

Mid-term evaluation of the HWSETA funded pre-apprenticeship project (*Menziwokuhle Mthethwa – Researcher; and Bulelwa Plaatjie - Reviewer*)

The mid-term evaluation had a specific focus of design, process and implementation evaluation, to establish the performance of a pre-apprenticeship project established to enable unemployed learners without the minimum requirements to enter into the artisan program. The intention of the mid-term evaluation was to appraise the performance of the Health and Welfare Sector Education Authority (HWSETA) pre-apprenticeship project in terms of effectiveness, efficiency, relevance, and sustainability. The sequential mixed method research design guided the evaluation. Quantitative population data analysis preceded qualitative data collection.

The mid-term evaluation findings indicate that the pre-apprenticeship project is not efficient. The project implementation in financial year 2013/14 was delayed by six months. Findings also revealed that the project was not effective since 77% of learners supported were not able to pass the Nated level 1 since the project inception. The project was not sustainable because of dissatisfaction from Technical Vocational Education Training (TVET) colleges with operations of the project such as the funding model, as it related to the 2nd tranche of payment. The unsustainability was further worsened by a disconnect of the project to TVET systems such as academic plans and the calendar year. However, the pre-apprenticeship project remains relevant to learners who are the primary beneficiaries as it meets their socio-economic needs. And the project objectives are correctly aligned to National Skills Developments Strategy (NSDS) III priorities.

In conclusion, the Pre-apprenticeship project should be retained premised on its relevance and alignment to HWSETA's Service Level Agreement, Annual Performance Plan, the NSDS III, and most importantly beneficiary's views and needs. Evaluation findings clearly indicate project design and implementation failures.

Conflict of interest and funding: The author(s) declare/s no conflict of interest, financial or otherwise. This study was funded by the HWSETA in terms of its annual performance plan. The views expressed in this study are those of the author(s) and not of the HWSETA.

The full evaluation is available at: http://www.hwseta.org.za/?page_id=474

- Menzikuhle Mthethwa is a Monitoring and Evaluation Officer at the Health and Welfare Sector Education Authority (HWSETA).
- Bulelwa Plaatjie is a Monitoring and Evaluation Manager at the Health and Welfare Sector Education Authority (HWSETA).

For further information, please contact:

Menzikuhle Mthethwa on menzim@hwseta.org.za; or

Bulelwa Plaatjie on bulelwap@hwseta.org.za
