

## MBAWC SKILLS REPORT

Our Director in his Newsletter has clearly spelt out the benefit of employing apprentices. The number of building artisans has decreased to the point that at the end of July only 1431 were employed in the Cape Town/Boland as per the latest BIBC statistics. Of greater concern is that less than 100 apprentices are registered on the BIBC data base. The majority of whom are employed by our Association.

Skills Development is a vital element in the Construction Charter. Unfortunately we cannot determine the total costs claimed by our members for this element we can only inquire how much of the total spend is spent on apprentice training? It could be that not all apprentices are registered with the Bargaining Council. If that is the case I encourage our members to register them.

During the past year Training Providers that have been allocated financial support by SETA's to provide learnership training in various construction disciplines. The condition of them receiving this financial support is that they source on site practical training. In addition they pay the trainees a fixed stipend. They then offer them to contractors free. Unfortunately this then becomes a compliance issue. If during a routine BIBC inspection these "free" learners are found to be in breach of the Collective Agreement and the Contractor is assessed as not paying the correct wage and is not receiving the benefit.

Certain occupations can be employed on this basis, check with our Office or with the BIBC to see whether they are exempt.

Our entrepreneurial development program for small builders and sub contractors is currently being finalized with the University of the Western Cape and the first group will commence in October with a second group in February, 2019. Details of the curriculum will be included in our next communication.

During the next three months we will be increasing our intake of apprentices and interviewing Cadets. In addition we will enroll a number of member employees who have undergone assessments in skills programs for there relevant occupations.

Lastly I would make a request to all our Members, if each member enrolls one young person in the trade or occupation associated with their business we will be making a small dent in the huge unemployed youth pool in greater Cape Town.

***Tony Keal***  
***August 2018***