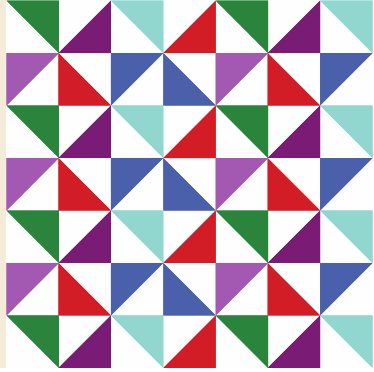


“Employability Improvement Project (EIP)” in South Africa

“Endogenous Capacity Development” Youth for the Sustainable Socio-Economic Growth

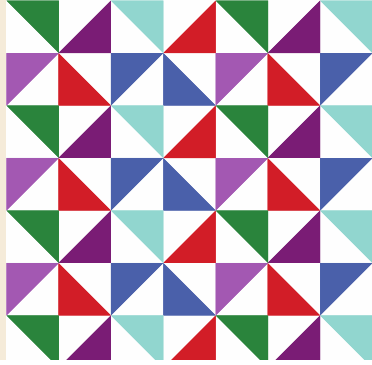
Africa KAIZEN Annual Conference 2018

Chunderpaul J. Paramanund, Durban University of Technology, 2 - 4 July, 2018



CONTENTS

- EIP and policy alignment
- Education as a starting point of national growth
- 3 factors of Education for an exit of education
- Employability skills development as Pre-WIL program
- 3i model of Employability Improvement Project
- System for transferring knowledge and teaching skills
- Work process and Networking strategy in South Africa/Namibia



EIP and Policy alignment

| South Africa | Japan |
|--|---|
| <p>National Development Plan (NDP2030)</p> | <p>Tokyo International Conference of African Development (TICAD) Process</p> |
| <p>Post School Education & Training (PSET) White Paper (DHET)</p> <p>2.4 Education and Work</p> <p>Workplace training and work-integrated learning (WIL)- central part of our training system.</p> | <p>3. Private sector and human resources</p> <ul style="list-style-type: none"> ✓ Productivity and quality standards ✓ Human resources development |

EIP (Pre-WIL Program)

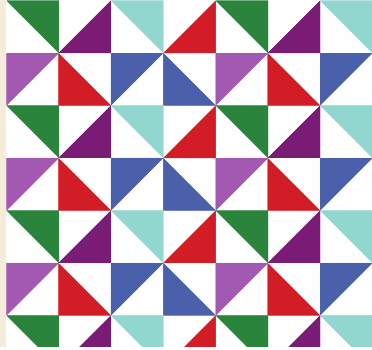
Unit 1 Work and workplace

Unit 2 Implementation Wk. Process

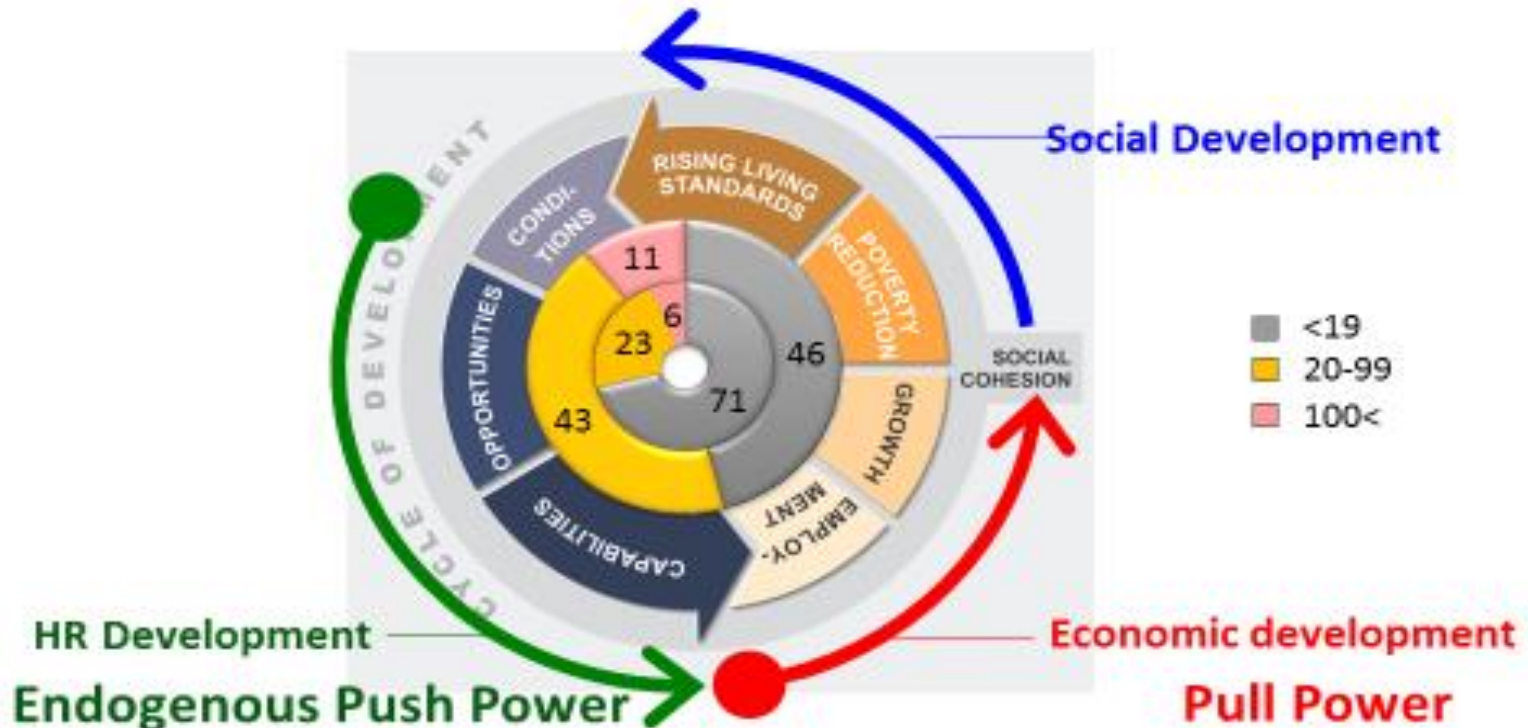
Unit 3 Improvement

Unit 4 Innovation from 0 to 1

- ✓ Productivity formula
- ✓ 7 MUDAs (wastes)
- ✓ PDCA & QCD
- ✓ KAIZEN
- ✓ House keeping (5S)



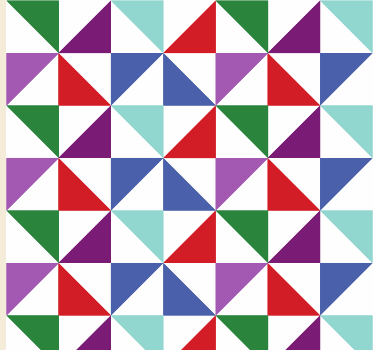
EDUCATION AS A STARTING POINT OF NATIONAL GROWTH



Produce competent graduates



- Established / Large companies
- SMME / Entrepreneurship

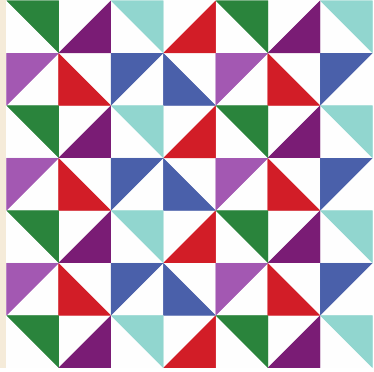


3 FACTORS OF EDUCATION FOR AN EXIT OF EDUCATION

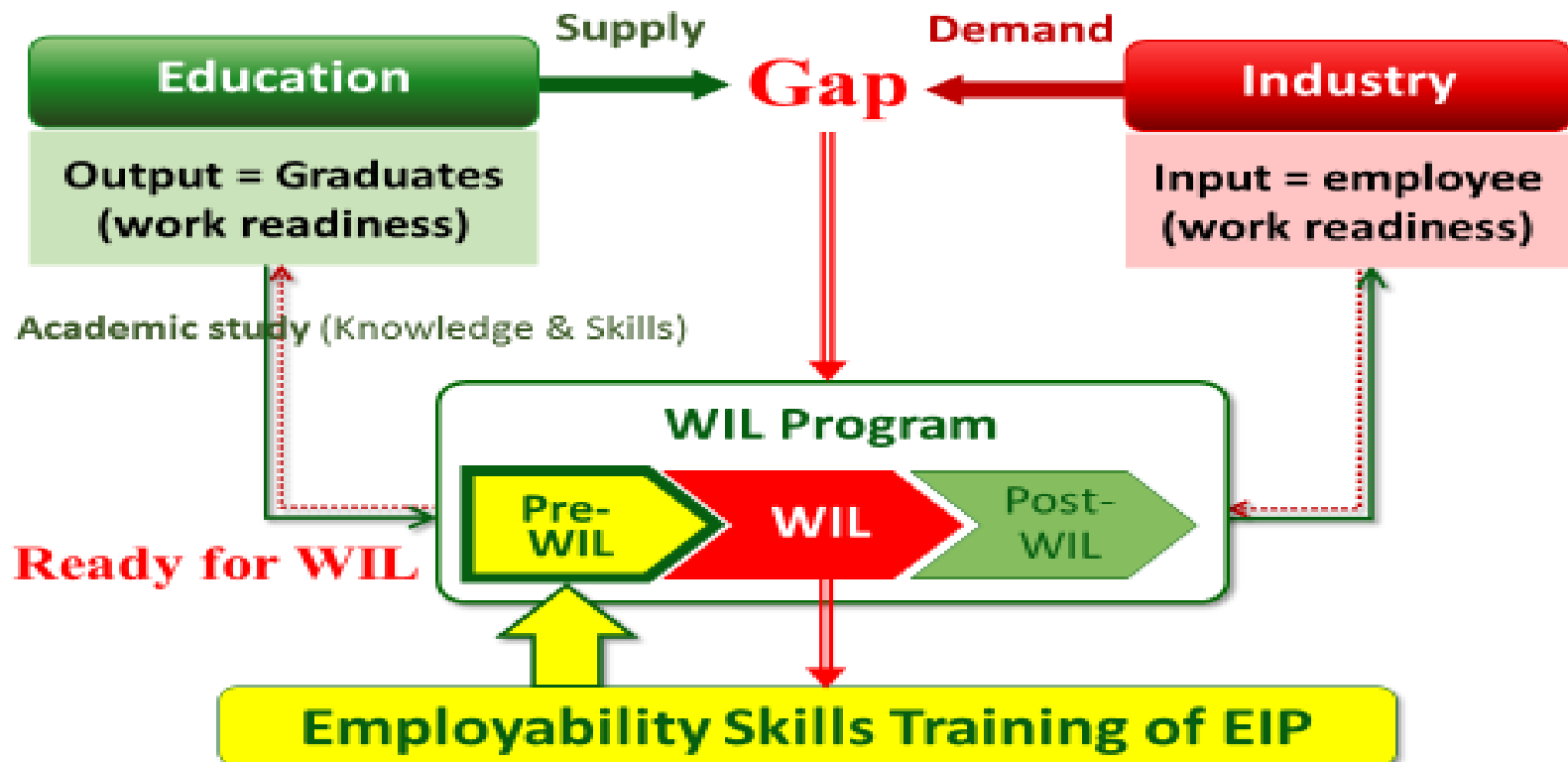


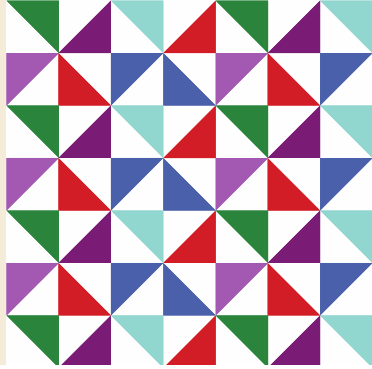
Based on **“Productivity”** concept

- Employability Sub-Skills
- Creativity
 - Communication
 - Critical /logical thinking
 - Teamwork
 - Self-management
 - Problem identification /solving
 - Leadership



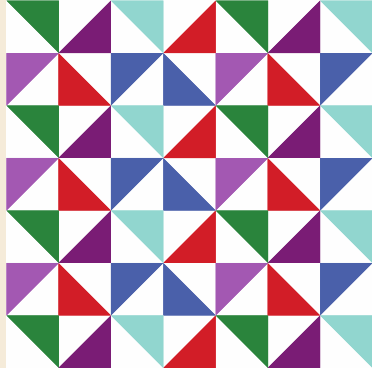
EMPLOYABILITY SKILLS DEVELOPMENT AS PRE-WIL PROGRAM





1.5.1 Work Integrated Learning(WIL) and EIT





3I MODEL OF EMPLOYABILITY IMPROVEMENT PROJECT



- ✓ **Classroom based simulated workplace**
- ✓ **Theory + Hands-on practice**

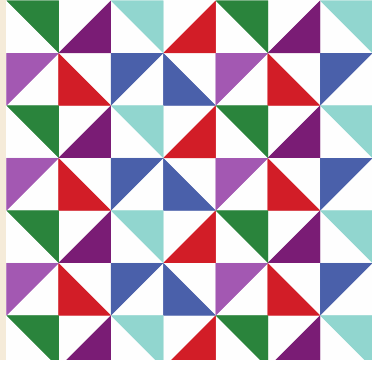
Introduction
Work, Workplace, Productivity

Implementation
Logical thinking skills for
problem analysis / solving sys.



Improvement
Continuous productivity
improvement sys.

Innovation
Solving market demands and
create a new value.



Simulation in a classroom based “WORKPLACE”

Introduction

Work, Workplace,
Productivity



Implementation

Logical thinking skills
for problem analysis /
solving sys.

Improvement

Continuous
productivity
improvement sys.



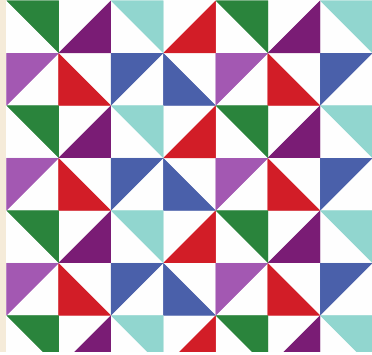
Hands-on material design was supported by Nissan SA.

Innovation

Solving market
demands and create a
new value.



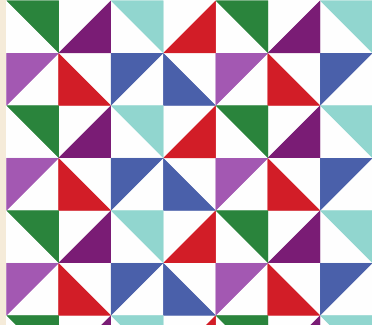
Q-Drum story permitted by Upat SA (PTY) Ltd



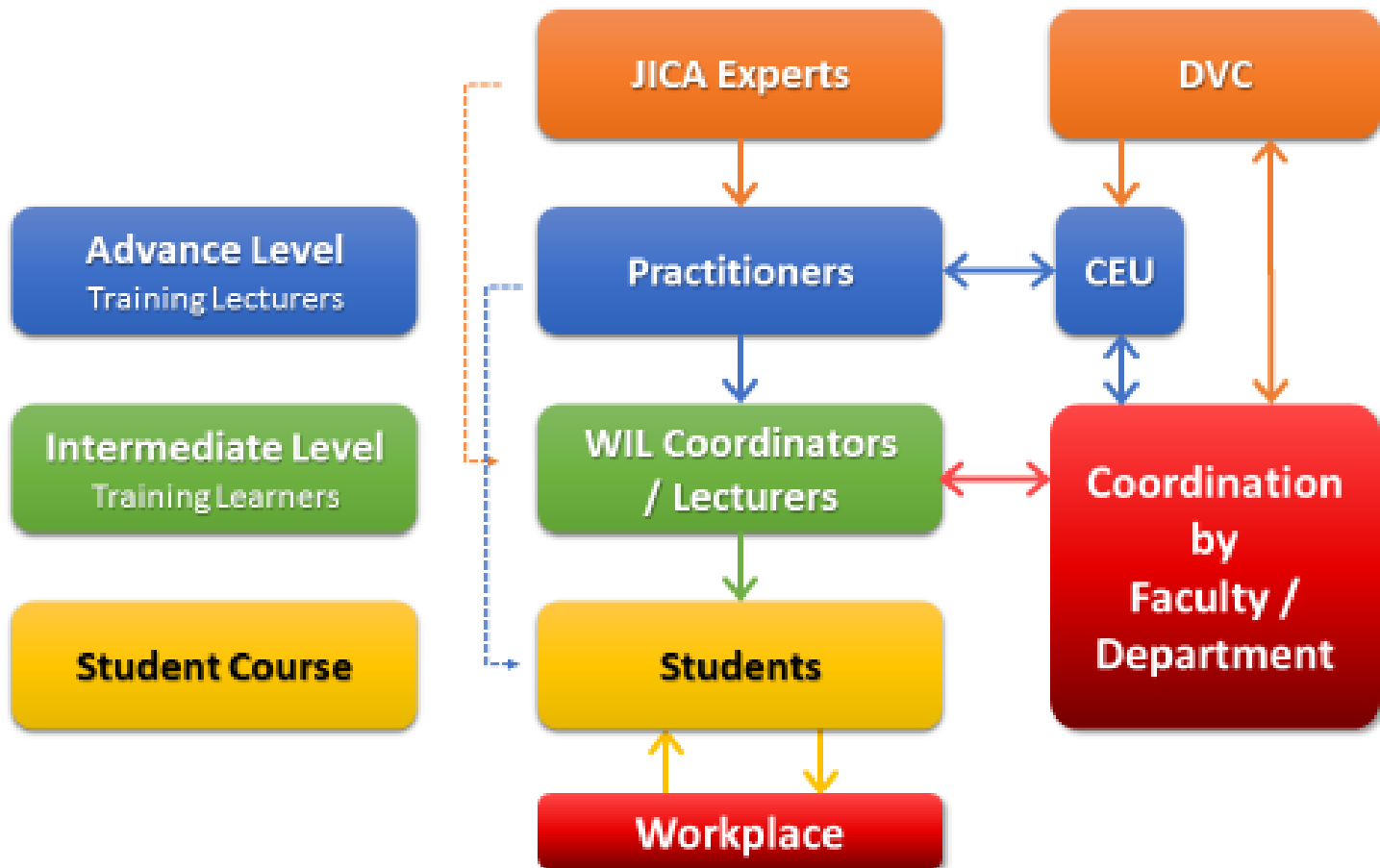
Framework: South African Technology Network (SATN)
South African Society for Cooperative Education (SASCE)

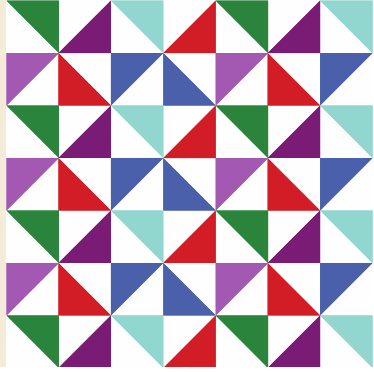
Outputs: 63 Departments in 24 Faculties in 7 Universities in SA





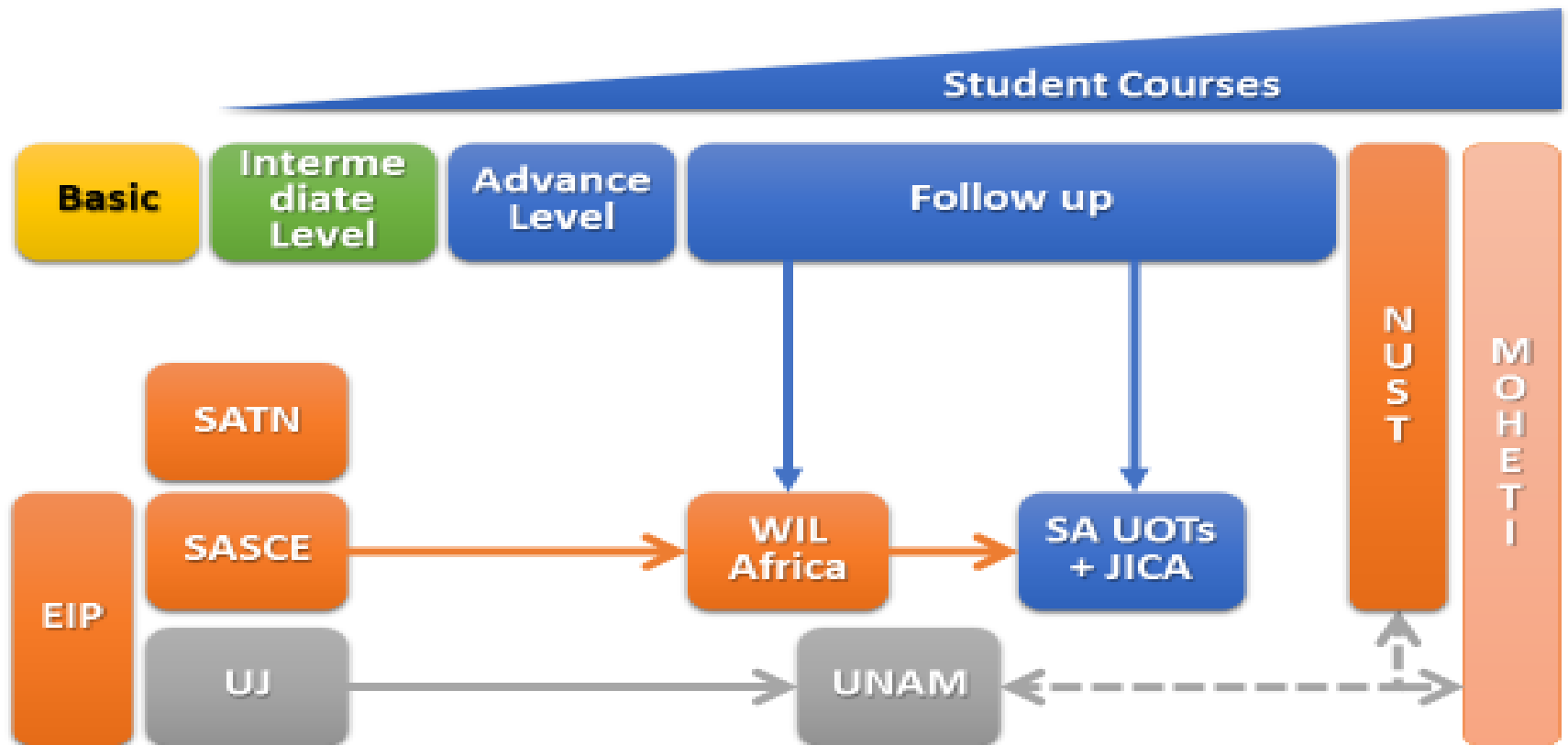
System for transferring knowledge and teaching skills





Work process and Networking strategy in Namibia

| | | | | | | | | | |
|---|---|---|---|---|---|---|----|----|----|
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|---|---|---|---|---|---|---|----|----|----|





CERTIFICATE OF COMPLETION

This serves to confirm that

XXX XXX
ID Number: xxxxxxxx

Completed the

Employability Improvement Training Programme

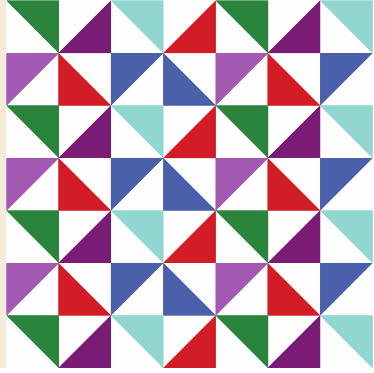
Under the bilateral technical cooperation project between the Department of Higher Education and Training (DHET) South Africa and Japan International Cooperation Agency (JICA), in South Africa.

Date of Issue:

.....
Shakeel Ori
Director: Co-operative Education
Durban University of Technology

Course Modules and Schedule (June, 2016)

| Date | Subjects and Contents |
|----------|---|
| 20 (Mon) | <p>I. Introduction</p> <p>1. Enterprises' goal WORK / WORKPLACE / PRODUCTIVITY</p> <p>2. Ability/skills that are required from enterprises Attitude / teamwork / logical thinking / Innovative idea / Managerial manner</p> <p>II. Implementation</p> <p>1. Logical thinking SWOT analysis, 5Why's, 5W, Logic tree, PDCA cycle, management WBS(Work Break down structure) group-work / Presentation</p> |
| 21 (Tue) | <p>III. Improvement</p> <p>1. Factors of improvement Profit / Cost / QCD / Productivity / Wastes</p> <p>2. House-keeping House-keeping / Sorting / Set-in-order / Shiny clean (5S)</p> <p>3. Productivity 7 wastes / Layout / Motion / Quality / Removal of wastes, Situation analysis / How to improve workplace</p> |
| 22 (Wed) | <p>IV. Innovation</p> <p>1. Develop tools / tasks / workplace in innovative way, KAIZEN (Continuous improvement)</p> <p>V. Wrap-up</p> <p>1. What did you learn in this training? Attitude / teamwork / logical thinking / Innovative idea / Managerial manner Productivity / Profit / Quality / Cost / Delivery /</p> <p>2. How do you apply what you learnt in your workplace?</p> |



Questions

Thank You