government. In the absence of unique project identifiers, the data for this reporting period should be viewed and used with circumspection. As mentioned above, detailed data are not yet available on municipal infrastructure projects created through the use of MIG funding. The data that had been received from individual municipalities are captured in Annexures G1-G3. Reporting on infrastructure created by municipalities by using their own funds, as well as reporting on other EPWP sectors at this level, is also lacking. The MIG figures for the reporting period show that the amount of R1.2 billion was committed for EPWP infrastructure projects across the nine provinces. Given the aforesaid, the figures in Annexure F are in all likelihood an underestimate of the total number of work opportunities and person-years of employment created under the EPWP.

Data was received for 4 318 projects across the infrastructure, environment and culture, social and economic sectors. Based on the project level data received, at least 211 960 gross work opportunities (i.e. at least 208 890 *net work opportunities*) were created by the end of March 2006 (see Annexure A). The

total wages paid amounted to at least R635.7m. A break-down of the data of the period under review shows that the work opportunities created thus far consist of 49% women, 38% youth and 0.5% people with disabilities. The EPWP's goal is to create work opportunities (coupled with training) for a minimum of one million people (at least 40% women, 30% youth and 2% people with disabilities) in South Africa in the first five years of the programme (i.e. by 2009).

It is estimated that projects that straddle the two financial years had created approximately one-third of the total net work opportunities by the end of the fourth quarter of 2005-06. At this stage, the assumption is made that about half these work opportunities would straddle the two financial years. Thus, if adding up the total number of net work opportunities created to date, approximately half the work opportunities on projects that straddle the two financial years should be subtracted. The total number of *net work opportunities* created during the first year of implementation of the EPWP amounted to at least 174 800. The cumulative total net work opportunities created under the programme since its commencement in April 2004 up until end of March 2006 is at least 348 900. The programme is therefore on target to exceed its target of 1 million work opportunities in its first five years.

It is important to measure the number of job opportunities added through the EPWP approach, i.e. the value added. The additional employment creation through the use of labour-intensive methods in the infrastructure 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 through the use of labour-intensive methods in Gauteng's programme is 10%, whereas the average increase in employment creation on the Gundo Lashu roads programme in Limpopo is 600%.

Work Opportunities Created In 2005/06

Sectors	No. of Net Jobs Created*
Infrastructure	107 571
Social	18 308
Environment & Cultural	81 186
Economic	1 833
Total	208 898

**Net jobs equals total jobs created less the jobs which would have been created had the same work been done using machine-intensive methods*

The sector break-down of the number of work opportunities for this reporting period shows that most *net work opportunities* were created in the Infrastructure Sector (at least 107 571, with the gross number of work opportunities in this sector being at least 110 637). Wages paid amounted to R328m. (At least 109 700 *net work opportunities* were created in the infrastructure sector during the first year of implementation of the EPWP).

In the Environment and Culture Sector at least 81 180 *net work opportunities* were created in the fourth quarter. Wages paid amounted to R220.6m. The total number of *net work opportunities* created during 2004/05 in this sector were at least 72 700. At least 18 300 *net work opportunities* have been reported in the Social Sector for this reporting period and the wages paid amounted to R85.4m. Data received covers 1 900 HCBC and ECD sites. At least 1 833 *net work opportunities* were created during this reporting period in the Economic Sector, with wages paid amounting to R1.5m.

In the infrastructure and environment and culture sectors most people have been employed as manual workers. 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. However, in some infrastructure programmes, such as the Zibambele routine road maintenance programme in KwaZulu-Natal, the employment is longer-term in nature (again due to the nature of the work being carried out) – contracts are renewed on an annual basis. In addition, contractors, supervisors and artisans are usually obtaining longer-term employment through EPWP projects, as they move from project to project.

Annexure F shows the geographical location of the projects and the total budget as reported by national and provincial departments. For the financial year 2005/06 data was received on 4 005 projects across all EPWP sectors at national and provincial level. The majority of infrastructure projects, reported on for this reporting period, were in KZN. Almost 35 300 *net work opportunities* were created in this sector in the province (see Annexure E2). The highest number of *person-years of work* created across the four sectors of the EPWP during this quarter was also in KZN, namely 20 564 (see Annexure B3). Annexure G3 contains data for 313 projects reported by district municipalities and metros).

As stated earlier project level data could not be accessed as yet via the MIG MIS. The limited municipal level reporting shows that 260 projects had been reported in the infrastructure sector, 45 projects in the environment and culture sector and 8 in the social sector (see Annexures G1-G3). A total of at least 43 680 *net work*

opportunities have been created, with wages paid amounting to R67.5m across these three sectors in 17 district municipalities and 3 metros country-wide.

4 Coordination and Institutional Arrangements

The Department of Public Works (DPW) is the national lead department for the EPWP. DPW's approach is to be pro-active and to create a supportive and enabling framework and environment for the programme to be successfully implemented by government bodies across the four sectors of the EPWP. In order to achieve this, a number of coordinating mechanisms have been established.

A National EPWP Coordinating Forum has been established. All lead sector departments, as well as National Treasury, The Presidency, the Department of Labour (DOL), the dplg, SALGA, DBSA and Independent Development Trust (IDT), are represented in this forum. In order to facilitate co-ordination between national sector departments and provinces, provincial EPWP coordinators have been invited and now also attend meetings of this forum.

National Sector Coordinating Committees for the Environmental, Social and Infrastructure and Economic sectors track progress made, discuss common challenges and ensure that there is a common approach to training and exit strategies across the sectors.

The *EPWP Unit* in DPW is responsible for day-to-day coordination of the EPWP. The IDT provides support to the EPWP Unit in the form of human resources that have been deployed to assist programme managers.

Provincial EPWP Steering Committees have been established, but not all of them function equally effectively. Provincial EPWP implementation plans set provincial targets for projects and job creation across the various sectors, linked to provincial priorities.

5 Training

As stated in the objectives of the EPWP, training is critical for the successful implementation of the programme. According to the Code of Good Practice for Special Public Works Programmes, as gazetted by the Department of Labour (DOL), it is a requirement that beneficiaries should receive at least 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 be trained in order to build capacity to manage EPWP projects at the required scale. In the new financial year, a new training strategy will make provision for hard skills training to be given on EPWP projects.

During the period under review, 432 592 person-days of SETA-accredited training were provided to beneficiaries (including life skills training). In addition, 343 502 person-days of non-accredited training were provided. This significant

increase in training opportunities for beneficiaries is a result of the commitment of DOL to the EPWP. Funds to support the training needs of EPWP beneficiaries have been ring fenced under the National Skills Fund (Social Development Funding Window) for this purpose.

An EPWP training framework has now been developed, with the intention to provide all implementing bodies with the knowledge and technical skills and information required to implement EPWP training and to provide clear guidelines on accessing support from DOL and the SETAs. DOL has developed an Operations Manual on life skills training for the use of service providers.

DPW is identifying EPWP projects to be included in DOL's Provincial Implementation Plans (PIPs) for the financial year 2006/07 for funding support through the National Skills Fund (NSF).

The DOL has agreed to expand its database to make provision for the increased demand for courses in the Environment and Culture Sector currently not available on the database. This will assist public bodies to adhere to training requirements for the EPWP.

DOL has also agreed to improve the National Skills Fund Disbursement Information System to ensure that EPWP projects can be identified in order to improve the data on the number of people trained in technical and life skills.

A survey is being done to identify unaccredited service providers, with a view to enable them to acquire the necessary capacity and to add them to the DOL database. This will enable DOL to meet the increased demand for training from the EPWP public bodies. Different training courses and models are used for the various target groups in the different sectors.

Infrastructure Sector

According to the Tender and Design Guidelines for the Infrastructure Sector, the workers in this sector shall receive 10 days of life skills training and on-the-job training related to the project.

Currently DOL is doing a survey of accredited and unaccredited providers against certain criteria for delivering credit-bearing training in order to build capacity and broaden the base of accredited service providers.

DOL has identified 72 Labour Centres to which a computerized database of work-seekers will be rolled out. This development could assist with exit strategies for EPWP beneficiaries whose contracts come to an end.

In partnership with SALGA, the Local Government SETA and the CETA, a programme for training municipal officials on NQF Level 5 has been established. A training provider has been appointed and this programme had been

implemented over the 2005-2006 financial year. More than 700 officials have been trained to date on NQF Level 5 labour-intensive methods of construction. The targeted 1200 officials to be trained by the end of this financial year will most likely be exceeded. A particular focus of this programme is on Project Consolidate Municipalities and those that are participating in the EPWP Contractor Learnership Programme.

Environment and Culture Sector

The Department of Environment and Tourism (DEAT) embarked on a process of recruiting and appointing training lead providers per province in the following fields:

- Tourism Guiding and Hospitality
- Conservation and Environmental education
- Agriculture and horticulture
- Project Management and business skills
- Craft production
- Waste Management and Water reticulation
- Financial Management

DEAT has appointed 17 service providers to assist with coordination and the provision of accredited training in particular environmental skills programmes and learnerships. These service providers will also conduct skills audits and provide SAQA / NQF aligned courses in the wide range of environmental courses.

Social Sector

The focus areas for the Social Sector are Early Childhood Development (ECD) and Home Community-Based Care (HCBC) programmes.

Education Training Development Practice (ETDP) SETA has developed a learnership programme for NQF levels 1, 3 and 4 for ECD, and 4500 learners are on this programme. The Health and Welfare SETA (HWSETA) has developed a learnership programme for HCBC workers at NQF levels 2, 3 and 4, and a skills programme at level 3 and is piloting the latter programme in Limpopo with 600 learners, with funding from the Umsobomvu Fund.

Economic Sector

To date, 120 learners are on EPWP venture learnerships with the CETA. The *New Venture Creation Learnerships (NVCL)* will be implemented as a partnership between the participating public body, the relevant SETA, DPW and the Department of Trade and Industry (dti). Learners graduate with an NQF Level 2 qualification with skills in managing a business, a track record of completing projects or delivering services, a credit record with a high street bank and a financial record.

Learners that enter the EPWP venture learnership will be required to commit themselves to the programme for a period of 2 years. Mentors will also be appointed to mentor the learner. Learners will access working capital and necessary funding for equipment through ABSA.

Other Training Initiatives

The EPWP is aligning its training initiatives with the curriculum of the Community Development Workers (CDWs). Brochures have been developed to facilitate training on EPWP programmes.

6 EPWP Partners

6.1 Involvement of Business and Labour

As was stated in earlier quarterly reports, the Business Trust has committed itself to supporting the EPWP for the coming years through the establishment of a facilitation fund to the value of R100 million over the period March 2005 – March 2010.

The major activities for this quarter were:

- The initiation of field work in the six identified municipalities Expanded Public Works Support Programme (EPWPSP). A Municipal Facilitation Officer (MFO) has been appointed and is operational in each of these municipalities. MIG projects have been identified in each municipality and an analysis undertaken of those that have potential in terms of creating labour intensive jobs.
- The finalization of the addendum to the 2005/6 business plan and the development of the 2006/7 business plan: A considerable amount of time during the quarter was spent on reviewing progress, analyzing the environment, developing an addendum to the 2005/6 business plan and finalizing the second year EPWPSP business plan.
- Furthermore, the support programme appointed external monitoring and evaluation capacity.

Shisaka has appointed a service provider the development of a management information system for municipalities to assist with the provision of EPWP data for quarterly reports.

6.2 The Independent Development Trust (IDT)

The Independent Development Trust (IDT) is the implementing agency for the DPW's EPWP Maintenance of Public Buildings Programme, which aims to create work and training opportunities for the unemployed to address the artisan shortage in the building industry. The organisation also supports the programme through its Social Facilitation Support Unit. This involves community facilitation during the implementation of projects on the EPWP Contractor Learnership projects.

The Facilitation Support Unit has engaged with the following public bodies on the Contractor Learnership Programme:

- Gauteng Department of Housing which entails Ekurhuleni, Mogale City, Randfontein, Johannesburg Metro and Tshwane.
- Mangaung Local Municipality, Free State
- Department of Public Works, Roads and Transport of the Free State;
- The Roads Agency Limpopo (RAL);
- Oliver Tambo District Municipality;
- Chris Hani District Municipality;
- Coega Development Corporation;
- Rustenberg Local Municipality;
- Department of Public Works, Roads and Transport / City of Cape Town on the Klipfontein Corridor Project;
- Department of Public Works of the Eastern Cape; Buffalo City Municipality
- Emalahleni Local Municipality and Nkangala District Municipality
- Mkhanyakude District Municipality
- Ethekwini Municipality
- The Northern Cape Department of Transport Roads and Public Works

6.3 The Development Bank of Southern Africa (DBSA)

The Development Bank of Southern Africa (DBSA) supports various EPWP initiatives in the following four areas:

- Project management and implementation

The DBSA assists various national departments (Public Works, Social Development, Environmental Affairs and Tourism, and Provincial and Local Government) in building capacity to undertake institutional audits, and to establish systems and frameworks for effectively implementing, monitoring and evaluating projects of the EPWP.

- Local governments

Support is provided to municipalities in undertaking institutional audits and establishing systems for effectively implementing plans and programmes. In addition to public works initiatives, these include integrated development plans

(IDPs), the Local Government Network (LGNet), the District Information Management System (DIMS) and the Consolidated Municipal Infrastructure Programme. The organisation also supports training on project management, the review and implementation of IDPs, basic computer skills, and baseline research on the needs of municipalities.

- District Project Management Units (PMUs)

A total of 47 Project Management Units (PMUs) have been set up in the district municipalities specifically to ensure that the MIG is used effectively, that IDPs and public works projects are implemented properly, and that the various programmes are coordinated. In this regard, the DBSA assists with training to identify and prepare projects; to access funds from the MIG and the Development Bank itself, using the IDP as a guide and meeting EPWP criteria; to conduct annual reviews of IDPs efficiently; and to manage projects effectively (e.g. through the acquisition of financial, technical and report-writing skills).

- Social Sector

The Grant Agreement with the Development Bank of Southern Africa (DBSA) culminated from months of negotiations between the line departments within the Social Sector and the DBSA. The object of the agreement is to co-finance the undertaking of detailed work on the areas of expansion and required capacities to manage the EPWP in the social sector. This agreement will enable the sector to produce an evidence-based picture of the potential of the sector to meet the EPWP goals as well as the management capacities required for effective implementation.

7 Communications

Media Road-shows were held in the Northern Cape, KwaZulu-Natal, the Free State, North West and the Eastern Cape provinces with the Minister and/or Deputy Minister in attendance. These road-shows highlighted EPWP projects across all the sectors and gave the media, national, provincial and local politicians the chance to interact with beneficiaries and local project stakeholders. Valuable coverage of the EPWP was received in various regional and national media.

The EPWP website plays an important role in the EPWP communication strategy. Stakeholders and interested parties can access key EPWP documents and there are links to other sites.

8 Summary of Progress per Sector

8.1 Infrastructure Sector

The infrastructure made the largest contribution to the EPWP targets in the period under review with 107 570 work opportunities. Most of this contribution was made by the various provincial EPWP Programmes, generally situated in the Departments of Public Works, Roads and Transport and Housing. Provinces spent R 1.14 billion on EPWP infrastructure projects which is equivalent to 28%

of the Provincial Infrastructure Grant (PIG) allocations received by them. The targets set in the infrastructure sector of the EPWP are based on the provinces spending at least one-third of the PIG on the EPWP by the third year of the programme. Provinces will be expected to further increase their EPWP programmes in the coming financial year in order for this target to be achieved.

In the period under review, DPW received reports from seventeen district municipalities and three metros. Two hundred-and-sixty (260) municipal EPWP infrastructure projects were reported on. At least 39 170 work opportunities were created through these projects, most of which were funded through the Municipal Infrastructure Grant (MIG). Unfortunately no comprehensive report on the MIG contribution to the EPWP is currently available as the MIG reports submitted through the temporary MIG monitoring system contain insufficient detail for reporting on the EPWP. DPW has therefore agreed to ensure that increasingly the key municipalities report on the EPWP so that their contributions can be accounted for.

- *DPW EPWP building maintenance programme*

After initial delays, DPW, assisted by the IDT, started to implement the EPWP through 12 of its projects. These are mainly projects involving the maintenance of public buildings and resulted in at least 380 work opportunities, coupled with training, for unemployed people. At the end of the reporting period this programme was being reviewed to assess how its implementation can be accelerated.

- *Participation of State Owned Enterprises (SOEs)*

DPW continued engaging with Transnet and Eskom regarding their participation in the EPWP through their planned investments in infrastructure. Various proposals were made to these SOE's, but no EPWP activities were undertaken yet in the period under review.

- *Implementation of projects in accordance with the EPWP Guidelines*

The EPWP Guidelines were updated for the 2005-06 financial year. The Guidelines are now aligned with the CIDB Contractor Register, as well as the Standards for Uniformity which has come into effect. Furthermore, the window for contractors to complete the required EPWP courses has been extended to accommodate the contractors who have not yet completed these courses. The limited number of contractors who have been trained remains a concern and DPW is working with public bodies to encourage contractors to complete this training.

- *Provincial Infrastructure Grant (PIG) and Municipal Infrastructure Grant (MIG)*

In order to ensure that provinces and municipalities contribute to the EPWP, the PIG and MIG have specific EPWP conditions attached to them. These conditions require that the implementing agents using these grants implement their projects in accordance with the EPWP Tender and Design Guidelines. Although the Department does not have numerical data on the extent to which public bodies have adopted the EPWP Tender and Design guidelines for their tender documentation, the general impression of the EPWP unit is that many government bodies have not yet adopted them, and have not yet changed their tender documentation to specify the use of labour-intensive methods. The DPW has therefore embarked on an initiative to work closely with 45 key municipalities in the financial year 2006-07, and provide them with technical support if required, so as to ensure that they implement their projects in accordance with the EPWP Guidelines and report as such on the outcomes of these projects.

With the new financial year for municipalities it is anticipated that the compliance of MIG projects with the EPWP Guidelines, will increase. A key constraint for assessing progress made in this regard is the MIG Management Information System which is designed to provide project level monitoring data on the EPWP. Tracking progress of individual projects is difficult, as project information is not yet updated fully beyond the registration phase.

- *Housing and the EPWP*

The National Department of Housing (NDH) has indicated that they have received reports of 34 projects that will be implemented in accordance with the EPWP Guidelines. Detailed data on three of these projects have been received. The EPWP Unit is working closely with NDH to obtain more information on other projects and provide support to the relevant developers if required. The Gauteng Department of Housing is also participating in the Vuk'uphile programme and this will give a boost to the implementation of the EPWP in Gauteng.

- *Mobilisation of water boards*

In recognizing that many water-related infrastructure projects are implemented through water boards, such as Rand and Umgeni Water, DPW has started engaging with these water boards to ensure that they are also participating in and contributing to the EPWP. Training programmes are being conducted with Umgeni water staff to ensure they are briefed and capacitated to start implementing the EPWP.

- *EPWP and sanitation*

Of the basic infrastructure targeted in the EPWP, sanitation has in general been implemented in a somewhat different manner than infrastructure such as roads and storm water. A history of a high degree of community involvement exists in

this sector and in order to build on this, a somewhat different approach to sanitation delivery under the EPWP is warranted. The Department of Water Affairs and Forestry (DWAF) and the Labour Job Creation Trust initiated a process to ensure that the contribution of the sanitation sector to the EPWP is maximised. At the end of April 2005 a joint conference was held to consult all stakeholders on the sanitation sector. A set of Guidelines on sanitation and job creation to complement the general EPWP Guidelines has been prepared and will be piloted in Limpopo and the North West Province. If this Guide is widely adopted for use by municipalities, the sanitation sector will be able to make a very significant contribution to the EPWP.

- *EPWP Contractor Learnership Programme (Vuk'uphile)*

The EPWP Contractor Learnership Programme is now called the Vuk'uphile Programme. Loosely translated as "Creating Opportunities", this Xhosa expression refers to the various opportunities created for learners and workers in the programme.

Vuk'uphile is a supply-side intervention aimed at ensuring that there are sufficient properly trained, experienced and qualified contractors and supervisors to respond to the increased demand from provinces and municipalities for labour-intensive construction services. It is a partnership between DPW, the Construction SETA (CETA), ABSA Bank, the IDT, and participating provinces and municipalities. Emerging contractors and supervisory staff are recruited to go on two-year full-time learnerships involving a combination of practical training contracts and classroom training. [Through the efforts of DPW, there are now Vuk'uphile programmes in 31 provinces and municipalities.](#) By the end of the period under review, there were 869 Vuk'uphile learners in training of which 36% are female and 68% are below 35 years of age. All the learners are from previously disadvantaged groups. [Approximately 1500 learners will be in the programme by the next financial year and based on requests from public bodies this programme is expected to grow further in subsequent years.](#)

The EPWP Unit is in on-going 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 (MOAs) have been signed with at least one public body from every province. For the reporting period, 234 learnership agreements had been signed by NDPW. These still have to be signed by CETA. This brings the total number of MOAs since implementation of the EPWP to 2175 learnerships. Given the demand for these learnerships DPW has been engaging with the CETA and the DOL to explore ways to significantly increase funding for this programme. Discussions are underway to increase the total number of learnerships to be implemented over the first five years of the EPWP to 3000.

Currently there are 869 learners in training. Out of the learners that have been selected to date, 36% are female and 68% are below 35 years of age. All the learners are from previously disadvantaged groups.

- *Replication of Provincial Best Practice Programmes*

Most of the work opportunities created in the sector continue to be generated through provincial programmes, such as Zibambele in KZN and Gundo Lashu in Limpopo. Most of these programmes have continued to grow. Facilitating and supporting the replication of best practice programmes is an important strategy of DPW in leading the implementation of the EPWP. The EPWP Contractor and Supervisor Learnership Programme (now called Vuk'uphile), is largely based on the Gundo Lashu Programme in Limpopo.

On the maintenance side, DPW has identified the Zibambele programme as a model for expansion and has taken the lead to assist other provinces with establishing similar programmes. Together with the KZN Department of Transport, a guideline document has been prepared to assist provinces who want to establish such a programme. In the period under review Mpumalanga has started such a maintenance programme called Siyazibambela and the Free State has indicated that they will follow suit in the next financial year. The Eastern Cape has already established such a programme and is currently reviewing it.

Zibambele has continued to grow and is now providing employment and income to more than 27 500 individuals. Of these individuals, more than 95% are poor women. Unfortunately the Zivuseni programme in Gauteng is not being continued and will be replaced by a different programme. This has significantly reduced the contribution of Gauteng to the overall number of work opportunities as compared to the previous financial year.

8.2 Environmental and Cultural Sector

The Department of Environmental Affairs and Tourism (DEAT) is coordinating the sector. Other member departments are Water Affairs and Forestry (DWAF), Arts and Culture (DAC) and 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 Environmental and Cultural Sector programmes are established according to the required criteria of the EPWP. The continuous 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 environmental outcomes.

The Waste Collection Programme has been identified as an area where meaningful expansion can be made in this sector. The Domestic Waste Collection Initiative is implemented as a joint initiative between the DPW, Department of Provincial and

Local Government (dplg) and DEAT, supported by the Expanded Public Works Support Programme Shisaka through the Business Trust.

A number of training programmes have been implemented in the sector in line with the EPWP requirements. Short Courses, learnerships and skills programmes in environmental matters, fire programmes, arts, culture, wetlands and those related to removing alien vegetation species have all been provided. The total number of training days was more than 341 000 for both accredited and non accredited courses with funds sourced from the Department of Labour (DOL) and the SETAs. In addition, the sector has been working at improving coordination of the various training activities.

DEAT has developed a lead training provider programme to improve delivery on accredited courses in tourism guiding, & hospitality, conservation & environmental education, agriculture & horticulture, project management & business skills, craft production, waste management & water reticulation and financial management. Seventeen (17) accredited providers have been appointed by DEAT already.

The sector strives to align the EPWP with the Integrated Sustainable Rural Development Programme (ISRDP) and the Urban Renewal Programme (URP). Provincial sector implementation plans have been developed in Gauteng, Mpumalanga, Limpopo, Free State, Northern Cape and KZN.

For the period 1 April 2005 – 31 March 2006, Environment and Culture Sector programmes at a national and provincial level have been implemented through 1178 projects. A total of 23 822 person-years of work were created at an actual expenditure of R795.8m. The targeted beneficiaries consisted of 39% youth, 46% women and 1% people with disabilities.

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 sub-committee is in the process of developing an integrated sector reporting system. Agreement was reached that provincial focal departments and persons for coordination of sector commitments will be identified to ensure that proper reporting systems are in place to facilitate appropriate flow of data and information within provinces and local government, as well as national reporting.

Sector departments have embarked on road shows to highlight the role of the EPWP in provincial sector departments and the Nodal Municipalities.

The training sub-committee has developed a sector training plan to be submitted to DOL for funding. Other funds will be provided through the SETAs, such as the MAARP SETA training on projects of the Department of Arts and Culture.

Implementing bodies reached a common understanding and agreed on appropriate coordination mechanisms that are needed to facilitate implementation in this sector. The importance of aligning the EPWP with the Integrated Sustainable Rural Development Programme (ISRDP) and the Urban

Renewal Programme (URP) was emphasised. Provincial sector implementation plans have been developed in Gauteng, Mpumalanga, Limpopo, Free State, Northern Cape and KZN.

8.3 Social Sector

The EPWP social sector's initial focus is on the expansion of Home and Community Base Care (HCBC) and on Early Childhood Development (ECD) programmes. Both these programmes are highly labour-intensive and provide enormous opportunities for the creation of work opportunities, given the large needs for these services. An EPWP social sector plan was developed under the leadership of the Department of Social Development (DSD).

Work opportunities in these sectors consist of skills programmes and learnerships during which health workers, caregivers and ECD practitioners will undergo formal training while also doing practical work. Workers in the learnership programme will obtain a formal qualification in Home Community Based Care, Community Health Worker Programme or ECD and thus enabling them to enter into formal employment in these sectors which will need to grow to address large gaps in service delivery.

The social sector implementation plan for ECD and HCBC focuses on identifying the capacity constraints to expansion and on identifying the interventions that would be required to address these constraints over time. An additional amount of R4.2bn has been allocated to provinces as part of their equitable share to expand ECD and HCBC programmes.

A Grant Agreement between the Development Bank of Southern Africa (DBSA) and the Social Sector has been finalized. The aim of the agreement is to co-finance the undertaking of a detailed study on additional areas for expansion and the required capacities to manage the EPWP in the social sector. This agreement will enable the sector to produce an evidence-based scenario of the potential of the sector to meet the EPWP goals as well as the management capacities required for effective implementation.

While there has been some significant progress with regards to coordination at both national and provincial departmental level, as well as expansion at local level, some challenges remain. Some provinces have not aligned the additional funding that has been secured from the equitable share allocation for expanding ECD and HCBC. As a result, the national targets for expanding these programmes may be under pressure.

Training forms the backbone of the sector. Currently there is insufficient capacity within provinces for both HCBC and ECD teams to provide and manage NQF level accredited training. There is an urgent need to provide additional resources to increase human resource capacity within provincial departments, boost the capacity of training providers and to support the SETAs with a drive to register

accredited training providers.

Early Childhood Development (ECD)

The Integrated ECD Plan is packaged into three components namely, an overall strategy for integrating ECD services, a five year strategic plan and a matrix clarifying the different roles of each department. There are 5,103 registered ECD sites that are receiving subsidies. The number of sites varies across the nine provinces with KZN and Eastern Cape, having the highest numbers. An additional 500 community ECD sites from previously disadvantaged communities were subsidised in the period under review as part of expanding the ECD services. An additional 150 000 children, aged 0-4 years, from poor households benefited from these subsidies. The amounts of subsidies per child differ across provinces from R2 to R8. The approximate average amount per child is R6. These subsidies will be increased to R9 per child per day in the next financial year.

The Equitable Share Allocations as stipulated in the MTBPS will further enhance the ECD service for the age group 0-4 as an integral part of the provincial strategic priorities. The Challenge is, however, to ensure that these budgetary allocations are actually utilised for the purpose.

Home Community Based Care (HCBC)

The Departments of Health and Social Development have expanded Home Community Based Care by increasing the number of care-givers receiving stipends and training additional volunteers. In the period under review there were 62 445 care-givers providing HCBC services nationally. Of these, more than 15 000 care-givers received stipends and training in basic HCBC and other related skills courses. Over 500 000 beneficiaries were serviced by these care-givers. An additional 10 000 volunteers have been identified to receive accredited training and stipends in the next financial year.

The harmonisation of the Home Community Based Care Workers in the Department of Health and Social Development has been finalised. This new generalist worker is now called the Community Care Giver (CCG). The CCG will be an entry point towards a higher level qualification in the sector, e.g. Community Health Worker. The learning material for the CCG has been completed and will be published in the next financial year. All required qualifications for ECD and HCBC have been registered with the South African Qualifications Authority (SAQA). The stipend framework for training has been endorsed by all provinces and this will constitute a temporary income for volunteers. The Health and Welfare Sector Education and Training Authority (HWSETA) has appointed dedicated EPWP personnel to provide additional support in order to accelerate the training initiatives.

A nation wide audit of the network of HCBC sites indicated that there is a huge opportunity to expand HCBC services in the Integrated Sustainable Rural Development Programme (ISRDP) and the Urban Renewal Programme (URP)

nodal areas - especially in the rural areas - and create long-term work opportunities by providing volunteers with accredited training.

National Youth Service Community Care Worker Project

The Umsobomvu Youth Fund (UYF) which is hosting the National Youth Service Unit (NYSU) in partnership with the Departments of Public Works, Health and Social Development, the National Youth Commission and Provincial Youth Commissions, is implementing the Community Care Worker Youth Service Project as part of the EPWP Social Sector in Limpopo, Free State, KwaZulu Natal and the Western Cape.

The National Youth Service Community Care Worker Project is targeting 1 015 young people during the first phase. Currently about 800 young people have been identified for participating in the programme. These young people will also receive a stipend of R500, accredited training on youth development, life skills and entrepreneurship.

8.4 Economic Sector

The EPWP Economic Sector aims to assist 3000 sustainable businesses to develop in various sectors over the period 2004/05 – 2008/09, through a programme known as venture learnerships (based on the Sakhasonke Programme managed by the Limpopo Department of Public Works, but the model extends beyond infrastructure into other sectors of emerging enterprise development). This venture learnership programme is a key component of the EPWP economic sector. This programme ensures that each participating small business receives accredited training through the National Qualifications Framework (NQF). The venture learnership uses the CETA Construction Contractor Learnership at NQF Level 2 and Services SETA learnerships, National Certificate in Venture Creation (SMME) at NQF Levels 2 and 4. The DPW assisted with the development of the National Certificate in Venture Creation (SMME) at NQF Level 2, which was registered with SAQA in August 2005. Either the participating small business receives a full New Venture Creation Qualification at NQF Level 2 or 4 or skills programmes based on the New Venture Qualification. More than 7 SETAs, have committed to fund the training of 725 small businesses through the New Venture Creation Qualification, as part of their commitments to National Skills Development Strategy (2005 – 2010).

Since inception of the venture learnership programme, a total of 170 venture learnerships have been implemented in Limpopo and the Eastern Cape and the sector is currently implementing the remainder of the 725 commitments in the Western Cape, Mpumalanga and Free State provinces.

Learners are selected to enter the 15 – 24 month venture learnership programme that has both classroom and practical components. In the classroom component,

learners are taught business and management skills. For the practical component, public bodies (provinces and municipalities) award contracts to learners, while mentors are appointed to assist learners through coaching to execute projects successfully. In total, learners attend three classroom sessions and will be awarded three projects. SETAs will pay for the classroom training of the learnership. Furthermore, learners can access working capital from ABSA. At the end of the programme learners will have a track record of completed projects, a credit record, a financial record and a NQF Venture Creation Learnership Certificate.

Venture learnerships will be established across all sectors. Irrespective of the sector, each learner that participates in the venture learnerships will graduate with an NQF Level 2 or 4 qualifications with skills in managing a business, a track record of completing projects or delivering services, a credit record with a high street bank and a financial record.

The DPW has held discussions with various SETAs over the period October – November 2005, to fund the training of the National Certificate in Venture Creation (SMME) at NQF Level 2 or 4. The following SETAs have made in-principle commitments:

- Energy SETA – 15 learnerships
- FoodBev (Food and Beverage SETA) SETA – 15 Learnerships
- W&R SETA (Wholesale and Retail SETA) – 12 learnerships
- Theta (Tourism, Hospitality and Sport Education and Training Authority) – 55 learnerships
- ISETT SETA (Information Systems, Electronics and Telecommunications Technologies Sector Education and Training Authority) – 12 learnerships
- AgriSETA – 15 learnerships

9 Challenges and Conclusions

After the first two years of implementation, the EPWP is on course to meet its job creation targets. There is, however, an on-going need for aggressive advocacy and communication to correct the tendency that the EPWP is seen as a Department of Public Works (DPW) programme rather than as a programme of the whole of government. This will assist to intensify efforts to overcome widespread resistance to the use of more labour-intensive methods in the creation of infrastructure. The current EPWP communication initiatives of the DPW, undertaken in conjunction with GCIS are aimed at strengthening awareness of the programme among implementers and beneficiaries.

Several environment and culture sector programmes, and some labour-intensive infrastructure programmes in a number of 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. Other provinces benefited from the lessons learned and have started to replicate these programmes.

Reporting in the social sector has improved significantly. The limited reporting from municipalities on the infrastructure and environment and culture sectors is encouraging. The NDPW has engaged with metros and cities within the South African Cities Network (SACN) with a view to improve reporting at local government level across all sectors from at least the major role players in the short to medium term.

Training of workers is a key pillar of success for the EPWP. The development of an EPWP training strategy will strengthen the provision of hard skills training for workers on EPWP projects, thus enhancing their chances of exiting into employment under the Basic Conditions of Employment.