

## **SUMMARY OF ITEMS FROM INDUSTRY LIAISON MEETINGS HELD AT: Port Elizabeth (19 June 07), Cape Town (21 May 08), Johannesburg (29 May 08)**

### **1 Image of the Construction Industry**

- 1.1 Unions also have a role to play to improve industry image
- 1.2 Industry (MBSA) and Academia (ASOCSA) should produce a video.
- 1.3 SANRAL's promotional DVD:
- 1.4 Industry and ASOCSA should become more involved in the National Construction Week.
- 1.5 Quality of facilities (toilets – male/female) usually poor.
- 1.6 Correlation between standard of student and economic state of the industry.

### **2 Comments from Industry & Academia**

- 2.1 Regular national liaison meetings should be held.
- 2.2 MBSA should invite HoDs to their annual Congress.
- 2.3 HoDs should have regular meetings with MBSA.
- 2.4 Research needs of industry to be established with MBSA
- 2.5 MBSA believe that the benefit of some of the subjects should be reviewed.
- 2.6 Tertiary Institutions have constraints in terms of Physical facilities and availability of Lecturers.
- 2.7 Industry and Academia should have more exchanges. Also industry should provide more part-time lecturers.
- 2.8 As a result of the industry boom lecturers' salaries are out of line.
- 2.9 Students need more practical experience in order to transfer the theory to the workplace.
- 2.10 Career road shows to be introduced
- 2.11 It appears that only the major construction companies are training and they are thus training for the rest of the industry.
- 2.12 Students with smaller companies appear to have better exposure than the larger companies where the students tend to remain in one department.
- 2.13 It is recommended that the courses should be more standardised.
- 2.14 Practical experience is essential to the success of a student in industry.
- 2.15 It was noted that some students cannot cope
- 2.16 Industry recommends that a student should work for a year after school prior to studying.
- 2.17 Perhaps streaming should even be considered at school.
- 2.18 Government (DoE, DPW & CIDB) needs to become more active in forums with industry and academia.
- 2.19 Students do not want to be identified with 'trades'.
- 2.20 Graduate students usually have unrealistic expectations when they start full time employment.
- 2.21 The Journal of Construction should be introduced for wider distribution.

- 2.22 Shortage of skills and continued shortage of competent graduates for industry.
- 2.23 The minimum higher qualifications for academics may be contributing to the shortage of lecturers.
- 2.24 Are entrance for new students requirements sufficiently stringent.
- 2.25 The pilot NMMU BSc structured vacation work programme model with WBHO was a success.
- 2.26 Consolidated programmes i.e. CM / QS do not develop a CM identity. But there is a lack of options i.e. to specialise in final year.
- 2.27 There should be fewer institutions offering BTech. Consider consolidating institutions and finding the right lecturers.
- 2.28 SA Government is wanting to remove work integrated learning from tertiary education. Government is currently driving numbers at the expense of quality.
- 2.29 "Throughput rate" was queried.
- 2.30 The NQF has not been communicated
- 2.31 Generally NMMU BSc (Honours) year is not well subscribed to due to 'high' salary offers at the end of the industry year of work
- 2.32 Construction vis-à-vis manufacturing etc. in terms of the health and welfare of the workforce
- 2.33 Appointment Committees: Quality Management Reviews / Mentoring programs
- 2.34 'Technical' streaming and 'research' streaming
- 2.35 What 'matches what' — what do these qualifications equate to?
- 2.36 A 'mix' is important — graduates must present a basket of skill.
- 2.37 A common final project that integrates the various disciplines is essential.
- 2.38 Do the Universities of Technology have a say?

### **3 Sponsorship**

- 3.1 Establish a Bursary fund. Prospective bursary candidates should be screened by both industry and academia. Trainability type tests should be considered
- 3.2 Industry sponsored scholars
- 3.3 Industry sponsored lecturers and / or Chairs

### **4 General**

- 4.1 Regularity of future meetings – send out a schedule of meetings
- 4.2 Capstone course – multi-disciplinary groups?
  - 4.2.1 Quality of students produced by universities
    - 4.2.1.1 Fundamentals lacking
      - 4.2.1.1.1 Setting out skills
      - 4.2.1.1.2 Measuring skills
    - 4.2.1.2 Industry experience
      - 4.2.1.2.1 Adjust academic calendar
      - 4.2.1.2.2 Pre-commencement
      - 4.2.1.2.3 Subsequent years?
      - 4.2.1.2.4 Labwork?

- 4.2.1.3 Emphasis on management rather than technology
- 4.2.1.4 Poor standard of secondary schools
- 4.2.2 Industry involvement input and evaluation
- 4.2.3 Mastery level – 80%
- 4.2.4 Cannot expect to gain all competencies by means of a project
- 4.2.5 Inability to integrate knowledge/material/skills
- 4.2.6 Abandon silos – integrated curriculum
  - 4.2.6.1 Resource intensive
  - 4.2.6.2 Staff adequacies
- 4.2.7 Vacation work
  - 4.2.7.1 Structured internship
- 4.2.8 Interface between industry and academia
  - 4.2.8.1 Placement
  - 4.2.8.2 Guest lecturers, etc.
- 4.2.9 Skills shortage
  - 4.2.9.1 Junior levels
  - 4.2.9.2 Avg age of foremen >50 years
  - 4.2.9.3 NTFs
- 4.2.10 Industry needs help ...
  - 4.2.10.1 Foremen/supervisors
  - 4.2.10.2 Industry professorships
  - 4.2.10.3 Industry and academics to meet – “bosberaad” – leaders in industry and ASOCSA – develop vision – MBA happy to host
    - 4.2.10.3.1 Some preparatory work
    - 4.2.10.3.2 National intervention
      - 4.2.10.3.2.1 SAFCEC
  - 4.2.10.4 Include industry at Heads meeting
  - 4.2.10.5 “Town-and-gown”
  - 4.2.10.6 Habitat for Humanity project?
- 4.2.11 Learnerships vs apprentices!
- 4.2.12 Regionalize!
- 4.2.13 Poaching...in-house training...
- 4.2.14 Communication skills
- 4.2.15 Stress levels high
- 4.2.16 Change mindset of consultants
- 4.2.17 Create partnerships – MBSA and SAFCEC
- 4.2.18 ESKOM
- 4.2.19 Do survey
  - 4.2.19.1 Give feedback – JoC
  - 4.2.19.2 Aim for Grade 8
- 4.2.20 Conference – review industry/academia forum format
  - 4.2.20.1 Add contribution to industry
- 4.2.21 Use website for forum discussions
- 4.2.22 Is ASOCSA a talk shop?
  - 4.2.22.1 Send MBSA terms of reference
- 4.2.23 Too few CM studente
- 4.2.24 Job hopping – lack of loyalty

- 4.2.25 Cannot use students after 3 years.
- 4.2.26 Professional bodies are not concerned about what is produced.
- 4.2.27 RPL system being abused
- 4.2.28 Government initiatives?
- 4.2.29 More technical schools

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