

COMMISSION 1

Session Chair

Mr Bafana Mthembu, CD: Free State
Provincial HRD

Umgeni Water Graduate Development Programme

Mr Thulasizwe Shangase, Senior HR
Manager, Umgeni Water

Commission 1



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Learn Grow Serve



Summary of Presentation

The Commission focused on ensuring alignment of graduate programmes within 4IR.

. Mr Thulasizwe Shangase, Senior HR Manager, discussed the Umgeni Water Graduate Development Programme

Highlights from the presentation:

- The goal is to provide bulk water and sanitation services to other municipalities by having a pool of registered professionals.
- The programme exposes trainees to practical working environments.

Achievements:

- 43 graduates enrolled and 39 completed
- The graduates were absorbed in various municipalities within the district.
- Some graduates became mentors.

Challenges:

- Dropouts of some graduates in favour of the private sector which pays a higher stipend.
- Delays in the assessment affect certification and registration of qualified graduates.



Issues Discussed

- 4IR will make some jobs obsolete – readiness of graduates.
- Monitoring and evaluating the impact of graduate programmes.
- Channels or proper structures for interns to raise challenges they come across in the workplace.
- Creating a conducive environment for both learners/graduates and working staff.
- The private sector's stipend is more attractive than the public sector.



PROPOSED CONFERENCE RESOLUTION (S)

- Allow the development for a pool of qualified skilled and experienced candidates for future employment.
- Create the current pool in terms of skills and competencies to support organizational continuity and sustainability.
- Contribute to the awareness and adoption of quality standards when the artisans are trained by the main coaches.
- To foster partnership with stakeholders to improve developmental practices.



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