

# Applying the CIDB Skills Standard in Construction Projects (Professional Services)

# Objective



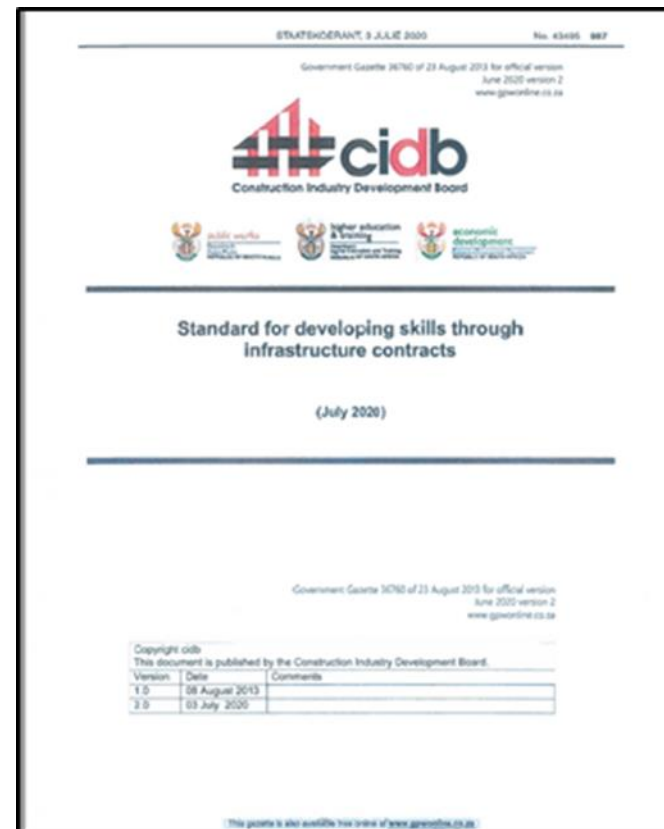
## Cidb proposal

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Provide an overview of the cidb Standard for developing skills through infrastructure contracts (Skills Standard)  
CIDB Skills Development Agency (SDA)  
Learner Management System (LMS)

# cidb Standard for Developing Skills through Infrastructure Contracts

Gazette 48491 or 28 April 2023



# IMPLEMENTATION OF THE SKILLS STANDARD

# Objective of the Standard (i)

- **Workplace Training Opportunities**
  - **Method 1** - to provide structured workplace learning towards; part, or full occupational qualification;
  - **Method 2** - To provide structured workplace learning towards trade qualifications; apprentices, or other artisan learners 60% of the artisan learners from public TVET colleges

## Objectives of the Standard (ii)

- **Workplace Training Opportunities Relevant to Professional Service Contracts**
  - **Method 3** - To provide work integrated learning opportunities for; university of Technology; or comprehensive University P1 & P2
  - **Method 4** - To provide structured workplace learning for; candidates for professional registration with statutory council



# Application of the Skills Standard

- Professional services contracts:
  - > R 5m and
  - 12 months duration or longer

# Contract Skills Development Goals (CSDG)



- **Hours:**
  - Professional services
  - Service contract or an order issued in terms of such a contract





## **CSDG; Hours Professional Service Contract**

**150 hours allocated for placement per  
R1 million of contract value**

**E.g. R5 million contract value**

**5 X 150 hours**

**= 750 hours**

**Therefore PSP must employ a person  
using method 3 or 4 for a minimum  
period of 750hrs**



# Notional Cost of Training:

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Table 3

Type of Training Opportunity	Provision for stipends (Unemployed learners only)	Provisions for mentorship	Provisions for additional costs*	Total costs	
				Unemployed learners	Employed learners
Method 1					
Occupational qualification	R7 000	R0	R9 000	R16 000	R9 000
Method 2					
TVET College graduates	R14 000	R0	R9 000	R23 000	N/A
Apprenticeship	R14 000	R0	R12 000	R26 000	R12 000
Method 3					
P1 and P2 learners	R24 000	R20 000	R4 500	R48 500	N/A
Method 4					
Candidates with a 3 year diploma	R37 000	R20 000	R4 500	R61 500	R20 000
Candidates with 4 year qualification	R47 000	R20 000	R4 500	R71 500	R20 000



## Example of Training Spend:

Example Only

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Table 1. Final Tender Summary – Contract Skills Development Goal Example

Item	Description	Constant factor as per skills standard	Sub-total of professional fees	Professional fees in millions of Rands	Hours of placement provided
16	Skills Development				
16.1	Minimum Contract Skills Development Goal (CSDG) (professional fees in millions of Rands x 150 = number of hours of placement (R5,6m x 150 = 840 hours)	150	R5 600 000.00	R5,6m	840 hours



## Example of Training Cost:

Example Only

Calculation of hosting a student/candidate in months:

$840 \text{ hours} / 8 \text{ hours per day} = 105 \text{ days}$

$105 \text{ days} / 21.67 \text{ working days per month} = 4.85 \text{ months}$

Cost of hosting a learner / candidate using Table 3 of the skills standard:

For example, using:

Method 3: P1 and P2 learners, or a 240 credits qualification

$R48\,500 / 3 = R16\,167$  (total cost per month to host a learner)

Total cost :  $R16\,167 \times 4.85 \text{ months} = R\,78\,409.95$  (this includes the stipend, mentorship and provision for additional cost as described in the skills standard).

## **PSP's Role**

- **Provide workplace learning opportunities:**
  - **Employed learners (33 percent of the CSDG)**
  - **Unemployed learners (67 percent of the CSDG)**
- **Appoint a coach/mentor for learners if using Method 3 or 4**
- **All learners must be registered on the CIDB SDA LMS**
- **Can source learners directly or through the CIDB SDA**

# Project Compliance

- **Submitting:**
- **Compliance baseline training plans (Form A2)**
- **30 days after contract award**
- **Quarterly compliance reports (Form A3)**
- **Final contract compliance report (Form A5)**
- **30 days after practical completion**

# Contractor Non-Compliance to CSDG

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- Opportunities provided could not be linked to contract;
- Failure to register beneficiaries on CIDB SDA LMS
- Reporting criteria not adhered to;
- Conditions of employment and allowances not in accordance with legislative provisions;
- Contractor not maintaining training records
- Contractor claims for learners funded from other sources



# Skills Development Agency SDA

# What is an Skills Development Agency (SDA)



- Facilitates the implementation of the cidb Skills Standard
- Provides support to clients, contractors and beneficiaries of the Skills Standard



# Role of the Skills Development Agency

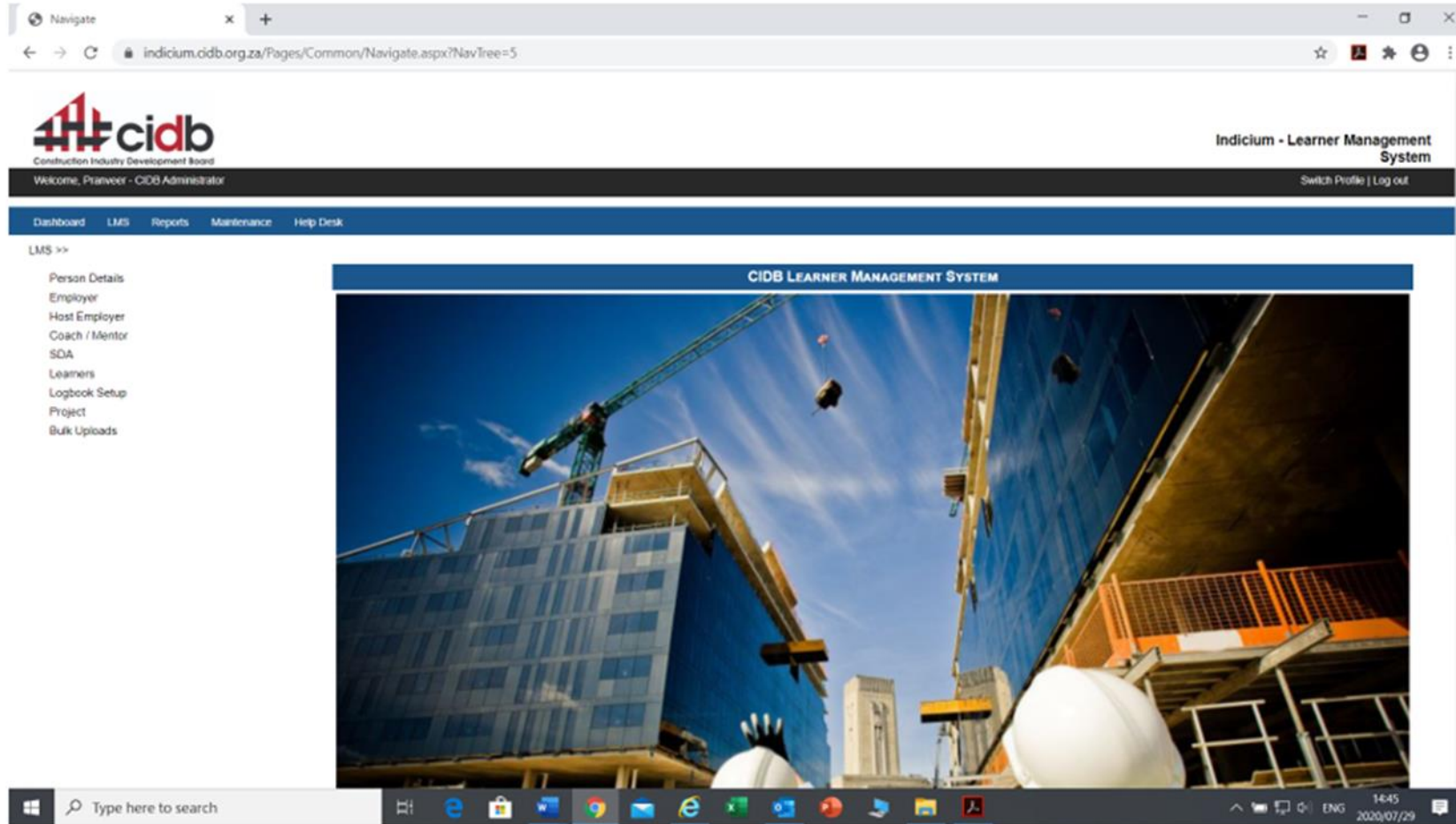
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- Skills Development Agency (SDA) can assist by:
- Preparing training plans;
- Providing training and access to the CIDB LMS;
- Monitoring onsite training progress of learners;
- Arranging for summative assessments;
- Providing trade testing opportunities including and top-up training; and
- Preparing reports for the employer's representative and cidb at practical completion of the contract

# Learner Management System (LMS)

- The LMS is a web based system developed to support the administrative requirements of the cidb Skills Standard.
- Track the impact of the cidb Skills Standard
- The cidb SDA will manage access and training on the LMS.

# Learner Management System (LMS)



**Thank you**