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FINAL

***Status Assessment of EPWP training plan within NSF
Strategic Projects provincial allocations***

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**Status Assessment of EPWP training plan within NSF Strategic Projects
provincial allocations**

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Introduction

The EPWP is one of government's direct employment initiatives geared to provide short- to medium-term opportunities while addressing the skills needs necessary for enhancing government's service delivery. The primary aim of the Expanded Public Works Programme (EPWP) is to redirect government budgets with the primary intention of creating short- to medium-term work opportunities that target primarily the unemployed and unskilled and thus bridge the gap between the growing economy and the large numbers of unskilled and unemployed people who have yet to fully enjoy the benefits of economic development.

Given the low skills base in South Africa, training is critical for the successful implementation of the programme and therefore a key component of the EPWP is the imperative to provide skills training for project beneficiaries. Thus the EPWP effectively incorporates employment creation with skills development and learnership programmes. Training, education or skills development increases the ability of beneficiaries to earn an income once they leave programme. The Department of Labour (DOL) jointly with the SETAs coordinate the training and skills development aspects of the programme. Funding support for the training component of EPWP has been ring fenced under the National Skills Fund (Social Development Funding Window), which is administered and disbursed by DOL.

The purpose of this report is to determine the status of implementation, the extent to which EPWP has been provided for, and to identify any opportunities for support to ensure adequate planning and provision for EPWP in future roll out. This report outlines the findings relating to provincial visits where either a representative of the Office of the Premier or the Provincial EPWP Coordinator or both were interviewed regarding the status of implementation of the training programmes.

The following provinces were visited Eastern Cape, Free State, Limpopo, Mpumalanga and North West. Interviews were sought but for a variety of reasons could not be obtained for KwaZulu Natal and Northern Cape, whereas Gauteng and the Western Cape were not included in the report as they did not have an EPWP component in their funding proposals to NSF.

The following summary table shows the status in brief for all provinces, and a full report on each province follows.

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Table 1 : Summary Status Report

Province	EPWP Funding Allocated	Number of Learners targeted	Status of Funding	Implementation Partners ¹	Modalities for accessing Funding	Monitoring and Evaluation
Eastern Cape	No specific allocation, but individual Municipalities are expected to identify appropriate projects, including EPWP	1 000	Funds have been allocated but implementation has not begun. Appointment of the Project Management team is in the tendering process.	Office of the Premier - HRD Directorate DPW District Municipalities SETAs Project Management Agency Training providers	The Office of the Premier will manage the funds & will release funds to contracted training providers	The Office of the Premier is awaiting a reporting format from the NSF. Quarterly reports will be submitted to both DoL and DPW The Office of the Premier has plans in place to appoint contract staff to assist in the monitoring process.
Free State	R24.5 million	700 In terms of the plans of the EPWP Provincial team, the province is only targeting 60 contractor learnerships, and the balance	The funds have been fully allocated, and include funding for housing development for women and youth. Implementation will begin as soon as DOL gives the go	Project Coordinator (Chairperson). Project Manager. Financial Manager. Chief Information Officer, Department of the Premier.	Modalities for accessing funding have not been finalised. In principle, the expectation is that a roll out schedule will be developed and on that basis service providers will submit	Monitoring and reporting remains unclear. EPWP regularly reports on the progress of its projects, and expects to do the same on this.

¹ For full NSF funded programming, not just EPWP

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Province	EPWP Funding Allocated	Number of Learners targeted	Status of Funding	Implementation Partners ¹	Modalities for accessing Funding	Monitoring and Evaluation
		is supposed to be achieved through skills programmes offered to secondary beneficiaries employed by the contractors.	<p>ahead and transfers the first disbursement.</p> <p>Provisional implementation plan exists, to be finalised once project management team is appointed.</p>	<p>A representative from the Free State office of the Department of Labour.</p> <p>A representative from the Free State Tourism Authority.</p> <p>2 representatives from each the following provincial departments: Agriculture, Local Government and Housing, Public Works, Roads and Transport (custodian of EPWP provincially), Tourism, Environmental and Economic Affairs.</p> <p>A representative from the Free State Training and Development Institute.</p>	invoices directly to the Premier's Office for services rendered.	

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Province	EPWP Funding Allocated	Number of Learners targeted	Status of Funding	Implementation Partners¹	Modalities for accessing Funding	Monitoring and Evaluation
Limpopo	R26.18 million	748	<p>Implementation has not begun but all funds have been fully allocated and a quarterly implementation plan has been drafted.</p> <p>DOL has not transferred funds to the province because the MOA between the Office of the Premier and DOL has not been signed due to differences in the wording of some clauses contained in the MOA</p>	<p>Office of the Premier – Transversal HRD unit</p> <p>Provincial departments</p> <p>DOL / NSF SETAs</p> <p>Project Management Agency</p> <p>Training providers</p> <p>Employers</p> <p>Beneficiary communities</p>	<p>Funding will be managed by the Office of the Premier and will be released to contracted training providers in coordination with the project managers.</p>	<p>The Project manager is expected to give progress reports on a monthly and quarterly basis to the project steering committee, although specific reporting formats have not been agreed upon.</p> <p>Office of the Premier and provincial DPW will forward quarterly reports to DOL and national DPW respectively</p>
Mpumalanga	R17.96 million	913	<p>Implementation has not yet begun due to internal negotiations over budget allocations. These issues have all been resolved and the revised plan has been approved.</p>	<p>Office of the Premier (mainly transversal HRD directorate)</p> <p>Mpumalanga Provincial Departments (Roads & Transport, Public</p>	<p>The project will follow the prescripts of the PFMA and NSF guidelines.</p> <p>All financial activities will be governed by the Chief Financial Officer within all affected Departments</p>	<p>Progress reports of all activities and learners will be submitted to NSF on a monthly basis.</p> <p>Project reports will also be submitted to the three provincial clusters namely governance, economic and social on a quarterly basis.</p>

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Province	EPWP Funding Allocated	Number of Learners targeted	Status of Funding	Implementation Partners ¹	Modalities for accessing Funding	Monitoring and Evaluation
			<p>The MOA is currently with the DG (Premier's Office) and it was anticipated that implementation will begin at the end of July 2007.</p>	<p>Works, Health & Welfare) HRD sections</p> <p>Training Providers / Universities</p> <p>SETAS: Health & Welfare, ETDP and CETA</p>	<p>to ensure compliance to the set guidelines.</p>	
North West	R17,5 million	500	<p>Implementation has not yet begun on any of the programmes, as the MOA with the DOL has not yet been concluded.</p> <p>Both the Office of the Premier and EPWP coordinator indicated that everything is ready to begin and are just waiting for the MOA to be signed by the DOL DG.</p>	<p>Steering Committee</p> <p>Human Resource Development (HRD) Directorates</p> <p>Department of Labour</p> <p>Provincial Departments and Organizations that implement PGDS/ASGI-SA Projects</p> <p>Sector Education and Training Authorities</p> <p>Training Providers</p>	<p>The funding is planned to be spent proportionally over the three years but the EPWP Coordinator indicated that if it is possible, they would like to spend a disproportionate amount of the budget in years 1 and 2.</p>	<p>The Project Management organization will submit monthly, quarterly and annual reports to the Office of the Premier and the Department of Labour (DoL).</p> <p>The Director General in the Office of the Premier will sign off the report to the Department of Labour.</p> <p>The Director of the Project Management company/organization will present project performance reports to the Project Steering Committee.</p>

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Province	EPWP Funding Allocated	Number of Learners targeted	Status of Funding	Implementation Partners¹	Modalities for accessing Funding	Monitoring and Evaluation
KZN	R18.55 m	530	Figures drawn from DOL allocation letter. Details are not available, as meetings with provincial representatives could not be held.			
NC	R17.5 m	500	Figures drawn from DOL allocation letter. Details are not available, as meetings with provincial representatives could not be held.			
Gauteng and Western Cape	No provision for EPWP					

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Eastern Cape Province

The following report is based on a face to face meeting with Ms. Ingrid Daniel (Premier's Office) and Mr. Luzuko Gaxamba (Provincial Department of Public Works & member of steering committee) and a telephonic discussion held with Mr. Zwelabantu Makwabe (EPWP Coordinator).

1. Status report

The province has an approved National Skills Fund training plan and the total allocation to the Eastern Cape Province is R99.99m though there is no allocation specifically earmarked for EPWP. According to the Premier's office, they tried to engage the Provincial Department of Public Works (DPW) to integrate EPWP based learnerships into the funding proposal but DPW did not submit proposals.

However, the provincial EPWP Coordinator indicated that there has been an agreement in principle reached between the Premier's office and DPW that current EPWP based learnerships in the province would be funded until their completion through the NSF. Accordingly, DPW took a different approach in terms of allocating funding for EPWP learnerships, specifically that rather than ring fencing a portion of the NSF funding for EPWP learnerships the department would work with district municipalities to continue funding ongoing EPWP learnerships from the allocations earmarked for the municipalities and to identify new learnerships depending on the skills needs of the municipalities.

Consequently despite there being no specific allocation for EPWP based learnerships funding would be accessed from funds allocated to municipalities for infrastructure based learnerships. A total of 1,474 learners have been targeted for the infrastructure sector. The EPWP coordinator would ensure that allocated funds were correctly utilised.

The Premier's office received the first tranche of funding on 17th July, 2007 and the first batch of learners is being recruited in the East London Industrial Development Zone (ELIDZ) though this is not EPWP related. Implementation for EPWP learnerships has not commenced.

The Department of Public Works is considering three implementation approaches, namely:

- ❖ Fund learnerships, internships and apprenticeships that are based on EPWP principles.
- ❖ Fund current, ongoing learnerships.
- ❖ Fund learnerships and mentorships that are in line with EPWP principles. The problem with this approach was that the funding of mentors was not part of the project proposal and the Premier's office will not allocate funds for mentorships.

A decision as to which approach will be adopted has not been reached but the DPW target is to support 1 000 EPWP learners. One of the targeted learnerships is the Accelerated professional trade and competency development programme that has 269 recommended learners.

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There are differing views on whether there is scope for renegotiation or review of the budget allocations, the Premier's office stating that no renegotiation will be entered into whereas the EPWP Coordinator is of the opinion that it would be possible to do so.

2. Implementation partners

The project will be managed from the HRD Directorate located within the Office of the Premier. The tender to appoint a dedicated Project management agency to manage the day to day aspects of the project is currently being evaluated. The delay in the tendering process was occasioned by the public service strike. The main stakeholders and their roles are:

Office of the Premier: The HRD Directorate will facilitate the development, implementation and monitoring of sector and project plans. Sector plans will be developed by sector coordination structures. Project planning will be facilitated by lead departments and district municipalities.

Lead Departments and District Municipalities and Lead Employers: will facilitate the process of learner recruitment, selection and placement in consultation with training providers and SETAs. They will also identify participating projects, participate in developing project plans, participate in curriculum development processes and ensure monitoring and reporting is undertaken.

Sector Education and Training Authorities (SETAs): The relevant SETAs (AGRI-SETA, CETA, MERSETA and THETA) will be involved the registration with SAQA of learnership agreements, learning programme development and accreditation, quality Assurance and accreditation of learners.

Project Management Agency: will be appointed to manage – Learning provision, Contracting training providers, Learner stipends and Information management. Extensive discussions have been held within the province as the management of the project is seen as one of the critical success factors that could make or break the project. Three options are currently being discussed for appointing an agency:

- a. One centralised agency to manage all aspects of the project.
- b. Centralised financial management and decentralised management of learning within the four sectors.
- c. Centralised management agency which sub-contracts other providers with capacity.

Training Service Providers: Training providers will be appointed to facilitate training and to conduct learner assessments. They will be appointed on an 18 months basis to include start up and completion tasks for a 12 month learnership programme. Training providers will be contracted by the management agency appointed to manage the implementation of learning.

3. Modalities for accessing funding

Funding will be managed by the Premier's office and will be released to contracted training providers in coordination with the appointed project management agency.

One challenge that has been identified in meetings between the Premier's office and SETAs is that the learnership cost of R31 000 per learner based on the NSF budgets

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is likely to be inadequate specifically for the construction (CETA) and the manufacturing, engineering and related services (MERSETA) sectors, for instance some learnerships implemented by the construction industry are of 18 months duration and average R45 000 per learner. Accordingly the Premier's office revealed that this may result in the reduction of learners.

4. Monitoring and reporting

The Premier's office is awaiting a reporting format from the NSF. In addition the Premier's office has plans in place to appoint contract staff to assist in the monitoring process.

The Provincial Department of Public Works will submit quarterly reports to National Department of Public Works (NDPW). In addition the EPWP Coordinator will ensure that the learnerships are compliant to EPWP principles, will continuously confirm and collate the number of learners supported and will offer technical support where required.

5. Way forward

The Office of the Premier (HRD Unit) has identified risks and constraints that may delay implementation or require interventions of a strategic and management nature and has mobilised support for the project from all key stakeholders so as to minimize the risks. In addition the steering committee have so far received tremendous support from SETAs and believe this will continue to happen thus minimising the need for further external support.

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Free State Province

The following report is based on a face to face meeting with Mr Mpho Mokhantso - Chief Director: EPWP, and Mr Tseliso Mokhethi – Director: EPWP Training. In addition, a telephonic discussion was held with Mr DA Kganare from the Premier's Office, who provided the electronic version of the Provincial submission to DOL.

1. Status report

The proposal for the Free State was submitted to DOL. It has now been approved, and is awaiting signature by the DG DOL. An electronic copy has been made available.

EPWP has been allocated R24,500,000 for 700 learnerships, all of which are for infrastructure and related industries. In addition, the Province has made provision for a housing development aimed at youth and women. The EPWP target of 700 is expected to be for learnerships, according to the proposal submitted to DOL. However, in terms of the plans of the EPWP Provincial team, the province is only targeting 60 contractor learnerships, and the balance is supposed to be achieved through skills programmes offered to secondary beneficiaries employed by the contractors. It is not clear whether this will be sufficient to fulfil DOL expectations in terms of target beneficiaries. It also not the expectation of the Premier's Office.

The indicative implementation schedule reflected in the provincial submission is as follows:

Nature of Activity/Programme	Learner Intake	Year 1 1 July 2007 to 30 June 2008	Year 2 1 July 2008 to 30 June 2009	Year 3 1 July 2009 to 31 December 2009
Submit final, revised proposal to the Department of Labour (18 June 2007).	-	n/a	n/a	n/a
Obtain approval from the Department of Labour to proceed with the project, based on the revised project proposal (30 June 2007)	-	n/a	n/a	n/a
Advertise project management unit posts.	-	July 2007		
Appoint project management staff.	-	September 2007		
Submit detailed implementation plan to the Department of Labour.	-	October 2007		
Preparation for Implementation: <ul style="list-style-type: none"> • Contract training providers and orientate to the requirements of the project. • Finalise programme curricula and confirm teaching and learning materials. • Recruit and register learners. 	-	September – December 2007	September – December 2008	
Commence training programmes:	-	January 2007	January 2008	n/a
• Youth Housing	500	First Intake (250) commences with learnership.	First intake (250) complete learnership.	Second intake (250) complete learnership.

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Nature of Activity/Programme	Learner Intake	Year 1 1 July 2007 to 30 June 2008	Year 2 1 July 2008 to 30 June 2009	Year 3 1 July 2009 to 31 December 2009
			Second intake (250) commences with learnership.	
• Women Housing	100	First Intake (50) commences with learnership.	First intake (50) complete learnership. Second intake (50) commences with learnership.	Second intake (50) complete learnership.
• Expanded Public Works Program	700	First Intake (350) commences with learnership.	First intake (350) complete learnership. Second intake (350) commences with learnership.	Second intake (350) complete learnership.
• Artisan Training	250	Artisanships (250) commence.	250 Artisanships continuing.	250 Artisanships completed
• Internships (Bio-fuel)	175	First Intake (90) commences with learnership.	First intake (90) complete learnership. Second intake (85) commences with learnership.	Second intake (85) complete learnership.
• Tourism Learnerships	140	First Intake (70) commences with learnership.	First intake (70) complete learnership. Second intake (70) commences with learnership.	Second intake (70) complete learnership.
• Project Management	-	Quarterly monitoring reports.	Quarterly monitoring reports.	Quarterly monitoring reports. Final project report and project sign-off.

The funds have been fully allocated, and DOL will only consider review of the budget allocations after implementation has begun. Implementation will begin as soon as DOL gives the go ahead and transfers the first disbursement.

2. Implementation partners

According to the project document, the project will be run under the supervision of the Project Coordinator in the Department of the Premier, Free State Provincial Government. A NSF project steering committee will be appointed, made up as follows:

- Project Coordinator (Chairperson).
- Project Manager.
- Financial Manager.
- Chief Information Officer, Department of the Premier.
- A representative from the Free State office of the Department of Labour.

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- A representative from the Free State Tourism Authority.
- 2 Representatives from each the following provincial departments:
 - Agriculture
 - Local Government and Housing
 - Public Works, Roads and Transport (**custodian of EPWP provincially**)
 - Tourism, Environmental and Economic Affairs.
- A representative from the Free State Training and Development Institute.

Overall project management of the full programme will be the responsibility of a Project Team that the Premier's Office will appoint. The team members will be appointed individually on contract basis, and will be located within the Premier's Offices. Their role will be to oversee and guide implementation, and to manage disbursements and payments to service providers. They will coordinate the development of a detailed implementation and roll-out plan for the duration of the programme once they are appointed. However, individual departments will have responsibility for day-to-day implementation of their own projects.

There does not appear to be any additional funding for training from the partners. However, EPWP does have a strong working relationship with the Regional Offices of the DOL, and training via the Social Development Funding Window provides for the core of their training.

3. Modalities for accessing funding

Modalities for accessing funding have not been finalised. However, in principle, the expectation is that a roll out schedule will be developed and on that basis service providers will submit invoices directly to the Premier's Office for services rendered. The identification and appointment of service providers will be left to the discretion of the implementing departments.

4. Monitoring and reporting

Monitoring and reporting remains unclear. EPWP regularly reports on the progress of its projects, and expects to do the same on this. Unless specific guidelines are provided for this project, reporting will be integrated with all the others. Such reports are available to NDPW.

5. Way forward

No specific way forward discussed. Until DOL gives the go ahead for implementation, details regarding implementation plans are suspended. Adverts were expected to be published in the media for the members of the project team,, but again their actual appointment will be dependent on finalisation of the MOA between DOL and the province.

The EPWP team and the representative from the Premier's Office did not exclude the possibility of needing assistance going forward. However, at this stage, the province has done as much as is possible, and it is difficult to anticipate what kind of support may be needed in future. They would prefer to keep the channels of communication open, and revisit the issue with NDPW when implementation is imminent or under way.

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Limpopo Province

The following report is based on a face to face meeting with Mrs Gloria Mavunda (Premier's Office).

1. Status report

Limpopo province has an approved National Skills Fund training plan and the total allocation to Limpopo Province is R95.622m. This will be disbursed on a quarterly basis during the project duration of 36 months. The provision for the EPWP component is R26.18m. The Department of Labour (DOL) has not transferred funds to the province as the Memorandum of Agreement (MOA) between the Premier's office and the DOL has not been signed due to conflict in some clauses, but this is expected to be resolved soon and signed by the Director General (DOL).

Although implementation has not begun all funds have been fully allocated and a quarterly implementation plan has been drafted. A project steering committee has been selected but not yet appointed by the Director General (Office of the Premier). The Project Management team has been appointed and initial meetings have been held to start drafting specifications for training providers.

The identified EPWP learnerships are in line with Provincial Skills Development Strategy which is aligned to the Provincial Growth and Development Strategy (PGDS). The NSF will support 748 EPWP learners at an average cost of R35 000 per learner.

2. Implementation partners

The Office of the Premier has selected a steering committee but the team has yet to be appointed by the Director General (Office of the Premier). A Project Manager has been appointed, while tenders have been issued for training providers. The main stakeholders and their roles are as follows:

Premier's Office: It will ensure high level monitoring of project progress through representation on the project steering committee.

Provincial Departments: The Departments of Economic Development, Environment and Tourism, Roads and Transport, Public Works, Agriculture and Sports, Arts and Culture will have closer oversight of the projects and representation on the project steering committee. As the focal departments in the projects they will be key in ensuring that the skills development programmes are aligned and continue to support the objectives of the PGDS.

National Skills Fund: The funder and key stakeholder to whom quarterly progress reports will be sent.

National Department of Labour: Will offer close monitoring and evaluation of the project progress in support of the NSF.

Sector Education and Training Authorities (SETAs): The relevant SETAs will be involved in the quality assurance of training, on site verification visits of training providers during training to ensure their compliance with accreditation criteria and assist in the selection assessment of learners.

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Employers: They will be key in hosting learners during learnerships and also employing learners during expansion. This includes new private sector investors in the province.

Project Manager: The team has been appointed and initial meetings have been held to draft specifications for training providers. Tenders will soon be issued for training providers to bid. The provision for the project management team is R11.9m which is 15% of total training costs.

Training Service Providers: Provide accredited training programmes for learners.

Beneficiary communities: Community development leaders will be consulted and kept apprised of the progress with skills development of people in their areas but will not play any direct role in project management.

The EPWP Coordinator: According to the Premier's Office, the EPWP coordinator is expected to take an active part in the drafting of specifications for training partners and later in the selection of learners. The coordinator should also ensure or confirm that actual training is taking place and should compile progress reports with inputs from Premier's office for submission to the NDPW.

Any additional funding should be negotiated by the Department of Public Works as no additional funding is available from the NSF window. Thus any additional learnerships / projects can only be funded using other windows from Department of Labour as no changes will be made to the current allocations, for instance, the National Youth Service for which Provincial Department of Public Works requested funding could not be accommodated in this window.

3. Modalities for accessing funding

Funding will be managed by the Premier's office and will be released to contracted training providers in coordination with the project managers.

Implementation should not require additional technical support. The Project managers are expected to be equipped and have the capacity to manage the project and should get adequate support from the SETAs (e.g. in terms selecting the learners). External training providers will be vetted based on their track record in projects of this nature, capacity and accreditation (where applicable).

4. Monitoring and reporting

The Project manager is expected to give progress reports on a monthly and quarterly basis, although specific reporting formats have not been agreed upon.

The project management company will ensure quality control. In addition, the EPWP coordinator is expected to ensure with support from the relevant SETAs that the projects are functioning satisfactorily.

The EPWP coordinator being part of the steering committee will receive monthly and quarterly reports from the project manager for onward submission to the National Department of Public Works. The Premier's office will forward progress reports to National Department of Labour.

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5. Way forward

In order to ensure long term benefits for the learners meetings have been held between the Premier's office, Provincial Departments of Labour, Public Works and with municipalities, in order to engage municipalities into adopting workplace hosting so that EPWP learners are eventually absorbed by the municipalities. Even if all are not absorbed the expectation is that 15 – 20% of the learners will become entrepreneurs.

The Provincial Department of Public Works informed the Office of the Premier that the periods and areas of training are not in line with EPWP principles. Further engagement is expected between the two departments to clarify the issue.

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Mpumalanga Province

The following report is based on a face to face meeting with Ms. Nomsa Mlondo (Premier's Office).

1. Status report

The expenditure plan for the NSF funds has been approved and a copy has been provided. In total, 913 EPWP learnerships will be undertaken for a total cost of R17.96 million. The EPWP is targeted at the unemployed, under-skilled labour, and people with disabilities. The aim is to train 150 people in the construction industry, create a cadre of trained Home and Community Based Care workers (600) and also included in this programme is ABET for the deaf (163). EPWP learners will be provided with a list of available procurement opportunities and they may establish their enterprise in any sector in which they are interested.

Implementation has not yet begun due to delayed agreements over budget allocations. The key issues have all been resolved and the revised plan has been approved. The MOA is currently with the DG (Premier's Office) and it is envisaged that implementation will begin at the end of July 2007.

While the overall allocations have been set, there is room for negotiations within each programme and the respondents commented that the plan is not cast in stone. However, a "first come first serve" mentality is evident to some degree, representing a misunderstanding of the purpose of the finance and indeed the project plan. This needs to be carefully managed or it may create issues in the future. It was also indicated that there is the possibility of extra funds from the Provincial DPW if the NSF funds are inadequate for the proposed EPWP projects.

2. Implementation partners

The steering committee has been established and is represented by the heads of each programme. The other role players are very similar to those described in the North West. They are:

Office of the Premier (mainly transversal HRD directorate): Responsible for the overall management of project. This includes the selection of beneficiaries and training providers, monitoring of project and financial controlling.

Mpumalanga Provincial Departments (Roads & Transport, Public Works, Health & Welfare) HRD sections: These departments will manage the projects on a provincial level. Their responsibilities include the management of training providers, project coordination and implementation and monitoring.

Training Providers / Universities: Assurance of a high quality of studies. Their responsibilities include supporting and helping the learners, making sure that the studying is done properly and in good time.

SETAS: Health & Welfare, ETDP and CETA: To provide support with the learnership administration and ETQA processes.

The province was the first to issue a tender request for the external project management team. However, this process was delayed when the use of the 15%

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allocation for project management was questioned. Having resolved this dispute, the procurement process is now headed into the final phases.

The provincial DPW indicated that additional funds could be made available for EPWP projects if required but the NSF allocation should be spent first.

3. Modalities for accessing funding

The project will be governed by the prescripts of the PFMA and NSF guidelines. All financial activities will be governed by the Chief Financial; Officer within all affected Departments to ensure compliance to the set guidelines. The project management of the EPWP projects will be coordinated through a project management unit, located within the provincial Department of Public Works. The PMU support will be outsourced to private service providers who will have technical and administrative oversight of the implementation of the programme roll out. The scope of their responsibility will include both the NSF funded components as well as the other elements funded from other sources.

The specific capacity needs are not known at this stage and more insight will be gained once implementation starts. The respondents were happy to keep communication open with National EPWP and were pleased with the idea of capacity sharing.

4. Monitoring and reporting

Progress reports of all activities and learners will be submitted to NSF on a monthly basis. Project reports will also be submitted to the three provincial clusters namely governance, economic and social on a quarterly basis. As mentioned previously, Mpumalanga is eager to keep lines of communication open with NDPW and will therefore also send them the quarterly implementation reports.

Quality will be assured by the SETAs as part of their normal operation and this will be managed by the external project management firm.

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North West Province

The following report is based on a face to face meeting with Mrs Letseli (Premier's Office) and Mr Tundzi (EPWP Coordinator).

1. Status report

A funding proposal for the North West's NSF projects had been submitted and accepted. At the time of the meeting (17 July 2007), the allocation from the Department of Labour (DoL) had been approved for six separate programmes. These programmes revolve around the automotive cluster, agriculture and EPWP. Of the R98 million approved in the plan, R17,5 million is earmarked for 500 EPWP learnerships.

Implementation has not yet begun on any of the programmes as the MOA with the DoL has not yet been concluded. Both the Premier's office and EPWP coordinator indicated that everything is ready to begin and are just waiting for the MOA to be signed by the DoL DG. EPWP learnerships are ready to begin now in quarter 2.

The tender process for the selection of a firm to manage the six programmes has all but been completed. A provider has been selected and is currently with the Tender Committee. Once approval has been granted, the firm can begin work which includes:

- ❖ Workplace readiness (for learnerships)
- ❖ Developing service level agreements (SLAs)
- ❖ Facilitate the approval of training service providers
- ❖ Manage quality assurance in conjunction with the relevant SETAs

The firm will be on a 39 month fixed term renewable (annually) contract. It is important to note that the 15% allocation for project management is to be used exclusively for the management of the NSF projects.

2. Implementation partners

The Office of the Premier (OoP) has established a Steering Committee chaired by the Chief Director Corporate Services whose main function is to manage and monitor the project at a strategic level. While they are not meeting regularly at the moment (waiting for MOA to be signed), it is envisaged they will meet monthly once implementation begins. The Director General (OoP) has appointed members of the SC whose main functions are to monitor project performance against deliverables.

ROLE PLAYERS AND RESPONSIBILITIES

The following list of role players is extracted from the provincial Project Management Plan, identifying each role player and their specific role and responsibility.

Steering Committee

- ❖ Role: to provide the overall implementation and financial management oversight of the rollout processes of the project.
- ❖ Responsibilities:
 - Appointment of company/organization to manage the project.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

- Appointment of Training Service Providers that would train in all participating projects.
- Analysis and interpretation of periodic reports submitted to the Department of Labour and the Director General.
- Monitoring and evaluation of the implementation process and validation of project outputs.

Human Resource Development (HRD) Directorate

- ❖ Role: to provide technical support to the Steering Committee and to work with stakeholders in the project.
- ❖ Responsibilities:
 - Ensure project operational efficiency
 - Coordinate logistics for the Steering Committee meetings.
 - Provide support to all stakeholders involved in the implementation of the project.
 - Registration of the project in the Provincial Project Management Register.
 - Provide project implementers with learners to be registered into skills development programmes.

Department of Labour

- ❖ Role: to provide technical support to the province and funding for the project to ensure sustainable skills development interventions in the Province.
- ❖ Responsibilities:
 - Provide funding for the project.
 - Provide reporting template, processes and standards
 - Facilitate stakeholder management processes through the office of its Provincial Executive Manager

Provincial Departments and Organizations that implement PGDS/ASGI-SA Projects

- ❖ The Provincial Departments of Education, Social Development and Health are partners in the EPWP learnerships on Home Based Care and Early Childhood Development. As time progresses it is envisaged that other role players will be added for example municipalities for construction learnerships.
- ❖ Role: to register learners in skills development projects and provide workplace experiential learning.
- ❖ Responsibilities:
 - Selection and registration of learners in skills development programmes that are related to the project.
 - Placement of learners in workplaces/project sites for experiential learning.
 - Liaison with the SETA that has registered the skills development programme for quality assurance purposes.
 - Provide learners with resources that will promote learning.
 - Provide mentoring and coaching programme for learners.
 - Submit financial and skills programme reports monthly, quarterly and annually reports to the Office of the Premier.
 - Develop and implement an Exit Strategy for learners participating in the skills development programmes within the project/s.
 - Enter into an employment contract with learners for the duration of the projects.
 - Develop and sign Service Level Agreements with Training Service Providers that are appointed.

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Sector Education and Training Authorities

- ❖ Role: to provide support, resources and quality assurance services to departments/organizations that are implementing their skills development programmes.
- ❖ Responsibilities
 - Providing departments /organization that implement their skills development programmes with a list of accredited Training Service Providers.
 - Provide quality assurance services for the skills development programmes that are implemented.
 - Monitor service providers in the provision of the learning programme.
 - Ensure that all parties have signed the Learnership Agreements.

Training Service Providers

- ❖ Role: to provide theoretical learning for learners registered in their skills development programmes.
- ❖ Responsibilities
 - Provision of accredited training programmes.
 - Provide venues for training.
 - Monitor attendance and progress of learners.
 - Conduct periodic assessment.
 - Provide Assessors and Moderators.
 - Liaise with the SETA on quality assurance matters.
 - Keep records of the learning programme.
 - Submit monthly reports to the SETA and the employer department/organization. (Submit an assessment report within 3 months of finalization of the project)

3. Modalities for accessing funding

The EPWP learnerships are scheduled to begin in the second quarter. These learnerships will be a combination of straight learnerships and venture learnerships where learners are encouraged to start up their own businesses. In addition to the 500 budgeted EPWP learnerships, many of the other programmes have strong EPWP links. The bio-fuels programme in particular will be run according to EPWP principles, focusing on developing skills within the relevant communities.

The funding is planned to be spent proportionally over the three years but the EPWP co-ordinator indicated that if it is possible, they would like to spend a disproportionate amount of the budget in years 1 and 2.

As mentioned previously, implementation has not begun yet as the administrative process is still running its course but the role players are confident that sufficient capacity exists within the province and within the channels already established. This will be reassessed after implementation has begun.

4. Monitoring and reporting

The Project Management organization will submit monthly, quarterly and annual reports to the Office of the Premier and the Department of Labour (DoL). The Director General in the Office of the Premier will sign off the report to the Department of Labour. The Director of the Project Management company/organization will present project performance reports to the Project Steering Committee.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

Quality assurance will be jointly enforced by the project management firm and the SETAs and will be supervised by the steering committee.

Both the Premier's office and the EPWP co-ordinator were happy to keep lines of communication open with National DPW and would submit copies of the quarterly implementation reports to them.

Recommendations

Implementation in most of the provinces has not begun as disbursements from DOL have not been effected due to delays in the finalisation of Memoranda Of Agreement between DOL and the provinces. The provinces visited all have implementation plans and are in various stages of appointing project steering committees and project managers. In general, the indications are that Provinces are confident that they have put in place adequate planning measures up to this point. However, the DOL does not seem to have any specific guidelines on project identification or on reporting requirements, which leaves provinces with a lot of flexibility, but may also leave them vulnerable to weak or inconsistent monitoring controls.

Our recommendation is to begin engaging with all provinces as soon as MOAs are finalised with DOL to concretise the specific projects that will be funded, and the targets associated with them over the life of the projects. Most have plans for the appointment of Project Management capacity, either outsourced or internal within the Premier's Offices. Their final appointment is subject to finalisation of the MOA. This will be the most appropriate time to provide any further input into the provincial plans.

In addition, NDPW should engage with the provinces to establish a common reporting format for the NSF funding window that should be employed to ensure consistency and comparability across them. It should also ensure that DOL guidelines are understood to avoid interdepartmental wrangling that may arise during the implementation phase. Finally, in those provinces where implementation will be decentralised to municipalities, it will be crucial to clarify what guidance and controls will be in place for the use of these funds, and to provide necessary support to ensure that the same consistency will be applied as those that are centrally managed at provincial level.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

Annex: Letters of Award from Department of Labour

EASTERN CAPE PROVINCE

SUMMARY OF PROJECT RECOMMENDATIONS

1. TITLE OF PROJECT: INITIATIVE TO DEVELOP CRITICAL SKILLS FOR ECONOMIC GROWTH & DEVELOPMENT

2. PROJECT DETAILS

2.1 Project aim and objectives:

The overall aim of the project is to contribute to *sustainable rural economic development* in the Eastern Cape, through pursuing three strategic objectives, namely -

- 2.1.1 make a strategic contribution to the PGDS of the Eastern Cape by developing critical and scarce skills amongst the youth of the province;
- 2.1.2 training targeted beneficiaries in a number of technical skills relevant to certain earmarked economic sectors, while building their capacity to run and manage co-operative enterprises; and
- 2.1.3 Developing the capacity of institutions that will be critical to building and sustaining successful co-operative enterprises in the province.

2.2 Project Location and Beneficiaries

District	No of learners
Alfred Nzo	133
Amathole	323
Cacadu	237
Chris Hani	194
OR Tambo	485
Ukhahlamba	243
Dutywa	322
Umzimvubu	118
Ugie Timber	118
Coega	499
Grand Total/Average	2,696

Planned Start and End dates:

1st October 2006 to 31st December 2009

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of learnerships, apprenticeships and internships focusing on both the second economy (cooperatives) and first economy (Industrial development zones)

2.3.2 Project Governance and Management

The project will be managed from the HRD Directorate located within the office of the Premier. The HRD Directorate is accountable to a number of governance structures at the highest political level such as EXCO; G&A Cluster and other Cabinet committee, all of whom will provide the necessary governance for the project.

The province intends to appoint a dedicated project management agency to manage the day to day operational aspects of the project

2.3.3 Budget & Cost effectiveness

The budget requested exceeds the stipulated R100million limit. This budget is however based on the highest estimates of the cost of learning interventions (learnerships, internships and apprenticeships). Project management costs are within the 10-15% range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The NSF recommends that all learning interventions and beneficiary numbers requested be funded. However as the total budget exceed the maximum allowed the NSF recommends a budget structure as follows:

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Learnerships	2,326	R 31,000	R72,106,000
2. Apprenticeships	45	R 105,000	R4,725,000
3. Internships	325	R 20,000	R6,500,000
SUB-Total (programmes)			R 83,331,000
15% Project Management			R12,429,000
5% Contingency			R4,143,000
TOTAL BUDGET	2,696		R99,997,200

Average cost per learner

Direct costs

Indirect (admin costs)

R 37,090.95

R 30,909.12

R 6,181.82

**Attachments: EC1 Budget
EC2 Technical & Due Diligence Report
EC3 Detailed Project Proposal**

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

FREE STATE PROVINCE

SUMMARY OF PROJECT AND RECOMMENDATIONS

1. TITLE OF PROJECT: STRATEGIC SKILLS DEVELOPMENT

2. PROJECT DETAILS

2.1 Project aim and objectives:

2.1.4 Ensure participation of youth and women in rebuilding their communities through housing project;

2.1.5 Offer learnerships for contractors and supervisors through EPWP and

2.1.6 Empower new and existing SMME owners through training and mentoring to develop their tourism related business

2.2 Project Location and Beneficiaries

The proposal does not provide clear break down of learners per district or municipality. However, the project intends to target a total number of 2597 learners drawn from all the district municipalities of the province.

Planned Start and End dates:

1st November 2006 to 30th November 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The proposal has identified three programmes related to some of the key development areas of the PGDS. Interventions that have been identified include learnerships, skills programmes, tourism, Infrastructure and housing.

2.3.2 Project Governance and Management

The Free State Training and Development Institute (FSTDI) located within the office of the premier will provide overall management of the project while governance oversight will be provided through the Forum for Heads of Departments. The various departments which make up the proposal shall exercise the administrative roles specifically for the sub-projects which will be falling under them.

The province plans to appoint the project management company to assist the departments to manage the projects

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3.3 Budget & Cost effectiveness

The budget requested is R100, 000, 000.00 to benefit 2697 people. This translates into an average cost of R37,000 per person. Project management costs are within the 10-15% range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The final recommendations on the Free State project are as indicated below. This recommendation is based on certain programmes for which numbers have been increased or reduced and those that were excluded due to their non-alignment with the objectives of the RFP

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Youth & Women Housing Learnership	600	R35,000	R 21,000,000
2. EPWP	700	R 35,000	24,500,000
3. Artisan Training	250	R105,000	R 26,250,000
5. Internships	175	R25,000	R4,375,000
6. Tourism Learnerships	140	R30,000	R 4,200,000
SUB-TOTAL			R 80,325,000
15% Project Management			R12,048,750
5% Contingency			R 4,016,250
TOTAL BUDGET	1865		R 96,390,000

Average Cost per learner

51,683.65

Direct costs

43,069.71

Indirect (Admin costs)

8,613.94

**Attachments: FS1 Budget
FS2 Technical & Due Diligence Report
FS3 Detailed Project Proposal**

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

GAUTENG PROVINCE

SUMMARY OF PROJECT AND RECOMMENDATIONS

1. TITLE OF THE PROJECT: "ITHUTELE TIRO" – TRAINING OF THE UNEMPLOYED AND UNDEREMPLOYED TO ADDRESS SCARCE AND CRITICAL SKILLS FOR GAUTENG GROWTH SECTORS

2. PROJECT DETAILS

Project aim and objectives:

The overall aim of this proposal is to train the unemployed and under-employed people in high level critical and scarce skills linked to the key economic growth sectors of the province, through addressing four objectives, namely

creating a cadre of highly skilled individuals in advanced ICT networking skills for the smart industries of Gauteng Province;

creating a talent of pipeline for the unemployed in Business Process Outsourcing thus growing the capacity of the sector;

developing high level critical skills required in the high value adding manufacturing and infrastructure sectors; and

unlocking personal potential of the youth so that their productive citizenship can be enhanced to effectively contribute to economic growth of the Province.

2.2 Project Location and Beneficiaries

District	No of learners
JHB City	3039
Emfuleni	1325
Tshwane City	3039
Ekurhuleni Metro	3039
Grand Total/Average	10442

Planned start and end dates:

October 2006 to November 2009

2.3 Project implementation

2.3.1 Intervention programmes

The interventions will include a combination of learnerships, skills programmes, internships and apprenticeships. Some of the skills to be trained will address gaps that cut across different growth areas identified.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3.2 Project Governance and Management

The project will be managed from the HRD unit, located in the Department of Education. The HRD unit has been mandated to lead Skill Development Initiatives in the Province and will report not only to the premier but to a high level advisory committee named Skills Partnership Forum.

2.3.3 Budget & Cost effectiveness

The budget requested exceeds the stipulated R100 million limit. This budget is however based on the highest estimates of the cost of learning interventions (learnerships, internships, skills programmes and apprenticeships). Project management is at 19%, higher than the specified 10%-15% range.

3. RECOMMENDATIONS

3.1 Learning Interventions, beneficiary numbers and Budget

The PEC recommends that all requested learning interventions requested be funded. Beneficiary numbers requested have been reduced in some instances to ensure budget stays within the allowed maximum limit. In the BPO programme, the PEC recommends that the GPG recruits at least 10% people with disabilities. The PEC recommends the following budget:

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Tunnelling Teams/Construction	193	R3,744	R722,592
2. Construction-TBM	250	R6,439	R1,609,750
3. Construction Artisans	1,500	R8,515	R12,772,500
4. Qualified Electrical and Mechanical Artisans	750	R40,969	R30,726,750
5. Business Process Outsourcing	5,000	R4,167	R20,835,000
6. ICT	1,000	R16,666	R16,666,000
SUB-TOTAL			R83,332,592
15% Project Management			R12,499,889
5% Contingency			R4,166,630
TOTAL BUDGET	8,693		R99,999,110

Average cost per learner	R	11,503.41
<i>Direct costs</i>	R	9,586.17
<i>Indirect (admin costs)</i>	R	1,917.23

- Attachments: GPG 1: Budget**
GPG 2: Technical & Due Diligence Report
GPG 3: Detailed Project Proposal

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

KWAZULU NATAL PROVINCE

SUMMARY OF PROJECT RECOMMENDATIONS

1. TITLE OF PROJECT: SKILLS DEVELOPMENT FOR PGDS/ASGISA IN KWAZULU NATAL

2. PROJECT DETAILS

2.1 Project aim and objectives:

The specific objectives the project will deliver to the beneficiaries is the improvement of human capability in terms of having the appropriate skills and knowledge(both technical and soft) to participate fully in economic activity both within second and first economies. The objectives of the projects are aimed at addressing the following -

2.2.1 Reducing unemployment especially among women, youth and people with disabilities;

2.2.2 Alleviating poverty;

2.2.3 Developing scarce skills;

2.2.4 Developing the SMME sector through cooperatives; and

2.2.5 Improving economic growth

Based on the provincial priorities emanating from the PGDS and ASGISA the projects in the proposal target the following sectors namely, manufacturing, tourism, agriculture and infrastructure.

2.3 Project Location and Beneficiaries

District	No of learners
Ethekwini	471
Umgungundlovu	425
Ugu	205
Uthukela	230
Umzinyathi	205
Amajuba	205
Zululand	230
Umkhyakude	185
Uthungulu	195
Ilembe	220
Sisonke	175
Grand Total	2746

Planned Start and End dates:

1st January 2007 to 30th December 2009

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of learnerships, bursaries and apprenticeships. The interventions that will be undertaken will be in line with the programmes identified in the PGDS namely the 2010 preparations, Dube Trade Port, King Shaka Airport, Port Development and Expansion, Manufacturing, Agro Processing, Soccer Stadia and the EPWP

2.3.2 Project Governance and Management

Governance oversight will be provided by Cabinet Clusters and the Management Executive Committee of the Province. The project will be managed from the Directorate Human Resource Development Branch under the Public Service Transformation of the Premier's Office. A technical and steering committee are to be established to provide further oversight for this project. Administrative support will be enhanced by the appointment of the project management company.

2.3.3 Budget & Cost effectiveness

The budget requested is within the stipulated R100million limit. Project management costs are within the 10-15% range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The PEC recommends that learning interventions and beneficiary numbers requested be funded in the budget indicated below.

The recommendation of the PEC is that, in principle, the proposal should be supported. The PEC however, excluded some programmes such as Arts and Culture learnerships bursaries. These were regarded as not critical.

The table below lists recommended interventions and budgets

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Tourism Learnerships	100	R20,000	R2,000,000.00
2. EPWP& Construction	757	R35,000	R26,495,000.00
3. Construction Learnerships	450	R35,000	R15,750,000.00
4. Apprenticeships- manufacturing	450	R20,000	R9,000,000.00
5. Automotive Apprenticeships	135	R90,000	R12,150,000.00
6. Agriculture Bursaries	84	R30,000	R2,520,000.00
7. Transport & Logistics Learnerships	75	R30,000	R2,250,000.00
8. Manufacturing Learnerships	450	R20,000	R9,000,000.00
9. Agriculture	85	R25,000	R2,125,000.00

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
Learnerships			
SUB-TOTAL			R81,290,000.00
15% Project Management			R2,193,500.00
5% Contingency			R4,064,500.00
TOTAL BUDGET	2586		R97,548,000.00

Average cost per learner

R37,721.58

Direct costs

R 31,434.65

Indirect (admin costs)

R 6,286.93

**Attachments: KZN 1 Budget
KZN 2 Technical & Due Diligence Report
KZN3 Detailed Project Proposal**

LIMPOPO PROVINCE

SUMMARY OF PROJECT RECOMMENDATIONS

1. TITLE OF PROJECT: HUMAN RESOURCE DEVELOPMENT IN SUPPORT OF TOURISM GROWTH, THE AGRICULTURE SECTOR, INTEGRATED TRANSPORT, THE SPORTS AND RECREATION SECTOR IN THE LIMPOPO PROVINCE,

2. PROJECT DETAILS

2.1 Project aim and objectives

The project has an overall objective of addressing the skills needs on the strategic projects of the PGDS/ASGI-SA on Integrated transport, Rehabilitation of Sport grounds/stadia, Building contractor development and to support the skills development as identified in the Tourism Growth strategy.

2.2 Project Location and Beneficiaries

District/Local Municipality	No of learners
Blouberg Municipality	20
Mopani, Vhembe, Polokwane	135
Capricorn, Sekhukhune, Waterberg, Vhembe and Mopani	2384
TOTAL	2539

Planned Start and End dates:

January 2007 to December 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of bursaries and learnerships programmes in the areas of Tourism, Agriculture, Automotive and EPWP.

2.3.2 Project Governance and Management

The HRD section in the office of the Premier will provide overall management of the project while the administration will be in the line departments. Other oversight structures include a Steering Committee and the Executive Committee.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3.3 Budget & Cost effectiveness

The project has proposes a budget of R110,882,787 for 2539 learners. This averages R43, 672 per learner. This budget is above the maximum project cost as indicated in the RFP.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The final recommendations on the Limpopo projects are as indicated below. This recommendation is based on certain programmes for which numbers have been increased or reduced and those that were excluded due to their non-alignment with the objectives of the RFP

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Tourism Learnerships	756	R30,000	R22,680,000
2. Agriculture	270	R30,000	R8,100,000
3. Integrated Transport	135	R35,000	R4,725,000
4. EPWP	748	R35,000	R26,180,000
5 Engineering Bursaries	200	R90,000	R18,000,000
SUB-TOTAL			R79,685,000
15% Project Management			R11,952,750
5% Contingency			R3,984,250
TOTAL BUDGET	2,109	R44,000	R95,622,000

Average cost per learner

R 45,339.97

Direct costs

R 37,783.31

Indirect (admin costs)

R 7,556.66

Attachments: LP1 Budget
LP2 Technical & Due Diligence Report
LP3 Detailed Project Proposal

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

MPUMALANGA PROVINCE

SUMMARY OF PROJECT RECOMMENDATIONS

1. TITLE OF PROJECT: ACCELERATED SHARED SKILLS DEVELOPMENT PROJECT (ASSD) FOR THE PROVINCE OF THE RISING SUN MPUMALANGA

2. PROJECT DETAILS

2.1 Project aim and objectives:

The overall aim of the project is to create employment opportunities, improve economic growth and social transformation. The proposed programmes are not only linked to seven key development areas of the PGDS, but also to the strategic thrust of the Mpumalanga Province Human Resource Development Strategy. These are:-

- 2.3.1 Building and improving the province's skills competitive advantage;
- 2.3.2 Linking HRD with economic growth, SMME development; and 2nd economy support;
- 2.3.3 Linking HRD with social development
- 2.3.4 Linking HRD with infrastructure development
- 2.3.5 Linking HRD with the environment and sustainable development and
- 2.3.6 Linking HRD with good governance

2.4 Project Location and Beneficiaries

District	No of learners
Enhlazeni	674
Gert Sibande	660
Nkangala	670
Grand Total/Average	2,004

Planned Start and End dates:

1st October 2006 to 30th September 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The proposal has identified five programmes related to the key development areas of the PGDS and the Provincial Human Development Strategy. Interventions that have been identified include learnerships, skills programmes, bursaries, apprenticeships and internships and the focus will be on sectors such as agriculture, tourism, engineering, EPWP and artisan training.

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3.2 Project Governance and Management

The project will be managed from the Office of the Premier. The implementation will take place in the management structure guided by the Transversal HRD Directorate located within the office of the Premier. The programme Management Task Teams are linked to the project steering committee and governance clusters. The province intends to appoint a dedicated project management agency to manage the day to day operational aspects of the project

2.3.3 Budget & Cost effectiveness

The budget requested is R99, 980,221 for 2,004. This translates to an average of R49, 890 per learner. The major cost drivers are academic programmes averaging **R50,000** per person per year. Project management costs are within the 10-15% range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The PEC, while recommending overall support for the project, suggests increasing learner numbers in areas that are viewed as critical and scarce. These are interventions in the areas of Engineering and Agricultural bursaries.

The final recommendation for the project is as indicated in the table below

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Agriculture Bursaries	114	R90,000	R 10,260,000
2. Tourism Training	400	R25,000	R10,000,000
3. Artisan Training	200	R05,000	R21,000,000
4. EPWP, Home Based Care & ABET	800	R35,000	R28,000,000
5. Engineering Bursaries	150	R90,000	R13,500,000
SUB-TOTAL			R82,760,000
15% Project Management			R12,414,000
5% Contingency			R 4,138,000
TOTAL BUDGET	1,664	R69,000	R99,312,000

Average cost per learner

R59,682.69

Direct costs

R 49,735.58

Indirect (admin costs)

R 9,947.12

**Attachments: MP1 Budget
MP2 Technical & Due Diligence Report
MP3 Detailed Project Proposal**

NORTHERN CAPE PROVINCE

SUMMARY OF PROJECT AND RECOMMENDATIONS

1. TITLE OF PROJECT: SKILLS DEVELOPMENT

2. PROJECT DETAILS

2.2 Project aim and objectives

The project has an overall objective of improving the skills base of the Northern Cape economy in order to raise living standards and alleviate poverty of the unemployed. It plans to achieve this through creation of employment and sustainable SMME

2.2 Project Location and Beneficiaries

The project will be implemented in the following sites

- Namaqua
- Pixley ka Seme
- Frances Baard
- Siyanda

The total beneficiaries is 1694

Planned Start and End dates:

February 2007 to December 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of learnerships, internships, bursaries and skills programmes.

2.3.2 Project Governance and Management

Governance will be provided through various committees still to be established. These include Learnership Intervention Support Project Management Team (LISPMT) under which a Steering Committee will be established. The memberships of this committee will include the MEC for Education, SETAs, NSA and NIHE. Other additional structures include a Provincial Coordinating Committee

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

2.3.3 Budget & Cost effectiveness

At R99 976 000.00 for 1694 beneficiaries the average cost per beneficiary is R59, 017. The major cost drivers are learnerships, bursaries and internships. Project management fees are within the 10 to 15 percent range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The overall recommendation of the PEC is to support the project in areas/programmes where reasonable prospects for impact can be achieved. As a result the recommended budget includes programmes for which learner numbers were increased due to their possibility of high impact.

The recommended programmes and budgets are as detailed below:

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Learnerships (incl EPWP)	500	R35,000	R17,500,000
2. Apprenticeships	330	R105,000	R34,650,000
3. Internships	254	R25,000	R 6,350,000
4. SMME development	510	R 31,000	R15,810,000
5. Engineering Bursaries	100	R 90,000	R9,000,000
SUB-TOTAL (Programmes)			R83,310,000
15% Project Management			R12,496,500
5% Contingency			R4,165,500
TOTAL BUDGET	1,694	R57,200	R99,972,000

Average cost per learner

Direct costs

Indirect (admin costs)

R	59,015.35
<i>R</i>	<i>49,179.46</i>
<i>R</i>	<i>9,835.89</i>

**Attachments: NC1 Budget
NC2 Technical & Due Diligence Report
NC 3 Detailed Project Proposal**

Status Assessment of EPWP training plan within NSF Strategic Projects provincial allocations

NORTH WEST PROVINCE

SUMMARY OF PROJECT AND RECOMMENDATIONS

1. TITLE OF PROJECT: SKILLS DEVELOPMENT STRATEGIC PROJECT TO SUPPORT PGDS/ASGI-SA: NORTH WEST PROVINCE

2. PROJECT DETAILS

2.1 Project aim and objectives:

To develop a pool of skills in manufacturing, agriculture, improve the employability of unemployed people, provide higher level of technical skills for existing and new companies, promote FET colleges, BBBEE, and SMME. This will be achieved through:

- Learnerships & internships
- Interaction of Industry and FET colleges
- Capacity building for workplaces and BEE companies

2.2 Project Location and Beneficiaries

The projected number of learners is as detailed below:

District/Local Municipality	No of learners
Greater Mafikeng Development/ Central District	2432
Taung & Western Frontier Corridor/ Bophirima District	1566
Bojanala platinum Corridor/ Bojanala District	2301
Southern Treasure Route Corridor/ Southern District	1622
GRAND TOTAL	7921

Planned Start and End dates:

1st of October 2006 to 30th September 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of learnerships, apprenticeships, internships and skills programmes. In some instances the interventions required were so thinly spread that their impact could not be ascertained.

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2.3.2 Project Governance and Management

A Programme Management Team will be appointed to manage this programme. This team will be responsible to manage the various identified Sub programme management teams in the bigger projects such as the Automotive Cluster programme,

2.3.3 Budget & Cost effectiveness

The budget requested of R99,823,200.00 includes a provision for a programme Management Team. At the projected numbers of learners the average cost per learner will be R19,650.24.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The recommendation of the PEC is to target resources on only those interventions for which reasonable prospects for employment or economic growth can be found.

On the basis of the above the PEC recommends that the DG favourably considers the following reduced programmes, beneficiary numbers and budgets:

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. EPWP Learnerships	500	R35,000	R17,500,000
2. Automotive Cluster Learnerships	500	R35,000	R17,500,000
3. Automotive Cluster Internship	100	R35,000	R3,500,000
4. Agriculture (cattle beneficiation)	500	R2,000	R1,000,000
5. Bio-Fuel Industry	500	R35,000	R17,500,000
6. Apprenticeship training	235	R105,000	R24,675,000
SUB-TOTAL			R81,675,000
15% Project Management			R12,251,250
5% Contingency		-	R 4,083,750
TOTAL BUDGET	2335	R41,000	R98,010,000

Average cost per learner

R41,974.30

Direct costs

R 34,978.59

Indirect (admin costs)

R 6,995.72

Attachments: NW1 Budget

NW2 Technical & Due Diligence Report

NW3 Detailed Project Proposal

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WESTERN CAPE PROVINCE

SUMMARY OF PROJECT RECOMMENDATIONS

1. TITLE OF PROJECT: WESTERN CAPE SCARCE AND CRITICAL SKILLS DEVELOPMENT PROGRAMME

2. PROJECT DETAILS

2.1 Project aim and objectives:

The overall aim of the project is to effectively address the shortage of scarce and critical skills within priority economic sectors of the Western Cape. The Provincial Government of the Western Cape has itself the target to achieve the following objectives:

- 2.4.1 Built environment learnerships
- 2.4.2 Built Environment – Masakhisizwe Project
- 2.4.3 TraPECorning agriculture through training project;
- 2.4.4 Calling the Cape Cadet Project;
- 2.4.5 Oil/Gas Supply and Services & Ship repair Artisan Project

2.2 Project Location and Beneficiaries

Provincial Breakdown

District	No of learners
Cape Metropole	1156
Rural	644
Grand Total/Average	1800

Planned Start and End dates:

06 June 2006 to 31st March 2009

2.3 Project Implementation

2.3.1 Intervention Programmes

The interventions will include a combination of learnerships, apprenticeships, bursaries, skills programmes and internships.

2.3.2 Project Governance and Management

The project will be managed from the newly established Project Management Office within the Department of Premier. The PM will report directly to the CD-Policy Co-ordination and implementation within the Department of the Premier, provide critical support and an implementing function on behalf of

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the skills task team and liaise with various line Departments and service providers.

The inter-departmental Task Team, chaired by the Premier, has been established in 2005. The skills task team comprises of senior representatives of the Departments of Economic Development and Tourism, Local Government, Housing, Public Works and Transport. The task team members reports directly to the Premier and the cabinet.

2.3.3 Budget & Cost effectiveness

The budget requested is within the stipulated R100million limit. The Project management costs are within the 10-15% range.

3. RECOMMENDATIONS

3.1 Learning interventions, Beneficiary numbers and Budget

The PEC recommended that the project be supported. With regard to the BPO the PEC recommends that recruitment of learners include a minimum of 10% people with disabilities. The table below summarises the recommended programmes and budgets

NAME OF PROJECT/ PROGRAMME	RECOMMENDED LEARNERS	AVERAGE UNIT COST	TOTAL BUDGET
1. Learnership 1000	1500	R 35,000	R 52,500,000
2. Built Environment: Masakh'iSizwe	250	R 50,000	R 12,500,000
3. TraPECorning Agriculture through Training	200	R 30,000	R 6,000,000
4. Calling the Cape	200	R 10,000	R 2,000,000
5. Oil/Gas Service & Supply, & Cape Ship Repair	410	R 25,000	R 10,250,000
SUB-TOTAL			R 83,250,000
15% Project Management			R 12,450,000
5% Contingency			R 4,150,000
TOTAL BUDGET	2,560	R30,000	R 99,900,000

Average cost per learner

R 39,023.41

Direct costs

R 32,519.53

Indirect (admin costs)

R 6,503.91

Attachments: **WC1 Budget**
WC2 Technical & Due Diligence Report
W3 Detailed Project Proposal