

SDTF supported courses explained

Short Courses - What duration are they? - The SDTF supports income-oriented skills training that are delivered in a short-course format under 3 months in duration. This means that a short-course can be designed to cover a period of 1 day to 3 months.

Income Oriented - Each short-course that is considered for co-financing by the SDTF must be self sufficient in skills that will enable the trainees to generate more income for themselves. In this context, the SDTF expects all submitted short-courses to identify and deliver important vocational and entrepreneurial skills.



The SDTF approach towards skills training is underpinned by the understanding that training in itself does not enhance income earning opportunities". Therefore, potential opportunities for the creation of new income generating activities have to be verified before skills training can be organized and delivered.

It is anticipated that the SDTF will have its greatest impact in the area of self-employment and that some trainees will be imparted with skills that will enable them to seek formal wage employment or to better themselves at their current place of employment.

Income-oriented therefore means that trainees of courses will be able to engage in either of the below:

Self Employment - where one person starts a venture in which the owner is at the same time purchaser of supplies, producer & salesman.

Wage Employment - where existing businesses need more workers or where businesses have the desire to enhance the skills of their present employees.

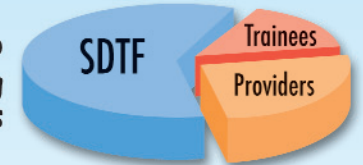


Demand-driven - The SDTF's approach to community-based training recognizes the fact that 'informal' jobs (i.e. self-employment, micro-enterprises and livelihood activities) differ from wage employment. It is important that training providers engage in a careful assessment of training needs, at community level. Instruments such as Training Needs and Opportunities (TNO) surveys can help training providers investigate the local economy and arrive at potential income-generating activities - from which the demand for skills training will be derived.

Ultimately, people in the community and employers have the power to express their 'demand' to training providers for a course that is very important to them and to the community as a whole.

Cost-sharing - An important question in the application by the training provider will be the funding of expenses. Evidently, a sharing of resources needed for the delivery of the income-oriented short-course is a requirement of the SDTF.

Some training providers have enough funds to finance their skills training and many training providers are able to collect sufficient fees from participants to cover their expenses.



The SDTF will not provide financial support for these training providers as this may have the effect of "crowding out" skills training that can sustain itself without SDTF support.

Competency-based Training (CBT) - The SDTF is interested in supporting training that imparts practical skills to trainees. In a traditional education system, the unit of progression is time and it is teacher centred. In CBT, the unit of progression is mastery of specific knowledge and skills and is learner-or-trainee centred. Two key terms used in competency based training are:

Skill: Task or group of tasks performed to specific level of competency.

Competency: Skill performed to specific standard under specific conditions.

