

International Conference
27 August 2020, 10:00 - 14:30

Dual Vocational Training in South Africa Based on the German Model

South Africa



Partner For SADC



OUR MISSION

At the Southern African German Chamber of Commerce we enable the highest quality of dual vocational training and education (VET). Our Dual VET leads to 95% of our graduates being absorbed within the company and the 5% securing employment within the first six months

OUR VISION

Facilitating Skills Development for South African Business.



Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry



Partner For SADC

HISTORY SA-GERMAN CHAMBER IN LOCAL EDUCATION

1984

THE FUNDA CENTRE: SCIENCE EDUCATION CENTRE
Science Education, Adult Education and Advanced Teachers Training
Funded by: German Federal Government, SA-German Chamber & member companies

1991

BUILDER TRAINING CENTRE (BTC) – SOWETO
Training programme to provide construction and building skills

2017

ADVISORY COMMITTEE: TRAINING & EDUCATION
Coordinate, expand, develop, integrate

2020

FREIGHT FORWARDING & LOGISTICS GERMAN DUAL VOCATIONAL TRAINING.

1985

COMMERCIAL ADVANCEMENT TRAINING SCHEME (CATS)
Train Commercial Administrators, Business Administration work-integrated learnership programme

2000

2008

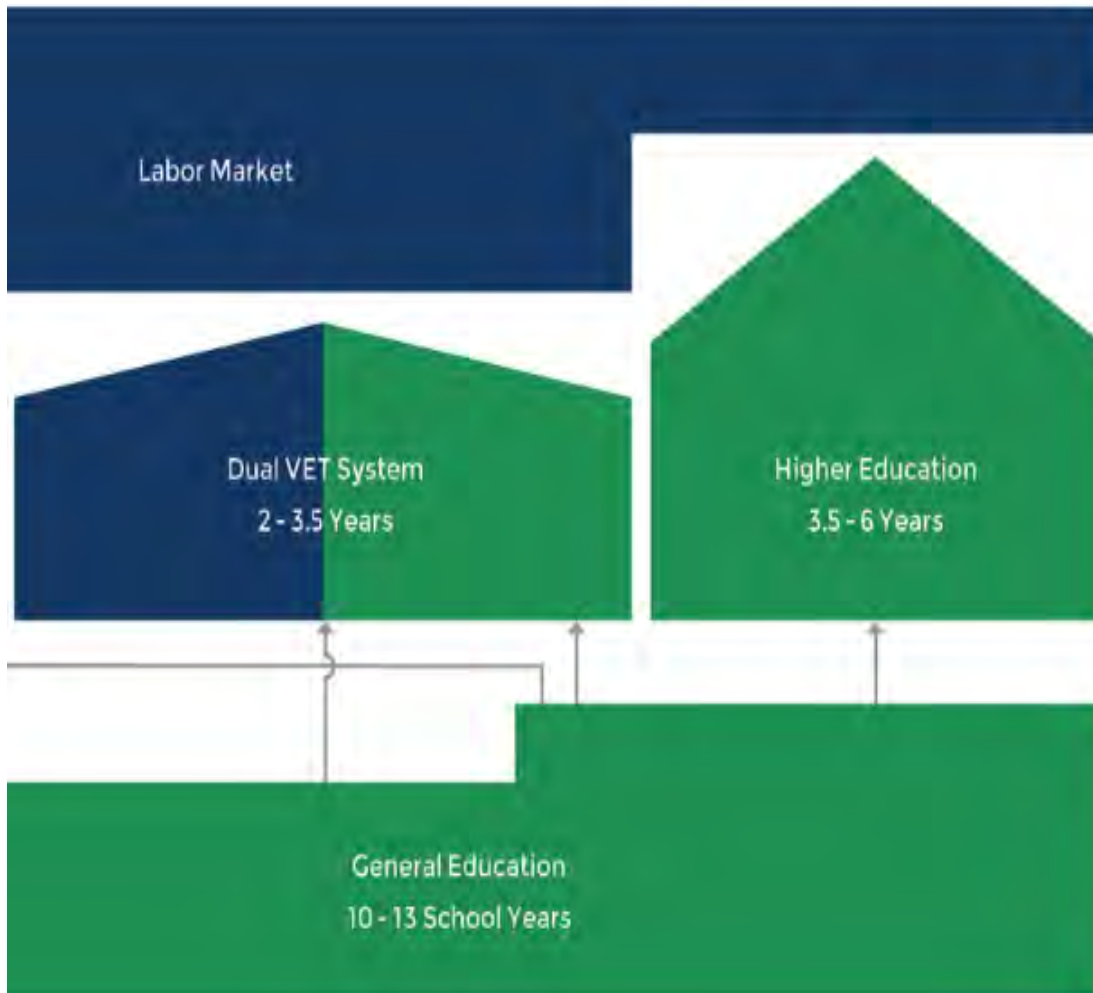
SOUTH AFRICAN GERMAN TRAINING SERVICES (SAGTS)
Strategic marketing and management for the training divisions CATS and BTC

2019

MECHATRONICS GERMAN DUAL VOCATIONAL TRAINING.



Overview about Dual VET: a common path to employment



Dual vocational training is characterized by the fact that learning takes place in two places, with **Companies & Vocational schools**

acting as equal partners.

Vocational school

- Intervention of theoretical knowledge, vocational schools offer lessons in vocational (2/3) and general education (1/3) subjects free of charge
- 30 % of time spent
- Based on unified training plan

Company

- Apprenticeship in company
- Learning by doing
- 70 % of time spent , training under real-life working conditions (in-company trainer, up-to-date equipment, etc.)
- Unified training plan



Duration of Dual VET between 2 and 3,5 years (depending on profession)

Responsibilities and Structure in Dual Vocational Training

Business community, Social partners, Government are all involved in Dual VET

Chamber

- Organization and coordination
- Quality Management
- Coordination between both learning places
- Representing & Organizing companies needs, interest & inputs
- Advise companies on VET
- Train in-company trainers
- Monitor in-company training (facilities, instructors, etc.)
- Support companies in finding trainees
- Organise interim and final exams

Government, Training & Skills Development Institutions & Social Partners

- Financing (SARS Rebates & Allowances, SETAs (Register training contracts, Monitor in-company training facilities, instructors, Financing, etc.)
- QCTO (Quality managed for the local Certification and curriculum)
- Labour unions and employer associations negotiate training allowances for trainees
- Are involved in the development of in-company training standards
- Are part of the examination boards

DUAL VET (German and South African Certification)

Company

- In-house company training
- Rotation through departments/functions
- Assessment against specific areas
- Workplace report, practical exam

Vocational School

- Theoretical vocational training
- Industry based learning areas
- Tests, Assignments & Formal Exams

Committee Structure

*Appointed
Chairman*

Dr. Markus Thill,
President of
Africa



*Appointed
Deputy
Chairman*

Mr. Nico
Landman, CEO
at

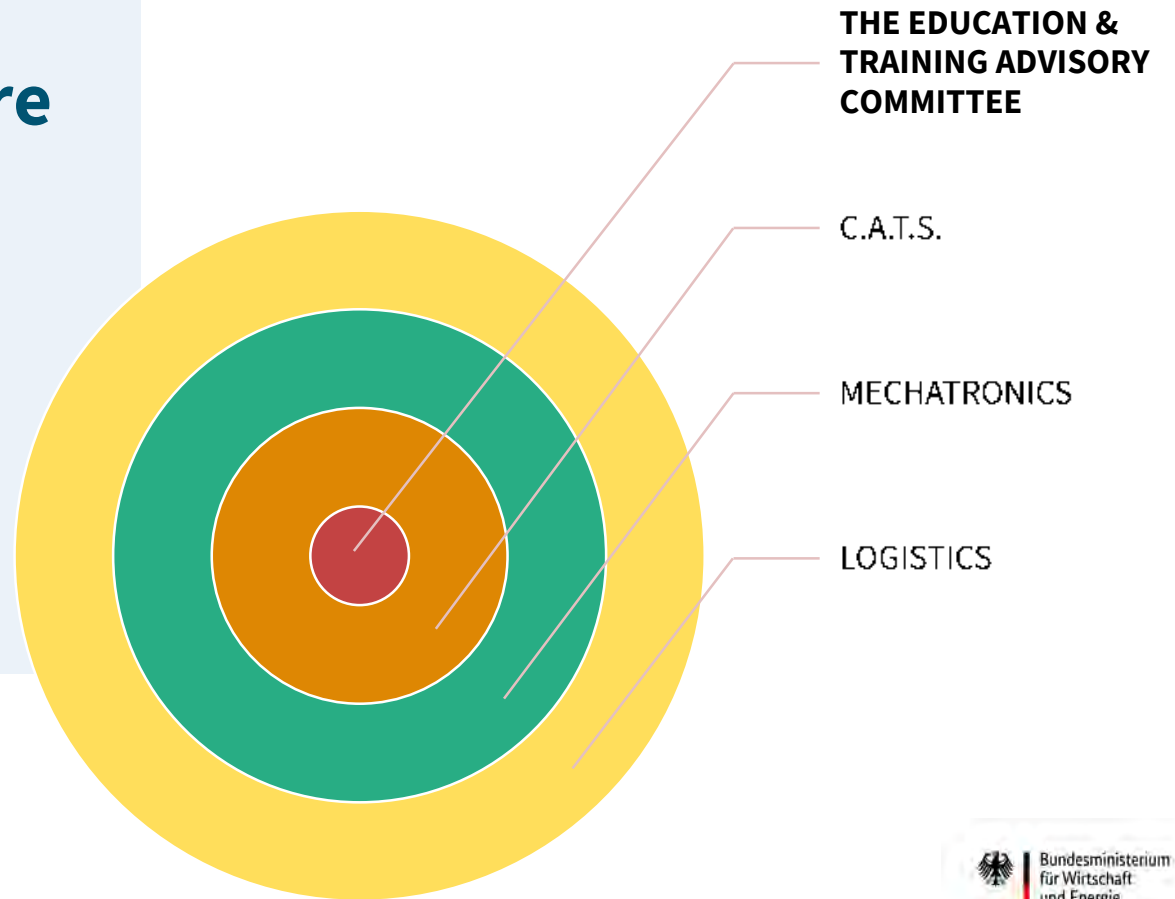


*Appointed
Secretariat*

Ms. Isabella
Hlabangu, Head
of Training & CSR
at



Dual Vocational Training Programme - Committee Structure



STRUCTURE OF THE LEAD TASK GROUP LOGISTICS

Appointed Spokesperson

Mr. Ralf Schneider,
Former MD



Appointed Deputy Spokesperson

*Mr. Sebastian Heine, Chief
Delegate South Africa at*



Appointed Secretariat

Ms. Amelie Volk, Skills Expert
at



Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry



 **Partner For SADC**



Introduction: Roles & Responsibilities of the Training & Education Advisory Committee



INTRODUCTION

- The Southern African-German Chamber of Commerce and Industry is committed to providing relevant and industry-focused Dual Vocational Training Programmes.
- In an effort to improve our programmes, curriculum, and delivery strategies, we created an Education & Training Advisory Committee.
- To be effective and relevant, we believe it is critical that representatives from business and industry all have the opportunity to provide input and service on this committee.
- Committee is open to government and industry representatives, but also open for cooperation with TVET training institutions from the government sector.
- Working groups have been setup to handle different processes of implementation, i.e. Certification & Accreditation, Administration Structure, Recruitment of students, Financials and Infrastructure.
- The linkage between industry and training institutions is very important.



ROLES & RESPONSIBILITIES OF THE COMMITTEE

- Dealing with all fundamental matters in the area of Dual Vocational Training
- Strive for continuous development of the quality in vocational training and further education
- Support thereby staff working in the area of Dual Vocational Training
- Determine the rules and regulations for the implementation of and the quality assurance in Dual Vocational Training and its examinations.
- The Committee shall act on all important matters relating to the Dual Vocational Training. This includes in particular:
 - a) Rules
 - for the suitability of training institutions
 - for the maintenance of written training documentation
 - for the length of education and training
 - for the conduct of examinations
 - for the conduct of external and in-company training
 - b) Essential issues relating to training contract between the parties involved



GERMAN DUAL V.E.T. AT THE CHAMBER



BUSINESS ADMINISTRATION

2 year C.A.T.S. programme



MECHATRONICS

3.5 year programme



LOGISTICS

3 year programme



Dual Vocational Training for and with South Africa

Business Administration –

2 year CATS programme

- *Introduction Course*
- *Office administration*
- *Business and Office Administration 1*
- *Bookkeeping*
- *Marketing Mgmt. & Public Relations*
- *Business Law & Admin Practice*
- *Cost & Management Accounting*

Assessed by ICB:

Imbedded Certificate in Office Administration (NQF4)

- *Business and Office Administration 2*
- *HRM and Labour Relations*
- *Economics*

Assessed by ICB: Imbedded in Higher Certificate in Office Administration (NQF5)

- *Project Planning and Evaluation*
- *Purchasing and Financing*
- *Logistics and Production*

*Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Industrie Kaufmann/-frau*

Mechatronics

3.5 year programme

- *Mechatronics Technician: German Dual Vocational Training as per current German Curriculum.*
- *Merseta Mechatronics Technician Apprenticeship*

*Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Mechatronics Technician*

AND

MerSETA/ QCTO/ INDLELA as per Mechatronics Trade Test Red Seal (NQF5)

Logistics and Supply Chain

3 year programme

*Introduction course
Fundamental literacy
Fundamental mathematics
Geography
The training company
Organizational behavior
Freight forwarding
Warehousing
Customs*

Assessed by RIA: National Certificate in Freight Forwarding & Customs Compliance (NQF 3)

*Process-oriented service provision
International trade
Purchase management & controlling
Contracts, liability & insurance
Marketing*

Assessed by TP: FET Certificate in Freight Forwarding & Customs Compliance (NQF 4)

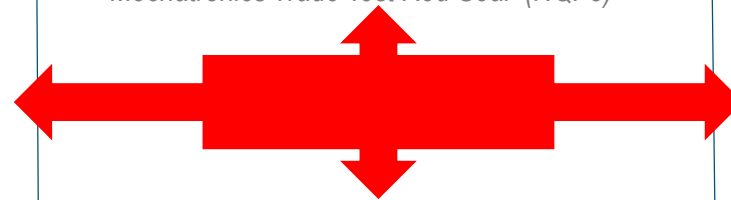
*Freight forwarding & logistic services
Forwarding & transport*

*Groupage
International freight forwarding
Logistic services*

*SCM
Dangerous goods, protection & safety*

*Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Industrie Kaufmann in Freight Forwarding & Logistics*

Assessed by TP: National Certificate: Supply Chain Management (NQF 5)



Dual Certification : South African and German for all Programmes



Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry

Partner For SADC

COMPANY BENEFITS



- Provide your own or choose from pre-selected candidates
- Get young, motivated and skilled employees
- Employee that is familiar with the workplace & decrease cost of employment
- Increase productivity and efficiency



What makes the SAGCCI Dual Vocational training unique?

1

Theory in classroom - creating positive energy between students

3

Certification based on RSA & German standards - comparable to a German apprentice

5

Based on industry specifications & immediately accessible employee

2

Continuous and institutionalized education and training

4

Extended curriculum - Germany & South Africa

6

Unified training for the industry



Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry



Partner For SADC

Companies & Institutions represented in our Training Initiatives



Automotive Industry Development Centre
Your partner in boosting global competitiveness
A subsidiary of the Training, Skills and Development agency



Transport Education Training Authority
Heart of Skills Innovation



BOSCH
Invented for life



Meet the SAGCC Training Team



Isabella Hlabangu

Head of Training & CSR



Boitumelo Mokgosi

Training Assistant



Amelie Volk

Skills Expert



Taurai Gumbo

Senior Lecturer



Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry

 **Partner For SADC**

THANK YOU!



Deutsche Industrie- und Handels-
kammer für das südliche Afrika
Southern African-German Chamber
of Commerce and Industry

 **Partner For SADC**

Contact us

47 Oxford road
Forest Town
Johannesburg

Tel: +27 (0)11 486 2775

Email Adresse

cats@germanchamber.co.za
avolk@germanchamber.co.za



SA-German Chamber of Commerce and Industry



Deutsche Industrie- und Handels-
kammer für das südliche Afrika
Southern African-German Chamber
of Commerce and Industry

 **Partner For SADC**