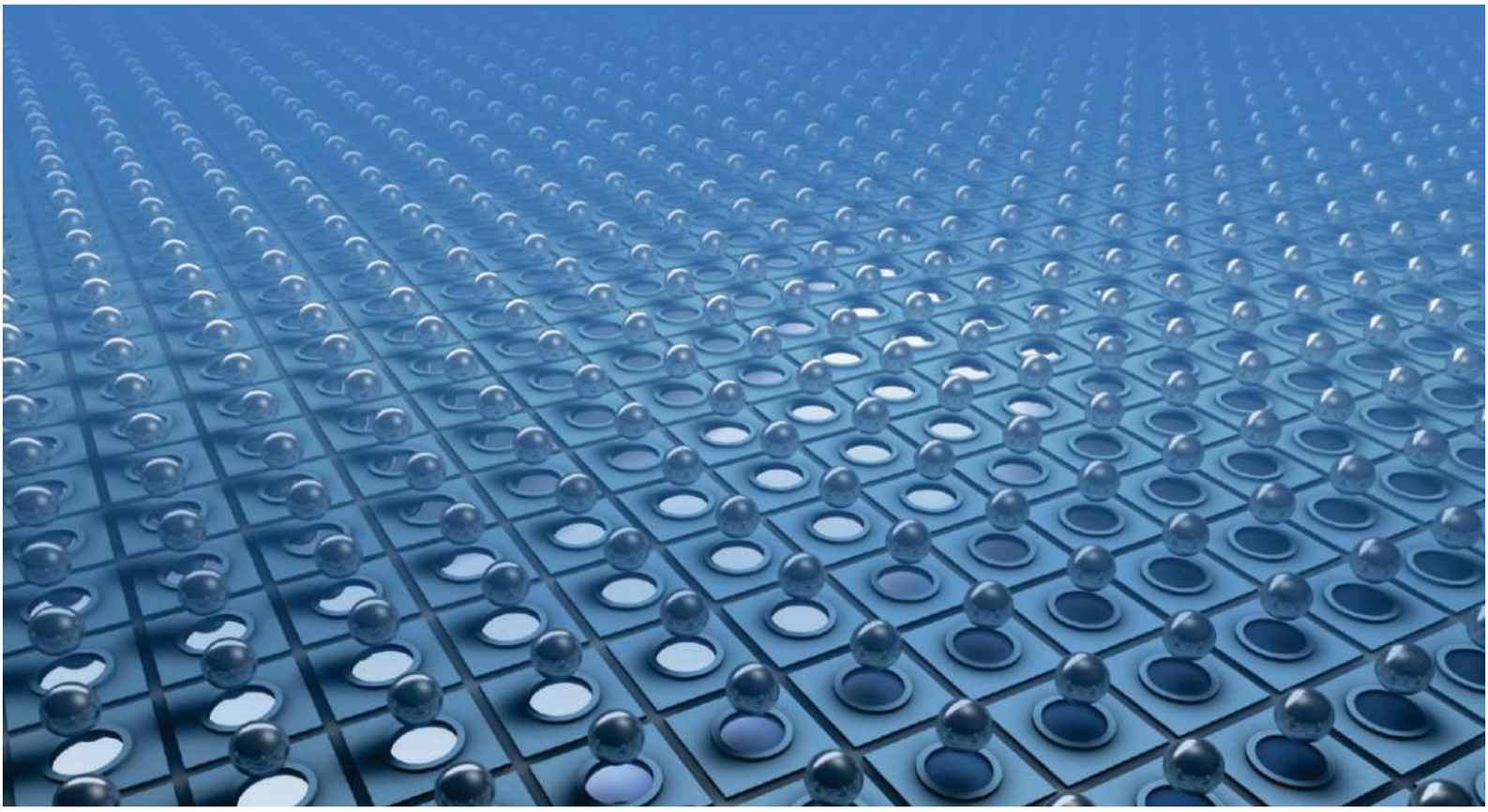


EXPANDED PUBLIC WORKS PROGRAMME (EPWP)

NON-STATE SECTOR TRAINING STRATEGY EPWP PHASE IV

2019/20 – 2023/24

public works & infrastructure

Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

EXPANDED PUBLIC WORKS PROGRAMME

Document Information	
Document Name	EPWP Non-State Sector Training Strategy
Document version	Version 01
Created by	Directorate: EPWP Non-State Sector
Date created	September 2021

Approved	
Signed:	
Chief Director: EPWP Operations	
Date	

GLOSSARY OF TERMS

ABBREVIATION	FULL TERM
AET	Adult Education and Training
CWP	Community Work Programme
DBE	Department of Basic Education
DCoGTA	Department of Cooperative Governance and Traditional Affairs
DEL	Department of Employment and Labour
DHET	Department of Higher Education and Training
DHET	Higher Education and Training
DPWI	Department of Public Works and Infrastructure
EPWP	Expanded Public Works Programme
ETQA	Education and Training Quality Assurance bodies
IA	Implementing Agent
NAMB	National Artisan Moderation Body
NLRD	National Learner Records Database
NPO	Non-Profit Organisation
NQF	National Qualifications Framework
NQF	Descriptor levels of the National Qualification Framework
NSDS	National Skills Development Strategy
NSS	Non-State Sector
PIVOTAL	Professional, Vocational, Occupational, Technical and Academic Learning
PSET System	Post Schooling Education and Training System
QCTO	Quality Council for Trades and Occupations
SAQA	South African Qualifications Authority
SETA	Sector Education Training Authority
TVETs	Technical and Vocational Education and Training Colleges (formerly known as Private and Public FET Colleges)
WO	Work Opportunity

TABLE OF CONTENTS

1. INTRODUCTION	**5**
2. NSS TRAINING PRINCIPLE IN EPWP PHASE IV	**6**
3. TRAINING IN THE NSS	**6**
4. PROBLEM STATEMENT	**7**
5. PURPOSE OF THE NSS TRAINING STRATEGY	**7**
6. TRAINING LEGISLATION	**7**
7. KEY USERS OF THE STRATEGY	**8**
8. SETTING EPWP TRAINING TARGETS	**9**
9. NSS DEFINITION OF TRAINING PARTICIPANT	**9**
10. NSS ALIGNMENT TO THE PSET SYSTEM	**9**
11. NSS LEARNING PROGRAMME	**10**
11.1. Accredited programme	**10**
11.2 Vocational programme	**11**
11.3 Dual purpose programme	**11**
11.4 Capacity building programme	**12**
11.5 Short non-accredited courses	**12**
12. FUNDING MECHANISM FOR EPWP TRAINING	**12**
13. NSS TRAINING KEY ROLE PLAYERS	**13**
13.1. DPW EPWP NSS Directorate	**13**
13.2. DCOGTA CWP BRANCH	**13**
13.3. THE IA	**13**
13.4. THE NPOs	**14**
13.5. THE EPWP TRAINING UNIT	**14**
14. NSS NPO PROGRAMME PRIORITY COURSE	**14**
15. NSS TRAINING INFORMATION FLOW CHART	**15**
16. COMMUNICATION AND REPORTING	**16**
17. MONITORING AND REVIEW OF THE STRATEGY	**16**
18. CONCLUSION	**16**

1. INTRODUCTION

The Expanded Public Works Programme (EPWP) is a nationwide government led initiative with the objective of providing work opportunities and income support to poor and unemployed people through the delivery of public and community assets and services, thereby contributing to development. The EPWP Phase I was introduced in 2004 and it was implemented over a period of 5 years (2004 - 2009). Subsequent to the successful implementation of Phase I, where 1 million work opportunities (WO) were created for the poor and unemployed people in South Africa, Cabinet approved the continuation and broad proposals for scaling up the EPWP into Phase II. The EPWP Phase II was implemented over a period of 5 years (2009 - 2014) as well.

EPWP Phase II proposals contained two new elements, an incentive/performance based allocation for the EPWP to drive the further expansion of existing government implemented programmes and the expansion of the EPWP into non-state managed programmes. This decision brought about the establishment of the Non-State Sector (NSS) which became the fourth sector of the EPWP in addition of the Social Sector, Infrastructure Sector and the Environment and Culture Sector. The NSS consists of two set of programmes namely; the Non-Profit Organisation (NPO) Programme and the Community Work Programme (CWP). The NPO programme is led by National Department of Public Works and Infrastructure while the CWP programme is led by the Department of Cooperative Governance and Traditional Affairs (DCoGTA). Both these programmes are implemented through appointed implementing agents appointed at the national level to implement the programmes across all provinces.

The primary objective of the NSS is to create an avenue where NPO's can assist government in creating income for large numbers of individuals involved in socially constructive activities. The other objective of the sector is to contribute towards the growth and development of the sector's participants through training and skills development programmes.

To achieve this objective, the sector is supported by the EPWP Training Unit in partnership with the Department of Higher Education and Training (DHET) through the National Skills Fund (NSF), Sector Education and Training Authorities (SETAs), Government Departments, the Private Sector, Community Colleges and other Tertiary Institutions.

In 2019, Cabinet approved the further continuation of the EPWP into Phase IV for another period of 5 years (2019-2023) and the objective of the EPWP Phase IV is to "To provide work opportunities and income support to poor and unemployed people through the labour-intensive delivery of public and community assets and services, thereby contributing to development".

Therefore it goes without say that the NSS must continue to strive for the provision of training in respect of participants in the two programmes, that is, CWP and NPO.

2. NSS TRAINING PRINCIPLES IN EPWP PHASE IV

The following principles must be adhered to in the implementation of training within EPWP:

I. The sector endeavour to provide accredited training programmes that lead to a qualification and capacity building programmes as supported by various stakeholders. However, it should be noted that the sector's NPO funding model does not cater for training budget of participants.
ii. Training within the sector will be in line with project activities during project implementation. Any training intervention which is not linked to any sector project will be regarded as capacity building or exit intervention.
iii. The sector will develop the training needs which are responsive to the approved sector's priority list; and
iv. Training remains critical, however, it is non-mandatory and should be implemented where it is required depending on availability of training funds.

3. TRAINING IN THE NSS

For purposes of NSS, training is defined as any quality structured learning or skills development intervention which is intended to enhance quality and productivity during project implementation and/or enhances participants' skills and prepares the participants for active participation in the economy beyond the programme as well as capacity building. Training components include the theory, practical, workplace learning, and certification.

The NSS training will focus on community development enhancement, mitigation of gender based violence and feminism, community activism and volunteerism programmes aimed at triggering development in communities. It is the aim of the sector to ensure that project activities enhance the knowledge and skills of participants. The sector will also focus on capacity building programmes in order to provide NPOs staff/personnel with the necessary skills to implement the programme.

The following are the current capacity building initiatives within the sector:

I. NSS Provincial Induction – the aim of these sessions is to capacitate the NPOs on the programme reporting mechanisms, contractual obligations, legislative frameworks governing NSS and programme governance structures.
ii. Governance and Administration – this training aims at capacitating NPOs personnel on the appropriate governance, reporting and administration methods applicable to the sector to enhance the programme performance, accountability and compliance.

The above mentioned capacity building initiatives are funded through the NPO programme implementation budget. However, there are still challenges that impede the effective implementation of training within the sector, such as limited budget for training, participants low skills level, under reporting of training, fewer private sector partners to augment the available skills and development budget.

Therefore, the sector saw it fit to develop the training strategy to serve as a guiding document for the sector stakeholders on how training is implemented across all spheres, to outline the legislative frameworks governing the implementation of training and key stakeholders involved in the implementation of training within the sector.

4. PROBLEM STATEMENT

Although notable training milestones were achieved within the sector since inception in the year 2009; but the following challenges still impede the distinguished achievements of training targets within the sector, 1) lack of funding for training, 2) the low NQF levels of participants at entry in the programme, 3) Fewer funding stakeholders to provide adequate training budget, and 4) Under reporting of training opportunities.

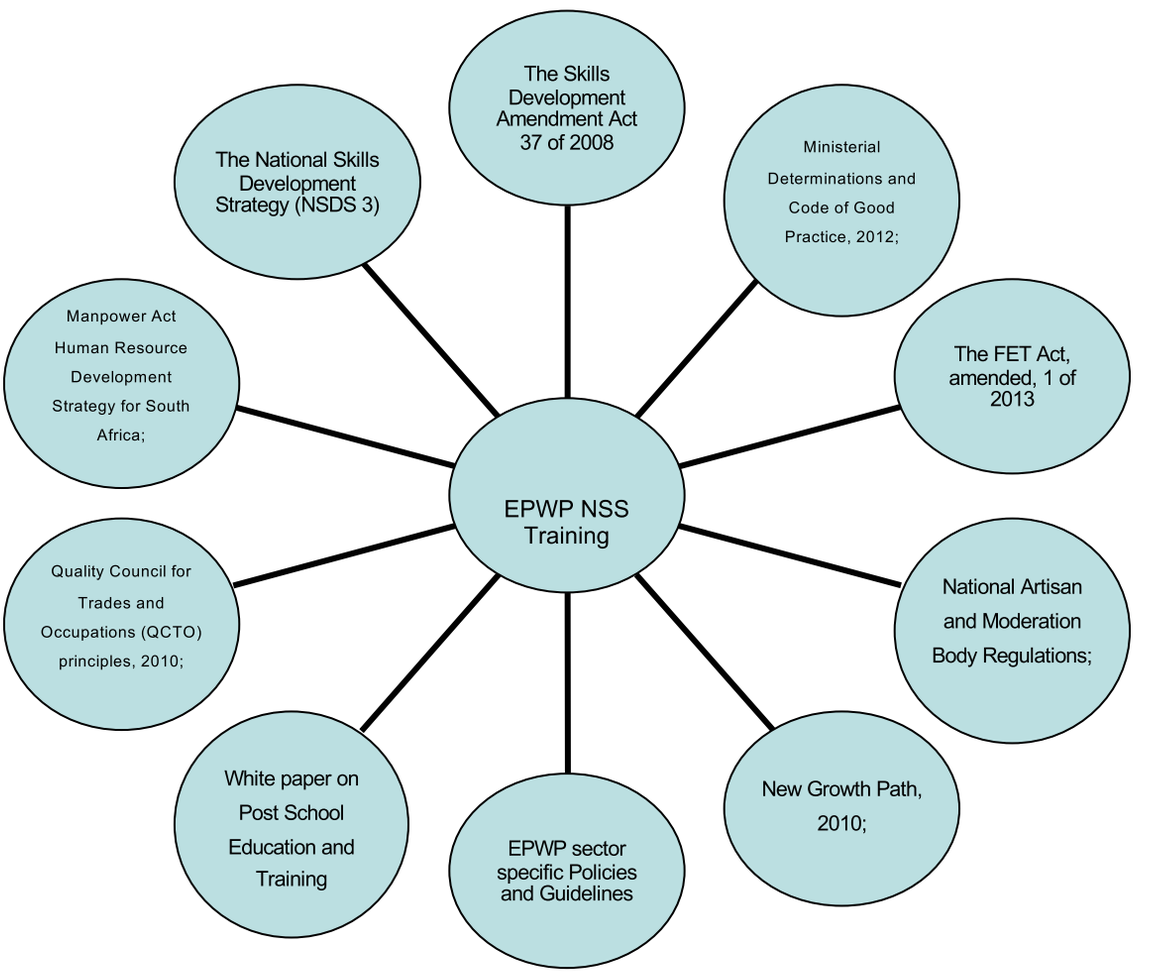
5. PURPOSE OF THE NSS TRAINING STRATEGY

The purpose of this strategy is to:
I. Guide the sectors' stakeholders/officials on how training is coordinated, managed and implemented within the sector;
ii. Guide implementers on possible interventions to address the challenges related to training;
iii. Ensure alignment of the NSS training with the EPWP Training Framework as guided by the applicable skills development legislation governing training in the country; ands
iv. Guide implementers on possible partnerships and collaborations with the private sector to enhance skills development within the sector; and
v. Highlight the importance of reporting training opportunities on the EPWP Reporting System.

6. TRAINING LEGISLATION

The NSS training strategy is aligned to the following policy, legislative and strategic prescripts illustrated below (Diagram 1) which were introduced by Department of Higher Education and Training (DHET) and adopted by the DPWI. These legislative prescripts seek to contribute to the sustainable livelihoods and the decent job agenda of government which the EPWP is part of.

Diagram 1: Legislative Prescript Governing the NSS Training



7. KEY USERS OF THE STRATEGY

The NSS training strategy is applicable to the following key users and implementers:

I. Officials and implementers managing NSS training across all spheres; and
ii. Other related parties involved in the implementation of training within the sector.

8. SETTING EPWP TRAINING TARGETS

The setting of training targets is primarily informed by availability of training budget within the sector, sector's skills audits conducted and training needs. The sector training targets is guided by the baseline and training performance from previous years as funded by EPWP training unit through the NSF. For the purpose of good governance and accountability, the NSS is expected to put in place measures to ensure the achievements of this targets. The following are some of the measures developed to ensure the achievement of the set training targets:

I. Sector plans with projects lists indicating training needs;
ii. Sector priority course list outlining key training programmes. However, the training programmes are not limited to this list;
iii. The sector's training interventions implemented, performance and achievements will be reported to the relevant structurers for noting and approval;
iv. Where the Implementing Agents (IA) has secured its own internal budget for NSS training, such training may not be limited to accredited training, whereas in case of the externally funded training, accredited training should be prioritised; and
v. Any training (accredited or non-accredited) conducted by the IA will be reported on the EPWP reporting system.

9. NSS DEFINITION OF TRAINING PARTICIPANT

The following will be defined as participants eligible for training within the sector:
I. NPO personnel working on administration of the NPO programme;
ii. Project supervisors responsible for coordinating and monitoring training implementation at the NPO level; and
iii. Participants receiving the NSS wage subsidy who are often referred to as volunteers at the NPO level.

10. NSS ALIGNMENT TO THE PSET SYSTEM

NSS training will include PIVOTAL programmes for both technical and soft skill interventions. These programmes are accredited by various ETQAs and the QCTO, as well as a limited uptake of non-accredited programmes as per the need. Listed below are some of the pivotal programmes that can be applicable to the sector:

I. Technical training programmes – this includes technical, vocational, occupational skills which may amongst others include bricklaying, carpentry, and plastering;
ii. Soft skills training programmes – which are non-technical and mainly personal capacity building in nature e.g. financial management, Data Capturing, Office Administration, Work integrated Learning, ARPL etc;
iii. Any training which is implemented before commencement or after completion of an NSS project is regarded as graduation, capacity building or exit training intervention;

The various training interventions offered during project implementation and at exit level, enhance the participants' personal growth and the quality of communities' assets, thus contributing to sustainable livelihoods. This amongst others include professionalization of training, academic programmes etc. Therefore, the sector continue to source external funding and forge partnership and collaborations with the private sector to augment the available budget and maximize the implementation of training to enhance the skills and knowledge of participants.

11. NSS LEARNING PROGRAMME

In line with the NSS business plan for Phase IV and as supported by the EPWP Training Unit, the sector will implement the following learning programmes:
I. Occupational programmes
ii. Accredited courses/ credit bearing programmes;
iii. Dual purpose programmes which are credit bearing but learners do not get credits, and not receive credits;
iv. Short non-accredited courses - these should be undertaken for exceptional case only & the extent should be limited scale, and such courses must be internally funded by the public bodies budgets not externally sourced funding; and
v. Vocational programmes: Nated programmes / Artisan development programmes.

11.1 Accredited programme

Accredited programmes are credit bearing programmes which are registered on SAQA and/or QCTO database. These may be occupationally based programmes, unit standard based, vocational programmes as well as the nated programmes / trades. The unit standard-based programmes are quality assured by SETA ETQAs whereas the occupationally based programmes, vocational and nated programmes are registered and quality assured by the QCTO. These programmes include the occupational programmes as well as the legacy programmes where the QCTO has not yet aligned and resourced a training programme for provisioning:

I. Registered/non registered Skills programmes (SETAs/QCTO unit standard based);
ii. Part qualifications (QCTO Occupational) and nated programmes;
iii. Full qualifications - unit standard based or Occupational qualifications (mainly learnerships, academic programmes etc); and
iv. Trades - Artisan Development programmes.

The Requirements for accredited programme are as follows:

The NSS will continue to work together with the EPWP Training unit to promote the implementation of accredited training programmes, work closely with the South African Qualification Authority (SAQA) to ensure that the sector priority list courses are valid and active prior to implementation.

I. Have limited validity period as determined by SAQA, and therefore expire. The Training unit will support the NSS in ensuring that any expired programme must be reactivated or re-registered with the relevant structure;
ii. The sector will conduct oversight monitoring of training to ensure that training programmes are conducted by an appropriately accredited training provider;
iii. The sector working together with the training unit will ensure that there is a structured assessment and moderation by registered assessors or moderators;
iv. The sector and training unit will ensure that learners receive SAQA - recognised credits/ qualification at the successful completion of such courses.

11.2 Vocational programmes

To ensure the successful implementation of vocational programmes, the NSS will ensure the availability of project sites and participants to be trained. The sector will in partnership with the training implementation stakeholders select projects that will be conjunction for vocation programme learning. These programmes are based on trades and combine theory, practical work and workplace practice in a chosen trade field and ends in a trade test and an artisan certificate of competence.

They include nated programmes and full artisan development programmes. Apprenticeships are monitored by the QCTO. The National Artisan Moderation Body (NAMB) oversees the quality assurance of apprenticeships on behalf of the QCTO. NAMB is responsible for moderating trade tests, developing and managing a national database of registered artisan trade assessors and moderators, recording artisan achievements and recommending the certification of artisans to the QCTO.

11.3 Dual purpose programmes

To address the challenge of the sector participant's low NQF level, the NSS is targeting to implement the dual purpose programmes. These programmes may be implemented at the minimal level where learners NQF level or experience does not suffice for the learner to successfully participate and be certificate:
I. These are unit standard-based programmes that are registered on the SAQA database, and therefore bear credits;
ii. The credit bearing or non-credit bearing option depends on whether the learner wants to undergo the assessment;
iii. Learners who undergo structured assessment and moderation may receive credits or qualification at the successful completion;
iv. Where the learner chooses not to be assessed at the end, they receive no credits despite the credit bearing nature of the programme; and
v. This training may be conducted by an accredited or non-accredited ETQA approved training provider.

11.4 Capacity Building Programme

To contribute toward the sustainability of the contracted NPOs, the sector will implement the capacity building programmes targeting the NPOs in order to improve their organisational capacity and contribute towards their growth and development. These programmes aims at assisting the NPOs to be sustainable and the capacity building programmes include the conducting of workshops, seminars and business development modules which may be accredited or non-accredited as supported by the sector stakeholders.

The following should be considered when implementing dual purpose programmes:
I. Although these courses are unit standard based, learners may not be formally assessed at the end of training and therefore do not receive credit for the course; and
ii. The purpose of the training is the deciding factor on whether the credits should be awarded or not i.e. the training for enrichment/ capacity building or to achieve credits.

11.5 Short non-accredited courses

These courses are not linked to any accredited registered qualification. They may only be implemented at a limited scale:
I. They may be relevant to specific project requirements where the equivalent accredited programme does not exist;
ii. Where the existing accredited programme is not responsive to participants' low NQF levels etc;
iii. They may be designed by public bodies or may not necessarily be registered with SAQA, QCTO and ETQAs; and
iv. Such courses must be internally funded by the public bodies' budgets and not externally sourced funding which is prescribed to be supporting accredited programmes.

Such training must be reported on the EPWP reporting System as per the set prescripts.

12. FUNDING MECHANISMS FOR EPWP TRAINING

At this stage, the NSS funding model does not cater for training of participants, meaning that there is no ring-fenced budget allocated by the National Treasury to support NSS training initiatives. The delivery of EPWP training is leveraged through various support mechanisms which include:

i. External sourced funding: It is the responsibility of the EPWP Training Support unit, with support of regional and provincial DPWI, to source funds from possible funders to fund EPWP participant's training, but not limited to, the DHET structures e.g. National Skills Fund, the ETQAs, the institutions of higher learning and TVET Colleges, private sector or any other funder who is mandated to provide such support; and

ii. Internal/own funding: at this stage, the NSS fully depend on budget sourced by EPWP Training Support unit sourced from external funders as stated above. However, the NSS will strengthen collaborations with the training unit to ensure that clear ear-marked funding of the DHET NSF allocation is set aside for NSS participants' training or so.

13. NSS TRAINING KEY ROLE PLAYERS

For NSS training to be implemented effectively, the sector needs coordinators who will ensure that the training request or opportunities are communicate timeously, ensure the smooth implementation and conduct oversight monitoring in the implementation of training within the sector. Listed below are the key role players responsible for coordination of training within the sector and their roles and responsibilities:

13.1 DPWI EPWP NSS Directorate

The EPWP NSS directorate as the lead sector in the implementation of the NPO programme and coordinating training in the overall sector will be responsible for:

I. Developing the sector training strategy;
ii. Conducting the training and skills audit;
iii. Developing training plan, annual training priority list and guidelines;
iv. Communicating training opportunities to the implementing agent;
v. Participating in the training initiation meeting ;
vi. Ensuring that training conducted is reported; and
vii. Monitoring the implementation of training.

13. 2 DCOGTA CWP BRANCH

I. Conducting the training and skills audit;
ii. Developing training plan, annual training priority list and guidelines;
iii. Communicating training opportunities to the implementing agents;
iv. Participating in the training initiation meeting ;
v. Ensuring that training conducted is reported; and
vi. Monitoring the implementation of training.

13. 3 THE IA

The appointed Implementing Agents for both the NPO and Community Work programmes will be responsible for performing the tasks below to support the implementation of training:

I. Communicate the training opportunities to the NPOs;
ii. Facilitate and coordinate the submission of training application forms; and
iii. Monitor the implementation of training and report training conducted on the EPWP Reporting System and where relevant.

13. 4 THE NPOs

The NPOs as the implementing arms of the Non-State Sector programme are responsible for performing the task outlined below in relation to the implementation of training:

I. Implementing agents of the NSS programmes on behalf of the DPWI and DCoGTA for a specific period;
ii. Recruit or nominate participants for training against the agreed criteria;
iii. Facilitate the submission of training application form timeously; and
iv. Keep reports of the training undertaken and ensure reporting of training.

13. 5 THE EPWP TRAINING UNIT

The EPWP Training Unit as the overall training support unit is responsible for performing the following task in relation to the implementation of training with the NSS:

I. Develop the overall EPWP training framework and provide a broad policy directive to the EPWP sectors and implementers;
ii. To align EPWP training to applicable skills development legislation.
iii. Provide training focal areas and guide sectors, officials and implementers and their relevant structures in designing training implementation strategies for EPWP projects;
iv. Guide implementers on possible partnership and collaboration with the private sector to enhance skills development within the EPWP; and
v. Guide implementers on possible interventions to address the challenges related to training.

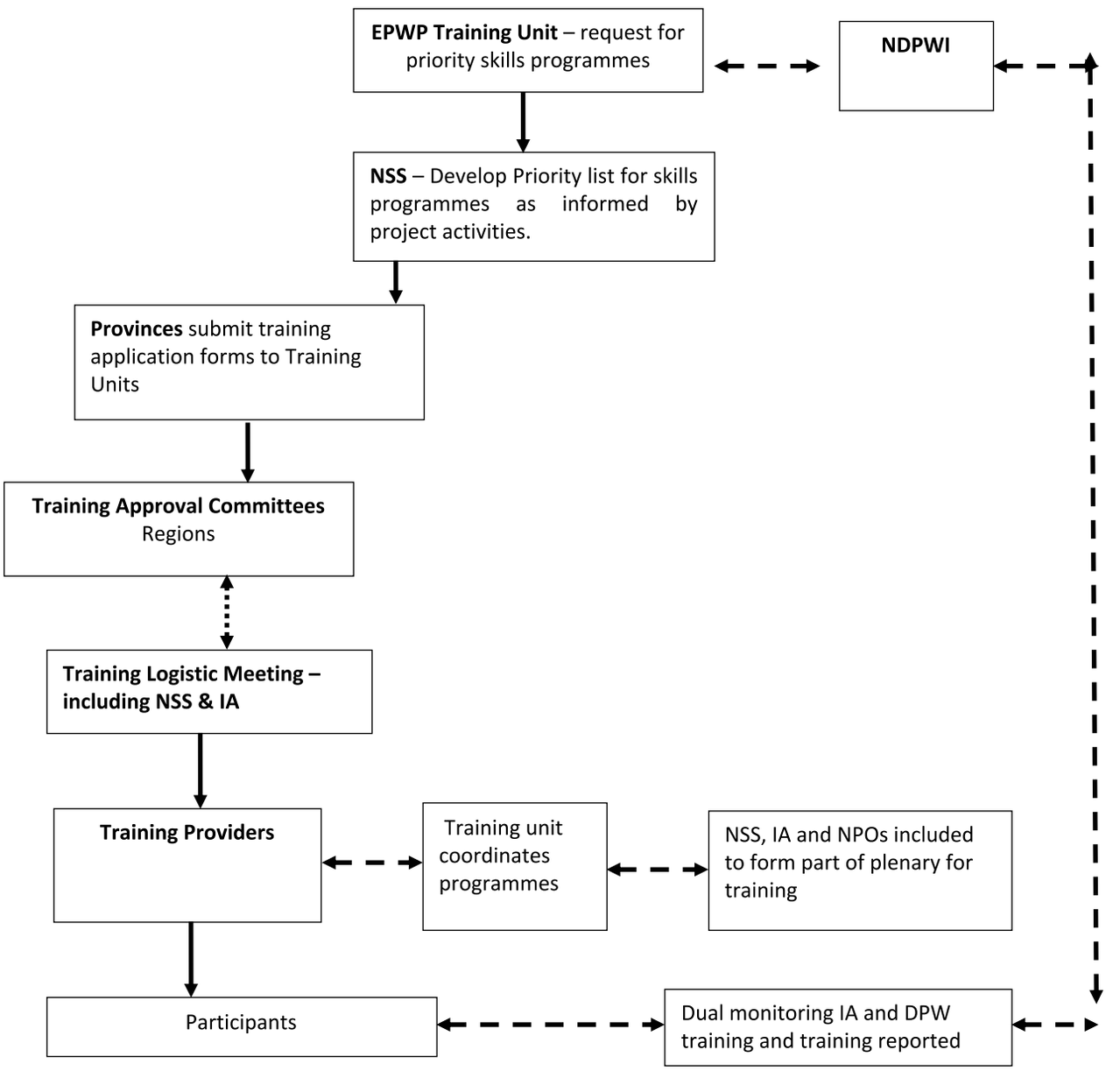
14. NSS NPO PROGRAMME PRIORITY COURSE

The NSS signed training priority course list for 2021/22 financial year is attached as (Annexure A) of this strategy.

15. NSS TRAINING INFORMATION FLOW CHART

The diagram below summarises the training information flow chat within the NSS

Diagram 2: NSS Training Information Flow Chart



16. COMMUNICATION AND REPORTING

This strategy will be approved by the relevant or delegated authority upon:

I. Alignment to the principles of the EPWP Training Framework and sector needs ;
ii. Communication of the draft strategy with all relevant stakeholders to solicit inputs prior approval by the Chief Director;
iii. Confirmation that the NSS will be supported by EPWP Training Units and Programme Managers to ensure that training is implemented successfully at the provincial level.

17. MONITORING AND REVIEW OF THE STRATEGY

I. The Implementation of this strategy will be monitored through the sector's governance structures established at national and provincial level; and
ii. This strategy will be reviewed annually or as and when the need arises.

18. CONCLUSION

It is assumed that stakeholders involved in the implementation of training within the sector will work together to ensure the successful implementation of training. It is recommended that the Implementing Agents of the sector and the NPOs develop files particularly for training, so that all documentation pertaining participants' training undertaken, such as attendance registers and certificates can be accessible for audit purposes.

It is also required that all training [NSF funded and Non-NSF Funded] conducted through the efforts of the EPWP Training Unit in respect of the NSS Programmes, should be reported on the EPWP reporting system.