

Growing Green Skills and Jobs in the Plumbing Industry through Mentoring TVET College Graduates

NBI IRM Programme

The National Business Initiative (NBI), with the Institute of Plumbing South Africa (IOPSA) and other partners, have launched a programme to develop learning and employment pathways for Technical Plumbing Assistants, targeting unemployed TVET College learners and people already employed in precarious positions within the plumbing sector. The programme offers a pathway to getting recognition of skills and competencies and to becoming a qualified Plumber. It will also provide a specific specialisation in Solar Water Heating over and above a strong plumbing foundation. This programme forms part of the Installation, Repair and Maintenance (IRM) Initiative, a large-scale programme to unblock barriers and offer alternative pathways to technical occupations for a vast number of unemployed youth.

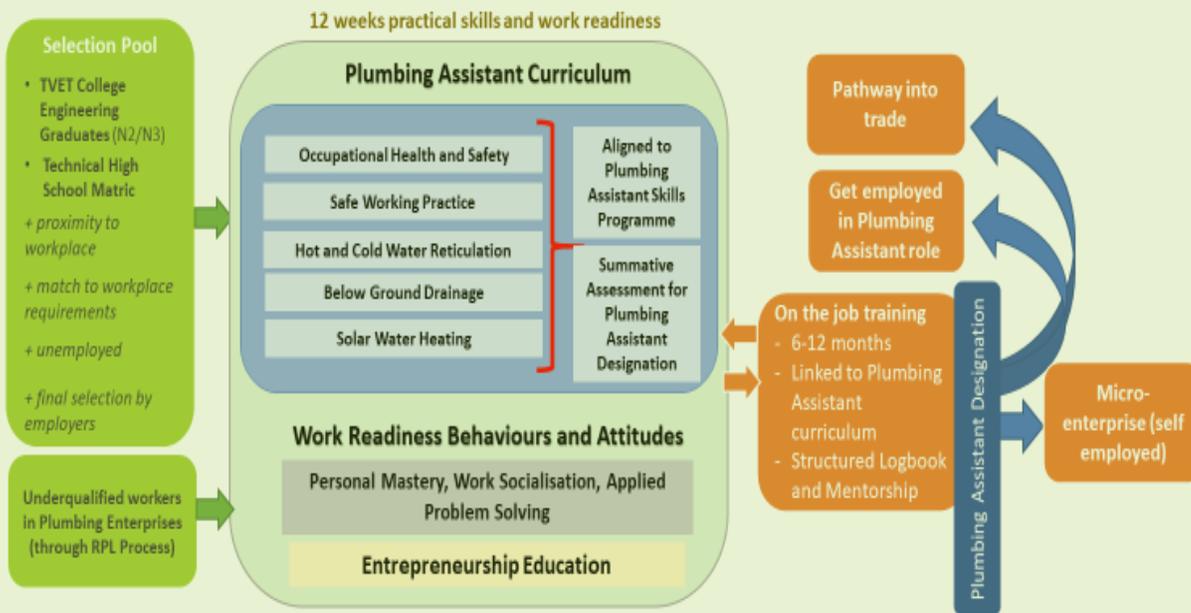
Benefits of participating for employers

The Initiative provides an opportunity for employers looking to tap into a high-potential technical skills talent pool of young people for its entry-level employment needs, enterprise/supplier development incubation and apprenticeship opportunities. Some of the key benefits for participating employers are:

- **Effective job matching:** employers are best placed to know what qualities candidates need to succeed in their workplaces; the Initiative will deliver training that responds to these needs and provide appropriate candidates.
- **Reduced recruitment costs:** The Initiative will facilitate the recruitment of talented and suitable TVET College graduates.
- **Work-ready candidates:** candidates will have completed technical training and work-readiness training as preparation for the workplace.
- **Employer participation:** employers will be involved in the selection of candidates, thereby recruiting those who are suitable for their environment and supporting candidates through the provision of appropriately skilled staff for workplace-based learning.
- **Reducing duplication:** the Initiative will co-ordinate efforts of the range of institutions in the TVET College ecosystem, leading to greater clarity and less confusion for employers.

What skills will IRM candidates in Plumbing/Solar Water Heating have?

The IRM Programme in Plumbing/Solar Water Heating bridges the gap between engineering theory from public TVET Colleges and work-readiness skills, both in terms of practical skills and work behaviours, thereby preparing a young person to enter the workplace ready to engage positively in on-the-job training and career development. The learning pathway is aligned to the formal plumbing qualifications and is structured as follows:



As a participating employer, you have the opportunity to provide young people with a chance to embark on journey towards sustainable employment that would otherwise not have been accessible, thereby preventing more young people from falling into the trap of precarious employment or long-term unemployment.



Confederation of Danish Industry



SKILLS DEVELOPMENT FOR
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Interested employers who are willing to host candidates for workplace learning should contact:

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