
1. BACKGROUND TO W&RSETA

W&RSETA is a statutory body established through the Skills Development Act of 1998 to enable its stakeholders to advance the national and global position of the wholesale & retail industry. As guided by its mandate the W&RSETA is as such an agent of transformation by promoting employment equity and broad-based BEE through skills development. In this context the W&RSETA is keen to form sustainable partnerships that will further promote its support for transformation.

2. BACKGROUND TO PROJECT

School leavers from historically disadvantaged communities still find it difficult to access permanent job opportunities which provide them with a career path and a future free from poverty and degradation.

Fewer than 11% of all successful grade 12 learners will go on to secure a tertiary qualification. Tertiary unemployment has dropped, while in the lower education levels unemployment has increased. The demand is for educated and skilled individuals.

Grade 12 learners are on the threshold of accessing the labour market and as such must be presented with real opportunities for access into the labour market, failing which they would join the already large number of unemployed youth, and become a burden to the state.

The Ikusasa Project was implemented as a pilot project which ran from May to September 2008 in the Western Cape. Schools were identified and employers within the wholesale and retail sector were invited to participate.

A total number of 60 matriculants from disadvantaged backgrounds who successfully completed the intervention were all offered permanent placement by retailers in the Western Cape.

3. OBJECTIVE

The objective of this tender is to source training providers in each province to deliver the 30 hours training component to the 300 learners in each of the six W&RSETA regions.

4. PROJECT AIM AND OBJECTIVES

The project aims to train 1 800 grade 12 learners from schools in all nine provinces. Learners will undergo 30 hours of retail training aligned to the following unit standards:

1. Behave in a professional manner
2. Know Core Concepts
3. Understand the Sector
4. Sell goods
5. Care for Customers
6. Control cash

This project aims at building morale and providing much needed training and placement opportunities for grade 12 learners in the country.

These learners will become part of a pool from which W&R businesses could source new recruits for permanent employment.

5. SCOPE OF PROJECT

The scope of this project is to assign training providers to train 1 800 grade 12 learners from schools in all nine provinces in a national project during 2009/10. These learners will become part of a pool from which W&R businesses could source new recruits.

1. Training Providers will conduct training in the following modules:
 - a. Behave in a professional manner
 - b. Know Core Concepts
 - c. Understand the Sector
 - d. Sell goods
 - e. Care for Customers
 - f. Control cash
2. Assist learners to compile a portfolio of evidence
3. Accurately keep the necessary records for auditing purposes
4. Training Providers will liaise with:
 - a. Schools
 - b. Workplaces
 - c. W&RSETA Regional Office
 - d. Ikusasa Project Manager

The Introductory sessions will take place in October 2009. Training will take place during the first two weeks in December 2009 and the last two weeks in January 2010.

6. EXPECTED OUTCOMES AND DELIVERABLES

1 800 learners (estimated 300 learners per region) trained against a number of modules as mentioned above, of which will be covered over a period of 30 hours.

W&RSETA REGIONS	
1. GAUTENG	2. WESTERN CAPE
3. KWA ZULU NATAL	4. EASTERN CAPE
5. LIMPOPO/ MPUMALANGA	6. FREE STATE/ NORTH WEST/ NORTHERN CAPE

PLEASE NOTE:

1. Training providers to indicate national/ provincial application
2. Proof of capacity to deliver

7. QUALITY ASSURANCE REVIEWS OF THE WORK

Quality Assurance will be done throughout the project by appointed project coordinators in each region. Each one week (30 hours) session will be verified at least once by the regional project coordinator.

Learning material will be sourced and provided by the W&RSETA and all providers nationally will use the same learning material.

8. MONITORING PROGRESS OF ASSIGNMENTS

The W&RSETA will monitor the progress of the training on an ongoing basis. Each delivery site will be visited at least once during the 30 hours training intervention.

9. INDEPENDENCE AND OBJECTIVITY OF STAFF

In carrying out the work, the service provider must ensure that its staff maintains their objectivity by remaining independent of the activities they execute.

10. PRICING

Total number of learners: 1 800

Estimated number of learners per region: 300

Minimum number of learners per group (training session): 15

- Rate per hour: R600 per hour per group

11. SUBMISSION REQUIREMENTS

- As stipulated in the tender submission guideline document
- Facilitator who is proficient in an African language in the specified region will be an added advantage
- Please ensure that your organisation has specified the preferred area of operation as provided for in the SBD01 document