AMEU CONVENTION 2014

Infrastructure Skills
Development Grant
Mentorship Programme

Presented by:
MVULENI BUKULA

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Introduction

- ISDG builds institutional and human capacity and unlocks service delivery blockages.
- Creates pool of young professionals with technical, project and operational management skills.
- ISDG roll-out overseen and managed by National Treasury.
- Grant funds assists Municipalities to become “training hosts”.

Celebrating 20 Years of Freedom - Together we have done more!
Background

- Funding requested from National Treasury to expand electrical skills development programme.
- Partnership formed with National Treasury to provide recent graduate with experiential training leading to professional registration.
- ISDG Programme deliverables incorporated into the NMBM IDP and SDBIP to monitor successes and challenges.
Grant conditions

• Diploma or Degree in the built environment
• Register graduates with relevant Statutory Council/professional body.
• Mentoring provided by registered professionals in the same field as the graduates—in—training.
• Funding utilized for training/road to registration costs.
• Graduates exposed to relevant areas of work.
• Absorption strategy included by municipalities.
Eastern Cape ISDG Skills Matrix
Project Intake

- Nelson Mandela Bay Municipality
- Lukhanji District Municipality
- Buffalo City Metro Municipality
- King Sabata Dalindyebo District Municipality
- Alfred Nzo District Municipality.
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<tr>
<th>Profession</th>
<th>Technicians</th>
<th>Technologist</th>
<th>Engineers</th>
<th>Artisan</th>
<th>Other</th>
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Project Management

- NMBM considered to be the forerunners of Grant in the EC, therefore house the Project Management support.
- This assists NT accelerate implementation and provide strategic support to other local municipalities.
- The planning, implementation, and standardization of all business processes and ultimately the operationalization, monitoring and evaluation of the project.
- This includes assistance of a quality assurance function by assisting mentors with the programme design, support of supervisors, and candidate’s registration.
Achievements

- Established strategic partnership as EC Municipalities
- Developed framework to manage trainees
- Approval of training programme by ECSA, etc.
- Appointment of Mentors for all trainees
- Behavioural assessments
- Incorporate programme to KPI & WSP of municipality
- Training programme aligned to suitability of training environment and existing infrastructure projects.
- Training management centrally co-ordinated
Achievements

• Quality Assurance is done prior rotation to next area of training – assessments, ECSA C2.1 form & C2.3 training & experience report form, report, etc.
• Governance structures in place for monitoring and reporting.
• Established strategic relationship with external relationship – ESKOM, DPW, Dept of Rural Development, LG SETA, etc.
Project Governance

• KPIs incorporated to IDP
• Programme deliverables incorporated in performance contracts
• Contractual agreements
• Monitoring and Evaluation – External & Internal control
• Formal Project Governance meetings
Strategic Partners

- esri
- SACPCMP (South African Council for the Project and Construction Management Professions)
- ECSA
- Plato
- Department of Public Works, Republic of South Africa
- Expanded Public Works Programme
- UNICEF
- Eskom
- The South African Council for Planners (SACPPlan)

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## Challenges & Recommendations

<table>
<thead>
<tr>
<th>CHALLENGES</th>
<th>REMEDIAL ACTIONS</th>
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<td>SACPCMP requirements</td>
<td>Negotiate requirements</td>
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<tr>
<td>Cumbersome Supply Chain processes</td>
<td>Sharing resources amongst Municipalities</td>
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<td>Insufficient workplace training environment</td>
<td>Synergize with other public entities</td>
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<td>Compliance with the ISDG framework.</td>
<td>Establishment of governance structures</td>
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</table>
Conclusion

• Timing of ISDG programme is relevant.
• Partnership with other public entities.
• Understanding of training requirements by professional bodies.
• Align programme to other capacity building programmes in local government.
• Municipal buy-in and accountability critical for success of ISDG programme.
Thank you