

2015 Fuel Retailers Association Conference

6-7 May 2015

training, educating & developing the skills workforce



EQUIPPING FOR CHANGE THROUGH SKILLS DEVELOPMENT BY PARTNERING WITH FRA

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Presentation Outline

- Mandate of the W&RSETA
- Highlights – 14 years
- Perspective on Fuel Retail Sector
- Fuel Retailers (FRA) participation
- Q&A Session

Who are we?

- The Wholesale and Retail Sector Education and Training Authority (W&RSETA)**
- Established in terms of the Skills Development Act of 1999 & the Skills Development Levy Act, as amended**
- Guided by the National Skills Development Strategy and the White paper on Post School Education**

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Vision

We are the premier authority in skills development, exceeding stakeholder expectations in the wholesale and retail sector.

Mission

To contribute to the social and economic development and growth of the country by enabling education and training of the highest quality in the wholesale and retail sector, to the benefit of employers, employees and learners.

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National W&RSETA Footprint

Head Office based in Centurion, Pretoria with 10 Regional Offices:

- Gauteng North (Pretoria)
- Gauteng South (Woodmead)
- Western Cape (Cape Town)
- Eastern Cape (East London)
- Northern Cape (Kimberley)
- Kwa-Zulu Natal (Durban)
- Free State (Bloemfontein)
- Mpumalanga (Emalahleni)
- Limpopo (Polokwane)
- North West (Rustenburg)

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OUR MANDATE

- ❑ **Develop a Sector Skills Plan within the National Skills Development Strategy framework;**
- ❑ **Implement Sector Skills Plan by—**
 - establish learning programmes;
 - approving work-place skills plans and annual training reports;
 - allocating grants, in the prescribed manner to employers, skills development providers and workers, and
 - monitoring the quality of occupation-based learning in the Sector;

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OUR MANDATE

Promote occupation-based learning programs that include work experience by—

- identifying workplaces for practical work experience;
- supporting the development of learning materials;
- improving the facilitation and assessment of learning; and
- by assisting with conclusion of agreements for learning programmes

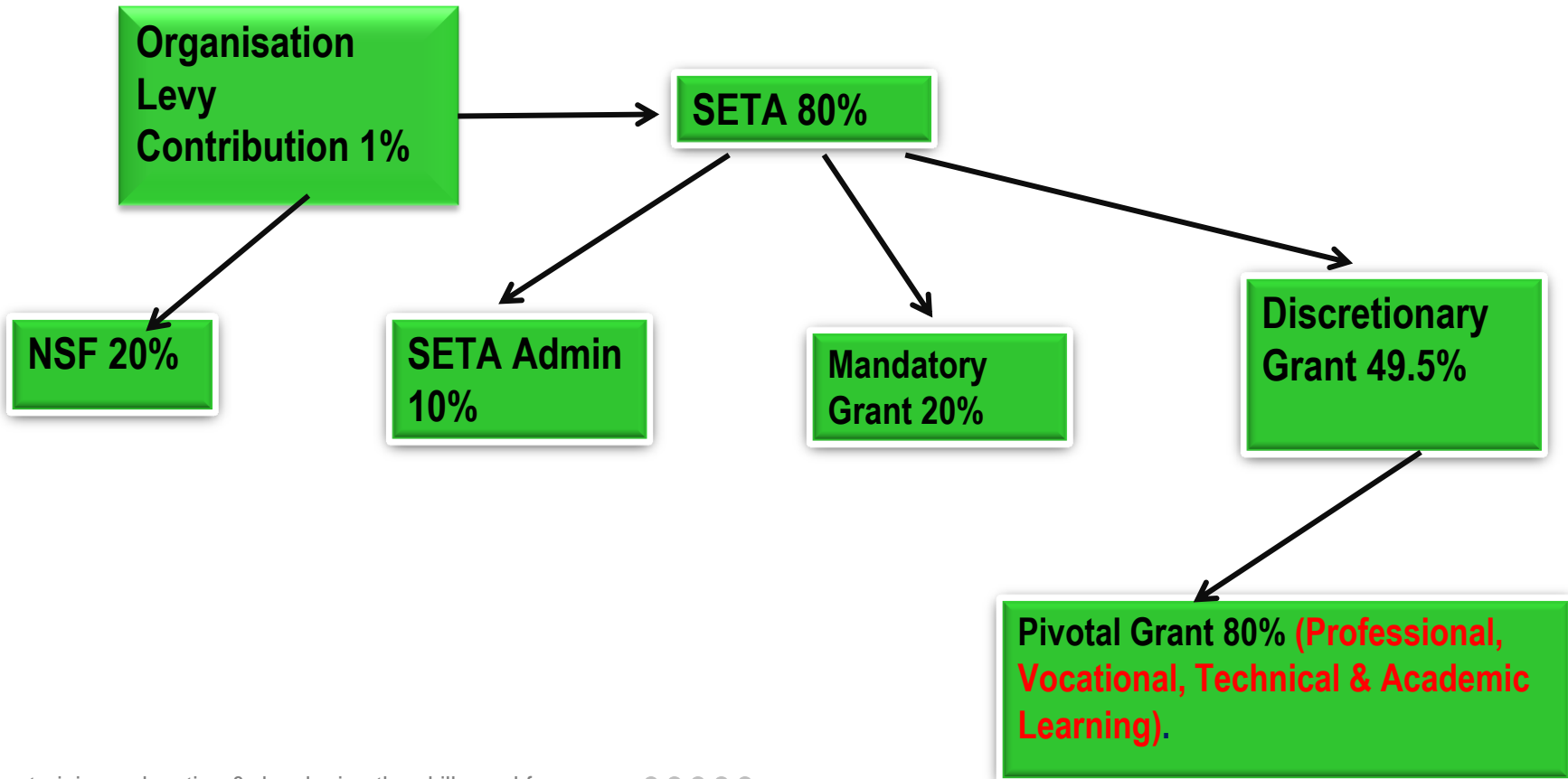
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OUR MANDATE

- Perform any function delegated by the QCTO in terms of section 261 of the Skills Development Act;
- Support and form partnerships with other agencies on matters related to skills development

SKILLS LEVY SYSTEM



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14 Year Key Highlights

- ❑ R6,4 billion received in levies;
- ❑ R2,7 billion disbursed in Mandatory Grants and R2,6 billion in Discretionary Grants;
- ❑ 14 869 levy paying companies;
- ❑ 28 qualifications from NQF level 1 - 6 developed;
- ❑ 30 279 learners certified on Learnerships;
- ❑ 1000 eThekweni informal traders successfully completed training programmes;
- ❑ Pioneered implementation of a Learnership for people with disabilities

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14 Year Key Highlights

- ❑ KZN Retail Schools of Excellence at 4 TVET Colleges and DUT;
- ❑ Established Retail Simulation Centres at College of Cape Town, Gert Sibande and Vuselela TVET Colleges



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Flagship Projects



International Leadership Development Programme (NQF7)

ILDP is aimed at accelerating the development of talented and high potential senior/executive managers

- Programme boasts of a 191-member Alumni since 2009;
- 4 delegates from fuel retail companies have benefited from ILDP;
- 48 delegates selected for the 2015 Programme

Retail Management Development Programme (NQF6)

This management development is aimed at addressing the skills gap within middle management level of the W&R Sector

- 711 delegates have successfully completed the Programme
- 367 delegates enrolled on the 2015 Programme

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14 Year Key Highlights



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14 Year Key Highlights

- ❑ 1772 TVET College and 2256 University students awarded bursaries;
- ❑ 11 MBA and 2 PhD bursaries awarded;
- ❑ First PhD bursary beneficiary obtained qualification;
- ❑ Established the Retail Chair, first of its kind in Africa, in partnership with CPUT



Scarce occupations for the Fuel Retail sector

Scarce occupations

Service Station Manager

Service Station Supervisor

Back Office Manager



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Critical Skills for the Fuel Retail Sector

Critical skills	
Health & safety	Cashiering
Fraud management and prevention	Merchandising
Customer service	Human resources management
Site standards operations	Analytical
Cash payments handling	Data/report analysis
Back office administration	Entrepreneurship
Supervisory	

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Qualifications for the Fuel Retail Sub-Sector

Fuel Retail Associations are participating on Qualifications Management Body (QMB) which develops Qualifications for the sector:

- National Certificate: Service Station Operations (Cashier) Level 2
- National Certificate: Service Station Operations (Forecourt Attendant)
- National Certificate: Service Station Operations (Car wash Attendant)
- National Certificate: Service Station Operations (Cleaner)
- National Certificate: Service Station Operations (Merchandiser)

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MANDATORY GRANTS

- ❑ **R77m** levy contributions from 1492 companies
- ❑ **R34m** available for Mandatory Grants
- ❑ **R15.7m** grant claimed by **677** companies - Workplace Skills Plans and ATRs
- ❑ **3502** employees trained per ATRs
- ❑ **2500** trained in Sales and Service

DISCRETIONARY GRANTS

- ❑ **81** learners certificated in Learnerships
- ❑ **579** learners completed Skills Programmes
- ❑ **4** Senior Managers –ILDP; **2** on 2015 Programme
- ❑ Managers/Supervisors – RMDP **13**
- ❑ SMME Discretionary Grant Project – **214** employees
(107 companies) for skills programmes

FUTURE PLANS

- ❑ Increase participation of Fuel Retailers;
- ❑ Increase Skills Development initiatives, innovative programmes in line with trends in the Sector;
- ❑ Collaborate and partner with the FRA – e-Learning initiatives;
- ❑ Streamline Discretionary Grant Policies and Processes

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THANK YOU

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Q&A

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