Is Vocational Training a Question of Culture or System?

Yorck Wurms
Unemployment 2018

<table>
<thead>
<tr>
<th>Total</th>
<th>Youth</th>
</tr>
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<tbody>
<tr>
<td>RSA</td>
<td>26,92%</td>
</tr>
<tr>
<td>GER</td>
<td>5,2%</td>
</tr>
</tbody>
</table>

- RSA: 53,79%
- GER: 6,2 %
Figure 3.1: Percentage distribution of student enrolments in Post-School Education and Training institutions, 2017

- HEIs: 52%
- TVET colleges: 29%
- CET colleges: 11%
- Private colleges: 8%
Vocational training (Auszubildende) vs Students (Studenten)
Is the university degree not the best education?

• But even as universities have boomed, productivity growth in the rich-country economies has fallen.

• Many suspect...that universities are not teaching the right subjects, and are producing more graduates than the labour market needs.

• (The Economist, 8th August 2020)
Total number of apprentices
Germany
Table 5.1: Enrolment in TVET colleges, 2010 – 2017

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</thead>
<tbody>
<tr>
<td>NC(V)</td>
<td>130 039</td>
<td>124 658</td>
<td>140 575</td>
<td>154 960</td>
<td>166 433</td>
<td>165 459</td>
<td>177 261</td>
<td>142 373</td>
</tr>
<tr>
<td>Report 191 (N1-N6)</td>
<td>169 774</td>
<td>222 754</td>
<td>359 624</td>
<td>442 287</td>
<td>486 933</td>
<td>519 464</td>
<td>492 026</td>
<td>510 153</td>
</tr>
<tr>
<td>Occupational Qualifications</td>
<td>23 160</td>
<td>20 799</td>
<td>62 359</td>
<td>19 000</td>
<td>19 825</td>
<td>20 533</td>
<td>13 642</td>
<td>10 969</td>
</tr>
<tr>
<td>Other</td>
<td>35 420</td>
<td>32 062</td>
<td>95 132</td>
<td>23 371</td>
<td>29 192</td>
<td>32 424</td>
<td>22 468</td>
<td>24 533</td>
</tr>
<tr>
<td>Total</td>
<td>358 393</td>
<td>400 273</td>
<td>657 690</td>
<td>639 618</td>
<td>702 383</td>
<td>737 880</td>
<td>705 397</td>
<td>688 028</td>
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</tbody>
</table>
Table 5: Number of workers and unemployed persons registered and certified in SETA-supported learning programmes, by programme type, 2011/12 - 2017/18

<table>
<thead>
<tr>
<th>Year</th>
<th>Registered</th>
<th></th>
<th></th>
<th>Total Registered</th>
<th>Certified</th>
<th></th>
<th></th>
<th></th>
<th>Total Certified</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Learnerships</td>
<td>Internships</td>
<td>Skills Programmes</td>
<td>Total</td>
<td>Learnerships</td>
<td>Internships</td>
<td>Skills Programmes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011/12</td>
<td>43 871</td>
<td>3 452</td>
<td>87 906</td>
<td>135 229</td>
<td>29 197</td>
<td>875 27</td>
<td>117 602</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012/13</td>
<td>50 885</td>
<td>6 127</td>
<td>74 587</td>
<td>131 599</td>
<td>37 158</td>
<td>2 195</td>
<td>86 491</td>
<td>125 844</td>
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<tr>
<td>2013/14</td>
<td>75 782</td>
<td>8 017</td>
<td>92 508</td>
<td>176 307</td>
<td>38 796</td>
<td>2 510</td>
<td>109 547</td>
<td>150 853</td>
<td></td>
</tr>
<tr>
<td>2014/15</td>
<td>77 931</td>
<td>12 006</td>
<td>137 880</td>
<td>227 817</td>
<td>40 891</td>
<td>3 663</td>
<td>106 459</td>
<td>151 013</td>
<td></td>
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<tr>
<td>2015/16</td>
<td>94 369</td>
<td>13 135</td>
<td>123 593</td>
<td>231 097</td>
<td>43 322</td>
<td>3 352</td>
<td>127 144</td>
<td>173 818</td>
<td></td>
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<tr>
<td>2016/17</td>
<td>101 447</td>
<td>17 216</td>
<td>131 017</td>
<td>249 680</td>
<td>58 080</td>
<td>6 777</td>
<td>116 141</td>
<td>180 998</td>
<td></td>
</tr>
<tr>
<td>2017/18</td>
<td>111 681</td>
<td>12 935</td>
<td>144 531</td>
<td>269 147</td>
<td>48 002</td>
<td>6 496</td>
<td>122 979</td>
<td>177 477</td>
<td></td>
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Source:
Statistics on Post-School Education and Training, 2016
SETA Quarterly Reports, 2017/18
The findings of this research indicate that learnerships are **not effective** in achieving the stated goals of the programme.

National Planning Commission Report 2020

**Baseline (2010)**
- University Enrolment: 983,703
  - % Post-graduate enrolments: 15.5%
    - (Private: 90,767)
- TVET Enrolment: 405,275
  - (Private: 46,882)
- CET Enrolment: 297,491

**Where are we? (2016)**
- University Enrolment: 1,222,030
  - % Post-graduate enrolments: 17.5%
    - (Private: 185,046)
- TVET Enrolment: 688,028
  - (Private: 187,354)
- CET Enrolment: 258,199

**NDP targets**
- University Enrolment: 1,250,000
- TVET Enrolment: 1,600,000
  - % Post-graduate enrolments: 25%
    - (Private: 200,000)
- CET Enrolment: 1,000,000
  - White Paper target: 2,500,000
Mr. Vijayen Naidoo:
Quality Council for Trades and Occupations (QCTO): CEO

**Strengths**
- Strong organizational culture
- Legislative Framework
- Structures
- Occupational Qualifications

**Weaknesses**
- Lack of capacity
- TVET Capacity
- Lack of apprenticeship opportunities.
- Need to strengthen LM forecasting
What is the missing link?
Debit and Credit (Gustav Freytag) the bestseller in the 19 century not about revolution about a young man who through vocational training lives a fulfilled life.
South Africa needs a culture of Vocational training
Thanks

• Questions?
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