

# TRANSPORT EDUCATION TRAINING AUTHORITY



**3<sup>rd</sup> WMU International  
Women's Conference:**

***Empowering Women in the  
Maritime Community -  
A South African Perspective***

***Malmo, Sweden  
04 APRIL 2019***



**higher education  
& training**

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA





## **Plenary Session 1: Women in Maritime Leadership**

*Perspectives and insights from women occupying senior leadership positions in national governments and international organisations*

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**South Africa**

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## VISION

To be at the “Heart of Skills Innovation” in the Transport Sector

## MISSION

We provide an innovative Quality Assurance and Skills Development (QASD) Framework to the Transport Sector by exceeding the SLA and stakeholder requirements in a cost effective manner by our motivated competent people.

## VALUES

- Trust
- Respect
- Responsibility
- Accountability
- Positive Attitude
- Commitment
- Innovation

## KEY STRATEGY DRIVERS

- Economic Development
- Industry Skills Needs
- National Priorities
- Transformation
- Innovation



# TETA LEGISLATIVE AND CONSTITUTIONAL MANDATES

## The Transport SETA operates within these legislative mandates

<b>Constitutional</b>	The Constitution of the Republic of South Africa Act, 1996 (Act No. 108 of 1996) - In terms of section 29(1) everyone has the right - (a) to a basic education, including adult basic education; and (b) to further education, which the state, through reasonable measures, must make progressively available and accessible.
<b>Substantive</b>	Skills Development Act, 1998 (Act No. 97 of 1998)
<b>Financial</b>	<ul style="list-style-type: none"><li>• Skills Development Levies Act, 1999 (Act No. 9 of 1999)</li><li>• Public Finance Management Act, 1999 (Act No. 1 of 1999)</li><li>• Income Tax Act, 1962 (Act No. 58 of 1962)</li></ul>
<b>Supporting</b>	<p>The list below is not exhaustive:</p> <ul style="list-style-type: none"><li>• National Qualifications Framework Act, 2008 (Act No. 67 of 2008)</li><li>• South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)</li><li>• Higher Education Act, 1997 (Act No. 101 of 1997)</li><li>• Further Education and Training Act, 2006 (Act No. 98 of 1998)</li><li>• White Paper on Post-School Education and Training</li><li>• Labour Relations Act, 1995 (Act No. 66 of 1995)</li><li>• Employment Equity Act, 1998 (Act No. 55 of 1998)</li><li>• Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003)</li></ul>





**The policy mandate of the Transport SETA is addressed in its Constitution and covers the following:**

- Implement the Sector Skills Plan
- Promote learnerships in each of the subsectors of the SETA
- Perform the functions of an ETQA Body
- Liaise with the National Skills Authority on skills development matters
- Conclude a service-level agreement with the Director-General of the DHET in terms of section 10A of the Skills Development Act of 1998
- Promote the national standard established in terms of section 30B of the Skills Development Act of 1998
- Submit budgets, reports and financial information that are required in terms of the PFMA to the Director-General of the DHET
- Facilitate the involvement of relevant government departments in SETA activities to:
  - ✓ Address the competency; requirements for social delivery
  - ✓ Address the learning needs of the most vulnerable segments of the sector;
  - ✓ Promote training of SMMEs to enable them to qualify for public contracts;
  - ✓ Actively pursue concrete measures to achieve the objectives of the Act



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# TETA RESOURCES

- **Financial resources** – Through Skills Development Levy Act.
- **Human capital** – People working for and people delivering (services) on behalf of TETA. E.g private training providers, TVETs, HET, state owned enterprise etc.
- **Physical resources** – Head office (Gauteng) and 2 provincial offices (Kwa-Zulu Natal and Western Cape).
- **National footprint** – All 9 provinces are included in our budget.
- **Has 8 sub-sectors/chambers** – Aerospace, Forward & clearing, Freight Handling, Rail, Road Freight, Road Passenger and Taxi.
- **A small group of dedicated individuals (150) making a big impact in education, training and development in South Africa's transport industry**



# SA LABOUR MARKET PROFILE

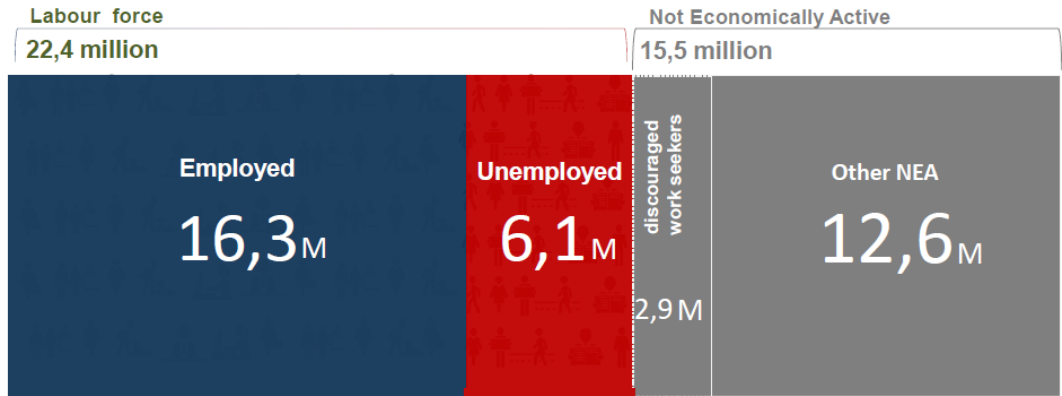
**Total population of SA:  
58,3 million**

- According to STATS SA, the transport sector is the 7<sup>th</sup> largest employer out of 10 classified sectors.
- In 2018, the sector employed 1 million people (6,2%) .
- Only 203 000 (20%) of those are women.
- Approximately 3,3 million out of 10,3 million young people (15-24) are NEET and the majority are female.
- African Women are the most vulnerable with an unemployment rate of over 30%.

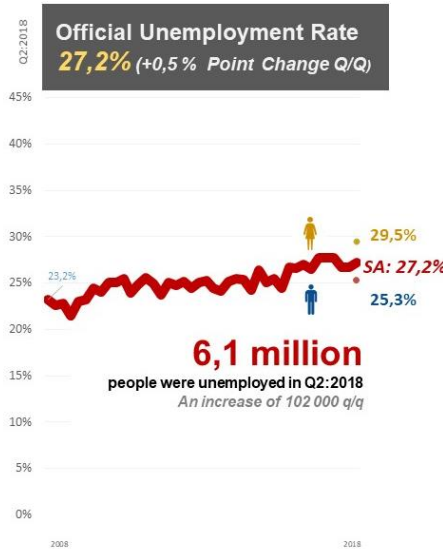


**37,8 million**

People of working age in South Africa (15 – 64 year olds)



South Africa's official unemployment rate stands at **27,2%**  
Increased by 0,5 ppt between Q1 2018 and Q2 2018



Source: STATS SA



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# TETA SUB-SECTORS: A FOCUS ON MARITIME

**AEROSPACE**



**FORWARDING AND CLEARING**



**FREIGHT HANDLING**



**MARITIME**



**RAIL**



**ROAD FREIGHT**



**ROAD PASSENGER**



**TAXI**



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# CONTEXT: SOUTH AFRICAN MARITIME INDUSTRY

- South Africa has 3924 km of coastline and a “sea-land” area that is three times bigger than its land size.
- Thirty percent of South Africa’s population lives on the coast.
- South Africa is positioned on a major shipping route and has 8 commercial ports and 44 non-commercial harbours. Major ports on the South African coastline are in Durban, Richards Bay, Port Elizabeth, East London, Cape Town and Saldanha.
- 98% of South Africa’s trade volumes moves by ships.
- South Africa generates a significant 3.5% of the world’s seaborne trade volume.

**However, in spite of these impressive numbers, South Africans generally do not recognise their country as a maritime nation.**

- South Africa, like many other countries, is facing the challenge of a skills-mismatch between the available pool of employees and market demand.
- The maritime sector has huge potential to contribute to economic growth and development, job creation and building an inclusive society, thus addressing the triple challenges of poverty, unemployment and inequality.



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# SOUTH AFRICA'S MARITIME SUB-SECTOR

The Maritime subsector represents a workforce of 14 000 employees, drawn mainly from port authorities, fishing and the merchant shipping subsectors. It is estimated that 0.3% of global carrying capacity is currently controlled by South African companies, which highlights significant growth opportunities available in this subsector. The national demand for sea space exceeds its control of vessel supply by a ratio of about 20/1.

Through the Ocean Economy initiative of Operation Phakisa, this subsector has been prioritised by government for the development of job creation, social and economic development and improved competitiveness, and earmarked for speedier and more effective implementation of emergent policies and programmes in line with the NDP.

Source: TETA Strategic Plan 2015-2020





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# TETA AND OPERATION PHAKISA

- Officially launched by President JG Zuma in July 2014 with the strategic intention of unlocking our ocean economy, creating new growth areas for the economy and integrating a marine governance and protection service
- Operation Phakisa has multi-stakeholder skills initiative working groups to ensure co-ordination in delivering the skills needed to grow the ocean economy in South Africa.
- Each working group is mandated to co-ordinate the implementation of the maritime skills development initiatives.
- TETA participates in all key Operation Phakisa structures namely;
  1. Aquaculture
  2. Oil and Gas Exploration
  3. Maritime Transport and Manufacturing
  4. Marine Protection and Governance
- With Operation Phakisa aiming to unlock the economic potential that the surrounding ocean provides South Africa, Transport Education and Training Authority (TETA) has prioritised the skilling and training of strategic personnel to ensure prime readiness when opportunities arise.
- Strategic partnerships and close relations with international partners have been central to the strategies of TETA to better position the maritime sector for the opportunities ahead.





- The TETA Sector Skills Plan (SSP) is an annual research tool used to determine the supply and demand of skills in the transport sector. The SPP is then used to facilitate the delivery of sector specific skill interventions.
- Our training interventions are informed by applications received from industry through Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs). These applications also give TETA an indication of skills that are in demand according to employers' needs.
- Skills that are in demand in the maritime and freight handling sub-sector included Fishing hand, Skipper, Marine engineer, Business administrator, Ship's officer, Fishmonger, Boat driver, Deck hand, Mechanical engineering technician and Freight handler.
- TETA trained 349 826 in 2018 across the 8 sub-sectors but only 6289 (1,8%) from maritime.
- Maritime companies need to increase participation in skills development initiatives. TETA also urges multi-national companies to also consider applying for funding of training programmes of SA beneficiaries, more especially women.





# TETA MARITIME & FREIGHT HANDLING TRAINING

- Prior to the establishment of current Operation Phakisa structures, TETA has been involved in funding the training of cadets (R40 million).
- Diving is an entry point into different careers in other industries such as underwater artisans and search and rescue. More than 140 SCUBA divers were funded by TETA together with UIF (R14 million).
- TETA has funded SA Oil & Gas Alliance (SAOGA) for 208 apprenticeships - recruited into a three year programme (R42 million).
- Annual sponsorship of SA students to study at WMU. 28 students have been funded since 2015. In 2019, 5 students have been funded.
- Funding of purchase of K-SIM training simulator for Umfolozi TVET College (R20 million).
- Supported 99 new companies in 2018/2019 to participate in skills development through WSP and ATR submissions.
- Training (introduction to sailing) of 30 learners at Royal Cape Yacht Club Sailing Academy.
- Funding of 199 learnerships (unemployed) at Richards Bay Coal Terminals, Spar Group, Bidfreight Port Operations and KZN Department of Transport (R9,5 million).
- Funding of 73 interns to be placed in 2019 from HET institutions in various maritime and freight handling companies (R4,2 million).
- Funding of Adult Education and Training for 180 beneficiaries in coastal areas (R1,4 million).
- TETA ensures the training of females is prioritized by allocating them 55% of funding.





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## OTHER PROGRAMMES TARGETING FEMALES

- Over a period of 7 years, TETA has funded over 150 beneficiaries and invested R50 million towards the training and development of future leaders through the International Leadership Development Programme (ILDP), International Executive Development Programme (IEDP) and IEDP for Women.
- TETA Take-a-girl child to the Aviation Industry and Take-a-girl child to the Maritime industry to expose learners to industries they would not have access to under normal circumstances.
- TETA EmpowaWomen in Transport Leadership Summit. Focus on three provinces in 2018 (EC, L and FS). Also planned for 2019 throughout South Africa (9 Provinces to be covered).
- TETA Adopt-a-school flagship programme: TETA as adopted over 50 schools and awards fully funded 3 year bursaries to top performing learners (preference given to girls).
- Funding of Youth Chamber of Shipping in Africa (YCSA) for maritime career expos in previously three provinces for PDIs. Students were also selected from schools for funding of studies.
- Funding of maritime economics textbook written by an African woman for educators and learners.





# POLICY/FRAMWORK TO AID TRANSFORMATION

- Broad-Based Black Economic Empowerment (B-BBEE) seek to contribute towards viable economic empowerment of African people, particularly women, youth, rural communities and people with disabilities through 5 elements (1)Ownership (2)Management Control (3)Skills Development (4)Enterprise Development and (5)Socio-Economic Development.
- Points achieved in each element will result in a B-BBEE recognition status. Extra points are given towards entities that participate in the empowerment of women.
- TETA will leverage off the finalization and implementation of the Maritime Sector Codes to ensure women are included in maritime opportunities.
- Funding of TETA programmes is underpinned by the similar national transformation imperatives. These include a focus on Gender, Youth, Geography, Race, Class, People with disabilities and HIV/AIDS.
- TETA will continue to fulfil its mandate through a Stakeholder Engagement Strategy that has 4 pillars: Access, Participation, Collaboration and Corporate Governance.





# SA MARITIME & TRAINING: A WAY FORWARD

- Develop and workshop a comprehensive database of maritime skills and personnel required over the next 20 years, with a focus on increasing female participation in the sector.
- Increase awareness/develop marketing strategy of maritime career development paths to youth, including basic education level i.e. primary school.
- Support educators at various levels with relevant material and information.
- Stimulate closer cooperation between industry and the skilled maritime trade learning institutions for more focused curriculum development.
- Partner with specialist training institutions to meet the unique needs of the maritime industry.
- Investment in maritime education facilities and infrastructure at universities and colleges.
- Encourage policy discussions that will ensure growth of the maritime sector including localisation of services and resources in the industry including the use of coastal shipping routes for cargo.
- Encourage, incentivise and reward freight handling and maritime companies to train and employ females.







**THANK YOU**