



merSETA Chamber Meeting

31 May 2019

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*The extent of shortage or surplus of artisans in the metal industry
and the use of ARPL to address potential shortages*





Problem Statement

- Government, labour and employers have been calling to increase the supply of artisans since 1994
- Evident in the RDP, NDP, NGP and many other policy pronouncements
- Consistent mantra “*we have an acute shortage of artisans and an aging artisan workforce*”



Questions

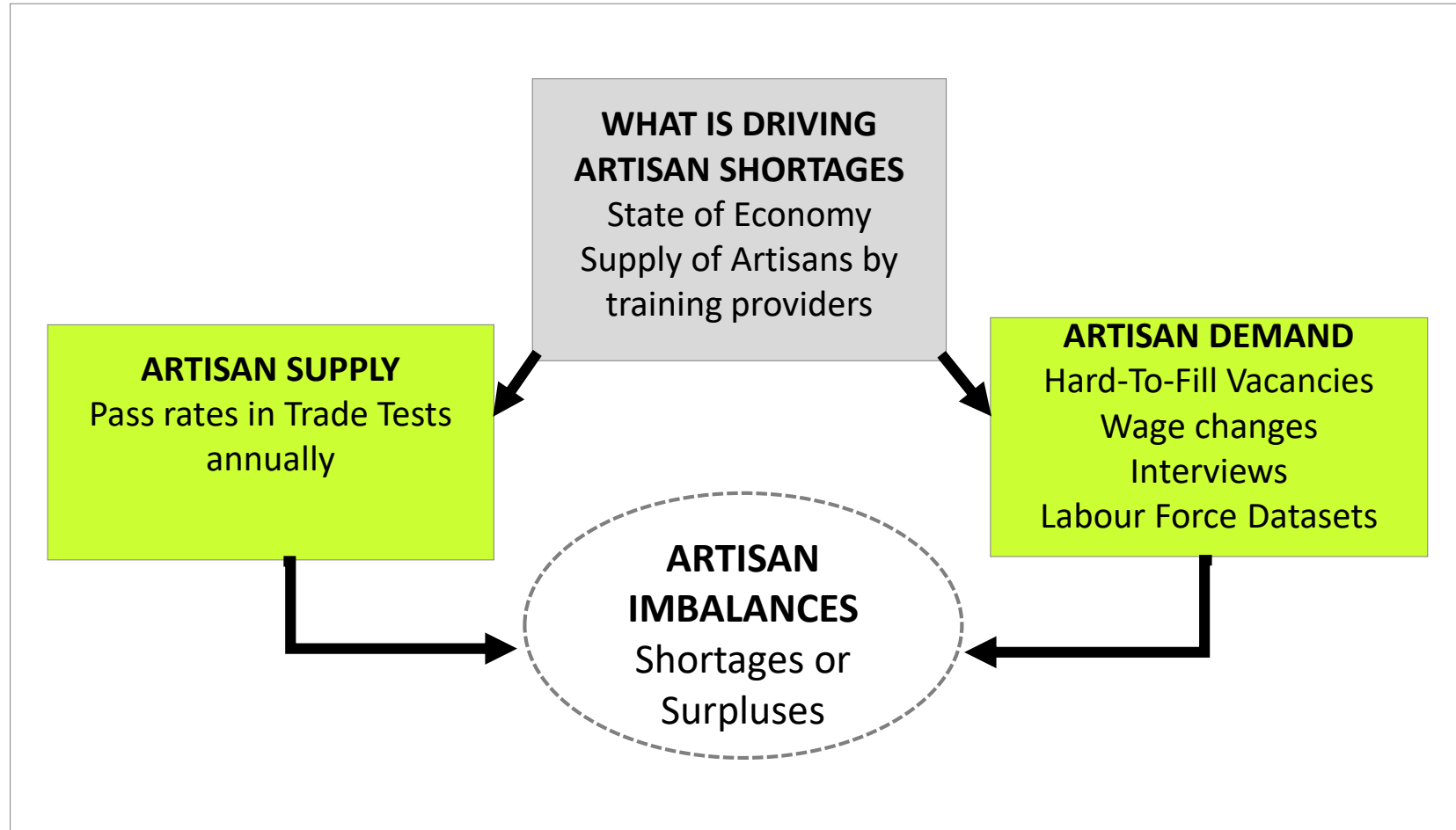
Is there [really] a shortage of artisans in the Metal Industry?”

Purpose of Study

- Assess whether there is a shortage of artisans in the metal industry
- Establish the appropriateness of ARPL to address potential shortages

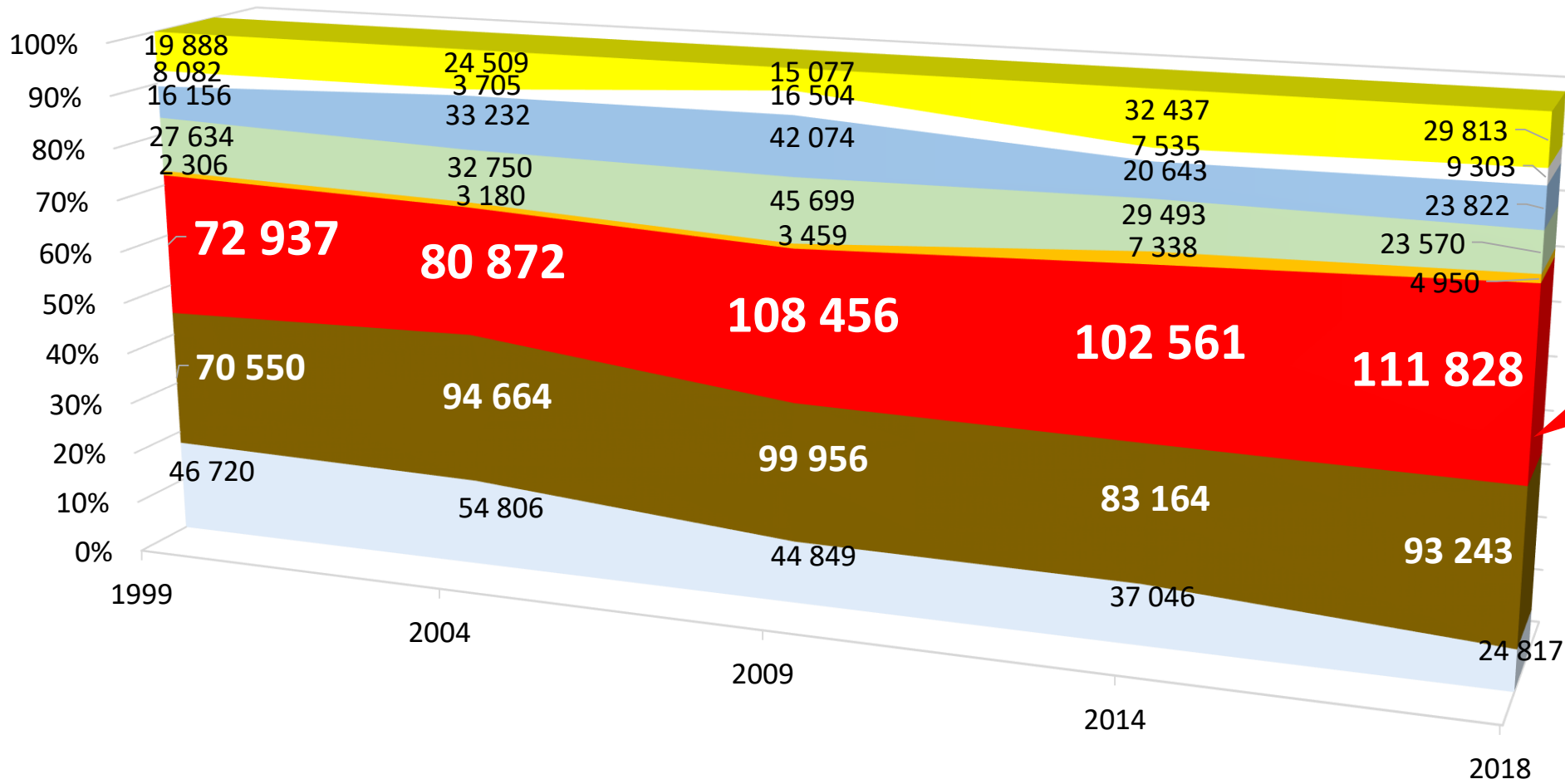


Conceptual Framework of the Research Study





Occupational Changes in Metal Industry (1999-2018)



Elementary

Operators

Craft workers

Sales & Services

Clerks

Technicians

Professionals

Managers

Artisans

- Employment increased between 1999 to 2018 by the following:

**33 Metal Industry
Trades**

Artisans 38 891

Managers 9 925

Professionals 1 221

Technicians 7 666

Clerks -3 812

Sales & service 2 644

Operators 22 693

Elementary 21 903

**Methodology for Determining Artisan
Imbalances in Metal Industry**
(Surpluses / Shortages)



Artisan Employment Growth / Scenarios

- Determine the artisan employment growth in the metal industry between 2014 to 2018.

Artisan Employment 2014	Artisan Employment 2018	Change in Employment 2014-2018	% Change	Forecast Scenarios 2018 - 2022		
				9%	12%	15%
102 561	111 828	9 267	+9%	121 983	125 247	128 602
				(10 065)	(13 419)	(16 774)

Develop a Typology to Categorise Artisan Imbalances

CATEGORY A: EXCESSIVE DEMAND FOR ARTISANS	CATEGORY B: MODERATE DEMAND FOR ARTISANS
<p>Meaning</p> <ul style="list-style-type: none">▪ There is an excessive demand for, or shortage of, artisans in a metal trade. <p>Score</p> <ul style="list-style-type: none">▪ Between 7 and 10 points qualifies a metal trade for this category.	<p>Meaning</p> <ul style="list-style-type: none">▪ There is a moderate demand for artisans in a metal trade. <p>Score</p> <ul style="list-style-type: none">▪ Between 4 and 6 points qualifies a metal trade for this category.
CATEGORY C: LOW DEMAND FOR ARTISAN	CATEGORY D: NO DEMAND FOR ARTISANS
<p>Meaning</p> <ul style="list-style-type: none">▪ There is a low demand for artisans in a metal trade. <p>Score</p> <ul style="list-style-type: none">▪ Between 1 and 3 points qualifies a metal trade for this category.	<p>Meaning</p> <ul style="list-style-type: none">▪ There is no demand for artisans in a metal trade. <p>Score</p> <ul style="list-style-type: none">▪ 0 points qualifies a metal trade for this category.



Scorecard (Index)

METAL TRADES	HTFV Survey (Median)			TRADE TEST PASSES (Median)			DHET OCCUPATIONS IN HIGH DEMAND LIST			SCORE OUT OF 10 MAXIMUM	DEMAND CATEGORY	
	None	Below Median	Above Median	None	Below Median	Above Median	Excluded	High	Higher			Highest
SCORE E.g. Welder	0	1	2 *	0	1	2 *	0	2	4 *	6	(10) (8)	A-B-C-D

CATEGORY A: EXCESSIVE DEMAND FOR ARTISANS

Scores 7-10 points (E.g. Welder)

CATEGORY B: MODERATE DEMAND FOR ARTISANS

Scores 4-6 points

CATEGORY C: LOW DEMAND FOR ARTISAN

Scores 1-3 points

CATEGORY D: NO DEMAND FOR ARTISANS

Scores 0 points

Findings

CATEGORY A: EXCESSIVE DEMAND FOR ARTISANS

Armature Winder / Tractor Mechanic / Boilermaker
Diesel Fitter / Millwright Refrigeration Mechanic
(Commercial / Industrial)
Tool, Jig and Die Maker / Welder / Electrician / Fitter and
Turner / Lift Mechanic

CATEGORY B: MODERATE DEMAND FOR ARTISANS

Rigger / Mechanical Equipment Repairer / Earthmoving
Equipment Mechanic / Electronics Equipment Mechanician /
Fitter / Forklift Mechanic / Instrument Mechanician / Sheet
Metal Worker / Turner / Hydraulic Fitters

CATEGORY C: LOW DEMAND FOR ARTISAN

Motor Mechanic
Plastics Mould Maker
Telecommunications Mechanician

CATEGORY D: NO DEMAND FOR ARTISANS

Domestic Appliance Mechanician / Domestic Radio
Mechanician / Domestic Radio and TV Mechanician
Moulder/ Patternmaker/ Refractory Mason / Roll Turner
Scale Fitter

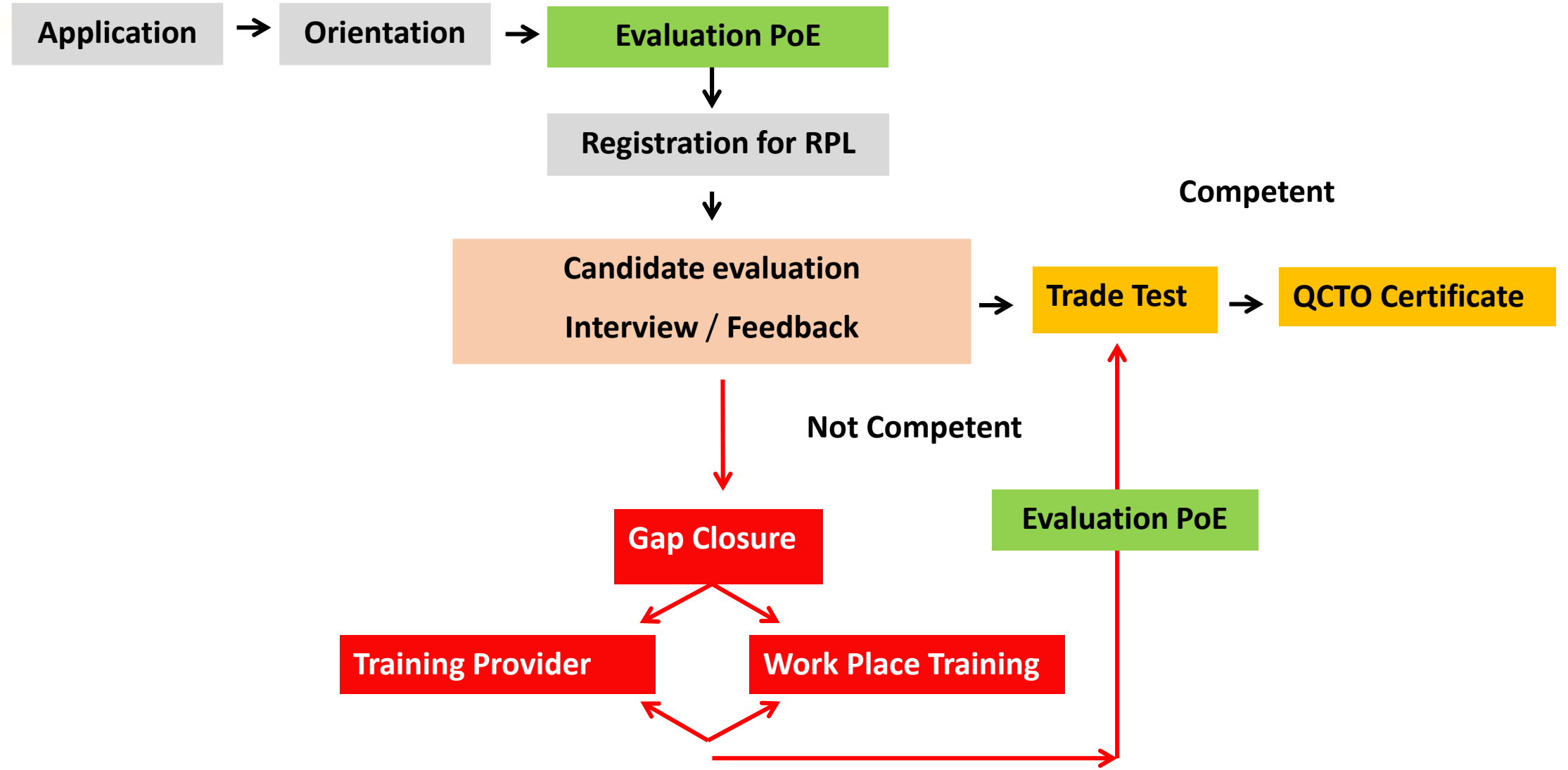


Artisan RPL Model

- DHET/QCTO has developed a model for ARPL.
- The *Criteria and Guidelines for the Implementation of Artisan Recognition of Prior Learning (Government Gazette No. 40691, 17 March 2017)* is a process to conduct APRL.
- This is the statutory process for ARPL that must be adhered to:



ARPL Model





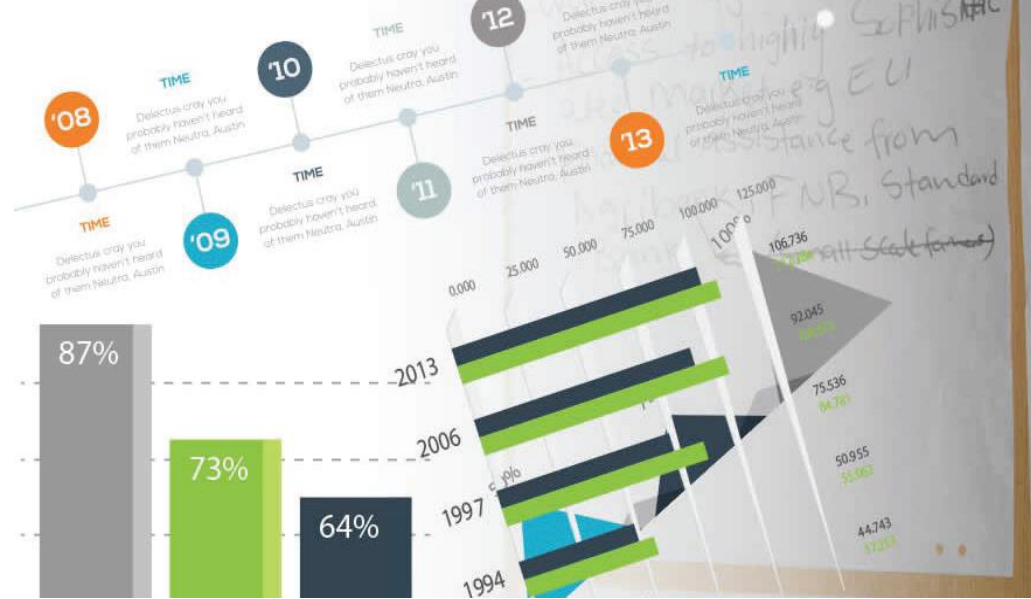
Recommendations for Metal Chamber:

- There should be a bi-annual metal chamber report on:
 - Number of apprenticeships registered in metal trades.
 - Number of trade test passes in metal trades.
- A Hard-To-Fill Vacancy Survey should be administered to all companies annually (Strongest indicator of artisan shortage).
- An Artisan Tracer Study should be administered annually to new artisans.
- Interviews should be conducted with metal industry experts on artisan skills needs annually.

Recommendations for merSETA:

- An institutional skills planning mechanism should be developed to monitor artisan imbalances.
- A standardised methodology for all chambers should be applied to measure artisan imbalances.
- Research studies should be chamber-wide for comparability and integration of findings.
- An artisan skills scorecard with key supply and demand indicators should be developed.
- Develop the diagnostic capacity of merSETA and Chamber Committees to analyse artisan demand and supply.

- A research agenda should be developed to produce the following reports:
 - State of the labour market
 - Current and future artisan imbalances
 - Wage Analysis
 - Graduate (new artisan) Destinations
 - Skills migration in manufacturing
 - Skills needs in national strategies and plans
 - Employer satisfaction about skills training



Thank you

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