

EVALUATION OF THE HWSETA ACCELERATED ARTISANSHIP PROGRAMME IN PARTNERSHIP WITH SACCI

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ABSTRACT

BACKGROUND

National Artisan Development programme seeks to advance artisanship as a career choice by professionalising the artisanal skill development system (DHET 2013, 3). The programme seeks to support the training of unemployed learners in trades that are in demand to increase the number of qualified artisans for the health and social development sector and the nation. The partnership of HWSETA with SSACI intends to increase training capacity. Evaluation of HWSETA accelerated artisanship programme in partnership with SSACI assesses programme appropriateness, efficiency, effectiveness, and sustainability.

DESIGN OF THE EVALUATION

The evaluation study adopted Theory-Based Approach (TBA) to explicitly bring forth the programme's theory and logic. A variety of methods, quantitative and qualitative, were used to conduct the evaluation from secondary and primary sources respectively.

RESULTS

Evaluation findings confirmed the alignment of HWSETA accelerated artisanship programme to NSDS III and HWSETA policy prescripts such as Monitoring and Evaluation Reporting Plan (MERP) and Annual Performance Plan (APP). The findings showed that all stakeholders involved performed efficiently in their roles and duties with the exception of HWSETA. The shortfalls of the HWSETA encompassed, first, planning processes for the programme, which were found to be slow and inefficient. Second, non-communication of transformation and equity targets (such as gender and learner geography/location) to implementing partner (SSACI) which resulted in these targets not being met.

The HWSETA accelerated artisanship programme in partnership with SSACI was ineffective in relation to artisanal training capacity to place learners in apprenticeships with host employer organisations. This partnership was effective in achieving programme outcomes (employment), as 71% of qualified artisans found employment in less than a month, on average, after completing their apprenticeships.

CONCLUSION AND RECOMMENDATION

Failure of meeting transformative imperatives perpetuates the historical patterns of discriminating against women in artisanal trades, and also results in biased recruitment and selection of learners who were likely to have a better socio-economic status. It is, therefore, recommended that, standards of success must be communicated explicitly to all stakeholders so that performance expectations across all programme stages are clear.