



**ROAD PAVEMENTS
FORUM**

Training and development: Quo Vadis

Road Maintenance Forum – Hilton Scholtz



Sustainable knowledge Building & Transfer for the Industry- -Quo vadis (Unde venis)



- Training is the key – The Training continuum
 - Apprenticeships
 - On-the job training
 - In service training
 - Engineer in Training
- Rise of Lifelong Learning (1990): - the understanding that continuous learning and development were crucial for individual and national progress.
- The dream of worker to Boss





CITY OF CAPE TOWN

CITY ENGINEER'S DEPARTMENT

DUTIES OF FOREMEN

Construction Manual
Code of Practice
Volume 4

ROADS BRANCH

MAY 1977

SURVEY
HANDBOOK
THIRD EDITION
CITY ENGINEER'S DEPT.
DURBAN CORPORATION



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What is happening in the CT Metro

- Woman at work
- Zoe's story
- The “township” engineer



Where should we head!

- Training and development that is key to the sustainability of the construction industry
- Training and development should add value in the development of the individual and benefit both the organisation and the industry
- T&D should be incremental that builds toward a formal qualification:
 - Safety at Roadworks → OHS Training → Kerb layer → Foreman → ND Road Construction
- More active relationship between CETA, QCTO, Industry roleplayers (SABITA, SARF, etc)t
- High-level engagement is needed to unlock challenges like expiring unit standards and modules



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Thank You

Questions

