



WATER RESEARCH COMMISSION

FETWATER BUSINESS PLAN TEMPLATE 2015/16 – 2016/17

PROPOSAL DETAILS (Mandatory)

KSA	10
Thematic Area	Qualification Development Facilitation
Proposer	Alvin Lagardien
Proposal Title	Qualification Development Facilitation within Sector and QCTO framework for FETWater, Phase III
Proposal Number	(Will be generated by the system)
Start Date	01 April 2015
End Date	31 March 2017



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA



ORGANISATIONS (Mandatory)

Lead organization

Organization Name	Cape Peninsula University of Technology
SMME	NO
HDI	YES
Department/Component	Centre for Water and Sanitation Research
Contributions	Strategy and Network Support , Coordination, Process Design and Facilitation
Postal Address	P O Box 1906, Bellville
City	Cape Town
Postal Code	7535
Physical Address	Symphony Way, Bellville South,
City	Cape Town
Postal Code	7535
BEE Certificate	
Tax Clearance Certificate	
Company Registration Certificate	
Bank Account Confirmation Letter	

Contract Signatory

Title	Dr
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Collaborating Organizations

Organization Name	Water Institute of Southern Africa (WISA)
Department	Training
Contributions	Stakeholder liaison, Communication, Professionalization
Contact Details	Anita Pillay
Address	5 Constantia Park, 546 16th Road, Midrand
City	Midrand
Postal Code	1685

Organization Name	Department of Water and Sanitation
Department/Component	Water Sector Leadership Group (WSLG)
Contributions	Links to NWRS Capacity building Task Teams
Contact Details	Kentse Mathiba
Address	
City	
Postal Code	

Organization Name	EWSETA
Department/Component	Skills Planning
Contributions	Qualifications Development
Contact Details	Mr Kabelo Masilo
Address	
City	
Postal code	

PROJECT TEAM (Mandatory)

Project team member details

Organization	CPUT
Role	Project leader
Title	Prof

Initials	A
First Name	Alvin
Surname	Lagardien
ID/Passport Number	5608215251088
Gender	Male
Race	Black
Nationality	South African
Citizenship	South African
Country of Origin	South Africa
Relevant Years of Experience	30
Qualifications	B.Sc Eng; GDE; M.Sc Eng, GDSE
Email Address	lagardiena@cput.ac.za

Organization	WISA
Role	Stakeholder Liaison, Workshops, Communication
Title	MS
Initials	A
First Name	Anita
Surname	Pillay
ID/Passport Number	7907240091081
Gender	Female
Race	Black
Nationality	South African
Citizenship	South African
Country of Origin	RSA
Relevant Years of Experience	7
Qualifications	B.Sc Env.Sc.
Email Address	training@wisa.org.za

Organization	CPUT
Role	QDF Liaison, Research, Network support
Title	Mr
Initials	M
First Name	Manuel
Surname	Jackson
ID/Passport Number	6512125141083
Gender	Male

Race	Black
Nationality	SA
Citizenship	SA
Country of Origin	RSA
Relevant Years of Experience	20
Qualifications	PMP; APMP, MBA
Email Address	jacksonm@cput.ac.za

Organization	CPUT
Role	Administration, Logistics
Title	Mr
Initials	J
First Name	Joao
Surname	Alberts
ID/Passport Number	8110145244082
Gender	Male
Race	White
Nationality	SA
Citizenship	SA
Country of Origin	RSA
Relevant Years of Experience	10
Qualifications	ND OMT; B.Tech Office Management and Technology
Email Address	albertsj@cput.ac.za

RATIONALE (Mandatory)

Motivation

The lack of coordination of capacity building and training (CB&T) initiatives in the water sector has resulted in poor knowledge management, ineffective planning, duplication of effort and a low return on investment. In addition, uncertainty over the link between qualifications and available career paths in the sector limits the uptake and thus the sustainability of CB&T initiatives. Relevance and quality of capacity building and training programmes remain questionable as the water sector has as yet to develop appropriate mechanisms for standardization and quality assurance. Currently there is a plethora of education and training programmes and which lack currency and portability. Qualifications and certificates obtained often receive no recognition with regard to career progression or skills enhancement.

Although previous FETWater training initiatives cover essential elements of CB&T for the sector, uptake has been limited as the FETWater courses have not as yet been linked to sector skills planning and delivery systems for professional and career development.

To improve currency and sustainability of FETWater offerings in the CB&T environment, an occupationally directed focus aligned with Professional body and Quality Council for Trades and Occupations (QCTO) requirements is imperative for course planning and registration

During the FETWater III National Planning Workshop on the 22nd of January 2015, presentations called for closer links with Sector Education and Training Authority (SETA) & sector skills planning initiatives and highlighted the need for improved curriculum development and quality assurance protocols to ensure currency for occupational and professional development. The workshop resolved that support be provided to each network for qualification development within the SETA and QCTO frameworks to ensure currency and sustainability of FETWater training initiatives.

This business plan sets out activities and milestones to develop network capacity to participate, align, and implement FETWater initiatives within the WISA, QCTO and SETA environments thereby providing the foundation for network sustainability.

Outputs/Outcomes and Expected Impact

- Networks have qualification development facilitators that understand the QCTO process and are able to facilitate the development of occupational qualifications and CPD courses in areas of critical and scarce skills with a committee of expert practitioners.

- Expert practitioners in networks work with WISA to ensure standards are maintained by participating in the Assurance Quality Partner processes and professionalization processes.

- Networks participate in skills planning with the WSLG and SETA to ensure uptake and funding of FETWater initiatives

Assumptions and preconditions:

Network business plans are aligned to WSLG and QCTO process with regard to milestones and scheduling

Networks identify occupational clusters which are endorsed by WISA, SETA and QCTO for ODF support.

Network Learner QDF and Community of expert practitioners develop and register qualification.

Networks develop learning and AQP material and to implement training

Networks market offerings and receive funding from SETA mandatory and discretionary grants to sustain capacity building and training initiatives and continue work with WISA on professional development and quality assurance mandates.

AIMS AND OBJECTIVES (Mandatory)

AIM

The project will enable FETWater, Phase III to contribute to the key objectives of the National Water Resource Strategy by establishing networks as the basis of a sector supported model for the effective coordination of capacity building, education, training and skills development with an inclusive strategy for the professionalization of water sector practitioners. This will be done in concert with the Water Sector Leadership Group Task Team, in partnership with WISA and with the support provided by relevant SETAs

No	Objective
1	Train and monitor networks to facilitate Sector Skills Plan linkages, QCTO Service level agreements (SLA) and Qualification Development Facilitation (QDF) funding based on critical and scarce skills in network occupational clusters (April – July 2015)
2	Train network learner QDF to facilitate Network Curriculum Development and under QCTO banner with Committee of expert practitioners (CEP) in occupational clusters (June - Dec 2015)
3	Set up WISA AQP processes and induct networks to align materials development, delivery system and QA processes (July - March 2016)
4	Facilitate piloting, network marketing and discretionary grant applications from SETA to mainstream network training (2016/2017)

ACTIVITIES (Mandatory)

- 1) Train and monitor networks to facilitate Sector Skills Plan linkages, QCTO SLA and QDF funding based on critical and scarce skills workshop
 - Set up workshop for networks coordinators regarding critical and scarce skills with SETA to agree on targets and requirements for scoping for priority occupational qualifications
 - Monitor and support for network scoping meeting and review reports to facilitate ODF buy-in and applications to OCTO
- 2) Train network learner QDF to facilitate Network Curriculum Development and under QCTO banner
 - Learner QDF induction workshop regarding process, roles to put together service level agreement with OCTO
 - Set up implementation, monitoring communication system for process
 - Provide updates via WISA website

3) Set up WISA AQP processes and train networks to align implementation and QA processes - Facilitate the development of Assurance Quality Partner (AQP) business plan for each network and facilitate related mandates and funding

- Workshop with CEP on delivery systems and materials development
- Monitor Pilot implementation

4) Facilitate network marketing and discretionary grant applications from SETA to implement network training for a 2 year period (2016/2017)

- Conduct new qualification WISA conference workshop and road show with WISA regional branches to confirm relevance and institutional targets
- WSLG Workshop with networks to development of SETA grant applications and submission for roll out

DELIVERABLES (Mandatory)

	Title	Description	Target Date	Amount (R)
1	Progress Report 1	Network alignment with SSP and QTO process	30/09/2015	200 000
2	Progress Report 2	Network Qualification development	29/02/2016	210 000
3	Progress Report 3	Network QA processes and materials development	30/09/2016	195 000
4	Final Report	Network implementation of training, marketing and sustainability	30/01/2017	227 500
				832 500

PRODUCTS (Mandatory)

Title/Name	Target Group	Application
Network/ SETA SLAs with OCTO	DWS/ SETA	New qualification application
Network Qualification registration documents and QDF registration	OCTO/ CEP	New qualification approval
Network/WISA AQP business plans and materials	WISA/CEP	Quality assurance and maintenance
Network SETA grant applications	Institutions/ Practitioners	Mainstreaming uptake

BUDGET (Mandatory)

Human Resource Costs

Project Team Member	Financial Year	Remuneration Rate (R/day)	Days/Year	Amount (R)
A Lagardien	2015/16	3500	35	122500
A Pillay	2015/16	2500	30	75000
M. Jackson	2015/16	2500	35	87500
J. Alberts	2015/16	1000	20	20000
A Lagardien	2016/17	3500	30	105000
A Pillay	2016/17	2500	35	87500
M. Jackson	2016/17	2500	30	75000
J. Alberts	2016/17	1000	20	20000

Travelling Expenses (International Conferences, Symposia, Seminars, Workshops & Meetings)

Item	Motivation	Financial Year	Amount (R)
Engagement and workshop on critical and scarce skills*	Network training and obtaining buy-in from SETA	2015/16	15000
Learner QDF induction workshop*	Confirm process roles, SLA and Monitoring	2015/16	15000
WISA workshop on AQP BP and roles and implementation process*	Confirm network partnership in QA process	2015/16	15000
Network sustainability workshop*	Confirm network partnership with SETA regarding roll-out	2016/17	15000
WISA conference workshop and Roadshow regarding targets and grants with regions (6)	Market offerings and ensure institutional and practitioner uptake	2016/17	60000

Dissemination/Uptake Activity expenses

Expense Item	Financial Year	Amount (R)
WISA website quarterly updates communication for network activities	2015/16	60000
WISA website quarterly updates communication for network activities	2016/17	60000

Summary

Fin. Year	HR	Travelling	Dissemination	Total	Deliverables
2015/16	305000	45000	60000	410000	1 & 2
2016/17	287500	75000	60000	422500	3 & 4

TRAINING DISSEMINATION AND UPTAKE (Mandatory)

The process will be linked to the NWRS II capacity building strategy implementation via the Water Sector Leadership Group Task Team processes related to skills planning and the development of new qualifications in partnership with WISA, SETAs and the QCTO. In this way FETWater network activities will become demand driven.

Uptake will also be facilitated through inclusion of network offerings in sector skills plans and securing funding through discretionary and mandatory grant applications.

Each network will use OCTO processes to set up a committee of expert practitioners to facilitate the development of curricula for critical and scarce skills for priority occupational clusters in the network.

WISA as the professional body for the water sector will be a key partner in the dissemination, marketing and uptake process through its role as the AQP. WISA resources such as its website, network of branches and technical divisions and its 2016 biennial conference in Durban will be used to market and disseminate offerings.

Regional roadshows are planned for 2016 as a drive to market FETWater network offerings and to facilitate SETA funding to sustain activities.

ADDITIONAL INFORMATION (Optional)

Literature References

Brief CV details for the Network/Activity Coordinator

Abridged CV of Alvin Lagardien

Qualifications:

B.Sc. (Eng) Civil, Grad. P G Dipl. in Eng.; M.Sc. (Eng.) Civil; G. D. S.E.
Alumnus of UCT & UNESCO IHE

Experience:

Civil Engineer: Murray and Roberts Site Engineer on Dam, Freeway, High Rise and Industrial Buildings
Lecturer, Senior Lecturer, Head of Department, Associate Director, Associate Dean; Engineering: CPUT faculty of Engineering
Consultant/Researcher: Structural design, Project Management, Human capital development and Strategic support
National Project Steering committees, WRC Reference Group, National Skills Task Team, SETA Water Chamber, WISA Board Membership
Community and sports club committee membership

Present Position: Director of CWSR (Center for Water and Sanitation Research) and CWSS (Water Supply and Sanitation Unit), Cape Peninsula University of Technology

Affiliations and Network

Senior Fellow: Water Institute of South Africa (WISA)
Member Institute of Municipal Engineers of Southern Africa (IMESA)
Member of WISA Board
Member of Water Sector Leadership Group Sector Skills Task Team
Member of Framework for Research Education and Training in Water (FETWater) Steering Committee
Member of National Water Leadership Group Sector Skills Task Team

Research

- Appropriate Technologies, Strategic approaches to Institutional Development, Directed Procurement and Skills, Water Services and Water Resource Management Interface
- Development Strategies as Part of Public Works & Poverty Alleviation Programs
- Supervisor: Masters in Public Management, Environmental Health & Civil Engineering Students
- Reviewer Water Research Commission (WRC) research proposals, Member of a number of WRC & Donor Project Reference Groups

Training

- Lecturer Civil Engineering / Research Supervision
- External Examiner - UCT
- Project leader: National LGWSETA Sanitation project
- Development of NQF Sanitation Qualifications
- Training provider for SETA Water and Sanitation Programmes, Assessor

Recent Project Outputs:

- Sanitation Upgrading of Cape Flats Informal Settlements (Study and Recommendations for Pilot Scale Implementation)
- Improving Sanitation on Farms: Lessons from the Sanitation Pilot Program and the Emerging Western Cape Model; Publication ISBN 1868458199
- An Implementation Framework for a National Sanitation Sector Skills Development Programme
- Sanitation in informal settlements- A review of the strategic elements of a service delivery protocol. Publication; ISBN 1770050361
- Development and Registration Six Sanitation Sector Skill Programs for Local Government and Water SETA (LGWSETA)
- Development and Implementation of the National Sanitation Sector Skills Development Plan (LGWSETA)
- Comparative Benchmarking of Basic Sanitation Service Delivery to poor communities in 3 Metros
- Strategic Approaches in the provision of Sanitation Services to Informal and Unserviced Areas- WRC Publication; ISBN 1770053794
- Participatory Disaster mitigation and risk assessment techniques in vulnerable settlements (DBSA)
- Guidelines for the integration of Community-Based procurement in operation and maintenance of basic water and sanitation provision by Municipalities (WRC K5/1714/3) ISBN 1770054375
- An Approach to Reducing Risks and Hazards from Human Waste Generated by Informal Settlements: Community-Based Risk Assessment with Municipal Partnerships (WRC project K5/1901)
- Evaluation of the user acceptance and functioning of mobile communal sanitation facilities - (WRC K5/ 2017)
- Strategic Support to National Civil Society Support Programme (DWA)
- Technical sanitation solutions for informal areas (WRC K5/ 2098)

Current projects

- Insights into indigenous coping strategies to drought for drought adaptation in agriculture: the southern Cape Scenario (WRC K4/2084)
- Adapting and Piloting concepts of Community Led Total Sanitation (CLTS) in the South African municipal environment (WRC K5/2088)
- Capacity Building for Integrated Water Resource Management in South Africa (Nuffic)
- An investigation into the social, institutional and economic implications of reusing reclaimed wastewater for domestic applications in South Africa (WRC 2208)
- Combined effect of urbanization, industrialization and population growth on water quality of the Palmiet River and its tributaries in the Overberg West sub-catchment of the Breede Water Management Area: An Integrated Catchment Risk Assessment (WRC 2329)
- Approaches for Emerging Farmer Participation in Water Resource Management: The Case of the Breede-Overberg Catchment Management Agency (BOCMA), Western Cape (WRC 2310)

List of Abbreviations

CV	Curriculum Vitae
FETWater	Framework Programme for Research, Education and Training in the Water Sector
HR	Human Resources
NWRS2	National Water Resources Strategy Version 2
PDIs	Previously Disadvantaged Institutions/Individuals