



Tracer study of learners and graduates in the Dual System Pilot Project (DSPP) as well as the COS (Centres of Specialisation) apprenticeship programmes.

**Results of Tracer Study done as part of the FAKT consultancy for the Technical Cooperation Measure Skills Development for a Green Economy II South Africa.
December 2020**

Contents

Executive Summary	5
1. Introduction	9
1.1 Background	9
2. Approach and Methodology	10
2.1 Sampling and reach	10
3. Biographical overview of the respondents	13
3.1 Gender	13
3.2 Disability	13
3.3 Age	13
3.4 Highest qualification attained before the programme	14
3.5 Trade	15
4. Findings: Apprentices' experience of the programme	16
4.1 Reasons for choosing to attend the programme	16
4.2 Expectations of the programme	17
4.3 Finding out about the programme and the selection process	18
4.4 How were you selected for the programme?	19
4.5 The value of the programme	20
4.6 Quality of the programme	22
4.6.1 Perceptions of those who have graduated	26
4.6.2 Perceptions of those who left (dropped out of) the programme	26
4.7 Reviewing the programme through a gender lens	26
4.8 Access to workplace experience during the programme	28
4.9 How apprentices were allocated to the workplace	29
5. A review of what participants are doing now	30
5.1 Respondents currently undertaking the programme	31
5.1.1 For those who are at the College	32
5.1.2 For those doing work experience	35
5.1.3 For those at home	36
5.2 Those who are no longer in the programme	37
5.3 Those who have completed the programme	37
5.3.1 For those who are employed	39
5.3.2 For those self-employed	40

5.3.3	Those who are unemployed	40
5.4	Those who left (dropped out) of the programme	42
5.4.1	Reasons these respondents left the programme	42
5.4.2	What respondents are doing now	43
6	Impact of the programme on apprentices' lives	47
6.1	For those still in the programme	47
6.2	For those who completed the programme	48
6.3	For those who left the programme	49
7.	Areas of improvement for the programme	50
8.	Singizi evaluative comment based on tracer findings	51
	Annexure 1: COS & DSPP Tracing Questionnaire	52

List of Tables

Table 1: Call results for DSPP Programme	11
Table 2: Percentage of sample by college (DSPP).....	11
Table 3: Call results for COS Programme.....	12
Table 4: Percentage of sample by College (COS)	12
Table 5: Trade breakdown for COS and DSPP Programme	15
Table 6: Quality of DSPP Programme	24
Table 7: Quality of COS Programme	25
Table 8: Current activity – for those in the programme	31
Table 9: Economic activity of respondents no longer in the programme.....	37

List of Figures

Figure 1: Gender breakdown for COS and DSPP Programmes	13
Figure 2: Age breakdown for COS and DSPP Programme.....	14
Figure 3: Education levels – DSPP and COS	15
Figure 4: Why did you do the programme – DSPP and COS	17
Figure 5: Were expectations met?	18
Figure 6: How did you hear about the programme	19
Figure 7: How were you selected	20
Figure 8: The value of the DSPP Programme.....	21
Figure 9: The value of the COS Programme.....	22
Figure 10: Gender challenges.....	27
Figure 11: Access to workplace experience.....	28
Figure 12: How were you allocated to an employer.....	29
Figure 13: What are you currently doing?.....	30
Figure 14: If at College, is this part of your rotation plan?	32
Figure 15: Impact of COVID 19 on studies.....	33
Figure 16: Support received from training provider.....	34
Figure 17: If at an employer, is this part of the rotation plan.....	35
Figure 18: Impact of COVID 19 on workplace.....	36
Figure 19: Trade test results.....	38
Figure 20: What are you doing now?	39
Figure 21: How did you try to secure employment?	41
Figure 22: Why are you not employed?	41
Figure 23: Reasons for dropping out the programme.	43
Figure 24: For those who dropped out -What are you doing now?.....	44

Executive Summary

This report offers an overview of the findings of the analysis obtained from the tracer study of the Dual System Pilot Project (DSPP) as well as the COS (Centres of Specialisation) apprenticeship programmes. The respondents within this tracer are as follows: Of the 141 DSPP respondents, 79,4% are undertaking their training to become electricians whilst 19,2% are undertaking training to become plumbers. In COS, there was a more even distribution across various trades; the majority of the respondents were spread across respondents training to become electricians, Carpenters/Joiners and Mechanical Fitters. The tracer study found that within this respondent group the DSPP programme respondents were typically older (between 26 and 30 years of age). had higher qualifications (almost half have N5-6) and were more evenly balanced in terms of gender than the COS respondents.

The report also found that the expectations of the COS respondents were focused on both the acquisition of knowledge and skills and accessing employment, whilst DSPP respondents – possibly because they are older and have higher qualifications – were primarily focused on accessing employment. These varied expectations may explain their views on the programme and the extent to which their expectations have been met.

A concern that emerged, with respect to the selection of participants, is that whilst almost all respondents were made aware of the opportunity through the college the selection processes appear to have varied between the DSPP and COS programme: while 158 COS respondents said they were interviewed by the employer before being selected to the programme and only 11 of the DSPP respondents said they were interviewed by the employer before being selected for the programme.

The report outlines the findings in terms of these respondents' experience of the programme. We found that 89,5% of COS respondents and 95,6% of DSPP respondents indicated that they had access to workplace experience during their studies. Of these respondents: 76,7% of DSPP respondents were allocated to employers by the College. This result may be different for later cohorts and understanding the extent of this shift will be a focus in the next tracer. For COS, 27,9% were allocated to an employer by the college and 57,5% were selected by the employer through an interview. Where respondent had not yet had access to workplace experience this appeared to be related to COVID-19 and the complexities associated with the pandemic in terms of accessing workplaces.

We found that for the DSPP Programme over 70% of DSPP respondents indicated that the DSPP programme has been of value indicating that even where they have not yet found employment, they believe the programme has put them in a better position to do so. Of concern is that as many as 33,1% of the DSPP respondents agreed or strongly agreed with the statement that the programme does not/ did not help at all. This view is explained by the level of dissatisfaction expressed by those that had graduated from the programme: 60% of the 35 respondents that have completed the programme rated the support as poor, very poor or Not Applicable indicating that they received very little or no support at the end of the programme. The respondents noted that they would have liked more support - at the end of

the programme - in accessing work placements through referrals to employment opportunities. The respondents suggested that it would have been helpful if their details were stored in a database of job seekers such that they could be provided with information about available job opportunities. The issue of not receiving certificates was also raised as a concern and respondents suggested that they anticipated that when they receive their certificates it will improve their chances of finding employment. Additionally, the limited access to technical equipment and problems with the quality of internet access were also raised as factors that impacted adversely on the value of the programme.

Over 78% of respondents indicated that the COS programme has already been of value. The statement where the largest proportion of respondents gave the response agreed or strongly agreed was that the programme assists them to develop the vocational skills they require in their chosen trade (94.3%). It will be interesting to see the extent to which this positive response is maintained once these respondents have completed the programme.

Cutting across these programmes, we found that a concerningly large number of women (24 COS and 30 DSPP) indicated that they had either personally experienced a challenge during the programme or were aware that other women in their group had faced such a challenge.

Finally, the report reviews the current status of respondents with respect to the programme and for those who have completed the programme their current economic activity. At the point of this survey 63,8% of DSPP respondents are still in the programme as compared to 95,7% of COS respondents who are still in the programme. 25,5% of DSPP respondents have already completed the programme and 10,6% of DSPP respondents have dropped out. All of the COS respondents who are no longer in the programme have dropped out/left the programme without completing it.

Of the 36 respondents who have completed the DSPP programme, 34 undertook the trade test and of these 28 respondents have passed the trade test. Of the 6 who failed, 3 indicated that they would rewrite the trade test in October 2020. 1 indicated that he would rewrite the test once has raised enough money. 2 indicated that they do not know when they will rewrite due delays related to COVID-19 because the trade test centres are closed.

Of those who have completed the DSPP programme, 24 (66%) are unemployed, 11 (30%) are working – of which 9 are working in a field related to their DSPP studies and 1 (3%) respondent is running their own business/is self-employed in the area of work in which he was trained for in the DSPP programme. Of concern is that 19 of the 24 unemployed respondents have in fact passed the trade test, 9 of the 11 employed respondents have passed the trade test and the 1 respondent that is running a business did not pass the trade test.

The report also considers the impact of the programme on the lives of all of the respondents. We found that despite the challenges, very much exacerbated by COVID-19, many of the respondents still in the programme indicated that they are now more hopeful about the future. Additionally, the respondents spoke of how they have been motivated and set goals for their lives and are looking forward to becoming artisans.

In terms of the financial impact, while some respondents indicated that the stipend is not enough to cover their costs but stated that it has still made a difference. One respondent commented that he has used his skills at home and saves his family from spending money to hire people to fix things. *At home we no longer pay for broken electrical appliances, I am now able to fix them and it saves us money.*

For those who have completed the programme they indicated that on a personal level, they have become more confident and positive about their future. Respondents stated that they are appreciative of the programme and the learning opportunities and shared that they have gained knowledge and skills and that the qualifications will enable them to advance in their chosen careers. In particular respondents were positive about the work experience that they had accessed stating that getting work experience has been a challenge and having work experience will give them a better chance at getting their next job. Some comments included: *"I have a lot of certificates but no experience, so this program has assisted me with getting just that". I had been sitting at home since 2012, so I managed to get the work experience I was looking for. I never worked before, so the program gave me that chance to be at the workplace for the first time.*

In terms of the financial impact, generally the respondents stated that although the stipend was not enough to cover all their needs, it did make a difference to cover costs such as rent, food data and transport. Some comments included: *It's good to be financially independent. Financially it did make a difference, I was able to take care of personal things, I am able to contribute to buying food and electricity for my family.*

Interestingly some of the respondents who had dropped out of the programme commented that the programme has encouraged them to start their side hustle and the programme inspired them to start their businesses. Comments included: *Being part of the programme helped me grow my business. It helped me a lot because now i have my own business, thanks to DSPP. It taught me how to make my own source of income, and I am inspired to be financially independent.*

Based on these findings the tracer study outlines some of the recommendations that respondents made in terms of areas that need to be improved including: the accessibility of the learning materials – both with reference to delays in the delivery of the materials as well as in some cases the extent to which it is user friendly; addressing the amount of the stipends within the context of transport costs; better coordination and communication between the college and the employer so that the theory and the practical experience are better aligned; more involvement of the programme stakeholders in ensuring that the workplace experience is monitored more effectively (including the review of the log books as with some employers there is no opportunity to learn all the skills learned at the college due to the nature of the company); and the need for a platform between all stakeholders and respondents to address issues related to the programme.

Key issues that we are highlighting as requiring further review (noting that these are still tentative as there is a need to triangulate with the other research studies) include:

- The issue of selection: the absence of employer involvement in the selection process is a real area of concern.
- The need to consider issues re learning materials and access to equipment needs to be addressed.
- The issue of certification is a real concern: this may be making it more difficult for those who have completed the programme to do so.
- The need to support individuals to progress from the programme to income generating activities requires a greater focus (this includes access to employment and where relevant self-employment).
- Issues of coordination between college and workplaces requires greater attention. In particular the role of the lead employer and the college in monitoring the learners in the workplace needs to be strengthened.

These issues need to be considered within the context of the next tracer study as well as the views emerging from employers (including the lead employer) and key stakeholders.

1. Introduction

This tracer study forms part of the evaluative research that is being conducted as part of the FAKT consultancy for the Technical Cooperation Measure Skills Development for a Green Economy II South Africa. Carmel Marock and others from the Singizi team have worked as part of the FAKT team to conduct this tracer study. It is intended that this tracer will be repeated in 2021 with the intention of understanding how the respondents experienced the COS and DSPP support programmes as well as to find out what they are doing now. The information gathered will help evaluate the benefits and the quality of the training and further improve it for future apprentices. Additionally, the second tracer will offer recommendations of how to support youth labour market transitions in the context of COVID 19 and more broadly. In doing so this evaluation is designed to help the Department of Higher Education and Training (DHET) to test different approaches to implementing artisan development programmes. It is anticipated that these results will be shared with the Department and the TVET Colleges.

This report begins by offering an overview of the background of the DSPP and COS projects. The programmes combine learning at TVET colleges (theory and simulated practical) with structured workplace-based training in companies. Successful learners undergo a trade test upon completion of the programme. It then outlines the research approach and methodology. This is followed by a biographical overview of the respondents. This is then followed by an analysis of the findings organised in terms of: the apprentices' experience of the programme; their current status with respect to the programme and, where relevant, their current economic activity. We then reflect on the impact of the programme on the lives of respondents. We then consider the suggestion of the respondents for the programme going forward. Finally, we offer some observations on any possible implications of these tracer findings.

1.1 Background

The Department of Higher Education and Training (DHET) states that South Africa has set itself the ambitious goal of producing 30 000 new artisans per year by 2030. It notes that to meet this goal, "various projects are underway to increase the number of apprentices being enrolled, improve the quality of their training, accelerate their progress, increase the pass rate in trade tests and generally remove systemic blockages" (Draft DSPP Description, Version 1, 15 February 2017, page 3).

DHET explains that one of these initiatives is the implementation of a pilot project of the Dual System in two qualifications (electrician and plumber). The pilot TVET college sites for the

DSPP programme were in the two provinces of Eastern Cape and Gauteng¹. It was also agreed that the implementation of the DSPP would be supported by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) as part of the support that it is providing more widely in the TVET and Labour Market sector, i.e. the Skills Development for a Green Economy (SD4GE), which has been commissioned by the German Federal Ministry for Economic Co-operation and Development (BMZ).

Additionally, in order to meet the goal stated above, DHET implemented the Centres of Specialisation (COS) programme. This initiative was designed to meet two objectives simultaneously: firstly to address the demand for priority trades needed for the implementation of government's National Development Plan in general and its National Infrastructure Plan more particularly; and secondly to contribute towards the building of the capacity of its public Technical and Vocational Education and Training (TVET) College system to deliver trade qualifications with employer partners (Department of Higher Education and Training, 2016). The COS programme focuses on the development of thirteen priority trades and these were implemented in selected TVET colleges across the nine provinces of South Africa (Department of Higher Education and Training, 2016).

2. Approach and Methodology

This section highlights the approach and methodology that we have utilised as part of this tracer evaluation. Further, this section highlights the sample and reach of respondents across the implementation college sites.

The survey tool was piloted and revised based on feedback from this process. Once finalised the surveys were administered using Computer Assisted Telephone Interviews (CATI). The surveys took 20 to 30 minutes to administer per person. Quality assurance measures were put in place to ensure the authenticity and integrity of the data. The fieldwork on both COS and DSPP tracer studies started on 9th September and was completed on 12 October 2020.

2.1 Sampling and reach

Singizi received a sample of 251 names for DSPP and 709 names for COS. Contact details for 59 COS respondents were not provided in the contact list. It was decided that all names on the DSPP contact list would be contacted. For COS, an initial sample of 200 names was selected. The sample was selected to get a representative sample between colleges and occupations. Once this list was exhausted, an additional 119 names were added to the

¹ It is noted that the Umfolozi college has been part of the DSPP since 11/2019 teaching 35 (now 50+) plumber students. These students were not included in the original design and the learner data for this college was not provided. There may be value in including these learners in the final tracer study.

sample, again with due consideration being to get a balance between Colleges and occupations. The overall aim was to complete 350 surveys.

All names in the sample for both DSPP and COS were contacted 3 times before being deemed unsuccessful. A call was deemed as unsuccessful if it had been tried three times on different days and at different times, and was either a voicemail or no answers, or the respondent refused to answer.

All (251) respondents from The DSPP programme were called and a total of 141 surveys were completed. This represents 55,5% of the total sample. The breakdown per programme is provided below:

College	Complete	Wrong No.	Follow up	Voicemail	No answer	Invalid number	Refused to participate	No contact details
East Cape Midland College	28	2		13		9		
Ekurhuleni East College	53	1	2	11	2	6	1	
Ekurhuleni West College	28	2		10		9		
Port Elizabeth College	33	1		25	2	9	1	2
Total	141	6	2	60	4	33	2	2

Table 1: Call results for DSPP Programme

The table below shows the percentage of the sample reached by college.

College	Surveys completed	Sample size	Percentage
East Cape Midland College	28	50	56%
Ekurhuleni East College	53	76	70%
Ekurhuleni West College	27	50	54%
Port Elizabeth College	33	75	44%
Total	141	251	55%

Table 2: Percentage of sample by college (DSPP)

For COS, A total of 319 respondents were called. 209 surveys were completed. This represents 65,6% of the sample.

COLLEGE	Complete	No answer	Voicemail	Follow later	up	Invalid number	Partly complete	Wrong number
Boland TVET College	7	1	4	1		2	1	
College of Cape Town	7		2					
Ekurhuleni East	11		2			1		
Falsebay	13		6	3		1		1
Flavius Mareka	21	1	12					1
Gert Sibande	9	1	6			1		1
Majuba	7							
Mopani	16		2					
NCU	14	1	3			1		
Northlink	6	1				1		
Orbit	22	1	2	1				
PE College	8	2	4			1		
Sekhukune	10		1					
South Coast	1	1	1			1		
Tshwane South	22	3	3			1		
Umfolozi	19	3	4	1		1		
Vuselela	8		7			1		1
West Coast	9	3	4			2		
Total	209	18	63	6		14	1	4

Table 3: Call results for COS Programme

The breakdown of successful calls per college is provided below:

College	Total sample	Complete Surveys	Percentage
Boland TVET College	30	7	23%
College of Cape Town	32	7	22%
Ekurhuleni East	25	11	44%
Falsebay	54	13	24%
Flavius Mareka	59	21	36%
Gert Sibande	30	9	30%
Majuba	34	7	21%
Mopani	58	16	28%
NCU	30	14	47%
Northlink	32	6	19%
Orbit	58	22	38%
PE College	30	8	27%
Sekhukune	34	10	29%
South Coast	18	1	6%
Tshwane South	57	22	39%
Umfolozi	60	19	32%
Vuselela	30	8	27%
West Coast	29	9	31%

Table 4: Percentage of sample by College (COS)

The only college that is under-represented in the sample is South Coast. The South Coast total sample size was small (18), and we called 4 respondents, with only one resulting in a successful call.

3. Biographical overview of the respondents

This section highlights the biographical overview of the respondents in terms of gender, disability, age and highest qualification attained before the programme. We also indicate the trade that the respondent is undertaking as part of the programme.

3.1 Gender

For DSPP, there was a fairly even distribution between males and females, with males representing 51,8% (n=73) and females representing 48,2% (n=68) of the sample. For COS, the sample was slightly skewed to male respondents, with 64,6% (n=135) being male, and 35,4% (n=74) being female.

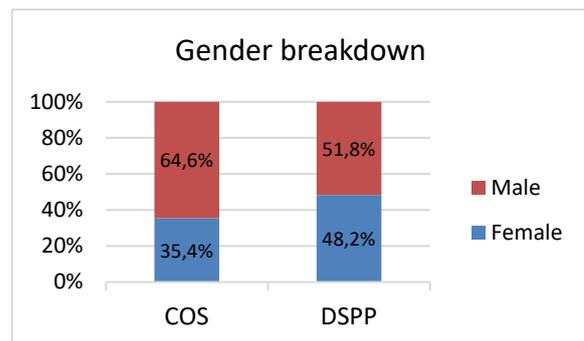


Figure 1: Gender breakdown for COS and DSPP Programmes

3.2 Disability

Of the 141 DSPP respondents, 3 indicated that they had a disability, representing 2,12% of the sample. For COS, no respondents indicated that they had a disability, but 2 respondents refused to answer the question.

3.3 Age

58,9% of DSPP participants are between 26 and 30 year of age and 24,0% are between 19 and 25 years. 1 respondent (0,7%) from DSPP was between 15 and 18 years of age. That is, 83,6% of DSPP respondents are below 31 years of age. In contrast to this for COS only 37,4% are aged 26 – 30, whilst 43,9% are between 19 and 25. 81,3% are below 31 years of age.

Taking these figures into account we can see that DSPP respondents are generally older, with more respondents falling into the 26 – 30-year age bracket, while for COS, the largest proportion of respondents fall into the 19-25 age cohort. Both programmes have a similar proportion of respondents that are over 31 years of age or older.

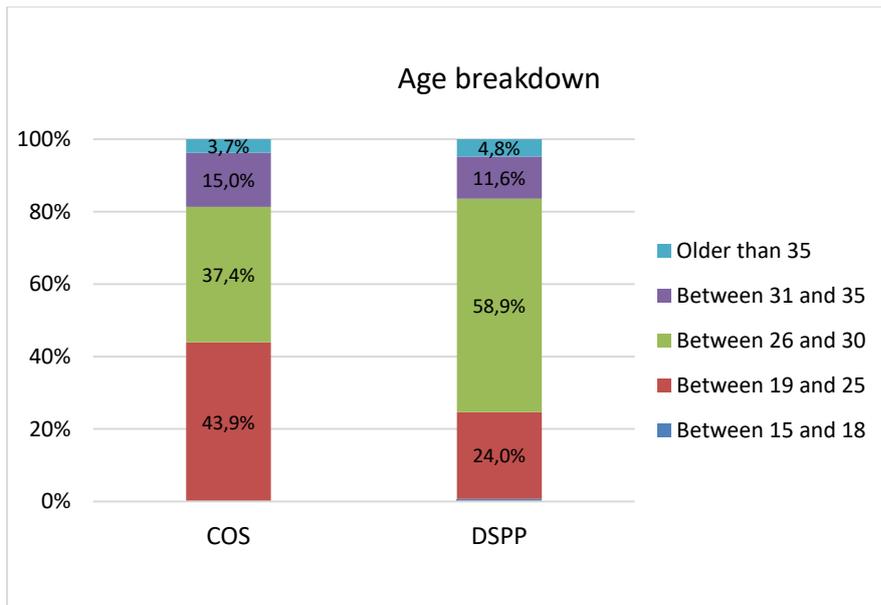


Figure 2: Age breakdown for COS and DSPP Programme

The finding that within the sample of DSPP learners such a large proportion were between 26 and 30 years of age may be surprising. It is possible that this is explained by the higher entry level qualification attained by the learners within the DSPP (as described below). Whether this is positive as it provides these young people with the practical skills to progress into the labour market or a concern will require further deliberation by project stakeholders.

3.4 Highest qualification attained before the programme

46,10% of respondents in the DSPP programme had a Nated 5-6 prior to joining the programme, with a further 21,2% having a Nated 1-4. The remaining 29,7% had a NCV 2-4. Only 2,8% of respondents had a different qualification prior to joining the programme.

For COS, there was a wider range of qualifications prior to joining the programme. 22,9% of respondents had a Nated 5-6, while 30,1% had a Nated 1-4. 20,5% had a Grade 12 certificate, and 15,3% had a NCV 2-4.

In general, DSPP respondents (within the sample) had a higher level of education prior to joining the programme.

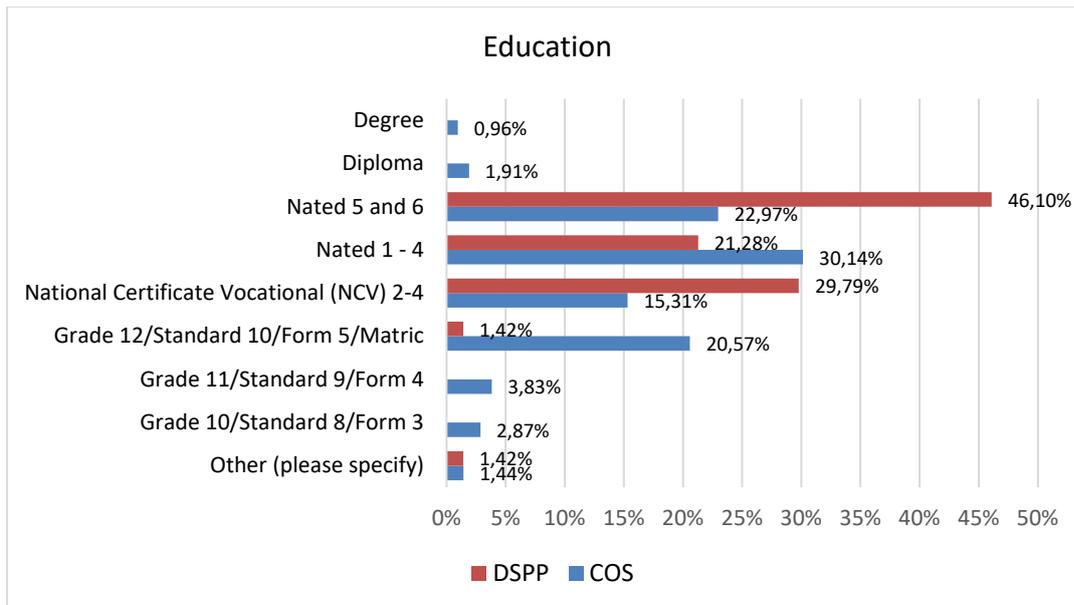


Figure 3: Education levels – DSPP and COS

As highlighted above this figure illustrates that almost half of the DSPP candidates already had Nated 5 and 6 and almost a third of these candidates have a NCV qualification. This is in part explained by the reality that colleges encouraged these learners to apply to enable them to attain the relevant workplace experience so that they can access the labour market. It is however not clear whether the programme took the participants prior learning into account. Further, the challenges that these learners had with aspects of the programme (as discussed below) is also of real concern given their prior qualifications and suggests real gaps in the Nated and NCV programmes that they had completed.

3.5 Trade

	COS	DSPP	Total
Electrician	25	112	137
Plumber	9	27	36
Carpenter / Joiner	24		24
Mechanical Fitter	22		22
Rigger	20		20
Boilermaker	18		18
Fitter and Turner	18		18
Pipe fitter	17		17
Automotive Motor Mechanic	15		15
Diesel Mechanic	15		15
Bricklayer	9	1	10
Millwright	9		9
Welder	8		8
Other (civil engineering)		1	1
Total	209	141	350

Table 5: Trade breakdown for COS and DSPP Programme

Of the 141 DSPP respondents, 79,4% are undertaking their training to become electricians whilst 19,2% are undertaking training to become plumbers. In COS, there was a more even distribution across various trades; the majority of the respondents were spread across respondents training to become electricians, Carpenters/Joiners and Mechanical Fitters.

4. Findings: Apprentices' experience of the programme

This section analyses the respondents' experience of the programme, it begins by analysing their reasons for choosing to attend the programme, expectations of the programme, how respondents found out about the programme as well as how respondents were selected for the programme. It then analyses the perceived value of the programme, the quality of the programme (including resources) and the guidance received at the end of the programme. This section also shares findings regarding the challenges related to gender that were experienced by respondents in the programme. This section then analyses how respondents accessed workplace experience during the programme.

4.1 Reasons for choosing to attend the programme

Respondents were asked to indicate why they had chosen to attend the programme. In answering this question respondents could select as many options as were applicable and an analysis of these respondents was undertaken by determining the number of positive responses as a percentage of the total sample number for each programme. This analysis found that the most common response offered by both DSPP and COS respondents as to why they decided to do the programme was that they were interested in the field and so wanted to acquire a further qualification to allow them to work in the sector. The second most common response provided by both DSPP and COS respondents is that they were already in this field and therefore chose to do this programme so that they could access employment in their field of study. The third most common response across both programmes was that they wanted to get any job.

These responses indicate that the respondents ideally want to work in the field in which they are studying, and they believe that this programme is an opportunity to enable them to work in their chosen trades. However, it is evident also that respondents recognise that if this is not possible then what is most important is that they access employment.

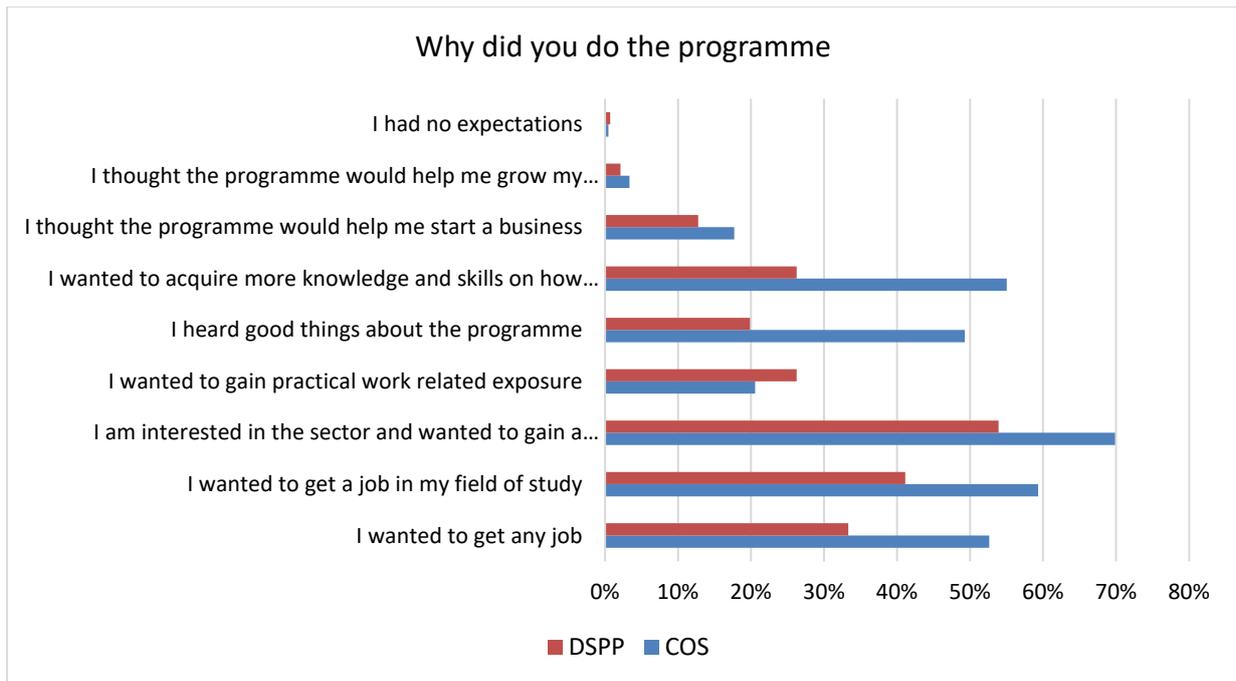


Figure 4: Why did you do the programme – DSPP and COS

This figure highlights that a far greater proportion of COS candidates, than DSPP candidates, indicated that they wanted to acquire more knowledge and skills. This may be explained by the reality that these respondents were younger and their qualifications, upon entering the programme, were not as high as the DSPP respondents.

4.2 Expectations of the programme

Related to the reasons stated above as to why respondents wanted to participate in the programme, the respondents from both DSPP and COS were asked to rate on a scale of 1 to 5 if their expectations were met, where 1 is not at all, 3 is partially met and 5 is completely met.

As shown in the figure below as many as 42% of the DSPP respondents only rated the programme a 3 in terms of their expectations being met. A smaller percentage of DSPP respondents gave the programme a 4 (23%) and 5 (13%) of DSPP respondents. 9% and 13% of DSPP respondents gave the programme a 1 and 2 rating respectively.

The COS results were slightly better; 28% of the COS respondents rated the programme a 3, 29% rated it as a 4 and 23% rated the programme as a 5. Only 4% of the COS respondents rated the programme as 1 and 16% gave a rating of 2.

These results suggest that more of the COS respondents believe that their expectations are being met than those of the DSPP respondents.

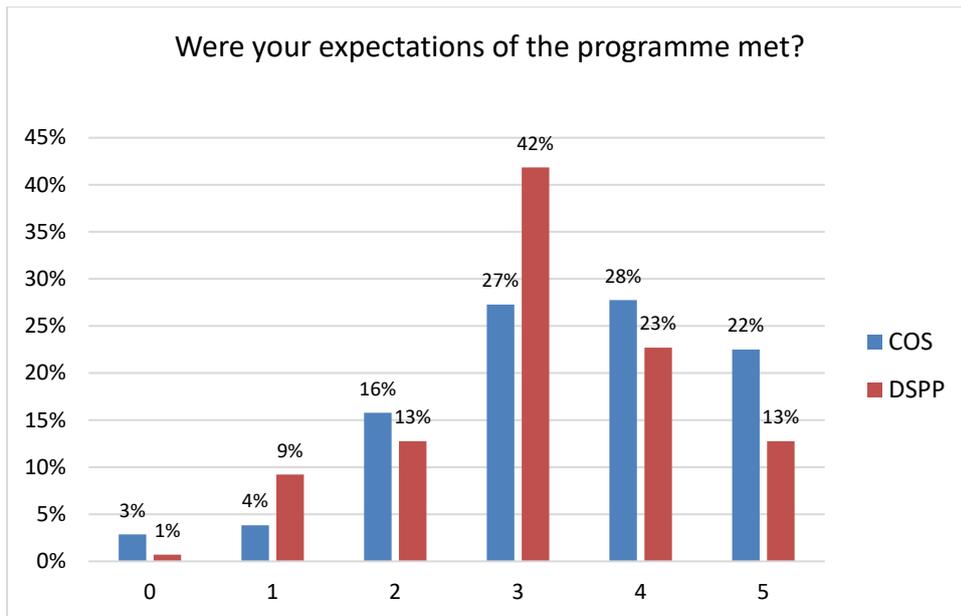


Figure 5: Were expectations met?

As indicated above the finding that a larger proportion of COS respondents felt that their expectations had been met may be because their reasons for entering the programme differed with a larger proportion of COS respondents interesting in acquiring knowledge and skills through the programme whilst DSPP respondents were primarily focused on accessing employment through the programme.

4.3 Finding out about the programme and the selection process

As shown below, a large majority of the respondents interviewed across both DSPP 62% (n=89) and COS 37% (n=85) heard about the programme from someone at the college. The respondents explained that they found out through their lecturers, fellow students or through notice board advertisements at the college. The DSPP respondents also mentioned that they heard about the programme from the DSPP manager at the college.

4% (n=9) of the COS respondents stated that they found out about the programme either from a company where they had been applying for a job or learnership opportunities and 7% (n=17) of the COS respondents stated that they had heard about the programme from their employers.

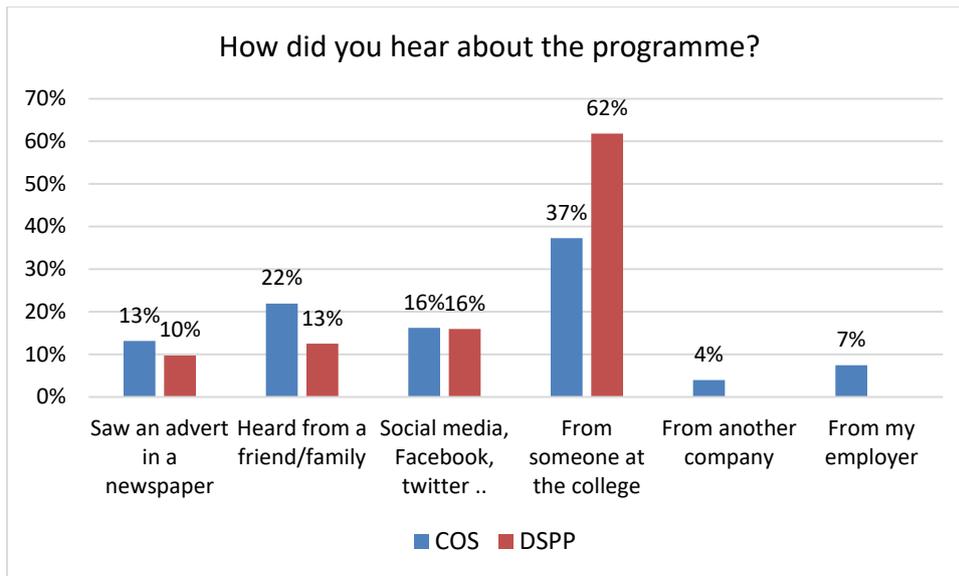


Figure 6: How did you hear about the programme

It is evident from these figures that across the respondents they primarily heard about the programme through the college also a small percentage of the COS respondents heard about the programme through an employer (their own or another company). In the next tracer we may need to purposively seek to include individuals from the later intakes where there was a stronger focus on filling the programme through efforts within the private sector (including the employer associations who took responsibility for certain management activities within the programme in their respective trades).

4.4 How were you selected for the programme?

In terms of the selection process, it is important to note that all respondents indicated that they went through more than one process at the selection stage. A majority of the respondents across both DSPP and COS said that they submitted their CV's, and they were required to undertake a medical test. While 158 COS respondents said they were interviewed by the employer before being selected to the programme and only 11 of the DSPP respondents said they were interviewed by the employer before being selected for the programme. 0.4% of the COS respondents said that there was no specific selection process.

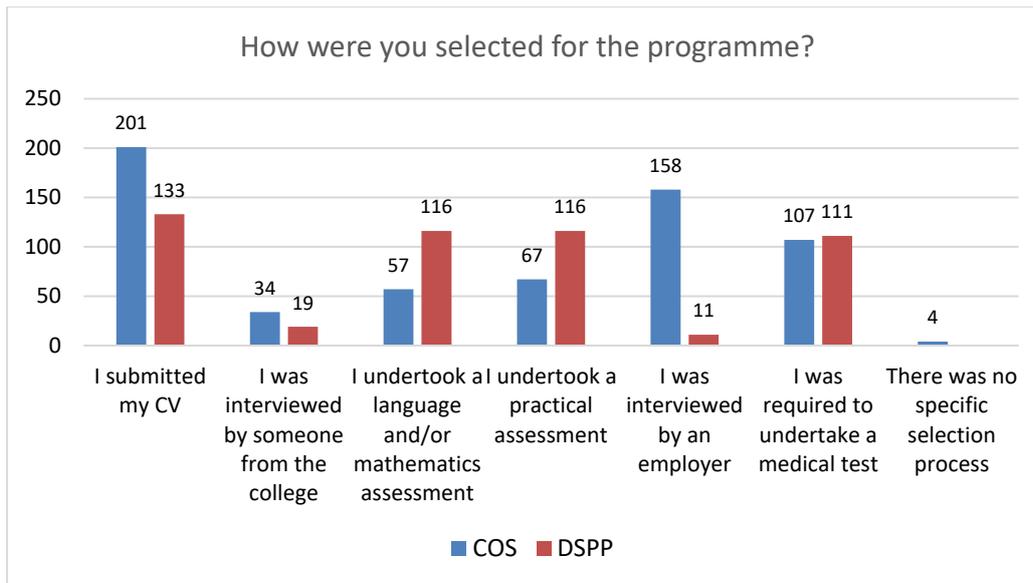


Figure 7: How were you selected

As indicated above, the extent to which this trend changes in later intakes with employers playing an increased role in the process will need to be explored in the next tracer study.

4.5 The value of the programme

Respondents were asked to rate the value of the programme, using a rating scale from strongly agree, to strongly disagree. 5 different aspects were evaluated.

For the DSPP Programme, Just over 70% of DSPP respondents indicated that the DSPP programme has been of value indicating that even where they have not yet found employment they believe the programme has put them in a better position to do so. The statement where the largest proportion of respondents (84.1%), gave the response agreed or strongly agreed was, “makes me prepared for the work environment.” 80,1% of respondents either agreed or strongly agreed with the statement, “I can develop the vocational skills I need in my chosen trade.” 70.7% of respondents agreed or strongly agreed with the statement “it will help me start my own business” and 70.9% agreed or strongly agreed with the statement it improves or had improved my chances of getting employment.

Of concern is that as many as 33,1% of the DSPP respondents agreed or strongly agreed with the statement that the programme does not / did not help at all. This view is reflected by the level of dissatisfaction expressed by those that had graduated from the programme who indicated that they received little or no support at the end of the programme and that the programme had not provided them with guidance at the end of the programme and was not helpful in assisting them with work placements or applications for jobs. Additionally, the limited access to technical equipment and problems with the quality of internet access were also raised as factors that impacted adversely on the value of the programme. The factors

that influenced this view are explored further in this report with respect to perceptions of the quality of the programme.

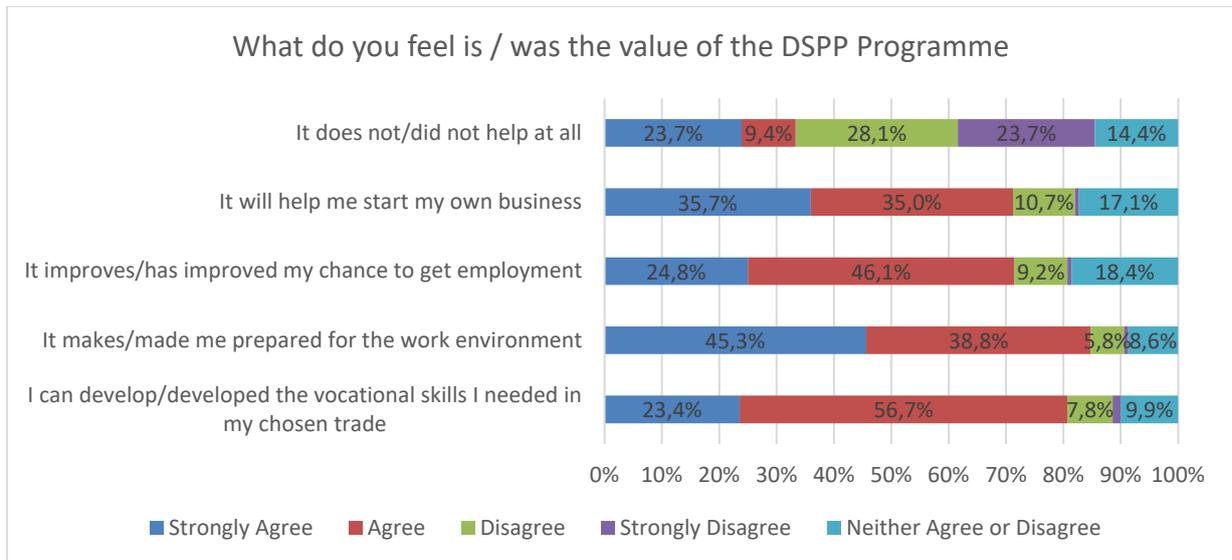


Figure 8: The value of the DSPP Programme

Whilst the COS Programme is not yet complete over 78% of respondents indicated that the COS programme has already been of value. The statement where the largest proportion of respondents gave the response agreed or strongly agreed was that the programme assists them to develop the vocational skills they require in their chosen trade (94.3%). 90.5% agreed or strongly agreed with the statement that the programme makes them prepared for the work environment, 89.5% indicated that it improves their chances to get employment, and 78.8% indicated it would help them to start their own business.

Whilst a much smaller percentage than that of DSPP, but still of concern, is that 15% of COS respondents indicated that they strongly agreed or agreed with the statement that the programme does not help them at all.

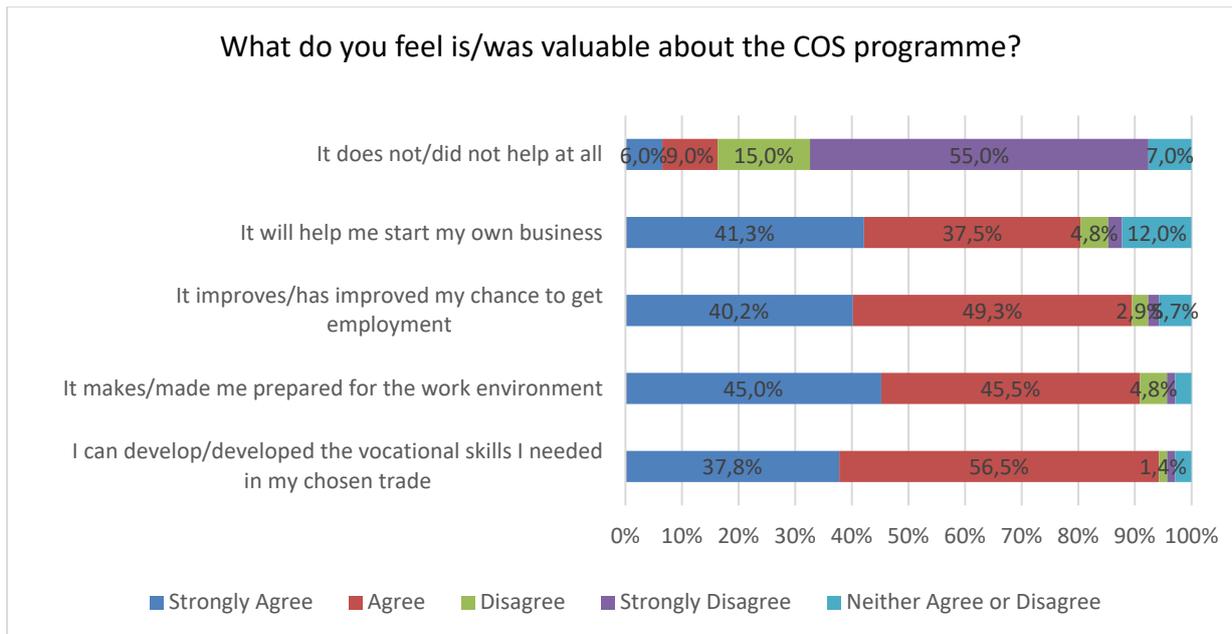


Figure 9: The value of the COS Programme

4.6 Quality of the programme

A review of the findings (as per the heat map below) of all respondents (including those still in the programme, those that have graduated from the programme and those that left/dropped out the programme) shows that for the DSPP, 58% of respondents regarded discussions with fellow students as excellent and 48% regarded the quality of lecturers as excellent. The academic support received from the institution, the extent to which the theory and practical aspects of the programme were integrated, and the quality of buildings were also rated by 38% of respondents as very good. These respondents commented on the quality of the programme stating that,

- *The programme is great.*
- *I really enjoy the program.*
- *The lecturers are very supportive and very helpful.*

However, 50% of respondents regarded ‘access to the internet when needed for studies’ as either poor or very poor. Other aspects rated negatively were “the support I received from the institution about other aspects of my life” (36%) and “availability of technical equipment (e.g., lab equipment, measuring instruments, computer lab) (30%) and the extent to which the college learning was integrated with the workplace experience (30%). These concerns were given further nuance in the responses provided during the interviews,

- *We were given good guidance when we started with the programme but none of those things we learned is coming true. The panels are few but at least we are able to use them to gain some practical experience. The biggest problem is at the*

workplace. We find ourselves doing things not having anything to do with the electrical training we are here for. At the end of the programme, we will be doing a trade test, but I don't feel ready or competent because most of the time we are at the workplace where we are doing nothing that will help us prepare for test trade.

- *I'm not happy with the college for not having enough equipment for practicals such as electrical panels.*
- *We really need internet access to research.*
- *The information we are receiving at the company is irrelevant for the trade test.*

A number of DSPP respondents indicated that, *the study material used for theory was not relevant to the programme.*” A few of the DSPP respondents who have since completed the programme also commented about the learning material stating that, “the learning materials were very hard to understand” and that “the learning material and delivery of it must improve”. The responses offered in focus group discussions with DSPP apprentices, facilitated by Singizi in the formative review, assist to explain these views. The apprentices indicated that the learning material was difficult to understand as it was made up of copies of material from different sources which were bound together with inconsistent page numbering. The apprentices in the focus groups suggested that this made learning more difficult and in particular made it harder for them to check the answers to the questions contained in the activities as the answers did not correspond with the questions.

Respondents were requested to answer on a 5-point Likert ²Scale from Excellent to Very Poor. In the table below, the results for Poor and Very Poor have been combined.

DSPP	Excellent	Very Good	Good	Poor/very poor
Guidance I received when I started the programme	21%	24%	35%	18%
Relevance of the content of the programme to what I studied before	28%	33%	27%	11%
Relevance of the content of the programme for what I plan to do (if not yet employed and/or planning to move)	26%	36%	28%	11%
The amount of real-life examples in the course	19%	32%	33%	15%
The amount of practical opportunities in the course	22%	27%	27%	24%
The academic support I received from the institution	18%	38%	26%	18%
The support I received from the institution about other aspects of my life	12%	22%	29%	36%
The quality of lecturers	48%	23%	18%	11%
Discussions with fellow students	58%	21%	18%	4%
The quality of the learning materials (textbooks, other handouts etc)	26%	26%	25%	22%
Access to internet when needed for studies	11%	16%	19%	50%
Availability of technical equipment (e.g. lab equipment, measuring instruments, computer lab)	21%	26%	22%	30%
Extent to which the theory and practical aspects of the programme was integrated	25%	38%	26%	11%
Extent to which the college learning (theory and practical) was integrated with the workplace experience	12%	33%	24%	30%
Quality of technical equipment	21%	32%	27%	19%
Quality of buildings	32%	38%	27%	2%

Table 6: Quality of DSPP Programme

For COS, the ratings were generally more positive than the DSPP programme. 34% of all respondents (including respondents still in the programme, those who have completed the programme and those that have dropped out the programme) rated the quality of lecturers and discussions with fellow students as excellent. Other aspects rated as very good included ‘the relevance of the content of the programme to what I studied before’, and the ‘relevance of the contents of the programme for what I plan to do’. A number of respondents also commented that they were enjoying the programme indicating that they are gaining valuable practical skills and theoretical knowledge. Furthermore, work experience was also viewed as a very valuable part of the programme. One respondent commented that, “*I had no experience on industrial side before but now I have experience*”.

² The 5 point Likert scale went from 1 which was Excellent, 2 was Very Good, 3 was Good, 4 was Poor, and 5 was Very Poor

The item that was rated the most poorly was “the support I received from the institution about other aspects of my life” (23%), and ‘access to the internet when needed for studies’ (21%). Some of the COS respondents explained these concerns in more detail stating that,

- *The advice and training expectations that we got on orientation day were not met, "they are all talk but can't deliver.*
- *there is not enough equipment at the college it is better to spend more time at the workplace.*
- *My worry is not being able to pass our trade test due to lack of equipment, sometimes material arrives late which affects our training.*

Again, respondents were requested to answer on a 5-point Likert Scale from Excellent, Very Good, Good, Poor and Very Poor. In the table below, the results for Poor and Very Poor have been combined.

COS	Excellent	Very Good	Good	Poor/very poor
Guidance I received when I started the programme	22%	28%	41%	7%
Relevance of the content of the programme to what I studied before	26%	32%	34%	3%
Relevance of the content of the programme for what I plan to do (if not yet employed and/or planning to move)	31%	30%	38%	2%
The amount of real-life examples in the course	31%	27%	34%	8%
The amount of practical opportunities in the course	29%	28%	31%	12%
The academic support I received from the institution	23%	25%	37%	15%
The support I received from the institution about other aspects of my life	16%	18%	39%	23%
The quality of lecturers	34%	24%	31%	11%
Discussions with fellow students	34%	37%	25%	4%
The quality of the learning materials (textbooks, other handouts etc)	24%	27%	32%	17%
Access to internet when needed for studies	21%	26%	31%	21%
Availability of technical equipment (e.g. lab equipment, measuring instruments, computer lab)	22%	29%	29%	20%
Extent to which the theory and practical aspects of the programme was integrated	24%	26%	41%	9%
Extent to which the college learning (theory and practical) was integrated with the workplace experience	23%	24%	41%	11%
Quality of technical equipment	22%	27%	36%	15%
Quality of buildings	24%	25%	45%	4%

Table 7: Quality of COS Programme

The respondents also commented on their perceptions of the quality of the programme. This analysis is disaggregated in terms of status with respect to the programme. The overall impression from the respondents is that the programmes are good however, there is room for improvement.

Respondent across COS and DSPP programmes also mentioned that they are learning non-technical skills as well such as communication, teamwork, and time management. Additionally, respondents also indicated that they are gaining self-confidence. Some comments include *I learned how to interact with people at work and communicate better. The programme made me mature and also developed my character.*

A deeper analysis into the comments provided by graduates who have graduated from the programme and from those who left or dropped out of the programme is provided below.

4.6.1 Perceptions of those who have graduated

For DSPP respondents that had completed the programme the combination of theory and practical knowledge was found to be most useful. Additionally, skills gained such as problem solving and professionalism were mentioned most often by those who have completed the programme. DSPP respondents that have completed the programme were asked to rate the guidance they received at the end of the programme: of the 35 respondents that have completed the programme less than half (40%) rated the support they received at the end of the programme as good, very good or excellent indicating that they received support in the form of work placement, preparing for the trade test, motivation and encouragement, advice on how to start a business as well as assistance on how to apply for jobs. Of concern is that 60% rated the support as poor or very poor or NA indicating that they received very little or no support at the end of the programme. The respondents noted that they would have liked more support - at the end of the programme - in accessing work placements through referrals to employment opportunities. The respondents suggested that it would have been helpful if their details were stored in a database of job seekers such that they could be provided with information about available job opportunities. The issue of not receiving certificates was also raised as a concern and respondents suggested that they anticipated that when they receive their certificates it will improve their chances of finding employment. Of concern is that these respondents indicated that they had received very little communication as to when they would receive these certificates.

4.6.2 Perceptions of those who left (dropped out of) the programme

Interestingly both DSPP and COS respondents that left the programme indicated that the overall quality of the programme was good. One respondent observed that:” *the programme helped me to gain practical experience.*” Further comment from COS respondents regarding the quality of the programme included, *“I enjoyed the trade and would like to get another opportunity to be part of the programme”* and *“I am happy about knowledge and skills gained during the training”*.

4.7 Reviewing the programme through a gender lens

All respondents from both programmes were asked if there were any specific challenges related to gender that they felt the women in their group faced, during the programme. Below is a summary of the responses disaggregated by gender. The majority of women (38 DSPP and

50 COS) said that they were not aware of any challenges. However, a concerningly large number of women (24 COS and 30 DSPP) indicated that they had either personally experienced a challenge during the programme or were aware that other women in their group had faced such a challenge. In terms of the responses offered by the men we found a somewhat different picture. Only 1 of the men (COS) indicated that they were aware of gender related challenges while 207 (134 COS and 73 DSPP) of the men indicated that they were not aware of any challenges.

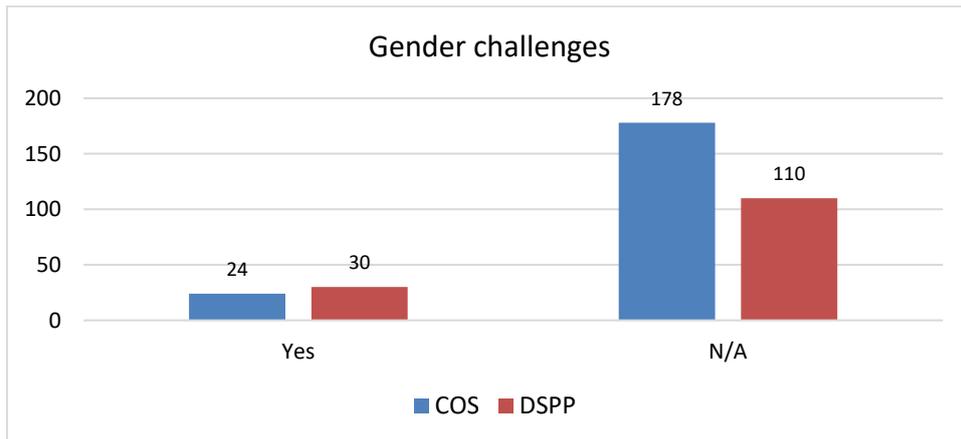


Figure 10: Gender challenges

Some of the women respondents also felt that the way that work tasks and practical work exposure was allocated was related to gender as illustrated in the following comments,

- *“I'm the only female in the workplace so most males prefer doing duties for me instead of teaching and showing me how to do the job”.*
- *“Women got to be given less heavy work to do. We are not given the same opportunities”.*
- *“Females are left behind, and males go work on site”.*
- *“Some tasks like grinding -we are expected to do as gents and the ladies don't do, I'm not complaining though because I'm gaining experience”.*

One of the respondents who had experienced a challenge stated that,

“I think the employer did not like women. I feel that my opinion and ideas are not taken seriously because I am a woman, as a female I always have to prove myself. It becomes worse when you ask for help than those who are supposed to train you ask what you are here for, they say things like if they wanted extra work they will work after hours not do my job for me.

Other women respondents stated that they found the lifting and climbing challenging; they indicated that when they asked for help, they were mocked and reminded that the trade was not designed for 'females' or it was assumed that they were incompetent.

Further, a few of the women respondents from the DSPP programme noted that some of their male colleagues sexually harassed them stating that this made the work situation difficult. One female respondent commented: *when you reject them, they make the workplace environment awkward.*

It is noted that one male respondent commented that, *"girls get preferential treatment. We are all students there, that is not fair"*.

The programme management team indicate that where sexual harassment was identified as a challenge they conducted interviews. The extent of the challenge suggests that there would also be value in working with both employers and learners to address gender issues in the workplace (including but not limited to gender-based violence).

4.8 Access to workplace experience during the programme

All respondents were asked if they had access to workplace experience during the programme. 89,5% of COS respondents and 95,6% of DSPP respondents indicated that they had access to workplace experience during their studies.

In the analysis it was found that the reasons that some respondents indicate that they did not have access to workplace experience, or were not sure if they will have access to workplace experience, was that some of the respondents that are still in the programme have either not been allocated to an employer yet or have been allocated but had not started their workplace experience yet. Some of the delays in allocating the respondents appears to be

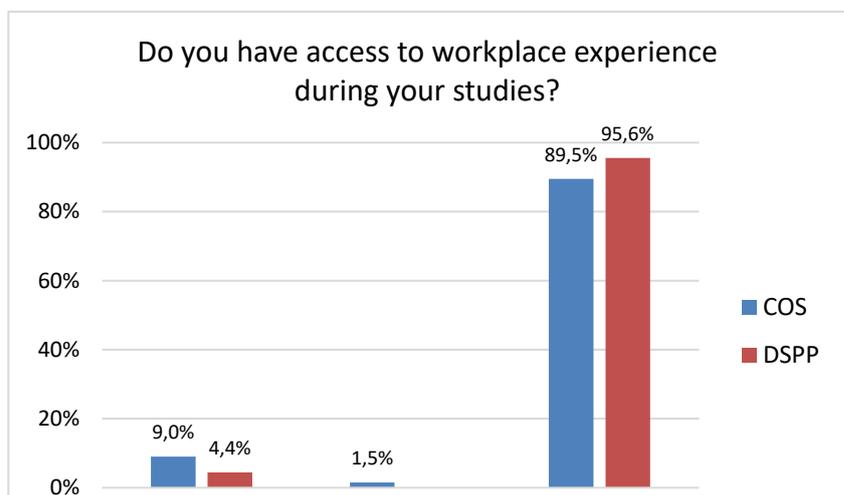


Figure 11: Access to workplace experience

because of COVID 19, where employers have asked students to wait because of the restrictions in terms of the numbers that can be accommodated in the workplace due to COVID-19 health and safety requirements.

4.9 How apprentices were allocated to the workplace

As shown in the graph below 76,7% of DSPP respondents were allocated to employers by the College. This is consistent with the findings already highlighted in this report. Again, this may be different for later cohorts and understanding the extent of this shift will be a focus in the next tracer. For COS, 27,9% were allocated to an employer by the college and 57,5% were selected by the employer through an interview.

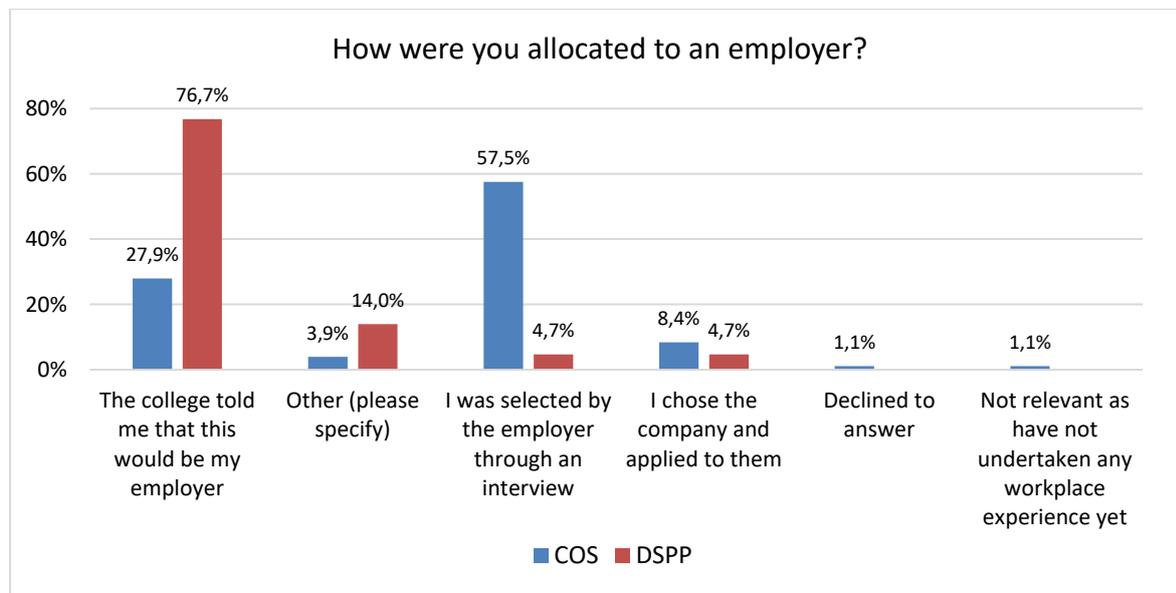


Figure 12: How were you allocated to an employer

Some respondents, particularly those in the DSPP commented that they would have preferred to undertake their workplace experience in more than one company suggesting that they think this would have allowed them to attain more experience across their areas of learning. This was particularly the case where respondents did not feel that their workplace experience was well managed. This is illustrated in the following comment,

The workplace is the problem. Please try to find the correct workplace for learners so that they get relevant exposure towards the area of their studies. Otherwise this programme is not beneficial, if the learners are doing something for the longest time, and that is not even good enough for trade test and the life thereafter.

A respondent who has since completed the DSPP commented that, “the programme needs to investigate the companies to find out if those companies have the relevant exposure, because we did one thing the whole time”.

A respondent from the COS stated that they are also concerned about the completion of certain tasks in the workplace indicating that, “We are behind with our logbook because it takes us time to complete certain task to fill in the logbook”.

Another COS respondent observed that, *“the programme is excellent on paper. The plan is very good. The execution is very bad. The biggest problem is the selection of service providers, which are the host employers. Those people only have their own interests at heart and care nothing about the learners. To them, the learners are only there to boost their workforce. We were mostly not doing any work yet being told to write that we did some work having to do with electrical work. When we complained, we were told to stay at home with a promise that we would be called up once the alternative employer was employed. We were never called. That was our very smart dismissal. If only the plan could be executed the way it is constructed on paper, I'd give it a thumbs up”*.

An employer survey is also planned as part of this DSPP review and these issues will be probed further from an employer perspective with a view to understanding their views on the advantages and disadvantages of learners rotating across employers and about the value that learners add to the workplace as part of this dual training approach.

5. A review of what participants are doing now

This section analyses the respondents’ current status with respect to the programme. It begins by giving an overview of how many of the respondents are still undertaking the programme, how many have completed the programme and how many left the programme before completing. It then shares what those still in the programme are busy doing and the impact of COVID 19 on their participation in the programme and specifically on where they are in terms of their rotation plans. This section is followed by an analysis of what those who have completed the programme are doing and then a similar analysis for those who left the programme without completing it.

At the point of this survey 63,8% of DSPP respondents are still in the programme as compared to 95,7% of COS respondents who are still in the programme. 25,5% of DSPP respondents have already completed the programme and 10,6% of DSPP respondents have dropped out. All of the COS respondents who are no longer in the programme have dropped out/left the programme without completing it.

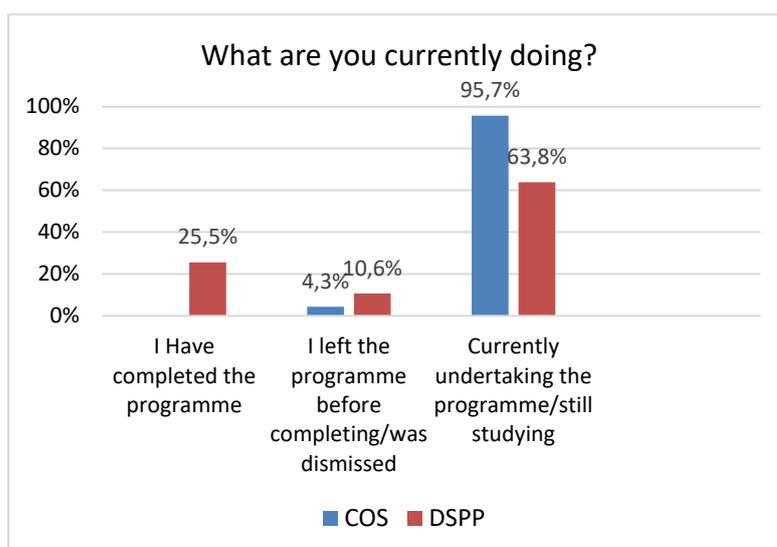


Figure 13: What are you currently doing?

With respect to those still in the programme 66% of these DSPP respondents know that they will finish the programme by Aug 2021 at the latest with the remaining 34% indicating that they do not know when they will finish the programme due to COVID delays. Respondents noted that these delays were in part because attendance at college and going to workplace was halted due to the national lockdown. In some cases, respondents stated that they were not able resume their workplace experience even after the lockdown was lifted because the companies had either closed or downsized their staff. As a result, there were delays with completing the programme milestones on an academic level and in terms of workplace experience. Of additional concern is that in some cases there was little or no communication from either the employer or the college about these changes.

As indicated all of the COS respondents are still in the programme. Of these, 75% of the COS respondents stated that they know when they will finish the programme: 17% will finish by Dec 2021 and a further 57% finishing by Dec 2022. However, 25% of these COS respondents indicated that they did not know when they would finish the programme due to COVID delays as mentioned above and delays in programme operations in general.

5.1 Respondents currently undertaking the programme

This section focuses on the activities that those who are currently still undertaking the programme are doing and specifically reviews the impact of COVID-19 on the programme. As shown below, a majority of respondents that are currently undertaking the programme from both DSPP and COS programmes are either currently in the workplace or at the college. Only 8,9% of DSPP respondents and 10% of COS respondents state that they are at home waiting, explaining that this is because of the negative impact of COVID-19 (as stated above). Generally, the respondents who are currently undertaking the programme from both programmes stated that their biggest worry is not completing the programme on time as well as not being prepared for the trade test.

What are you currently doing	DSPP	COS
I am studying at the college	44,4%	48,5%
I am doing my work experience	46,7%	41,5%
I am sitting at home waiting	8,9%	10,0%

Table 8: Current activity – for those in the programme

5.1.1 For those who are at the College

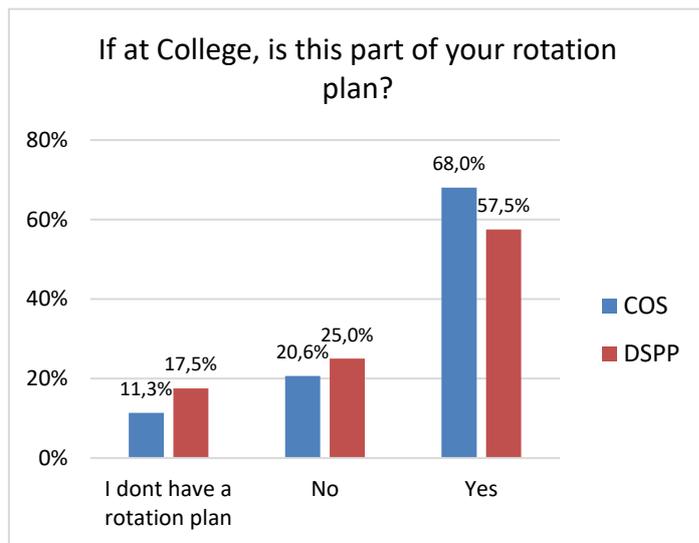


Figure 14: If at College, is this part of your rotation plan?

In response to the question as to whether these respondents are meant to be at the college: 57.5% of the DSPP respondents and 68.0% of the COS respondents stated that this is what they are supposed to be doing at this stage as per their rotation plan. As many as 25.0% of DSPP respondents and 20.6% of COS respondents stated that this is not what they are supposed to be doing at this stage and 17.5% of DSPP respondents and 11.3% of COS stated that they did not have a rotation plan. This needs to be probed further with the lead employers to understand whether there had been a plan that was disrupted or if plans had never been effectively communicated.

Respondents who indicated that this is not what they were supposed to be doing were then asked what they were supposed to be doing according to their rotation plans and why it was not possible for them to be doing what is recorded on their rotation plans. 25 % of DSPP respondents and 20.6 % of the COS respondents said they were supposed to be in the workplace but that the COVID 19 pandemic has made it impossible for them to be at the workplace due to companies either closing down during the lockdown or because their attendance of work experience was put on hold by the host employers and they are waiting to return. Some of the respondents said that they are not sure of the reason indicating that they were simply told that there were changes to their rotation plans and that they should go to the college instead of the workplace. Some respondents indicated that they do not have a host employer and hence they are at college. 2 respondents from the DSPP programme said that they were supposed to be writing their trade test and that was delayed due to COVID-19 and they are at the college waiting for a new date. They explained that most programme activities were paused during the national lockdown and as a result the programme activities including preparation and writing of trade test have since run behind schedule.

Respondents also provided an insight into whether respondents feel that COVID-19 has affected their studies. Interestingly while the only a minority of DSPP respondents stated that

their studies have not been adversely effected by COVID-19 (only 22.2%) as many as 51.8% respondents from COS indicated that there studies have not been adversely effected by COVID-19. This does not suggest that the colleges are not adhering to COVID-19 regulations but rather that the different colleges have managed the restrictions in varied ways. Respondents from DSPP commented that they have been given sanitizers and face masks to maintain a safe environment. COS respondents commented that they have been attending classes and indicated that they were taking turns to avoid crowding. The graph below also indicates that while 6.3% of DSPP respondents indicate their institution has closed this is a much smaller percentage for COS – only 0.9% of these institutions have closed and 11.1% of DSPP respondents and 13.2% of COS respondents indicated that they can only study remotely at this point. Of concern is that many of the DSPP and COS respondents said that they have fallen behind in their studies because of COVID-19. One respondent observed, “ I’m really worried about next year, we are behind with the schedule due to lockdown”.

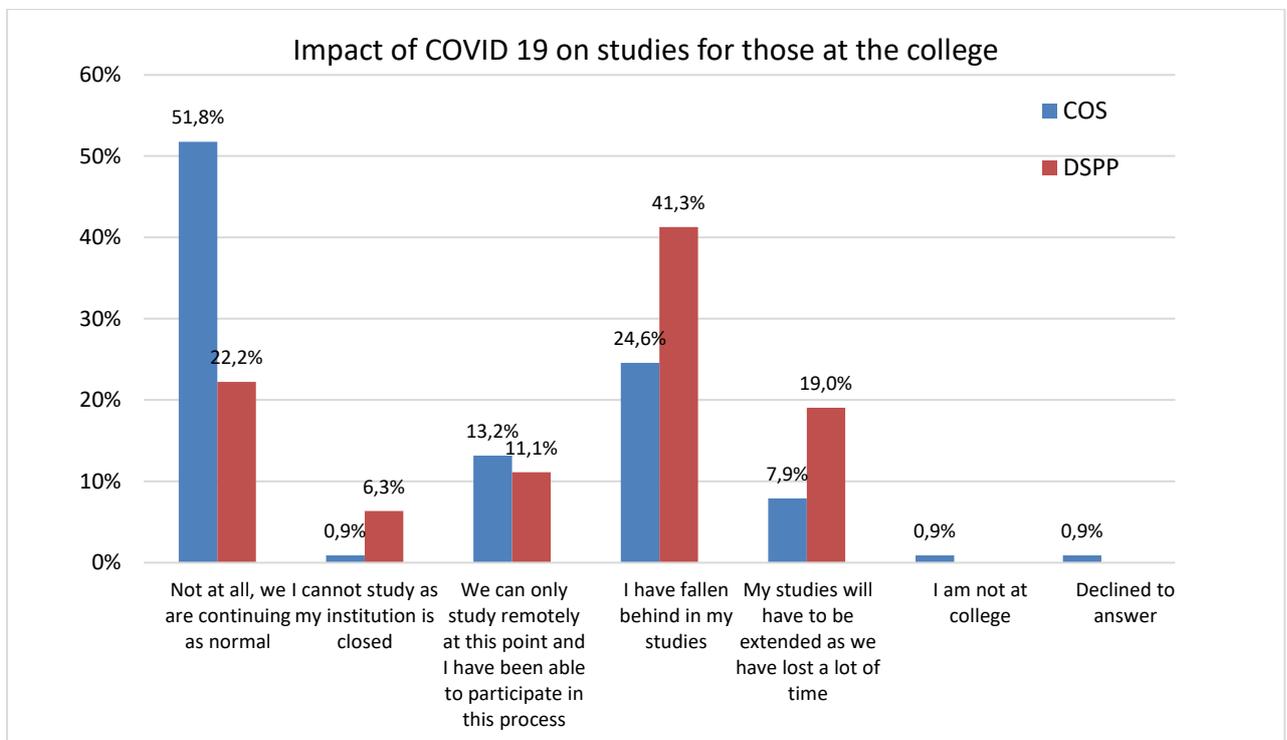


Figure 15: Impact of COVID 19 on studies

These responses, and the level of support that respondents received to cope with the new ‘normal’ are illustrated further in the figure below:

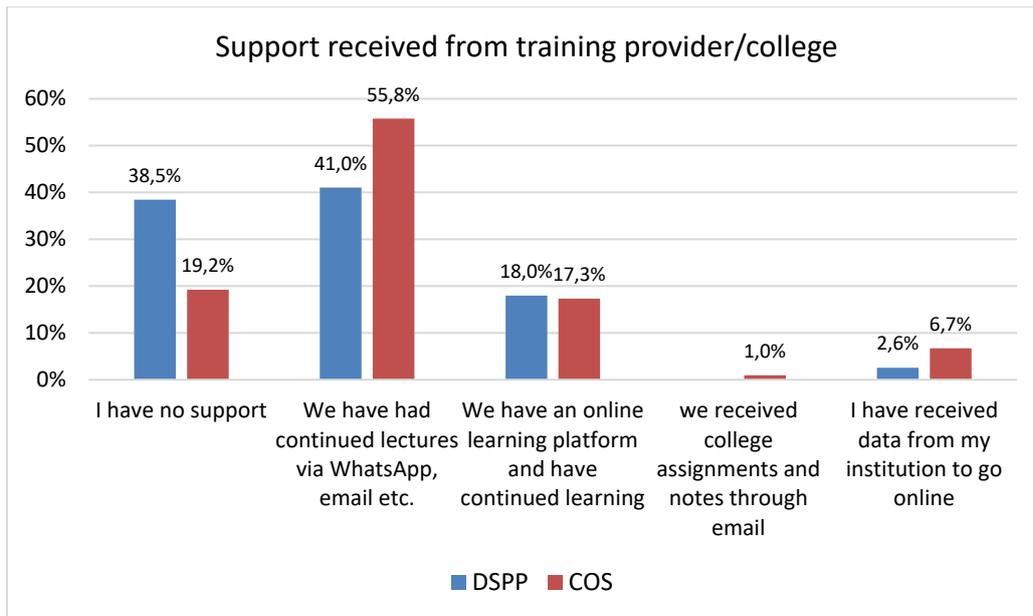


Figure 16: Support received from training provider

The figure highlights that:

- 38.46% of respondents from DSPP and 19.23% respondents from COS indicated that they did not receive any support from their training providers.
- 61,5% of DSPP respondents and 80,77% of COS respondents indicated that they did receive some support from their training provider through remote learning.
- Only 17.95% of DSPP respondents and 17.31% of COS said that they have an online learning platform and have continued learning in this way.
- 41.03% of DSPP respondents and 55.77% of COS respondents indicated that they have been able to continue to access their lectures via WhatsApp and email etc.
- However, some of the DSPP respondents commented that while there are WhatsApp groups created for making announcements these were not used for sharing the lectures.
- Only 2.56% of DSPP respondents and 6.73% of COS respondents indicated that they received data from their institutions to go online.

5.1.2 For those doing work experience

Respondents who were at an employer were also asked how COVID-19 has affected their time at the workplace: 57.1% of the DSPP respondents and 90.5% of the COS respondents indicated that they are meant to be at the workplace and so are in line with their rotation plan. 16.7% of the DSPP respondents and 7.1% of the COS respondents said that this was not what they were supposed to be doing and 2.4% of the COS respondents and 26.2% of the DSPP respondents indicated that they do not have a rotation plan.

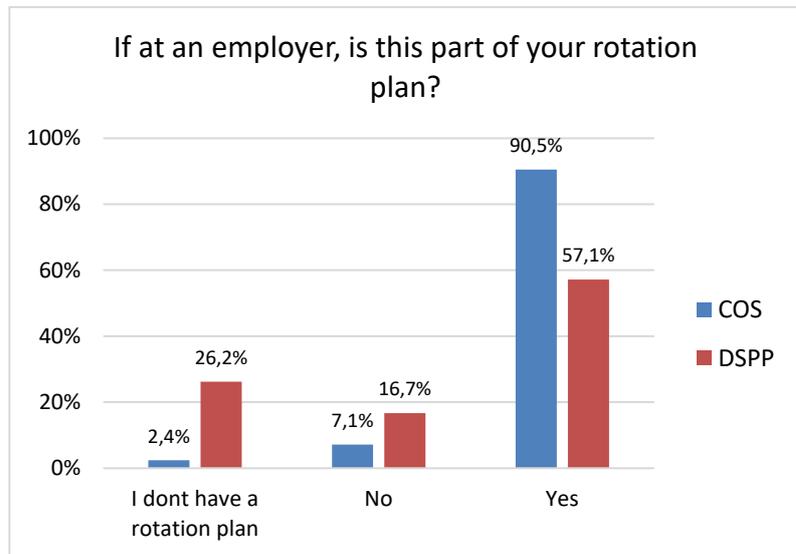


Figure 17: If at an employer, is this part of the rotation plan

Where respondents indicated that this is not what they were supposed to be doing they were then asked what they were supposed to be doing according to their rotation plans and why it was not possible for them to be doing what was on their rotation plans. Some of the DSPP respondents said they were supposed to be in college, some indicated that their rotation plans have changed without notice. 1 of the DSPP respondents said they were supposed to be writing a trade test. The COS respondents indicated that they are supposed to be at college but indicated that they were told that there was a protest at the college and hence they are at the workplace while others stated that they were unsure as to the reasons for the change.

When asked about the impact of COVID-19 on their workplace experience 42.22% of the DSPP respondents and 62.89% of the COS respondents stated that they have not been impacted by COVID-19 indicating that they have not stopped going to the workplace. Additionally, they indicated that COVID 19 regulation such as wearing of masks, social distancing and sanitising were adhered to by the companies. Of concern is that 40% of the DSPP respondents and 17.53% of COS respondents indicated that they have fallen behind in their practical's due to the lockdown. Respondents, across both programmes explained that they had stayed at home for a month and others indicated that they had been at home for two to four months during lockdown. Some of the respondents stated that they had been without pay during this period. None of the DSPP respondents indicated that they are working remotely during this time and only 1.03% of the COS respondents have been able to work remotely at this point. Three of the COS respondents shared that they tested positive for COVID 19 and had to stay at home when the companies reopened.

6.67% of DSPP respondents and 6.19% of COS respondents said that their work placement will have to be extended as they have lost a lot of time. They commented that there are now fewer hours to do practical training due to COVID 19 regulations that the employers have put in place. They also indicated that the period at home resulted in them missing out on valuable training and that there was now a lot of pressure to catch up.

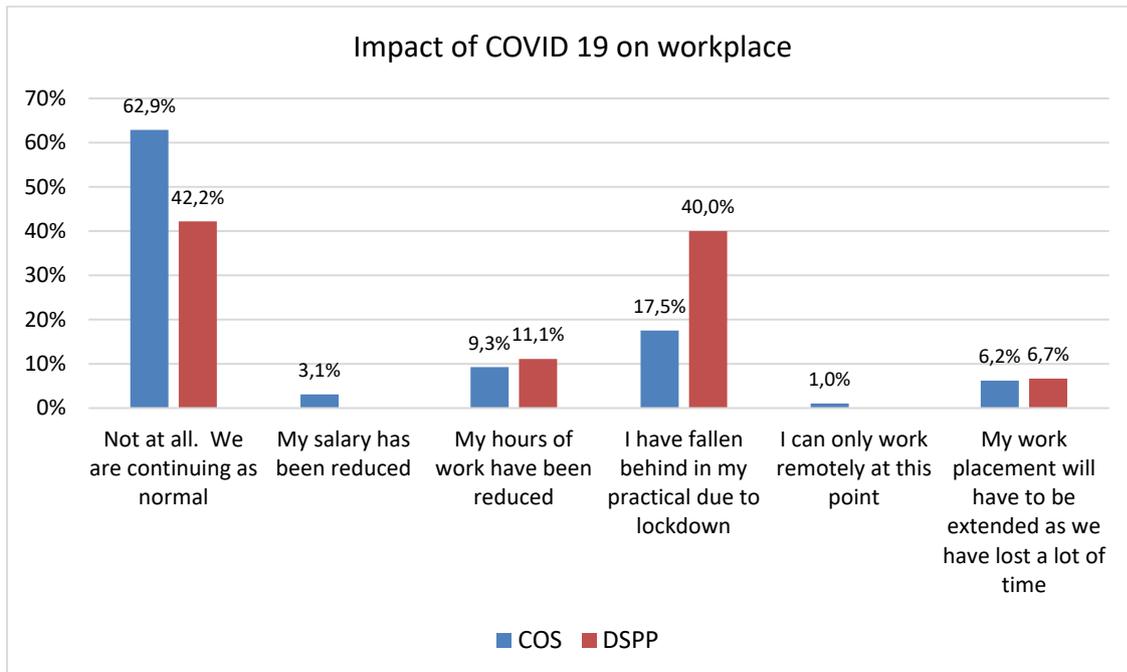


Figure 18: Impact of COVID 19 on workplace

5.1.3 For those at home

Respondents who are at home were asked the reason for this: Respondents from the DSPP programme stated that they were waiting for their employers to call them back indicating that some employers either told them there was no work while others are waiting for the college to allocate them to an employer, 1 indicated that his contract with the employer was terminated.

Of the COS respondents who are sitting at home the following reasons were mentioned: the company terminated their contracts due to COVID 19 and they are waiting for the college to allocate them to a new employer; they are waiting for the employers to call them to resume practical's since level 3 lockdown; they are waiting to undertake medical tests and they are waiting or they do not know the reason as there has been no communication.

5.2 Those who are no longer in the programme

The table below provides an indication of the number of respondents who are no longer in the programme, and what they are doing now.

Economic status	Completed the programme		Left programme before completing/dropped out		Total
	DSPP	COS	DSPP	COS	
I am self-employed /running my Business	1	0	2	1	4
I am studying and working		0	2	0	2
I am studying ONLY		0	1	1	2
I am unemployed/not working	24	0	5	3	32
I am working ONLY	11	0	5	4	20
Total	36	0	15	9	60

Table 9: Economic activity of respondents no longer in the programme

36 DSPP respondents have completed the programme, while none from COS have completed the programme. 15 and 9 respondents left the programme/dropped out prior to completing the programme for DSPP and COS respectively.

5.3 Those who have completed the programme

This section analyses what respondents that have completed the programme are doing now: this considers both whether they have successfully completed their trade tests and whether they are working, running their own businesses, studying or unemployed. The findings on the impact of COVID 19 on their current activity are also shared. As indicated previously none of the COS respondents have completed the programme and this section therefore only focuses on the DSPP respondents that have completed the programme.

Of the 36 respondents that have completed the DSPP programme: 24 of the 36 respondents completed the formal programme in August 2019, while the others completed between September 2019 and February 2020. The trade test was taken by 34 DSPP respondents after they completed the programme between August 2019 and March 2020.

Of the 36 respondents who have completed the DSPP programme, 34 undertook the trade test and of these 28 respondents have passed the trade test. Of the 6 who failed, 3 indicated that they would rewrite the trade test in October 2020. 1 indicated that he would rewrite the test once has raised enough money. 2 indicated that they do not know when they will rewrite due delays related to COVID-19 because the trade test centres are closed.

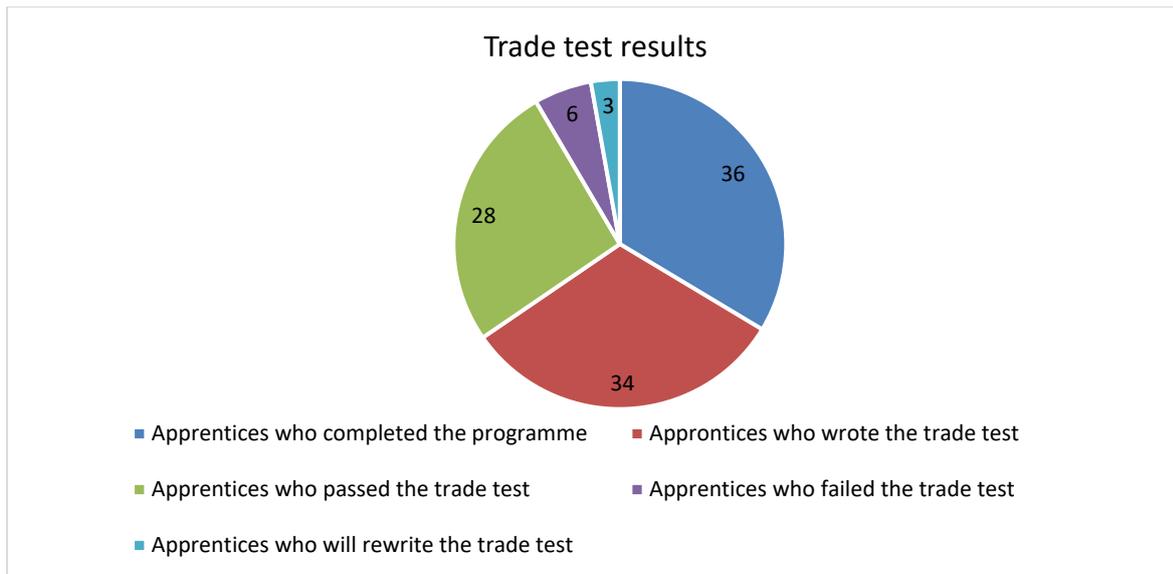


Figure 19: Trade test results

Those respondents that were not successful in the test indicated that they were not prepared enough, did not have enough skills, and/or had difficulties with the questions and instruction stating that the instructions were not clear, and the instructor was not approachable for clarity. Comments included:

- *At the company, I did not get necessary exposure.*
- *I spent too much time in the company, and I was not well exposed to the material preparing me for the trade test.*
- *learning and information we received at college or company was different from what saw from the trade test.*
- *Some aspects of the trade test are new.*
- *The college must conduct follow up visits on us to know how we are doing as their pipeline artisans and to give us proper chances of the trade test because most of us failed, we had to re-write.*
- *The information gained from the training programme does not meet trade test requirements.*

Of those who have completed the DSPP programme, 24 (66%) are unemployed, 11 (30%) are working and 1 (3%) respondent is running their own business/is self-employed. Of specific concern is that 19 of the 24 unemployed respondents have in fact passed the trade test, 9 of the 11 employed respondents have passed the trade test and the 1 respondent that is running a business did not pass the trade test.

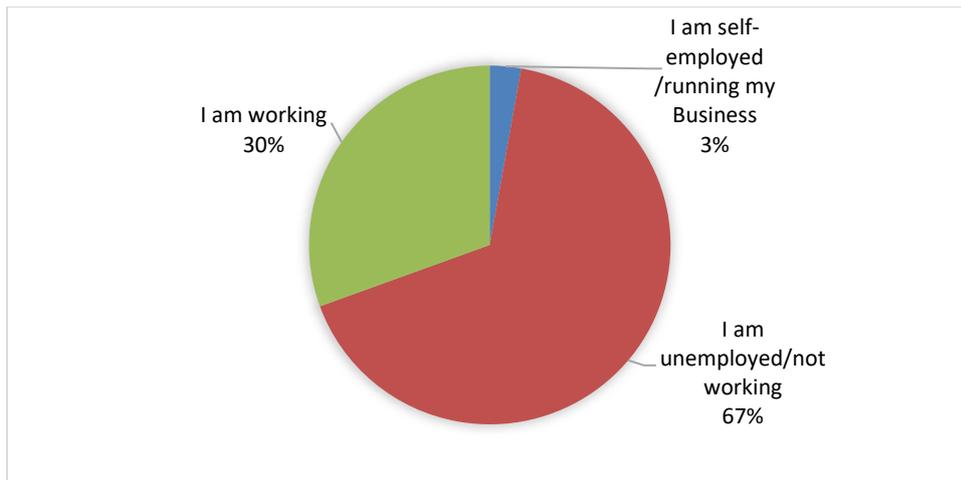


Figure 20: What are you doing now?

5.3.1 For those who are employed

Respondents who are employed were asked about their jobs: Of the 11 respondents who completed the programme, and are now working, 5 are employed in the electrical sector. The others are employed in the Construction, Security, Bakery, Education and Engineering sectors.

9 respondents indicated that they are working in a field related to their DSPP studies. The 3 respondents who are not working in their field of study, indicated that they could not find a job in that specific field, and hence secured employment elsewhere. 1 of these respondents indicated that they have not as yet received their certificate, which is affecting their ability to secure employment in their chosen field.

7 out of the 11 employed respondents have full time positions (40 hours or more per week), with the remaining 4 being part time. 5 are employed in the Eastern Cape, 5 in Gauteng and 1 in Limpopo. None of the respondents had to move to find employment.

In terms of salary, only one respondent earned a salary of R10 000 – R15 000 per month. Two earn between R5 000 and R10 000 per month, two earn between R2 000 and R5 000 per month, and two earn less than R2 000 per month.

4 respondents indicated that the DSPP programme assisted them to find the employment opportunity, with 2 of these indicating that the College assisted them to find the position. 1 respondent secured employment with the same employer that they did their work experience with. 1 respondent did not elaborate.

Of those working, 11 felt that they have opportunities for growth and development in their jobs, and most either liked or loved their jobs. Most (9) of these respondents indicated that their jobs had not been affected by COVID-19.

5.3.2 For those self-employed

One 1 respondent is currently running a business: he indicated that he wanted to be his own boss and had a good idea and wanted to make it happen. He started the business in February 2020 and his business is in the area of work he was trained for in the DSPP programme. He states that he enjoys running his business even though it has been affected by the COVID-19 as he has lost customers as people don't have money because of retrenchments, which has meant he has not been able to hire additional people. The business earns him R2000 - R5000 on average per month.

5.3.3 Those who are unemployed

We asked those who were unemployed to tell us about their journey since completing the programme: Of the 24 DSPP respondents who are unemployed, 18 have never had a job, 2 have done ad-hoc work, 3 have done some part time work and 1 was on a learnership. 23 of these respondents indicated that they are actively looking for work in the same trade/occupation and 1 indicated that he is not actively looking for work in any trade or sector indicating that he is discouraged as he has been unemployed since he completed the programme in August 2019 and that even though he passed the trade test in February 2020 he has not yet received his certificate. 4 other respondents also shared their concern that they have not received their certificates. Respondents were unsure as to why they have not received their certificates indicating that they have tried to find out why. One respondent observed that, *"The lead employer is not interested in engaging us because our contract has ended. I am not sure if I will ever get my certificate. This is a problem when I try to apply for jobs because I claim that I have completed an apprenticeship in electrical but I have nothing to show"*. This issue is one that was also raised by respondents still in the programme, *"we have heard that people who completed have not received their certificates till now and it is very frustrating"*.

In response to a question about what steps they have taken to look for work we found that: 31.5% (n=23) have looked on the internet and applied when they saw adverts, while 23.3% (n=17) sent or dropped off their CVs at different places.

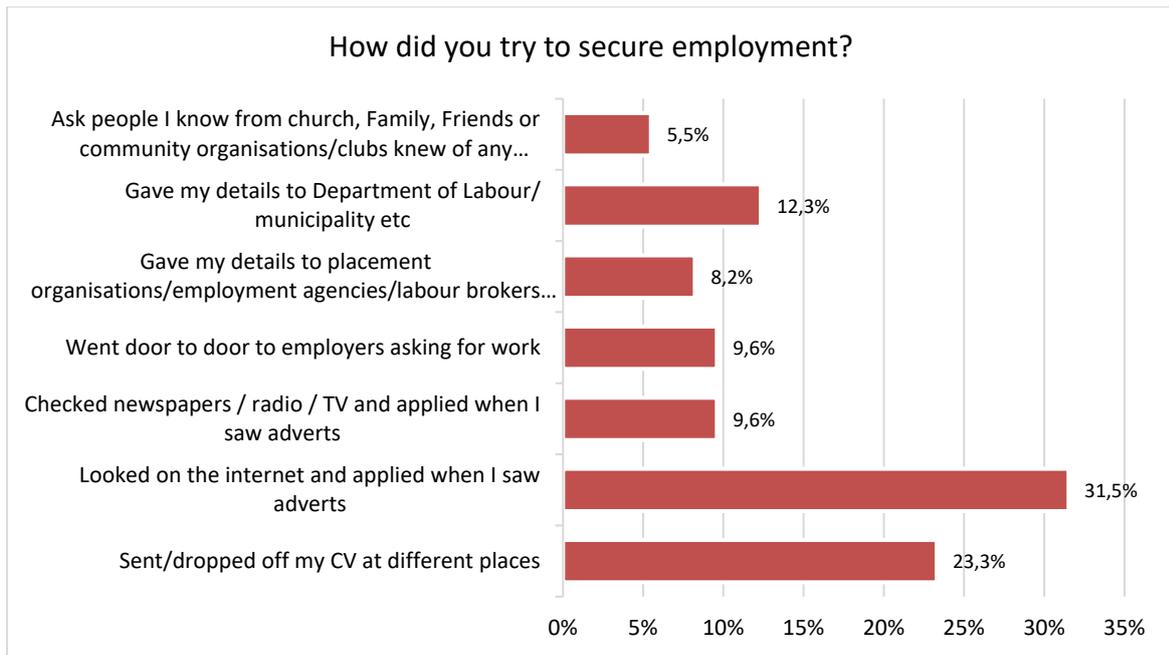


Figure 21: How did you try to secure employment?

Additionally, these DSPP respondents were asked what they think are the reasons they have not yet found employment. 41.4% (n=12) of the respondents said they think there are not enough jobs, while 13.8% said it's either they don't know the right people (connections), or they don't know what jobs to apply for (n=4). One respondent commented that *the government should help the college in terms of job placements.* "

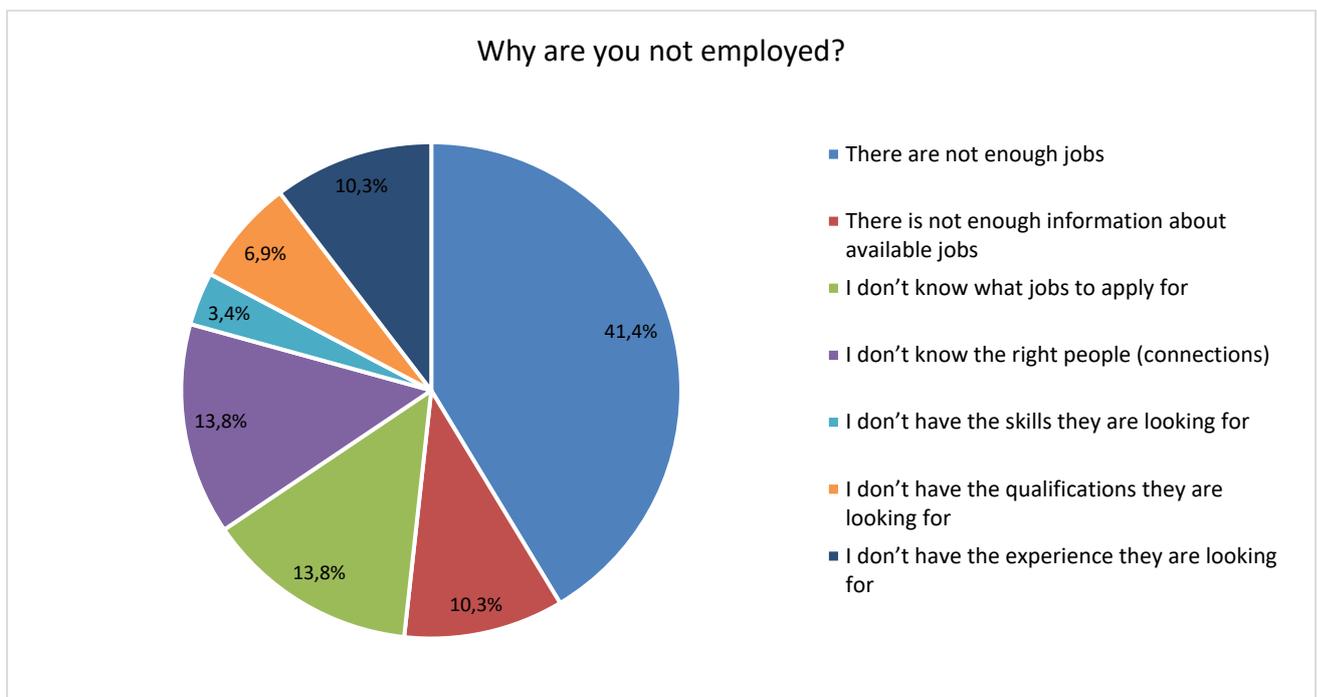


Figure 22: Why are you not employed?

5.4 Those who left (dropped out) of the programme

This section analyses what respondents have been doing since they dropped out the programme as well as reasons for dropping out. This analysis is provided in terms of those that are working, those that are studying, those that are unemployed and those that are running their businesses. The findings on the impact of COVID 19 on their current economic activity are also shared in this section.

5.4.1 Reasons these respondents left the programme

Across both programmes 24 of the respondents dropped out of the programme. (15 from DSPP and 9 from COS). The DSPP respondents who indicated that they dropped out of the programme stated that they had left between May 2018 and September 2019. The COS respondents who dropped out indicated that this was between June 2019 and August 2020.

The respondents offered their reasons for dropping out (see below): the largest proportion of respondents indicated that it wasn't what they expected. One of the comments included: *I was told to stay at home while the programme was looking for another company, but I was never called back hence I left.* 3 respondents were dismissed from the programme for reasons related to theft. One respondent admitted to stealing and indicated remorse observing that, *"I was facing challenges financially therefore I did something wrong and got dismissed. However, I feel my reasons for doing what I did were not looked into. I was forced to do wrong things because of the bad financial situation at home"*. Another respondent however expressed that they were wrongfully accused and commented that, *"they accused me and my friend for stealing"*. Another respondent commented that, *"I had a misunderstanding with one of the employees of my host company and it escalated to a physical confrontation. After that I found my bag with some of the material belonging to the company. I was apprehended with these things and I was dismissed from the programme for theft. I was not given any opportunity to tell my side of the story. It was a set up and it pains me that my future is doomed just because I was set up and never given chance to explain myself. I was left with few months to write trade test. I would like to take this opportunity to ask for another chance as I regret that I picked up a fight with a fellow worker and I wish I could have done things differently"*.

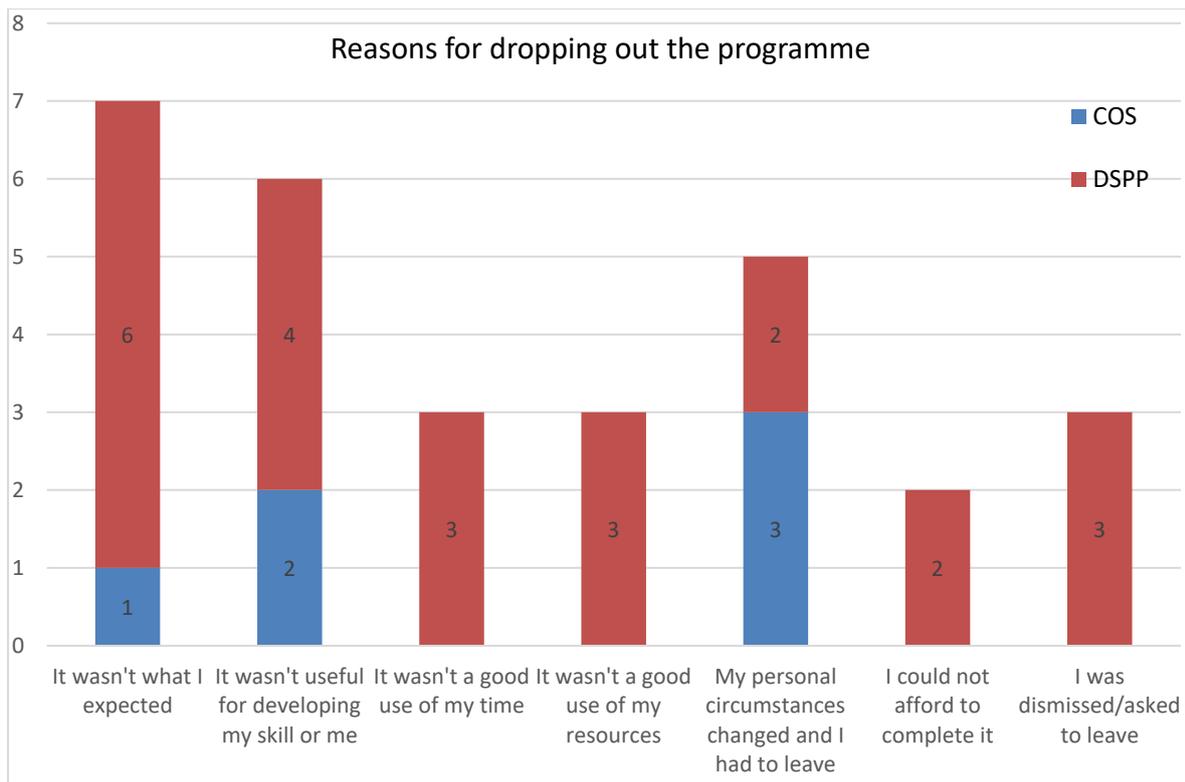


Figure 23: Reasons for dropping out the programme.

Some respondents explained that they left the programme because they received job offers elsewhere. Some also stated that they left due to unbearable working conditions indicating that: they felt they had received unfair treatment, there was delayed payment of stipends, the travelling distance to the workplace and concerns about safety. Linked to unfair treatment there was also incidents mentioned of language discrimination in the workplace. Others stated that they left due to personal circumstances including relocating with family and health reasons. Respondents being accused of theft was also mentioned by respondents.

5.4.2 What respondents are doing now

Respondents who have left the programme were asked what they are doing now. Of the 15 people who dropped out of the DSPP programme, 5 are working, 2 are running their own businesses, 2 are studying and working, 1 is studying only and 5 are unemployed. Of the 9 COS respondents who dropped out of the programme 4 are working, 1 is running a business, 1 is studying only and 3 are currently unemployed. 3 of the 5 DSPP respondents are working in the electrical engineering industry and 1 is working in the construction industry. 2 of the 4 COS respondents are working in the mechanical engineering industry.

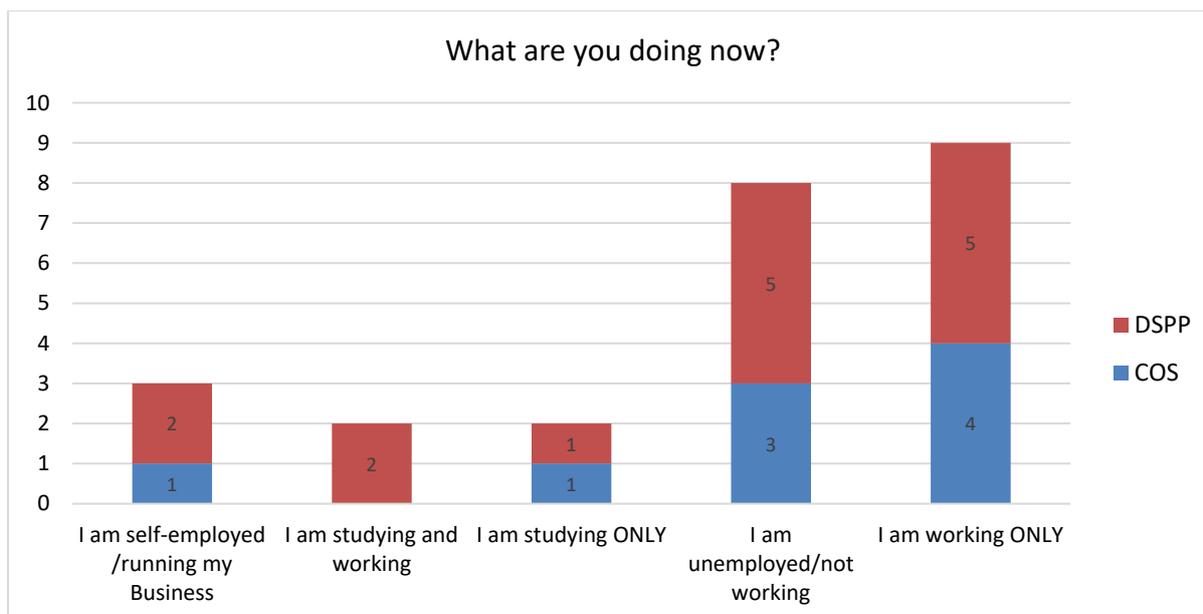


Figure 24: For those who dropped out -What are you doing now?

Of the 24 respondents who dropped out of the COS and DSPP programmes 9 are **currently working**. Of these: 7 of the respondents get paid a salary, and two receive a stipend. 2 of these respondents indicated that they were assisted by the COS/DSPP programme to find employment indicating that they had accessed employment with the employer that they were doing their work experience with. The remaining 7 respondents found their jobs by sending out CV's, looking on the internet and using their connections to find out about work opportunities. None of the respondents had to move provinces in order to find work. 7 of the 9 respondents indicated that they have opportunities for growth and development in their job, with 5 indicating that they either like or love their job. 7 respondents indicated that their employment was in no way affected by COVID 19. Only one respondent indicated that they had a salary cut due to reduced hours of work.

3 respondents **started a business** after dropping out of the programme. 1 of these respondents was from the COS programme. He shared that he left the programme for his own safety. He said he had a fight at the college with another student and the person threatened his life, so he decided to drop out. He indicated that he started a business in January 2020 because he could not find a job. He has not been able to hire anyone since starting the business. The business is not in the area of work he was trained for in the COS programme and the business earns him R2000 - R5000 on average per month. The business is/was not affected by COVID-19. When asked how he felt about the business he indicated that he would leave the business if he found full time employment. Finally, the respondent added that he enjoyed his trade and would like to get another opportunity to be part of the programme.

Another respondent from DSPP shared that he left the programme because he felt he was treated unfairly. The respondent also added that he enjoyed the programme and thinks it's a

good programme. He also says that he would leave the business if he got an opportunity to further his studies. The participant left the program because he was mugged on his way from work, and then he asked management to reschedule his time-table because he is staying far from the workplace. The management never took that into consideration, that is why the participant left the program. But all in all, he liked everything about the program. He started a business in construction indicating that he started a business because he could not find a job and also wanted to be his own boss. He started the business in January 2019. He has been able to hire 2 people since starting the business. He also indicates that he would be willing to host an apprentice from the DSPP / CoS programmes going forward to allow them to access workplace exposure. The business is in the area of work he was trained for in the DSPP programme and it earns him R10000-R15000 on average per month. He indicates that he really enjoys running the business and being his own boss and will continue running his business as long as he earns enough to pay his bills. His business was affected by COVID-19 as he states that finding projects was difficult and they were not able to operate during the national lockdown.

Another respondent that is currently running a business is from the DSPP programme. He stated that he left the programme because he was dismissed because of misconduct. Although he did not share the details he indicated that he was facing challenges financially and did something wrong and got dismissed. He also adds that he felt he was forced to do wrong things because of the bad financial situation at home. He states that he could not find a job so he decided to start a business in January 2019. He states that he has been able to hire 2 assistants since he started the business and the business earns him R2000-R5000 on average per month. He also indicates that he enjoys running his business and if this business does not succeed, he will find another business opportunity. His business was affected by COVID 19 as a result he closed his business for 3 months during lockdown.

3 of the respondents that dropped out state that they are currently **studying**. The first respondent from the COS programme stated that she left the programme because she fell pregnant indicating that she is now studying project management at a private institution. She states that the reason she decided to study is that she wanted to gain a higher qualification so she could get the job she wanted, additionally she wanted to study in another area. She is expecting to complete her studies in July 2021. She also indicated that her studies have not been impacted by COVID 19 and she is continuing as normal. The second respondent from the DSPP programme shared that she left the programme because her personal circumstances changed, and she had to relocate. She is currently studying. She states that the reasons she decided to study is that she wanted to study in another area and wanted to gain a higher qualification so she could get the job she wanted. She is pursuing her studies at a TVET College in the field of Process Plant Operations and is expecting to complete her studies in November 2020. Her studies have been affected by COVID 19 and she says she has fallen behind in her studies although they have continued to access the content from their

lectures via WhatsApp, email etc. As a result, her studies will have to be extended as they have lost a lot of time. The third respondent who is currently studying is also working indicating that the reason he left the programme was that it was not what he expected, the respondent did not elaborate further. He stated that he decided to further his studies because he wanted to study in another area. He is currently at University studying in the field of economics and is expecting to complete his studies in 2024. His studies have been disrupted by COVID 19 as they have had to study remotely while the institution is closed, and he has therefore fallen behind in his studies. The institution has been supportive during this time as they have had an online learning platform and have continued learning and have received data to go online. There is no workplace experience during his studies. However, he is also working full-time in a fixed term contract in the Railway industry and this occupation in the same field as his DSPP studies. His monthly salary is above R15000. He is in the Gauteng area and found this job through a labour broker. He further indicated that he loves his job as there are opportunities for growth and development. However, his job too has been disrupted by COVID 19 and he was not getting a salary during lockdown and additionally his hours of work have been reduced.

Another one of the respondents, also from the DSPP programme stated that he is currently studying and working at the same time indicated that he decided to study because he wanted to study in another area, he is currently at University studying in the field of criminology and is expecting to complete his studies in 2023. He is working in the pharmaceutical industry and his occupation is not related to his DSPP studies. He is working full time and has a permanent contract. His salary is between R10000-15000 monthly. He stated that he likes his job and there are opportunities for growth and development. His job has not been affected by COVID 19 as they are continuing as normal. He is in the Eastern Cape.

8 of the respondents, who left the programme, are currently **unemployed** (COS=3 and DSPP=5). Of these, 6 indicated that the programme did not assist them to find employment, and 2 have never had a job since leaving the programme. Respondents who are unemployed were asked what steps they have taken to look for work,

The 5 DSPP respondents who are unemployed indicated that they looked on the internet and applied when they saw adverts as well as gave their details to placement organisations such as Harambee and the Department of Employment and Labour/employment agencies/labour brokers as well as the municipality etc. In addition to this they also asked people they knew from church, family, friends, or community organisations/clubs if they knew of any opportunities.

The 3 COS respondents indicated that they have looked on the internet and applied when they saw adverts, while 1 of them indicated that he also gave his details to placement organisations such as Harambee and the Department of Employment and

Labour/employment agencies/labour brokers as well as the municipality etc. In addition to this he also asked people he knows from church, family, friends, or community organisations/clubs if they knew of any opportunities.

Respondents were asked what they think the reasons they are unemployed are. The DSPP respondents said that they think they are unemployed because there are not enough jobs or enough information about available jobs. In addition, they indicated that they don't know the right people (connections). 1 of the DSPP respondents said he thinks he does not have the skills employers are looking for. COS respondents indicated that they think there are not enough jobs or enough information about available jobs. 1 indicated that he does not know the right people (connections) and additionally he does not think he has the qualifications employers are looking for.

6 Impact of the programme on apprentices' lives

This section analyses the impact of the programme on respondents lives and includes those that are still in the programme, those that have completed the programme and those that dropped out of the programme. The respondents from the DSPP/CoS Programme were all asked whether and how the programme has had an impact on their lives. In other words what has changed personally, financially, career wise, educationally, or otherwise. Generally, the respondents from both programmes regardless of their status with respect to the programme noted that the most impact has been more or less at a personal level, career level and financial level.

6.1 For those still in the programme

Many of the respondents stated that the programme has made them more hopeful about the future. Additionally, the respondents spoke of how they have been motivated and set goals for their lives and are looking forward to becoming artisans. Comments include:

- *I see things differently now.*
- *I am very positive about the future.*
- *I am more hopeful about my career path and my future.*
- *I was unemployed with no proper skills and now I am thinking of opening my business.*
- *I stand a chance to be employed now!*

Respondents also indicated that they are gaining valuable practical skills and theoretical knowledge and they therefore believe that the programme will help them start their careers. Comments include:

- *Career wise I have learned how to work with machines, fitting work, gearbox and pumps.*
- *I learned a lot to be a rigger and I am looking forward to qualifying as an Artisan.*

- *Career wise it has given direction to where I want to go with boiler making because I can open my own workshop.*

Respondents indicate that being part of the programme has motivated them to start a side hustle and use their skills to make money. Comments include:

- *I am more determined to start my business because of the training. It really helped me a lot because I now realize that I can start my own business to create jobs.*
- *I have started my business.*
- *I am gaining experience which will help me start my business.*
- *I have enough skills to start my own business.*
- *The programme helped me grow my business.*
- *I can work on my own.*
- *Even during lockdown, I could do piece jobs. It gave me new opportunities.*
- *I can do side jobs.*
- *I am able to do jobs around my neighbourhood and make some little cash.*
- *I am now able to make my own money through odd jobs*

In terms of the financial impact: some respondents indicated that the stipend is not enough to cover their costs but stated that it has still made a difference. Comments included:

- *it helps me a lot to cover my needs because the college provides us with transport to the workplace.*
- *Financially it's not enough to cover my costs like rent, food and electricity. There are months when we don't get paid and or there are delays.*

One respondent commented that he has used his skills at home and saves his family from spending money to hire people to fix things. *At home we no longer pay for broken electrical appliances, I am now able to fix them and it saves us money.*

Only 3 respondents from the DSPP programme said there has been no impact on their lives related to being part of the programme. 9 of the COS respondents also said that being part of the programme has not had any impact on their lives.

6.2 For those who completed the programme

On a personal level, respondents spoke of how they have become more confident and positive about their future. Some mentioned that they are generally motivated now and looking forward to the future. Some comments included: *it has taught me life skills and social skills; it gave me discipline and how to work with different people. I was shy before, now I can market myself knowing I have skills.*

On the career level: the respondents are appreciative of the programme and the learning opportunities and shared that they have gained knowledge and skills and that the qualifications will enable them to advance in their chosen careers. The respondents said that they have gained new skills and improved their current skills in relation to their trades. Some

of the comments included: *I am now an artisan and that is good for my job hunting. I now have the necessary experience for employment.*

Work experience was found to have made an impact, as many respondents mentioned that getting work experience is a challenge and having work experience will give them a better chance at getting their next job. Some comments included: *"I have a lot of certificates but no experience, so this program has assisted me with getting just that". I had been sitting at home since 2012, so I managed to get the work experience I was looking for. I never worked before, so the program gave me that chance to be at the workplace for the first time.*

In terms of the financial impact, generally the respondents stated that although the stipend was not enough to cover all their needs, it did make a difference to cover costs such as rent, food data and transport. Some comments included: *It's good to be financially independent. Financially it did make a difference, I was able to take care of personal things, I am able to contribute to buying food and electricity for my family.*

Only 2 DSPP respondents from the 36 DSPP respondents that completed the programme said that being part of the programme did not have any impact on their lives.

6.3 For those who left the programme

Those who left the programme spoke about impact on a personal level, on a financial level and to a certain extent on a skills development level. Personally, the respondents said that they have gained confidence, communication skills and time management. Comments included: *Personally, it helps to be punctual, focus on my work and how to communicate with people.*

Respondents acknowledge that even though they left the programme before completing they have gained some skills in the time that they spent in the programme. Comments included: *I gained more knowledge about the course. I got to see the real world. The fact that you have theoretical knowledge doesn't mean you know everything. I learned valuable skills. I now know how to do plumbing and I do that for myself at home. I can fix things at home now.*

Other respondents mentioned that the programme has encouraged them to start their side hustle and the programme inspired them to start their businesses. Comments included: *Being part of the programme helped me grow my business. It helped me a lot because now I have my own business, thanks to DSPP. It taught me how to make my own source of income, and I am inspired to be financially independent.*

On a financial level, respondents indicated that the stipend did make a difference as they were able to afford things like transport and food. *Financially it was just fair because I only used it for transport and food. Financially I was able to cover my transport and food.*

Only 1 respondent from the COS programme and 7 respondents from the DSPP programme said being part of the programme did not make any impact on their lives.

7. Areas of improvement for the programme

This section provides an overview of the suggestions that respondents made regarding areas where the programmes could improve in order to achieve better results.

The majority of the respondents across both programmes suggested that there needs to be improvements made in terms of the accessibility of the learning materials – both with reference to delays in the delivery of the materials as well as in some cases the extent to which it is user friendly. Respondents also spoke to the absence of equipment, such as tablets, and tools required for their work. This affected the training as in some cases students were behind with training while waiting for equipment to be delivered, *“We did more theory and less practical’s due to lack of electrical equipment(tools) for the trade”*. Respondents specifically mentioned the absence of Personal Protective Equipment (PPE) which was either not enough or not of good quality, which was considered a real concern in the context of COVID 19. Additionally, the COS and DSPP respondents mentioned poor internet and lack of access to Wifi at the college and in the workplace.

In addition, the amount of the stipends: respondents from both programmes mentioned that an increase in the stipend is necessary especially because transport costs have become expensive. This was particularly the case for respondents whose workplaces were far from their homes. Some of the comments included, *“the stipend is not enough now that everything is expensive since COVID-19, even transport has gone up”*. Additionally, respondents from the COS programme mentioned that there were delays in the payments of their stipends.

The respondents across both programmes also recommended better coordination and communication between the college and the employer so that the theory and the practical experience are better aligned. One respondent commented that, *“the integration between what is done at the college and the workplace needs to improve”*.

Additionally, the respondents recommended that there should be more involvement of the programme stakeholders in ensuring that the workplace experience is monitored more effectively and that all respondents are getting an opportunity to gain practical skills. In relation to this across both programmes respondents indicated that there are difficulties when it comes to signing their log books as with some employers there is no opportunity to learn all the skills learned at the college due to the nature of the company. While respondents from the COS programme said they needed more time in the workplace respondents from the DSPP said they needed more time at the college workshops because they get to learn more at the workshops than they do at the workplace because they are given better support in the college as compared to the workplace. The DSPP respondents also suggest that each

apprentice should be able to be hosted by more than one employer during rotation periods to ensure that they are able to gain diverse skills from different companies. As observed by one DSPP respondent, *“we could get much experience in different companies if we were allowed to rotate between companies”*. It is however noted by a project manager that where this was tried there were challenges as weaker students were moved on and it required a high level of organisation amongst companies.

Respondents also indicated that there needs to be a platform between all stakeholders and respondents to address issues related to the programme.

8. Singizi evaluative comment based on tracer findings

This section provides Singizi’s preliminary view on areas of immediate focus based on the tracer findings. It is noted that these findings are tentative and will be taken further when considered against the views of employers including the lead employers (this study is still to be completed) and in the context of the next tracer study. Further, it is recognised that given the context of COVID-19 any findings on these programmes must be tentative. Never-the-less some initial issues are highlighted for attention:

- The issue of selection: the absence of employer involvement in the selection process is a real area of concern. Whilst there was an understanding that employers would be involved in the selection process it is apparent that this has not taken place as intended and in particular with respect to the DSPP.
- The need to consider issues re learning materials and access to equipment needs to be addressed.
- The issue of certification is a real concern: this may be making it more difficult for those who have completed the programme to do so. In addition it is evident that this is demoralising those who are in the programme who fear that they will also experience this challenge.
- The need to support individuals to progress from the programme to income generating activities requires a greater focus. These graduates have completed a programme prior to the DSPP and there is a need to understand why they are struggling to access an opportunity as well as to assist them to transition more effectively.
- Issues of coordination between college and workplaces requires greater attention. In particular the role of the lead employer and the college in monitoring the learners in the workplace needs to be strengthened.

Annexure 1: COS & DSPP Tracing Questionnaire

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

1. Researcher name

2. Project Ref (DSPP / COS) Researcher please copy from Google sheet

3. Respondents name and surname. Researcher please copy from Google sheet

4. Call result

- No answer
- Voicemail
- Invalid number
- Call answered
- Refused to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 5. Good day. My name is {{ Q1 }} and I am calling you on behalf of the Department of Higher Education and Training and the German International Cooperation (GIZ). Can I please confirm that I am speaking to {{ Q3 }} ?

- Yes
- No
- Wrong number

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 6. Is {{ Q3 }} available to talk?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 7. Will {{ Q3 }} be available at another date/time?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 8. Is {{ Q3 }} available on another number?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 9. What number can I reach {{ Q3 }} of respondent on?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 10. When will {{ Q3 }} be available?

Date

Time

* 11. Thank you very much for your time. I will call back . Researcher click follow up later to end the survey

Follow up later

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 1: INTRODUCTION & CONSENT

We are currently following up on all apprentices who have been or are enrolled in the programme leading to a trade qualification either through the DSPP or in a Centre of Specialisation (CoS).

We would appreciate your time to answer some questions about what you are currently doing and where you may need support. This will only take 30 minutes. The information you provide will help us evaluate the benefits and the quality of the training and further improve it for future apprentices. The survey is confidential and your information will be treated anonymously (you will not be identified in any way in the report).

* 12. Would you be willing to participate in the survey?

- Yes
- No
- I did not attend the programme

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 13. Is the course you are attending in any of the following occupational fields?

- Plumber
- Electrician
- Welder
- Boilermaker
- Diesel Mechanic
- Automotive Motor Mechanic
- Fitter and Turner
- Mechanical Fitter
- Bricklayer
- Millwright
- Rigger
- Pipe fitter
- Carpenter / Joiner
- Declined to answer
- Other (please specify)

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 14. Age

- Between 15 and 18
- Between 19 and 25
- Between 26 and 30
- Between 31 and 35
- Older than 35
- Declined to answer

* 15. Gender

- Female
- Male
- Prefer not to say
- Other (please specify)

16. Do you have a disability?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 2 - ABOUT THE PROGRAMME

* 17. How did you find out about the programme? Select all that apply

- Saw an advert in a newspaper
- Heard from a friend/family
- Social media, Facebook, twitter ..
- From someone at the college
- Declined to answer
- Other (please specify)

* 18. How were you selected for the programme? Select all that apply

- I submitted my CV
- I was interviewed by someone from the college
- I was interviewed by an employer
- I undertook a language and/or mathematics assessment
- I undertook a practical assessment
- I was required to undertake a medical test
- There was no specific selection process
- Declined to answer
- Other (please indicate)

* 19. What was your highest qualification when applying for the DSPP or CoS programme?

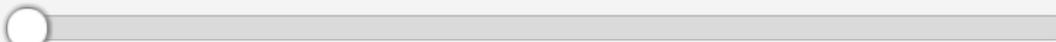
- Grade 10/Standard 8/Form 3
- Grade 11/Standard 9/Form 4
- Grade 12/Standard 10/Form 5/Matric
- Nated 1 - 4
- Nated 5 and 6
- National Certificate Vocational (NCV) 2-4
- Higher Certificate
- Diploma
- Higher Diploma
- Declined to answer
- Other (please specify)

* 20. Why did you choose to take part in this programme? Select all that apply

- I wanted to get any job
- I wanted to get a job in my field of study
- I am interested in the sector and wanted to gain a further qualification to enable me to work in this sector
- I heard good things about the programme
- I wanted to acquire more knowledge and skills on how to do my job better
- I wanted to gain practical work related exposure
- I thought the programme would help me start a business
- I thought the programme would help me grow my business
- I had no expectations
- Declined to answer
- Other (please tell us in as much detail as possible)

* 21. Were/are your expectations of the programme met? Please rate on a scale of 1 to 5, where 1 is not at all and 5 is completely.

Not at all Partially Completely



	Very poor	Poor	Good	Very Good	Excellent	N/A
The quality of the learning materials (textbooks, other handouts etc)	<input type="radio"/>					
Access to internet when needed for studies	<input type="radio"/>					
Availability of technical equipment (e.g. lab equipment, measuring instruments, computer lab)	<input type="radio"/>					
Extent to which the theory and practical aspects of the programme was integrated	<input type="radio"/>					
Extent to which the college learning (theory and practical) was integrated with the workplace experience	<input type="radio"/>					
Quality of technical equipment	<input type="radio"/>					
Quality of buildings	<input type="radio"/>					
Guidance I received at the end of the programme?	<input type="radio"/>					

* 24. What type of guidance did you receive at the end of the programme? (if no guidance received please state not applicable). Please answer in is much detail as possible

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 25. Were/Are there any specific gender-based challenges you faced / are facing in the programme? Please state the three most important ones and indicate if these challenges were faced by men, women or other gender minorities in your group.

Gender-based challenge 1

Gender-based challenge 2

Gender-based challenge 3

* 26. In which way has the DSPP/CoS Programme had an impact on your life? (In other words what has changed) e.g personally, financially, career wise, education wise etc.

Impact 1

Impact 2

Impact 3

* 27. Where do you feel the programme seriously has to improve in order to achieve better results?

Area to improve 1

Area to improve 2

Area to improve 3

* 28. Are you still busy with your DSPP/COS training?

- Yes, currently undertaking the programme/still studying- continue to SECTION 3
- No, have completed the programme- continue to SECTION 4
- No, I left the programme before completing/was dismissed-continue to SECTION 5

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 3: THIS IS ONLY FOR PEOPLE CURRENTLY UNDERTAKING THE PROGRAMME

* 29. Do you know when are you supposed to complete your training?

- Yes
- Not sure due to delays through COVID-19
- Not sure due to delays in programme operations in general

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

30. Date you anticipate completing the programme

	Year	Month
Date	<input type="text"/>	<input type="text"/>

* 31. Do you have access to workplace experience during your studies? (within the DSPP/CoS Programme)

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 32. How were you allocated to the employer/s with whom you undertook / are undertaking your workplace experience?

- The college told me that this would be my employer
- I was selected by the employer through an interview
- I chose the company and applied to them
- Not relevant as have not undertaken any workplace experience yet
- Declined to answer
- Other (please specify)

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 33. Has COVID-19 disrupted your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 34. If yes, In what way did COVID 19 disrupt your workplace experience?

35. Click yes to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

36. Will you still be doing workplace experience during the remainder of your course?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

37. If no, why not?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 38. What are you currently busy with on the programme?

- I am studying at the college
- I am doing my work experience
- I am sitting at home waiting

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 39. If at College: In which way is COVID-19 affecting your studies? Select all that apply

- Not at all, we are continuing as normal
- I cannot study as my institution is closed
- We can only study remotely at this point and I have been able to participate in this process
- We can only study remotely at this point and I have NOT been able to participate in this process as I don't have access to the internet
- I have fallen behind in my studies
- My studies will have to be extended as we have lost a lot of time
- I am not at college
- Declined to answer
- Other (please specify)

* 40. How is your Training Provider/ college supporting you at this time? Select all that apply

- We have had continued lectures via WhatsApp, email etc.
- We have an online learning platform and have continued learning
- I have received data from my institution to go online
- I have no support
- I am not at college
- Declined to answer
- Other (please specify)

* 41. Is this what you are supposed to be doing at this stage as per your rotation plan?

- Yes
- No
- I dont have a rotation plan

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 42. If no, what were you supposed to be doing ?

43. Why is this not possible?

* 44. Researcher click YES to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 45. If at employer: In which way is COVID-19 affecting your workplace experience? Select all that apply

- Not at all, we are continuing as normal
- I cannot work as my employer is closed
- My hours of work have been reduced
- My salary has been reduced
- We can only work remotely at this point
- I have fallen behind my practical due to lockdown
- My work placement will have to be extended as we have lost a lot of time
- I am likely to lose my work placement as my employer may close down
- I am not at employer
- Declined to answer
- Other (please specify)

* 46. Is this what you are supposed to be doing at this stage as per your rotation plan?

- Yes
- No
- I dont have a rotation plan

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 47. If no, what were you supposed to be doing ?

48. Why is this not possible?

* 49. Researcher click YES to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 50. If sitting at home: What is the reason?

* 51. Researcher click YES to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 52. Where do you currently see the biggest risk, have the biggest concern around your training programme? please elaborate in detail.

* 53. Researcher Thank the respondent for their time and select option End Survey below

END SURVEY HERE FOR INDIVIDUALS CURRENTLY UNDERTAKING THE PROGRAMME

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 4 : FOR THOSE WHO HAVE COMPLETED THE PROGRAMME

54. If you have completed with the formal programme, when did you complete the programme?

	Year	Month
Date completed programme	<input type="text"/>	<input type="text"/>

* 55. Have you taken a trade test?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 56. If yes when?

	Year	month
Date of trade test	<input type="text"/>	<input type="text"/>

* 57. Did you pass the trade test?

- Yes
- No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 58. If No, why do you think you were not successful in the test? Give a maximum of three reasons;

Reason 1

Reason 2

Reason 3

* 59. Are you re-writing the trade test?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 60. When are you re-writing the trade test?

	Year	Month
Date of re-writing trade test	<input type="text"/>	<input type="text"/>

* 61. If no, please indicate why not

62. Researchers click yes to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 63. If you have not written the trade test when is it scheduled for?

	Year	Month
When is trade test scheduled for	<input type="text"/>	<input type="text"/>

64. Did you undertake workplace experience/s as part of your programme?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 65. If yes – how were you allocated to your employer/s with whom you undertook your workplace experience?

- The college told me that this would be my employer
- I was selected by the employer through an interview
- I chose the company and applied to them
- Declined to answer
- Other (please specify)

* 66. Did COVID-19 disrupt your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

67. If yes, how did COVID 19 disrupt your workplace experience?

68. Researchers, click yes to continue

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 5: FOR THOSE WHO LEFT THE PROGRAMME BEFORE COMPLETING

* 69. If you dropped out/was dismissed. When did you leave the programme?

	Year	Month
Date left programme	<input type="text"/>	<input type="text"/>

* 70. Please give reason for leaving the programme Select all that apply

- It wasn't what I expected
- It wasn't useful for developing my skill or me
- It wasn't a good use of my time
- It wasn't a good use of my resources
- My personal circumstances changed and I had to leave
- I could not afford to complete it
- I was dismissed/asked to leave
- Declined to answer
- Other (please specify)

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6 : WHAT ARE YOU DOING NOW

* 71. What are you currently doing? (since you left the programme- DSPP or CoS)

- I am studying ONLY (Post the trade programme done as part of COS or DSPP)
- I am working ONLY
- I am unemployed/not working
- I am self-employed /running my Business
- I am studying and working
- I am studying and self-employed /running my Business

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6A: I am currently studying

* 72. Why did you decide to study further after dropping out of DSPP/CoS? Select all that apply

- I wanted to study in another area
- I wanted to gain a higher qualification so I could get the job I wanted
- I could not get a job so I decided to study
- Declined to answer
- Other (please specify)

* 73. Which institution are you studying with?

- Tvet College
- University
- Private institution
- Declined to answer
- Other (please specify)

* 74. Is the course you are attending in any of the following occupational fields?

- Plumber
- Electrician
- Welder
- Boilermaker
- Diesel Mechanic
- Automotive Motor Mechanic
- Fitter and Turner
- Mechanical Fitter
- Bricklayer
- Millwright
- Rigger
- Pipe fitter
- Carpenter / Joiner
- Other (please specify)

* 75. When are you meant to finish your studies?

	Year	Month
Date to finish studies	<input type="text"/>	<input type="text"/>

* 76. How is COVID-19 currently impacting your studies? Select all that apply

- Not at all we are continuing as normal
- I have fallen behind in my studies
- I cannot study as my institution is closed
- My studies will have to be extended as we have lost a lot of time
- We can only study remotely at this point
- Declined to answer
- Other (please specify)

* 77. How is your Training Provider/ supporting you at this time? Select all that apply

- We have had continued lectures via WhatsApp, email etc.
- We have an online learning platform and have continued learning
- I have received data from my institution to go online
- I have no support
- Declined to answer
- Other (please specify)

* 78. Have you participated in workplace experience during your current studies?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 79. Has COVID-19 disrupted your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 80. If yes, in what way is COVID 19 disrupting your workplace experience?

* 81. Researcher click YES to move to the end of the survey

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6B: I am working

* 82. Which industry are you working in?

* 83. Is this occupation in the same field as your CoS/DSPP studies?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

84. If No, why not?

* 85. Are you currently working full-time or part time?

- Full-time (40 hours or more per week)
- Part-time (less than 40 hours per week)
- Declined to answer

* 86. What type of contract do you currently have?

- | | |
|--|--|
| <input type="radio"/> Apprenticeship/learnership contract | <input type="radio"/> Casual labour contract |
| <input type="radio"/> Internship contract | <input type="radio"/> Self-employed |
| <input type="radio"/> Permanent contract (no fixed end date) | <input type="radio"/> Do not know |
| <input type="radio"/> Fixed-term contract | <input type="radio"/> Declined to answer |

* 87. Who is your employment contract with?

- The company where I work
- The labour broker who placed me in this job
- I don't know
- Declined to answer
- Other (please specify)

* 88. Do you get paid for your work?

- Yes, I get paid a salary
- Yes, I get paid a stipend
- No, I do not get paid

89. What is your average monthly salary?

Less than R2000

R2 000 - R5 000

R5 000 - R10 000

R10 000 - R15 000

Above R15 000

Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

90. Did the COS/DSPP programme assist you in finding employment?

- Yes
- No
- Not sure
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

91. If yes, how did it assist you?

- It is with the same employer I was placed with (that I did my workplace experience with)
- The College told me about the opportunity
- The employer I was placed with for my work experience told me about the opportunity
- The College organised an interview for me
- The employer I was placed with for my work experience organised an interview for me
- Declined to answer
- Other (please specify)

* 92. If no, how did you find the job that you are now in. Select all that apply

- I was headhunted
- Sent/dropped off my CV at different places
- Checked newspapers / radio / TV and applied when I saw adverts
- Looked on the internet and applied when I saw adverts
- Went door to door to employers asking for work
- Gave my details to placement organisations/employment agencies (including Harambee)
- Gave my details to Department of Employment and Labour
- Through a labour broker
- Asked people I know from my family, friends church or community organisations/clubs if they knew of any opportunities
- Waited on the side of the road
- Declined to answer
- Other (please specify)

* 93. Do you have opportunities for growth and development in your job?

- Yes
- No
- I don't know
- Declined to answer

* 94. Please tell us how you feel about your job

- I would leave tomorrow if I could find other work
- My job is OK
- I like my job
- I love my job
- Declined to answer

* 95. In which province have you found employment?

- | | |
|-------------------------------------|--|
| <input type="radio"/> Eastern cape | <input type="radio"/> North West |
| <input type="radio"/> Free State | <input type="radio"/> Northern Cape |
| <input type="radio"/> Gauteng | <input type="radio"/> Western Cape |
| <input type="radio"/> KwaZulu-Natal | <input type="radio"/> Outside South Africa |
| <input type="radio"/> Limpopo | <input type="radio"/> Declined to answer |
| <input type="radio"/> Mpumalanga | |

* 96. Did you have to move provinces for your work?

- Yes
- No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 97. If yes, from which province?

- | | |
|-------------------------------------|--|
| <input type="radio"/> Eastern cape | <input type="radio"/> North West |
| <input type="radio"/> Free State | <input type="radio"/> Northern Cape |
| <input type="radio"/> Gauteng | <input type="radio"/> Western Cape |
| <input type="radio"/> KwaZulu-Natal | <input type="radio"/> Outside South Africa |
| <input type="radio"/> Limpopo | <input type="radio"/> Declined to answer |
| <input type="radio"/> Mpumalanga | |

* 98. How is COVID-19 currently impacting your work? Select all that apply

- | | |
|--|---|
| <input type="checkbox"/> Not at all, we are continuing as normal | <input type="checkbox"/> We can only work remotely at this point |
| <input type="checkbox"/> I cannot work as my employer is closed | <input type="checkbox"/> I have fallen behind my practical due to lockdown |
| <input type="checkbox"/> My hours of work have been reduced | <input type="checkbox"/> My work placement will have to be extended as we have lost a lot of time |
| <input type="checkbox"/> My salary has been reduced | <input type="checkbox"/> Declined to answer |
| <input type="checkbox"/> Other (please specify) | |

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6C: I am unemployed

* 99. What is your current status?

- Unemployed and actively looking for work in a different trade/occupation
- Unemployed and actively looking for work in the same trade/occupation
- Unemployed and actively looking for work in any trade/ any available job
- Unemployed not actively looking for work in any trade or sector
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 100. If you are looking for work, what steps have you taken? Select all that apply

- Sent/dropped off my CV at different places
- Checked newspapers / radio / TV and applied when I saw adverts
- Looked on the internet and applied when I saw adverts
- Went door to door to employers asking for work
- Gave my details to placement organisations/employment agencies/labour brokers (including Harambee)
- Gave my details to Department of Labour/ municipality etc
- Ask people I know from church, Family, Friends or community organisations/clubs knew of any opportunities
- Waited on the side of the road
- Declined to answer
- Other (please specify)

* 101. What do you think is the reason you are not getting employment? Select all that apply

- There are not enough jobs
- There is not enough information about available jobs
- I don't know what jobs to apply for
- I don't know the right people (connections)
- I don't have the skills they are looking for
- I don't have the qualifications they are looking for
- I don't have the experience they are looking for
- I can't find a job with the wages I want to earn
- I don't have transport money to look for a job
- I don't have money to make calls or access the internet to look for a job
- I don't have money to print my CV to look for a job
- I live too far from employers
- I think people don't want to employ me because I am black/a women/a young person
- Other (please specify)

* 102. Has the program assisted you in looking for work?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 103. If yes how has it helped you?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 104. What assistance do you need in order to find a job? Select all that apply

- | | |
|--|--|
| <input type="checkbox"/> Information about job opportunities | <input type="checkbox"/> Workplace experience |
| <input type="checkbox"/> Networking opportunities | <input type="checkbox"/> Referral or recommendation letter |
| <input type="checkbox"/> Career guidance | <input type="checkbox"/> Employment |
| <input type="checkbox"/> More Training | <input type="checkbox"/> Declined to answer |
| <input type="checkbox"/> Other (please specify) | |

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 105. If not looking for work please select a reason? Select all that apply

- I am/have been ill
- Family responsibilities
- I got tired of looking
- I don't know how to find a job
- Other (please specify)
- I don't have the skills that the adverts are looking for
- I don't have the qualifications required by the adverts
- I don't have the experience that is required by adverts
- Declined to answer

* 106. On a scale from 1 to 5 where 1 is not at all and 5 is very much so, how much has the COVID-19 influenced your current work status?

Not at all Very much so

* 107. Did you ever have a job since you left the DSPP/CoS Programme?

- Yes, I had part-time work, but now I am unemployed
- Yes, I did ad-hoc work, but now I am Unemployed
- Yes, I had full-time work, but now I am unemployed
- Other (please specify)
- Yes, was in a learnership/internship
- No, I have been unemployed since
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 108. If yes, what was your job? (e.g. work as a cook in a restaurant, car mechanic) (Please specify)

* 109. Researcher click YES to move to the end of survey

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6D: I am self-employed/running a business

* 110. Why did you decide to start a business/become self-employed? Select all that apply

- I wanted to be my own boss
- I had a good idea and wanted to make it happen
- I could not find a job and so I did this
- Declined to answer
- Other (please specify)

* 111. When did you start this business?

	Year	Month
Date business started	<input type="text"/>	<input type="text"/>

112. Have you been able to hire people since starting the business?

- Yes
- No

FINAL

Tracing Questionnaire for DSPP and CoS apprentices September 2020

113. If yes, how many and would you be willing or able to host an apprentice from the DSPP / CoS programmes going forward for workplace exposure

How many?

Would you be **willing** to host an apprentice from the DSPP / CoS programmes going forward?

Would you be **able** to host an apprentice from the DSPP / CoS programmes going forward?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 114. Is your business in the area of work you were trained for?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 115. If no, what is the reason?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 116. How much does your business earn you on average per month?

- | | |
|---------------------------------------|--|
| <input type="radio"/> Less than R2000 | <input type="radio"/> R10000-15000 |
| <input type="radio"/> R2000 - R5000 | <input type="radio"/> Above R15000 |
| <input type="radio"/> R5000-10000 | <input type="radio"/> Declined to answer |

* 117. Which of the following statements are true for you? Select all that apply

- I would leave my business if I found full time employment
- I would leave my business if I got an opportunity to further my studies
- I would leave my business if it became unprofitable or stopped growing
- As long as I earn enough to pay my bills, I will continue running my business
- Even if this business does not succeed, I will find another business opportunity
- I really enjoy running my business and being my own boss
- None of the above
- Declined to answer

* 118. Has your business been affected by the Coronavirus/COVID19 pandemic?

- Yes
- No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 119. If yes please specify in which way?

* 120. Researcher please click YES to move to the end of the survey

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6E: I am currently studying and working (Post DSPP / COS Programme)

* 121. Why did you decide to study further after dropping out of the DSPP/CoS? Select all that apply

- I wanted to study in another area
- I wanted to gain a higher qualification so I could get the job I wanted
- I could not get a job so I decided to study
- Declined to answer
- Other (please specify)

* 122. Which institution are you studying with?

- Tvet College
- University
- Private institution
- Declined to answer
- Other (please specify)

* 123. Is the course you are studying in any of the following occupational fields ?

- Plumber
- Electrician
- Welder
- Boilermaker
- Diesel Mechanic
- Automotive Motor Mechanic
- Fitter and Turner
- Mechanical Fitter
- Bricklayer
- Millwright
- Rigger
- Pipe fitter
- Carpenter / Joiner
- Other (please specify)

* 124. When are you meant to finish your studies?

	Year	Month
Date to finish studies	<input type="text"/>	<input type="text"/>

* 125. How is COVID-19 currently impacting your studies? Select all that apply

- Not at all we are continuing as normal
- I have fallen behind in my studies
- I cannot study as my institution is closed
- My studies will have to be extended as we have lost a lot of time
- We can only study remotely at this point
- Declined to answer
- Other (please specify)

* 126. How is your Training Provider/ supporting you at this time? Select all that apply

- We have had continued lectures via WhatsApp, email etc.
- We have an online learning platform and have continued learning
- I have received data from my institution to go online
- I have no support
- Declined to answer
- Other (please specify)

* 127. Have you participated in workplace experience during your current studies?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 128. Has COVID-19 disrupted your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 129. If yes please specify in which way?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

130. Which industry are you working in?

* 131. Is this occupation in the same field as your COS / DSPP studies?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

132. If not, why not?

* 133. Are you currently working full-time or part time?

- Full-time (40 hours or more per week)
- Part-time (less than 40 hours per week)
- Declined to answer

* 134. What type of contract do you currently have?

- | | |
|--|--|
| <input type="radio"/> Apprenticeship/learnership contract | <input type="radio"/> Casual labour contract |
| <input type="radio"/> Internship contract | <input type="radio"/> Self-employed |
| <input type="radio"/> Permanent contract (no fixed end date) | <input type="radio"/> I don't know |
| <input type="radio"/> Fixed-term contract | <input type="radio"/> declined to answer |

* 135. Who is your employment contract with?

- The company where I work
- The labour broker who placed me in this job
- I don't know
- Declined to answer
- Other (please specify)

* 136. Do you get paid for your work?

- Yes, I get paid a salary
- Yes, I get paid a stipend
- No, I do not get paid

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 137. What is your monthly salary?

- | | |
|---------------------------------------|--|
| <input type="radio"/> Less than R2000 | <input type="radio"/> R10000-15000 |
| <input type="radio"/> R2000 - R5000 | <input type="radio"/> Above R15000 |
| <input type="radio"/> R5000-10000 | <input type="radio"/> Declined to answer |

138. Did the COS / DSPP programme assist you in finding employment?

- Yes
- No
- Not sure
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

139. If yes, how did it assist you?

- It is with the same employer I was placed with (that I completed my workplace experience with)
- The College told me about the opportunity
- The employer I was placed with for my work experience told me about the opportunity
- The college organised an interview for me
- The employer i was placed with for my work experience organised an interview for me
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 140. If no, how did you find the job that you are now in. Select all that apply

- I was headhunted
- Sent/dropped off my CV at different places
- Checked newspapers / radio / TV and applied when I saw adverts
- Looked on the internet and applied when I saw adverts
- Went door to door to employers asking for work
- Gave my details to placement organisations/employment agencies (including Harambee)
- Gave my details to Department of Employment and Labour
- Through a labour broker
- Asked people I know from my family, friends church or community organisations/clubs if they knew of any opportunities
- Waited on the side of the road
- Declined to answer
- Other (please specify)

* 141. Do you have opportunities for growth and development in your job?

- Yes
- No

* 142. Please tell us how you feel about your job

- I would leave tomorrow if I could find other work
- My job is OK
- I like my job
- I love my job
- Declined to answer

* 143. In which province have you found employment?

Eastern cape

Free State

Gauteng

KwaZulu-Natal

Limpopo

Mpumalanga

North West

Northern Cape

Western Cape

Outside South Africa

Declined to answer

* 144. Did you have to move provinces for your work?

Yes

No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 145. If yes, from which province?

- | | |
|-------------------------------------|--|
| <input type="radio"/> Eastern cape | <input type="radio"/> North West |
| <input type="radio"/> Free State | <input type="radio"/> Northern Cape |
| <input type="radio"/> Gauteng | <input type="radio"/> Western Cape |
| <input type="radio"/> KwaZulu-Natal | <input type="radio"/> Outside South Africa |
| <input type="radio"/> Limpopo | <input type="radio"/> Declined to answer |
| <input type="radio"/> Mpumalanga | |

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 146. How is COVID-19 currently impacting your current job/work?

- | | |
|--|---|
| <input type="checkbox"/> Not at all, we are continuing as normal | <input type="checkbox"/> We can only work remotely at this point |
| <input type="checkbox"/> I cannot work as my employer is closed | <input type="checkbox"/> I have fallen behind my practical due to lockdown |
| <input type="checkbox"/> My hours of work have been reduced | <input type="checkbox"/> My work placement will have to be extended as we have lost a lot of time |
| <input type="checkbox"/> My salary has been reduced | <input type="checkbox"/> Declined to answer |
| <input type="checkbox"/> Other (please specify) | |

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

SECTION 6F : I am currently studying and self employed

* 147. Why did you decide to study ? Select all that apply

- I wanted to study in another area
- I wanted to gain a higher qualification so I could get the job I wanted
- I could not get a job so I decided to study
- Declined to answer
- Other (please specify)

* 148. Which institution are you studying with?

- Tvet College
- University
- Private institution
- Declined to answer
- Other (please specify)

* 149. Is the course you are studying in any of the following occupational fields?

- Plumber
- Electrician
- Welder
- Boilermaker
- Diesel Mechanic
- Automotive Motor Mechanic
- Fitter and Turner
- Mechanical Fitter
- Bricklayer
- Millwright
- Rigger
- Pipe fitter
- Carpenter / Joiner
- Declined to answer
- Other (please specify)

* 150. When are you meant to finish your studies?

	Year	Month
Date to finish studies	<input type="text"/>	<input type="text"/>

* 151. How is COVID-19 currently impacting your studies? Select all that apply

- Not at all we are continuing as normal
- I cannot study as my institution is closed
- We can only study remotely at this point
- I have fallen behind in my studies
- My studies will have to be extended as we have lost a lot of time
- Declined to answer
- Other (please specify)

* 152. How is your Training Provider/ supporting you at this time? Select all that apply

- We have had continued lectures via WhatsApp, email etc.
- We have an online learning platform and have continued learning
- I have received data from my institution to go online
- I have no support
- Other (please specify)

* 153. Have you participated in workplace experience during your current studies?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 154. Has COVID-19 disrupted your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

155. If yes, in what way has COVID 19 disrupted your workplace experience?

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 156. Why did you decide to start a business/become self-employed? Select all that apply

- I wanted to be my own boss
- I had a good idea and wanted to make it happen
- I could not find a job and so I did this
- Declined to answer
- Other (please specify)

* 157. When did you start this business?

	Year	Month
Date business started	<input type="text"/>	<input type="text"/>

158. Have you been able to hire people since starting the business?

- Yes
- No

159. If yes, how many and would you be willing or able to host an apprentice from the DSPP / CoS programmes going forward for workplace exposure

How many?

Would you be **willing** to host an apprentice from the DSPP / CoS programmes going forward?

Would you be **able** to host an apprentice from the DSPP / CoS programmes going forward?

* 160. Is your business in the area of work you were trained for?

- Yes
- No
- Declined to answer

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 161. If no, what is the reason?

* 162. How much does your business earn you on average per month?

- Less than R2000 R10000-15000
- R2000 - R5000 Above R15000
- R5000-10000 Declined to answer

* 163. Which of the following statements are true for you? Select all that apply

- I would leave my business if I found full time employment
- I would leave my business if I got an opportunity to further my studies
- I would leave my business if it became unprofitable or stopped growing
- As long as I earn enough to pay my bills, I will continue running my business
- Even if this business does not succeed, I will find another business opportunity
- I really enjoy running my business and being my own boss
- None of the above
- Declined to answer

* 164. Has your business been affected by the Coronavirus/COVID19 pandemic?

- Yes
- No

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 165. If yes please specify in which way?

* 166. Researcher please click YES to move to the end of the survey

Yes

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

* 167. Has COVID-19 disrupted your workplace experience?

- Yes
- No
- Not sure

FINAL

Tracing Questionnaire for DSSP and CoS apprentices September 2020

Thank you for participating in our tracing survey!

168. Are there any additional comments you would like to add?

169. Researchers comments on interview