

Annexure A - WSP & ATR Analysis

The following information is an analysis of key components of the WSP&ATR for 2022/2023 . The purpose of this analysis is to inform each employer about key aspects of the WSP & ATR, which effects the identification of scarce and critical skills and the relevant interventions to address such skills gaps.

1. Employee Summary

a) Key Development & Transformational Imperatives

Recommended Norm (SDA):	Actual Presentation
85% Black:	89%
54% Woman	32%
4% People with Disabilities	2%
Comments	

Langeberg municipality's employment profile does not meet the Key Developmental and Transformational Imperatives. It's still underrepresented in terms of Women and People with disabilities and not much has changed since the last report. The figures kept seesawing over the last four years.

The municipality is therefore urged to address these areas in their Human Resource planning and future Recruitment and Selection processes.

b) Age Distribution

Recommended Norm (SDA):	Actual Presentation
18 - 35 years = 20% - 30%	19%
36 - 55 years = 50% - 60%	71%
56 - 65 years = 20% - 30%	10%

Comments

These figures also did not change much over the last 4 years. The 36 – 55 year old age bracket is still overrepresented, however, this is also not too serious as employees in this category are slowly but steadily moving into the 56-65 category

The municipality is encouraged to consider mentorship and coaching programmes to ensure transfer of skills and knowledge from well-experienced employees to less experienced employees.

2. Qualifications Profile

Profile:	Actual Presentation	(%)
Legislators:	NQF 6 and Above	29%
Managers:	Below NQF Level 6	71%
	NQF 6 and Above	90%
	Below NQF Level 6	10%
Professionals:	NQF 7 and Above	32%
	Below NQF Level 7	68%
Technicians and Associate professionals:	NQF 6 and Above	25%
	Below NQF Level 6	75%
Clerical Support Workers:	NQF 4 and Above	92%
	Below NQF Level 4	8%
Service and Sales Workers:	NQF 4 and Above	72%
	Below NQF Level 4	28%
Skilled Agricultural, Forestry, Fishery, Craft and related Trades Workers:	NQF 4 and Above	72%
	Below NQF Level 4	28%
Plant and Machine Operators and Assemblers:	NQF 4 and Above	18%
	Below NQF Level 4	82%

Elementary occupations:	NQF 4 and Above	30%
	Below NQF Level 4	70%
	NQF level 1 and below	11%

Employees below NQF Level 1:

Comments

A significant number of employees across the different categories still does not meet the required qualifications and NQF Levels as prescribed. The following categories are still very low and need special interventions: Professionals (68% below), Technicians and Associate Professionals (75% below), Plant and Machine Operators and Assemblers (82% below) and Elementary Occupations (70% below).

Langeberg municipality is encouraged to utilise this report to develop the necessary training interventions, to ensure a more qualified and capable workforce.

3. Linkages between the SETA's Strategic Focus Areas for Planned Training Beneficiaries.

Focus Area	Performance Area	Skills Gap	Intervention Type	Qualification	Learnership	Name Of Intervention	Fund Type	NQF Level	Beneficiary Number
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Electrical Engineering	Apprenticeship	96308 Electrician			LGSETA - Discretionary Grant funds	NQF Level 5	5
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management	Municipal Minimum Competency Levels Training	Learnership	48965 Certificate: Municipal Financial Management			Other Municipality funding	NQF Level 6	20
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Waste and Water Process Controller	Learnership	60190 National Certificate: Water and Wastewater Process Control	08Q080072 241383 National Certificate in Water and Wastewater Process Control		Other Municipality funding	NQF Level 3	10
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Water & Wastewater Reticulation	Learnership	60169 National Certificate: Water and Wastewater Reticulation Services	08Q080050 001242 National Certificate in Water and Wastewater Reticulation Services		Other Municipality funding	NQF Level 2	9
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Digger Loader Operation	Short Course: Non-credit			Digger Loader	Other Municipality funding	Below NQF Level 1	17

Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Chlorine Gas Handling	Short Course: Non-credit			Handling of Chlorogas	Other Municipality funding	Below NQF Level 1	28
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Transportation of dangerous goods	Short Course: Non-credit			Transport of dangerous goods	Other Municipality funding	Below NQF Level 1	14
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Loader Operation Skills	Short Course: Non-credit			Front End Loader	Other Municipality funding	Below NQF Level 1	5
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Truck Mounted crane	Short Course: Non-credit			Truck Mounted Crane	Other Municipality funding	Below NQF Level 1	7
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Operate a Mobile Elevated Aerial Platform	Short Course: Non-credit			Aerial Platform	Other Municipality funding	Below NQF Level 1	19
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	First Aid in the workplace	Short Course: Non-credit			First Aid level 2	Other Municipality funding	Below NQF Level 1	10

Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy	Storm Water Drain Maintenance	Short Course: Non-credit			Stormwater Maintenance	Other Municipality funding	Below NQF Level 1	7
Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy	Office Administration	Short Course: Non-credit			Office Administration	Other Municipality funding	Below NQF Level 1	10

Overall Comments

Langeberg municipality is encouraged to utilise this report in its Human Resource Planning and future recruitment and selection processes. This is especially applicable to the employment of women and people with disabilities to ensure that the recommended norms are met. Suggestions is to earmark and reserve certain positions for Women and People with Disabilities, it should be borne in mind that affirmative action is a deliberate action and could assist in speeding up the advancement of these designated groups. With regards to the qualifications profile of the municipality, it is encouraged to probe and consider the reasons for the decline in employees meeting the required minimum qualifications and consider the implementation of relevant training interventions.