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## CHIETA REQUIREMENTS FOR APPRENTICES REGISTERED ON CONTRACTS OF APPRENTICES IN TERMS OF SECTION 13 OF THE MANPOWER TRAINING ACT

### 1. BACKGROUND

The National Artisan Training Committee approved on 2 March 2011 the following requirements for CHIETA registered apprentices relating to:

- The minimum entry requirements into a trade for a prospective apprentice. **See Section 2 of this Document.**
- Per trade, the trade theory subject that an apprentice must complete as part of his/her NATED-191 N2. **See Section 3 of this Document.**
- The CHIETA requirements for applying for reduction in time for the period that the prospective apprentice are required to be on the Contract of Apprenticeship. **See Section 4 of this Document.**
- The appropriateness of conducting a readiness test prior to indenturing the prospective apprentice on a Contract of Apprenticeship. **See Section 5 of this Document.**
- The CHIETA exemption criteria from the NATED-191 N2 that is required as entry into a trade test. **See Section 6 of this Document.**

### 2. MINIMUM ENTRY REQUIREMENTS INTO A TRADE FOR A PROSPECTIVE APPRENTICE

#### 2.1 MINIMUM REQUIREMENTS FOR COMMENCEMENT OF AN APPRENTICESHIP

The Conditions of Apprenticeship (Notice 1076 of 21 July 1995) specifies the minimum requirements in terms of age and educational qualifications for commencing on an apprenticeship in the chemical industries sector as follows:

- 16 years for all trades.
- A **Standard 8 or N1-certificate** or equivalent with passes in the subjects **Mathematics and Science at standard grade** for all trades.
- Where an employer wishes to specify higher entry qualifications, the employer shall consult the constituent union(s) in the establishment.

#### 2.2 EDUCATIONAL QUALIFICATIONS WHICH ARE REGARDED AS EQUIVALENT TO THE MINIMUM EDUCATIONAL QUALIFICATION FOR COMMENCEMENT OF AN APPRENTICESHIP

The minimum educational qualification required for indenturing an apprentice in the Chemical Industry are Standard 8 Mathematics and Science at Standard Grade or a N1-certificate.

However, provision has been made in the Conditions of Apprenticeship for “equivalent” passes in the subjects Mathematics and Science at standard grade for all trades. In this regard, the following learning pathways are regarded as an “equivalent” to the subjects NATED-191 N1 Mathematics and NATED-191 N1 Engineering Science:

<b>NATED-191 N1 Mathematics</b>	<b>NATED-191N1 Engineering Science</b>
National Curriculum Statement - Grade 10 Mathematics	National Curriculum Statement - Grade 10 Physical Science
G-MET fundamental mathematics at NQF Level 4	

### **2.3 EDUCATIONAL QUALIFICATIONS THAT ARE REGARDED AS HIGHER THAN THE MINIMUM EDUCATIONAL QUALIFICATIONS FOR COMMENCEMENT OF AN APPRENTICESHIP**

It is common practice for individuals to exit higher education (Universities / Universities of Technology) in order to seek indentureship as apprentices.

Qualifications, that serve as applicable selection criteria for the commencement of an apprenticeship **BUT** that are not regarded as a minimum requirement, include a:

- S1, S2 S3 or S4 Certificates or a National Diploma obtained at a University of Technology (or ex-Technikon); and
- NATED-191 N2, N3, N4, N5 or N6 National Diploma obtained at a FET College.

These qualifications may be accepted within the following trade categories:

A. S1, S2, S3 or S4 Certificate or National Diploma or higher, in Mechanical Engineering are applicable selection criteria for the following trades:

- Boilermaker
- Fitter
- Rigger
- Turner
- Welder
- Motor Mechanic
- Diesel Mechanic

B. S1, S2, S3 or S4 Certificate or National Diploma or higher, in Electrical Engineering are applicable selection criteria for the following trades:

- Electrician
- Instrument Mechanician.

C. N2, N3, N4, N5 or N6 National Diploma or higher, in Mechanical Engineering are applicable selection criteria for the following trades:

- Boilermaker
- Fitter
- Rigger
- Turner
- Welder

- Motor Mechanic
- Diesel Mechanic

D. N2, N3, N4, N5 or N6 National Diploma or higher, in Electrical Engineering are applicable selection criteria for the following trades:

- Electrician
- Instrument Mechanician.

## 2.4 PROVISIONAL EXEMPTION FROM THE MINIMUM EDUCATIONAL QUALIFICATION FOR COMMENCEMENT OF AN APPRENTICESHIP

Where a prospective apprentice does not have a pass in one of the following mathematics and/or science subjects,

Mathematics	Science
Standard 8 Mathematics (standard grade)	Standard 8 Science (standard grade)
N1 Mathematics	N1 Engineering Science
National Curriculum Statement - Grade 10 Mathematics	National Curriculum Statement - Grade 10 Physical Science
G-MET fundamental mathematics at NQF Level 4	

s/he may apply to the CHIETA to be indentured into a Contract of Apprenticeship

**However**, the apprentice must within **ONE YEAR** after the registration of the Contract of Apprenticeship provide proof to the CHIETA that s/he has obtained a pass in:

- NATED-191 N1 or CHIETA N1 equivalent Mathematics subject; and/or
- NATED-191 or CHIETA N1 equivalent Engineering Science subject.

Failure to provide such proof within the required timeframe will lead to **AUTOMATIC DEREGISTRATION** of the Contract of Apprenticeship.

### 3. RELEVANT TRADE THEORY SUBJECTS REQUIRED FOR NATED COURSES

When conducting an N-Course or equivalent an apprentice must include in his/her course the relevant trade theory subject. The selection of the relevant trade theory subject should be made in terms of the table below:

TRADE	RELEVANT TRADE THEORY SUBJECTS
Boilermaker	Platers' Theory
Diesel Mechanic	Motor & Diesel Theory OR Diesel Theory
Electrician	Electrical Trade Theory
Fitter	Fitting and Machining Theory
Instrument Mechanician	Instruments Theory
Motor Mechanic	Motor and Diesel Trade Theory
Rigger	Riggers' Theory
Turner	Fitting and Machining Theory
Welder	Welders' Theory OR Platers' Theory

### 4. APPLICATION FOR REDUCTION IN TIME

An Employer may apply to the CHIETA to reduce the period of the Contract of Apprenticeship of the prospective apprentice.

Reduction in time is **ONLY** granted for relevant practical (off-the-job) training obtained at a CHIETA accredited Training Provider, **acquired prior to indenturing**. The apprentice must provide proof of relevant practical (off-the-job) training together with the relevant modules signed off in the CHIETA logbook. After the NATC has approved the reduction in time, the period of the Contract of Apprenticeship will be reduced in accordance with the time approved.

The reduction in time will only be approved for a period not exceeding **SIX MONTHS**.

The prospective apprentice **CANNOT** request reduction in time on the basis of workplace (on-the-job) training and/or theoretical training received prior to indenturing. Thus no reduction in time will be provided for training received at the workplace or Block-release for an N2 Certificate obtained prior to indentureship.

### 5. READINESS TESTING PRIOR TO INDETURING THE PROSPECTIVE APPRENTICE

Employers, who wish to indenture apprentices, could during the recruitment, interviewing and selection process, allow prospective apprenticeship candidates to undergo a readiness test, in order to evaluate the suitability of such candidates for the relevant trade.

The decision to conduct a readiness test prior to indentureship is solely the prerogative of the employer and not prescribed by the CHIETA.

## **6. EXEMPTION CRITERIA FOR NATED 191 N2**

### **6.1 ADMISSION CRITERIA TO ATTEMPT A TRADE TEST**

The Conditions of Apprenticeship as published in Government Gazette No 16561 of 21 July 1995 (Notice No. R. 1076) specifies that every apprentice shall have:

- Completed the off-the-job and on-the-job training programme approved by the Board for the trade concerned;
- Obtained the minimum theoretical qualification as prescribed in the relevant training schedule for the particular trade; and
- Passed all the necessary modules and phase tests as prescribed in the relevant training schedules for the particular trade.

### **6.2 MINIMUM THEORETICAL QUALIFICATION**

The minimum theoretical qualification for the chemical industry sector designated trades has been prescribed the National Technical Certificate (N2).

The Manpower Training Act of 1981 (Section 47) and Government Notice / Regulation No. R1076, under the Conditions of Apprentices gives **provision to put into place criteria for equivalent learning to N2, to be recognized as an exemption, with regard to requirements relating to access to the trade test.** Such exemption can be delegated to SETAs. The CHIETA has developed the following NATED-191 N2 Exemption Criteria.

### **6.3 EXEMPTION FOR THE NATED-191 N2 REQUIREMENT TO ATTEMPT A TRADE TEST**

The following are a range of alternative theoretical qualifications that may be used to apply for exemption from the NATED-191 N2 required to attempt a trade tests:

1. Standard 9 / Grade 11 Technical High School Certificate (inclusive of the relevant Trade Theory Subject). An appropriate subject cluster is listed as the following:
  - Fitting and Machining trades: Fitting and Machining and Technical Drawings – Grade 11 (All subjects passed)
  - Electrician trade: Electrical and Technical Drawings – Grade 11 (All subjects passed)
  - Boilermaker and Welder: Metalwork and Technical Drawings – Grade 11 (All subjects passed)
  - Motor Mechanic (Petrol or Diesel): Motor Mechanic and Technical Drawings – Grade 11 (All subjects passed)
  - Exclusions with respect to Government Gazette R1076 – Instrument Mechanician (Process Control) and Rigger.
2. G-MET NQF Level 3 Certificated Learnership / Unit standards appropriate to the Trade:
  - If applying for NQF Level 3 unit standards all the required unit standards appropriate to the trade must been completed; and
  - Where applicable the relevant NQF 4 unit standards as specified in the CHIETA N2 Equivalent Study.
3. NQF Trade-Knowledge Examination – also known as N2 Equivalency Examination - approved by the CHIETA.

4. A National Certificate (Vocational) NCV L3 (inclusive of the relevant Trade Theory Subject). This is aligned with the National Qualification Framework (NQF) and its equivalent grades/levels within the FET Band.

Please note: Where applicable the relevant NQF 4 unit standards as specified in the CHIETA N2 / NCV Equivalent Study must be completed during the period of the Contract of Apprenticeship. NCV L3 candidates, who are recruited for Apprenticeships are subject to the full Apprenticeship duration of FOUR years. The CHIETA ETDQA shall from time to time and in discussion with relevant stakeholders determine the appropriateness of this criterion.

NCV Trade-related programmes within the CHIETA designated list of trades are:

- Engineering Fabrication NCV L2-4 – Boilermaker
  - Electrical Engineering NCV L2-4 – Electrician
  - Fitting and Machining NCV L2-4 – Applicable to both the Fitter- and the Turner-trades
  - Welding NCV L2-4 – Welder
  - Automotive Engineering NCV L2-4 – Motor Mechanic; Diesel Mechanic
  - Exclusions: Instrument Mechanician (Process Control) and Rigger
5. Higher technical trade specific qualification that covers the component of the relevant N2 subject (example - N3 or higher). A higher technical trade related qualification will be referred to the NATC for a decision.
  6. Higher technical qualifications appropriate to the trade-field (example – S1, S2, or S3 obtained at a University of Technology). These are appropriate to High-Technology Trades (Electronics; Electrician; Instrumentation; etc.). Transcript of results should include Mathematics and at least ONE key subject associated with the trade. This also includes N4, N5 or N6 certification (FET Institutions – DHET), provided that the subject cluster is appropriate to the trade of choice. As these qualifications are trade related and not specific, applications will be referred to the NATC for a decision.