

HSRC RESEARCH OUTPUTS

2167

**Socio-economic Profile of
Further Education & Training Colleges
in South Africa**

August 2002

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1. INTRODUCTION

This report aims to provide a socio-economic profile of Further Education and Training colleges in South Africa. These colleges were analysed by grouping the colleges as suggested in the “New institutional landscape for public FET colleges” report of September 2001 (Department of Education, 2001:34).

1.1 METHODOLOGY

The Further Education and Training colleges were the basis for the analysis. These colleges were grouped according to the above-mentioned report. The ideal way to calculate areas of influence around these colleges is to identify the geographical location of students' places of residence and then use that information to define the areas that these colleges draw their students from. Due to the lack of this information, catchment areas (i.e. areas of influence) were calculated for colleges included in the Tracer study database. These calculations were done in a GIS (Geographical Information System). The catchment areas are calculated based on the midpoint between adjacent colleges. This methodology is related to gravitational models. The methodology has potential shortfalls, because it does not take natural barriers (e.g. mountains or rivers) into consideration. It also assumes that colleges' areas of influence are equal. Despite these shortfalls, this is still the best methodology available in the absence of student addresses to define college areas of influence.

Socio-economic data based on the Enumerator Areas¹ were aggregated for every merged Further Education and Training (FET) college. The socio-economic data are based on the 1996 Census data. The aggregation method used the statistics related to all EAs within a specific merged FET college. These data were used to provide the socio-economic profile of provinces discussed in the following paragraphs. A layout of the various FET college catchment areas as calculated in the GIS can be seen in Figure 1 and Figure 1a. This report will focus mainly on the labour market variables that characterise each merged FET college.

Access to employment contractors was calculated by adding up the number of service providers (public and private) and dividing it by the number of economically active people. The result was then multiplied by 10 000 to obtain a uniform value that can be compared across provinces.

Data from two sources were used for the analysis. The first is the Stats SA 1996 census from which various labour variables were used (see Addendum A for labour variables and data per province). Although these data are from 1996 it is still the most comprehensive and provides socio-economic insights at a detailed spatial level of analysis. The second source is the Labour

¹ An Enumerator Area (EA) is the smallest area used in censuses to collect information on the population. In South Africa the EA usually contains between 180-250 households.

Figure 1

Further education clusters

Layers

Cluster catchment areas

Major towns

Provincial boundaries

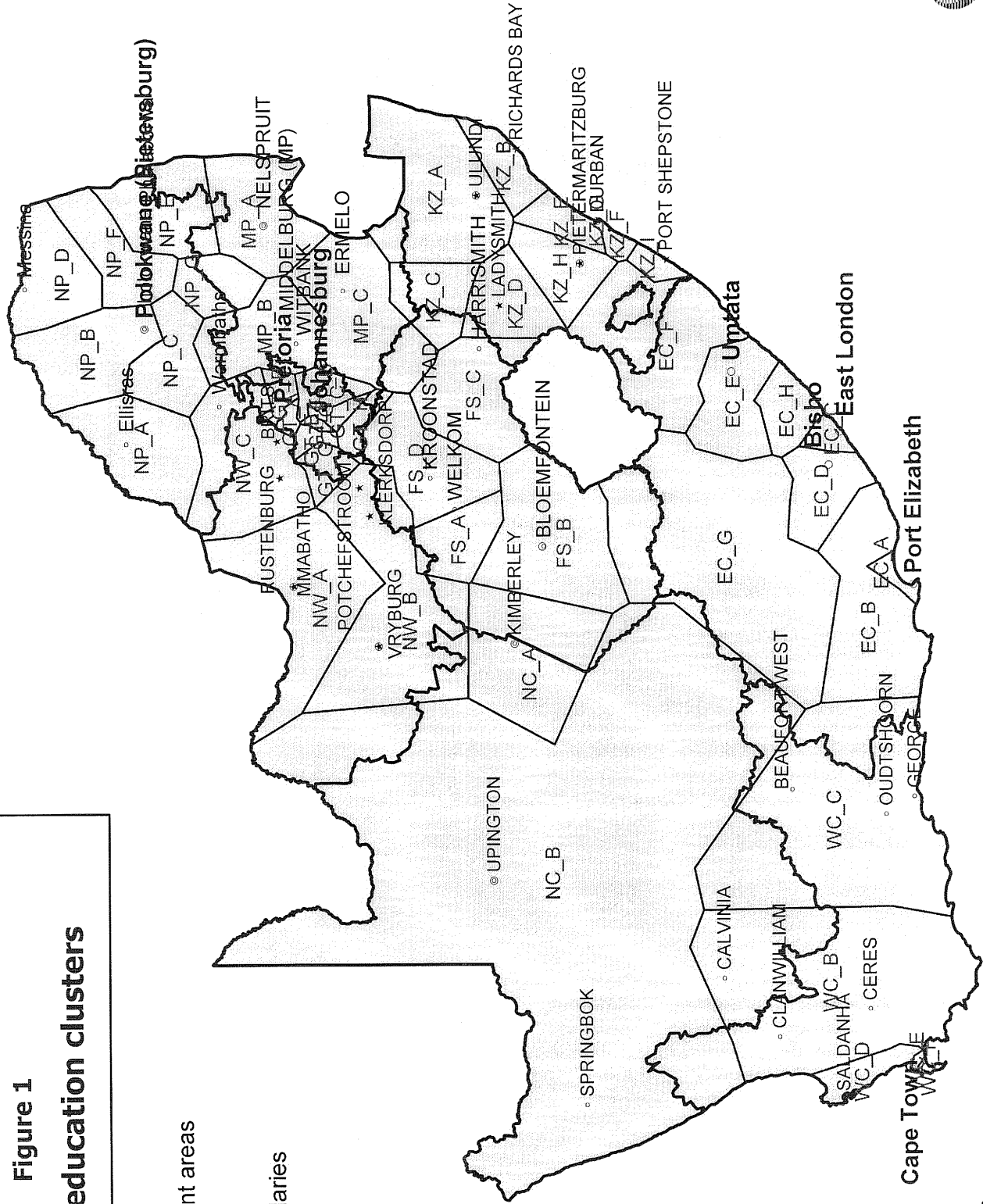



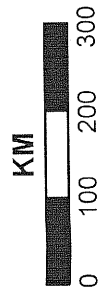
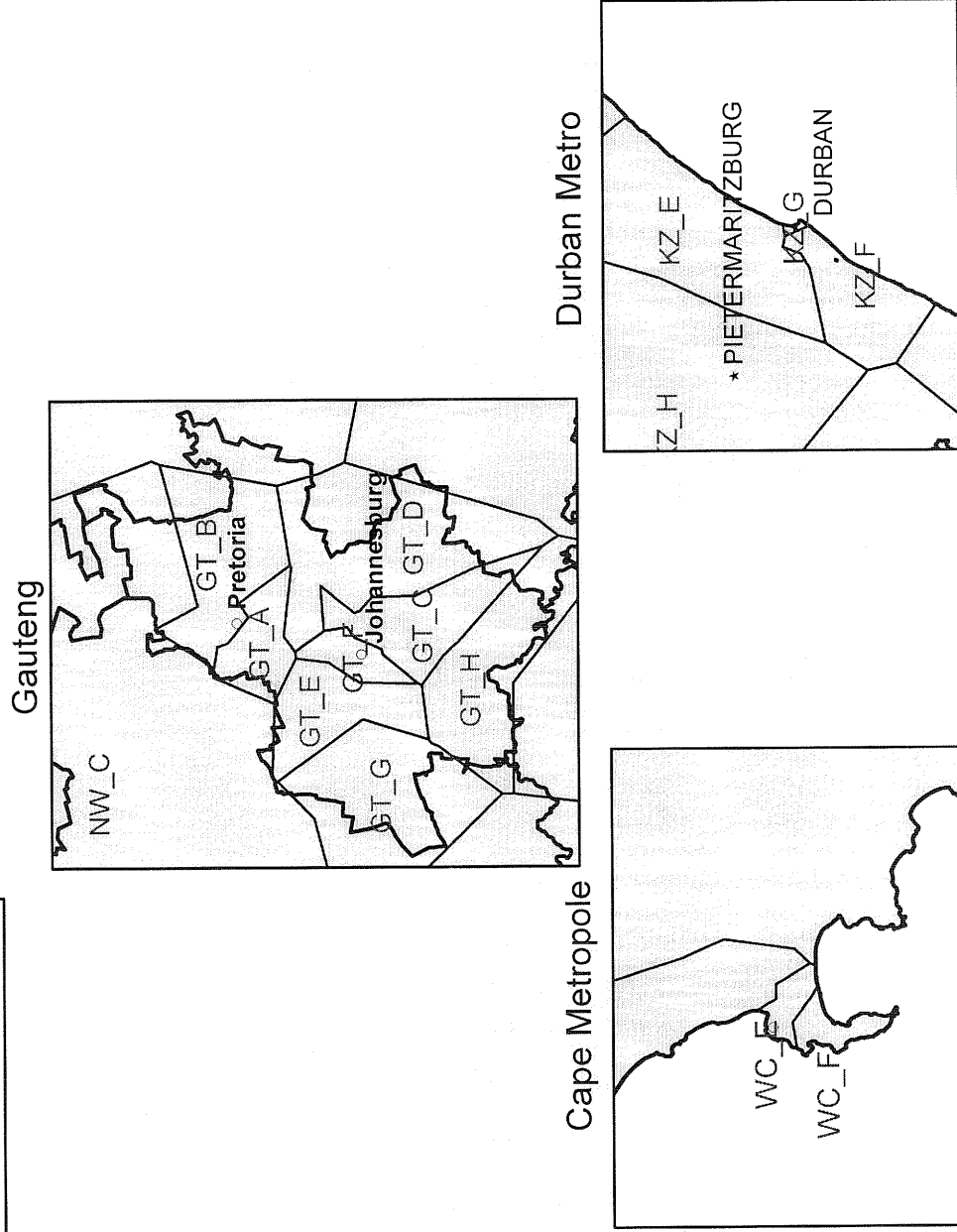


Figure 1a

Further education clusters

Layers

-  Cluster catchment areas
-  Major towns
-  Provincial boundaries



Force Survey (LFS) from Stats SA (February 2001). The latter dataset provides national analysis and was therefore only used to glean overall perspectives.

1.2 NATIONAL PERSPECTIVE

The Labour Force Survey (LFS) (Stats SA 2001: i) indicates that 16,1 million persons in the South African population were economically active at the time of the survey. The term “economically active” refers to the potential labour force (people aged 15-65 years) who present their labour for remuneration on the labour market. It includes workers formally or informally employed, the self-employed and the unemployed who wished to work (Barker 1992). Of the economically active population in South Africa, 11.8 million (73%) were employed and 4.2 million (26%) were unemployed. The official unemployment rate for the country was estimated by Stats SA to be 26,4%. Based on the data of the LFS there was relatively little change in the labour market between September 2000 and February 2001 (Stats SA 2001:ii).

An economic sector or industry indicates the type of organisation in which a person works. There are nine economic sectors. Based on the LFS the trade sector employs most of the economically active population and the community services sector² the second most (Stats SA 2001: vi). The trade sector includes wholesale and commission trade, retail trade and repairs of goods; sale and repairs of motor vehicles; sale of fuel; and hotels and restaurants. Although the national market showed very little change between September 2000 and February 2001, employment in the trade sector increased significantly in this time (Stats SA 2001:ii). This increase indicates that the *demand for labour* in the trade sector increased over this time period. No meaningful value should however, be attached to this figure, because the time span is too short to draw any conclusions. Manufacturing³ is the third largest sector followed by agriculture. Employment in the agricultural sector⁴ decreased between February 2000 and February 2001 (Stats SA 2001: iv). It was specifically the subsistence or small-scale farming that decreased in this period. The LFS also indicated that the informal sector grew from 1,9 million jobs in September 2000 to 2,7 million in February 2001. The time span between the September 2000 and February 2001 LFS is too short to make any deductions about findings.

The official unemployment rate is slightly higher in urban areas than in non-urban areas (Stats SA 2001: vi). Very little change was identified in terms of unemployment by province. Figure 2 shows that slight increases in unemployment were recorded in all provinces except KwaZulu-Natal, Mpumalanga and North West (Stats SA 2001: vii). Again, the time lapse between the September 2000 and February 2001 LFS is too short to make any conclusions on data trends.

² The community services sector includes public administration and defence activities; education; health and social work; other community, social and personal service activities; activities of membership organisations; recreational, cultural and sporting activities; other service activities.

³ The manufacturing sector includes the manufacturing of: food, beverages and tobacco products; textiles, clothing and leather goods; footwear; fuel, petroleum, chemical and rubber products; other non-metallic mineral products; metal products, machinery and household appliances; electrical machinery and apparatus; electronic, sound/vision, medical and other appliances; transport equipment; furniture, and other items not elsewhere classified and recycling.

⁴ The agricultural sector includes: agriculture and hunting; forestry and logging; fishing, operation of fish farms.

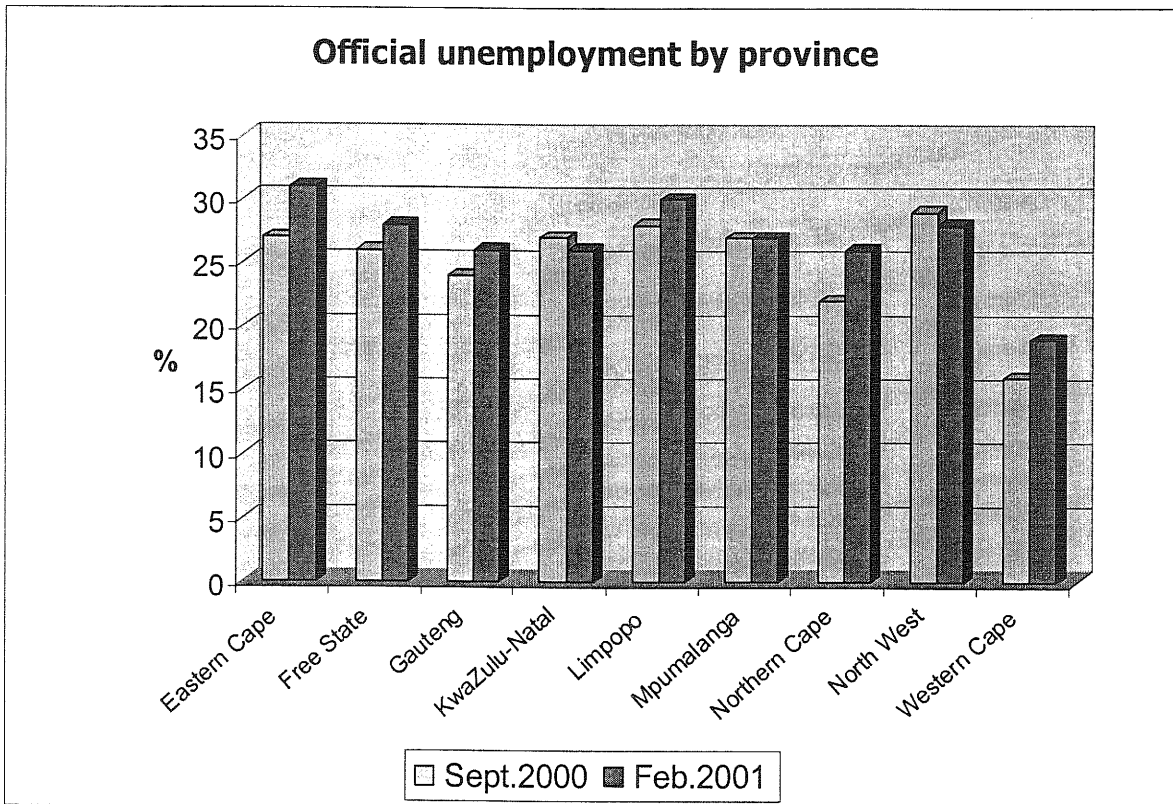


Figure 2: Official unemployment by province (Source Stats SA 2001)

The remainder of this report will focus on identifying trends in the newly merged FET colleges per province. The merged FET colleges were analysed in terms of employment, age structure, occupation categories, employment agencies and access to them, population density and education levels. The report will be structured by province.

2. EASTERN CAPE

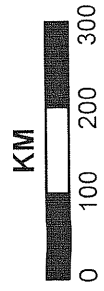
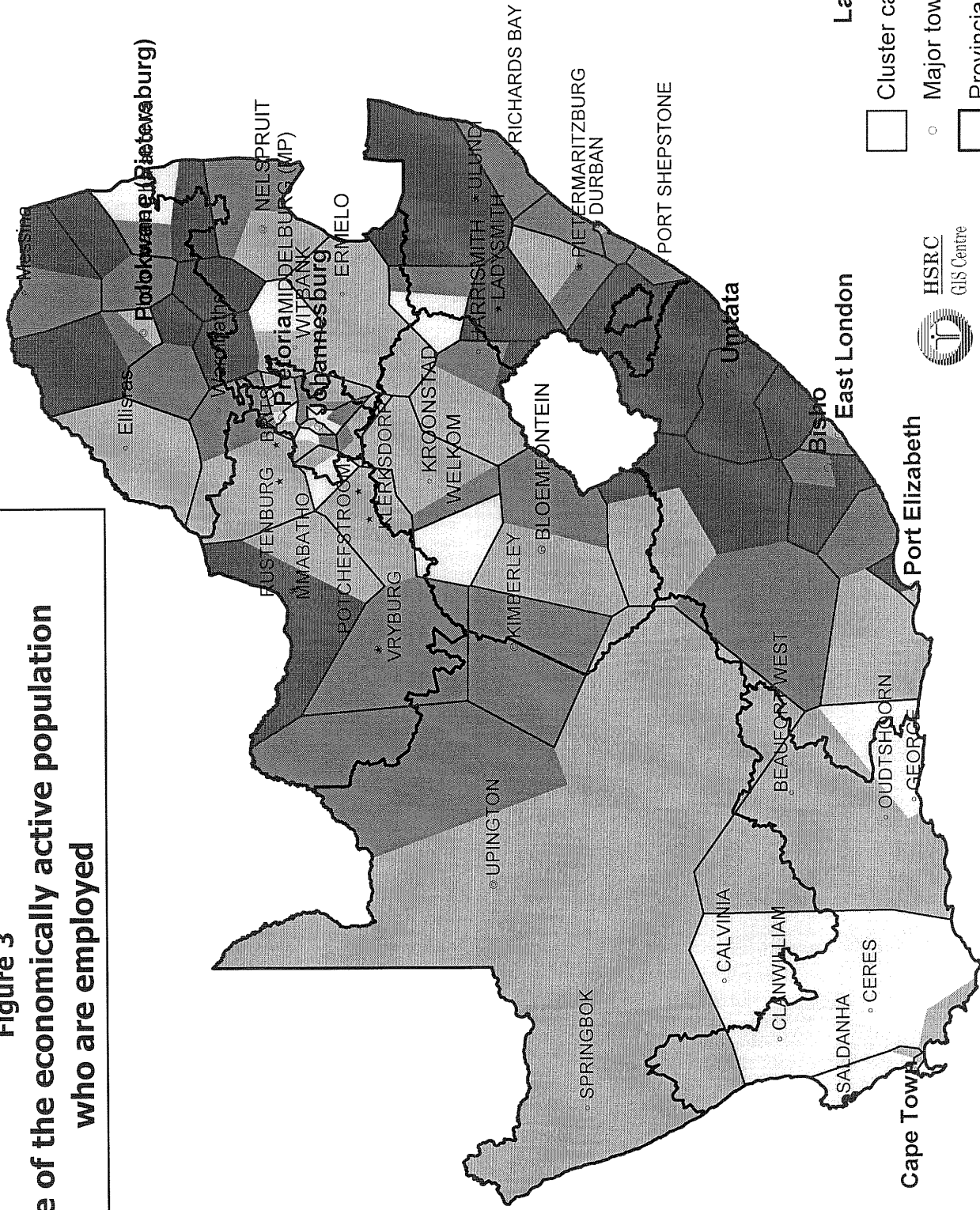
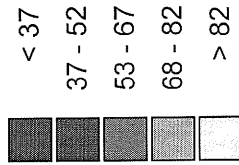
The catchment area of the newly merged FET college F comprising of Clydesdale, Siteto, Ngqungqushu, Mt Frere and MR Mshuqwana is characterised by low to average percentages (between 37% and 52%) of employment. FET colleges F and H have the lowest rate in the Eastern Cape in this regard. In fact, the catchment areas of five out of the eight newly merged FET colleges in the Eastern Cape have a low percentage (below 52%) of economically active people who are employed. In comparison to the rest of the country, low employment ratios are evident in Eastern Cape, KwaZulu-Natal, North West and Limpopo (see Figure 3).

In the Eastern Cape, the young age groups (people younger than 15 years), constitute a high number of the total population. This is evident in the catchment areas of newly merged FET colleges F and E where the dominant age group is 5-9 years old. The 10 to 14 year age group is the age group with the most people in the catchment area of merged FET colleges G, H, C, D and




Figure 3

Percentage of the economically active population who are employed

% People



Layers

-  Cluster catchment areas
-  Major towns
-  Provincial boundaries



B. In the catchment area of newly merged FET college C the dominant age group is between 10 and 24 years old. In the catchment area of the merged FET college A the 20 – 24 year olds are dominant which can be attributed to the urban character of this college. In the case of most of the Eastern Cape FET college catchment areas, the economically active age groups (15-64 year olds) constitute between 45 and 73% of the total population. However, the working age group (15-64 year olds) constitutes a very low percentage (below 52%) of the total population in the catchment areas of merged FET colleges E, F and H (see Figure 4). The only other occurrence of this trend is evident in northern KwaZulu-Natal and Limpopo.

High population densities (above 600 people per km²) are evident only in the catchment area of the merged FET college A (Port Elizabeth). The catchment area of FET college C and FET colleges E and F have a population density of between 100 and 600 people per km². According to Figure 5, the remainder of the province has a low population density.

The following occupation⁵ types are most strongly represented in the Eastern Cape (Stats SA 1996). (Addendum C lists the occupation types in more details.) In descending order these are.

- ◆ Sales and service elementary workers (19%)
- ◆ Teaching professionals (8%)
- ◆ Extraction and building trade workers (6%)
- ◆ Personal and protective service workers (5%)
- ◆ Market-oriented skilled agriculture and fishery workers (5%).

2.1 MERGED FET COLLEGES

Unique occupation patterns characterise each FET college region. In the catchment area of the newly merged **FET college A**, comprising of Russell Road, Iqhayiya, Bethelsdorp, Zincedeni and Eastern Cape Training Centre, the occupation group with the highest number of employed persons is the sales and services group (see Addendum A) which includes approximately 16% of the employed population. The catchment area of FET college A includes the urban area of Port Elizabeth and therefore has unique characteristics in comparison with the remainder of the province. Furthermore, the catchment area of the merged Port Elizabeth FET college has a high number of extraction and building workers as well as persons employed in personal and protective services (see Addendum A for detailed occupations). The other two occupation groups amongst the top five groups in the catchment area of the Port Elizabeth FET college are teaching professionals and mining, construction, manufacturing and transport labourers.

⁵ Occupation refers to the nine occupation types identified by Stats SA during the 1996 census. The nine groups are: legislators, senior officials and managers; professionals; technicians and associate professionals; clerks; service workers, shop and market sales workers; skilled agricultural and fishery workers; craft and related trades workers; plant and machine operators and assemblers; elementary occupations. Each of these groups is subdivided into more detailed occupation types. The occupation types discussed here refer to the two-digit breakdown of occupation types. See Addendum C for more detail.

Figure 4

The 15-64 year age group as a percentage of the total population

% People

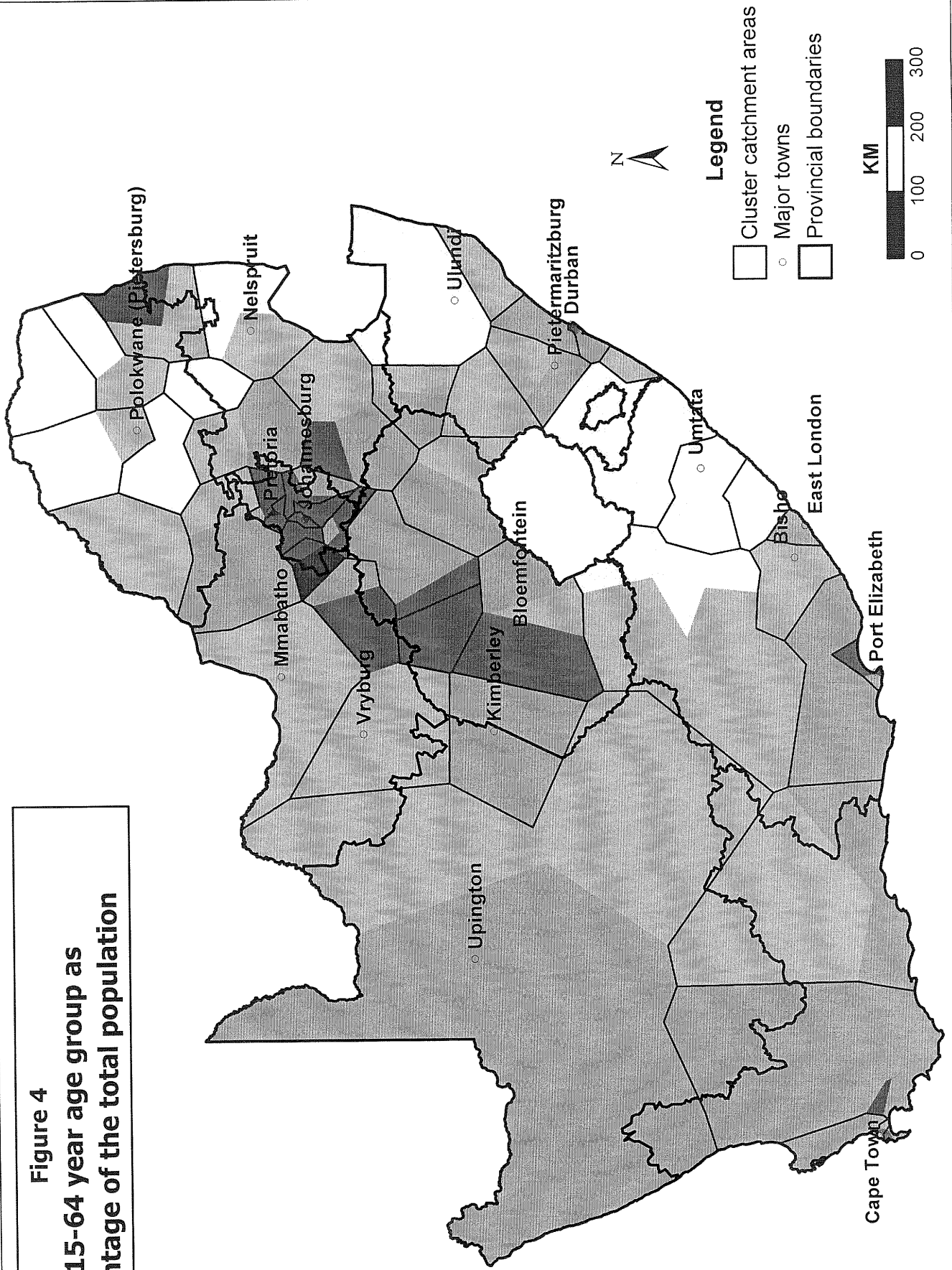
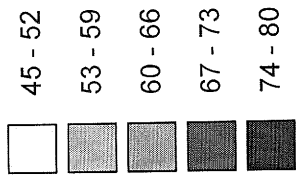
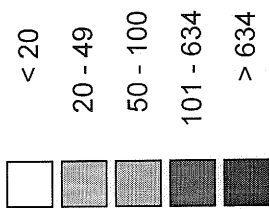


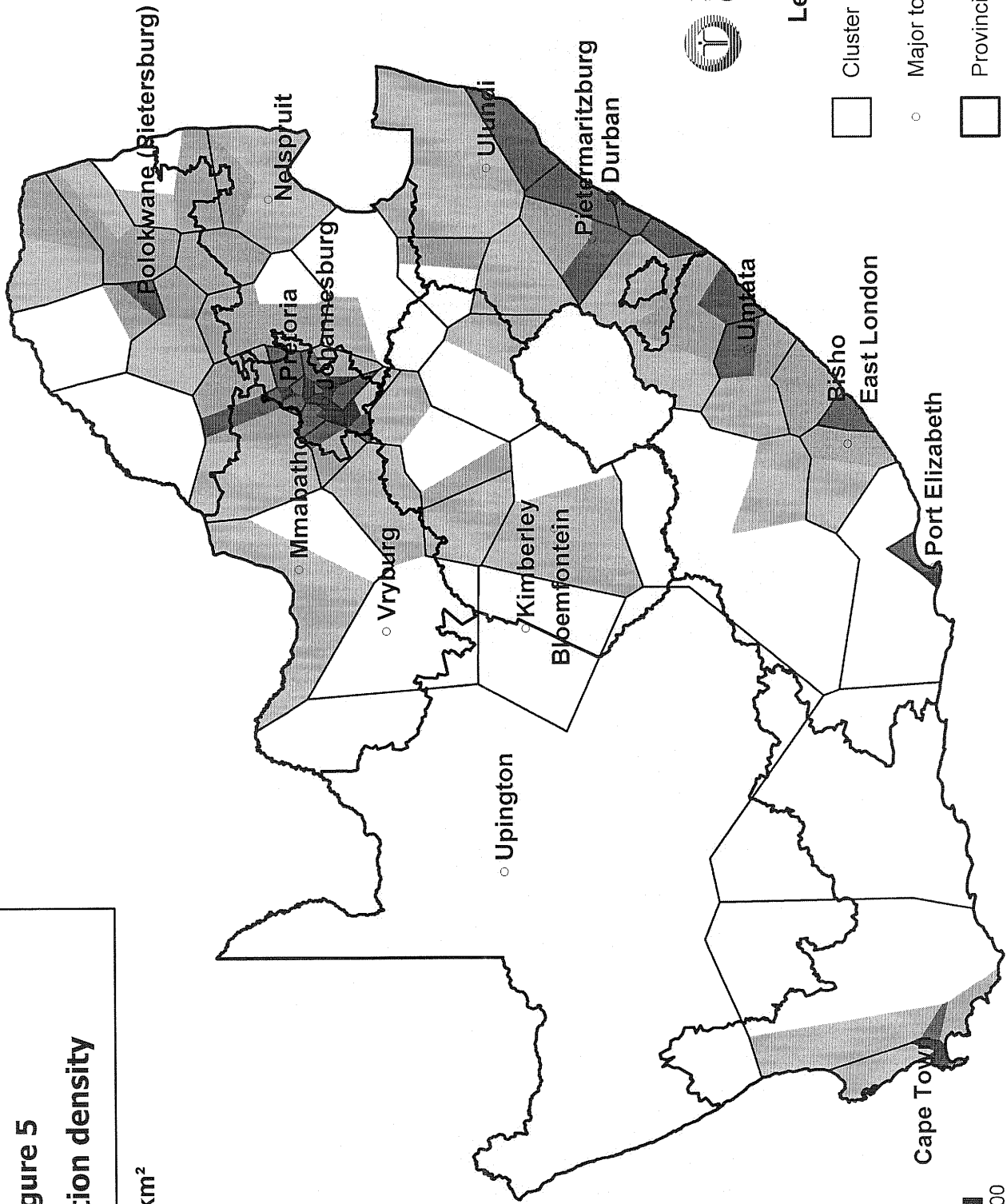
Figure 5

Population density

People per km²



KM



Legend

- Cluster catchment areas
- Major towns
- Provincial boundaries

The catchment area of FET college A comprises a high proportion of 20 – 24 year olds. This can be attributed to the urban character of this catchment area. The major employment contractors in the catchment area of the merged Port Elizabeth FET college are mainly general agencies, with very few marketing, cleaning and project management agencies. A number of private recruitment companies are also found in the catchment area of this FET college (see Figure 6). A total of 268 contractors are found in the catchment area this FET college. The Department of Labour has one office serving this FET college (see Figure 7). The economically active population in this catchment area has therefore access to employment contracting agencies at a ratio of 9 to every 10 000 people.

In terms of education levels, the catchment area of the merged Port Elizabeth FET college is the only college in the province where the number of people with no schooling is not the dominant education level (see Addendum B). In this catchment area most of the population has Matric (Grade 12) as their highest education level (Figure 8 below). The people with Matric qualifications make up 14% of the total population, while the number of unschooled persons constitutes 11% of the total population. Three percent (3%) of the total population have a Matric qualification plus a diploma (Stats SA 1996).

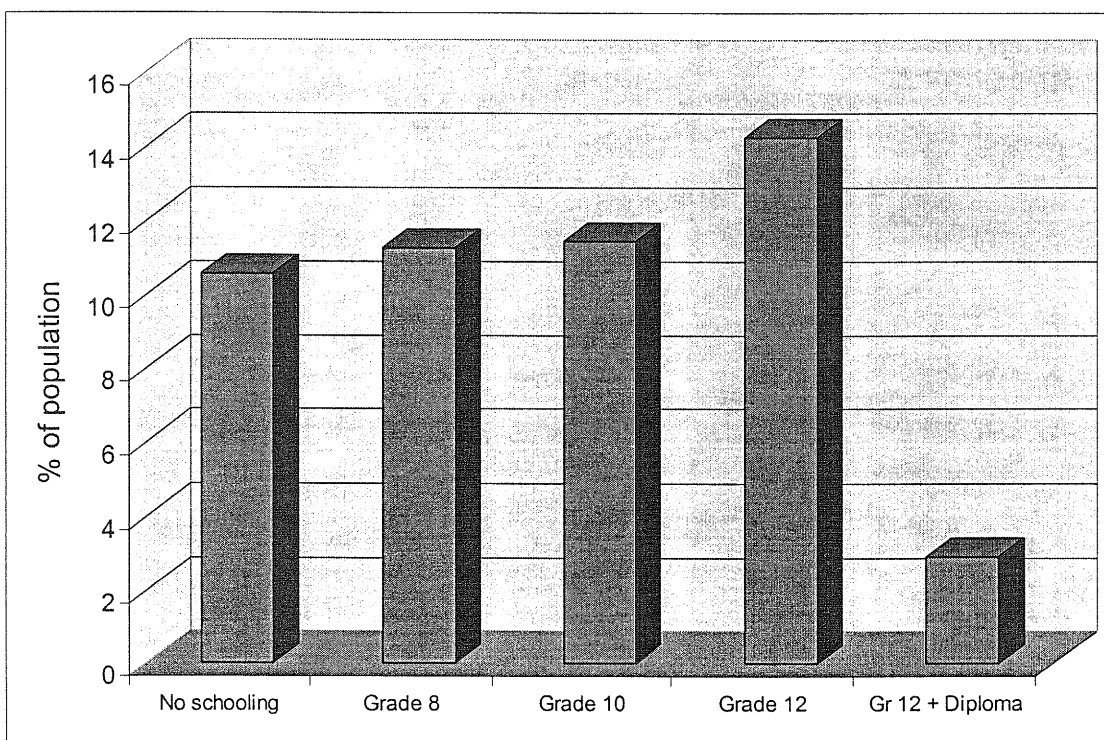
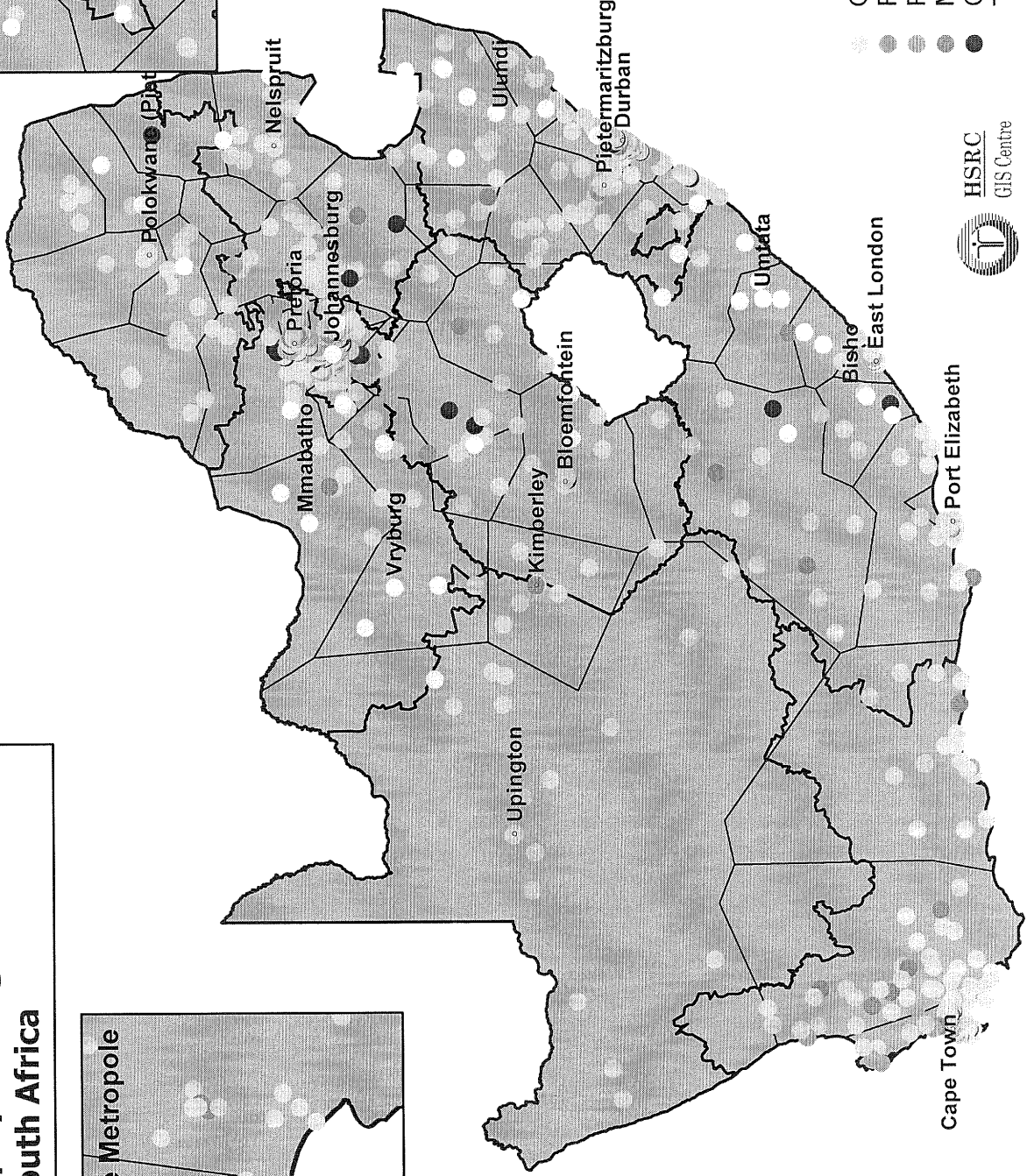
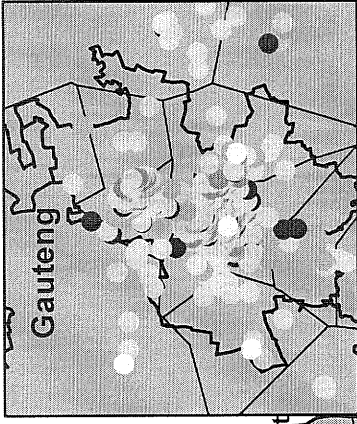
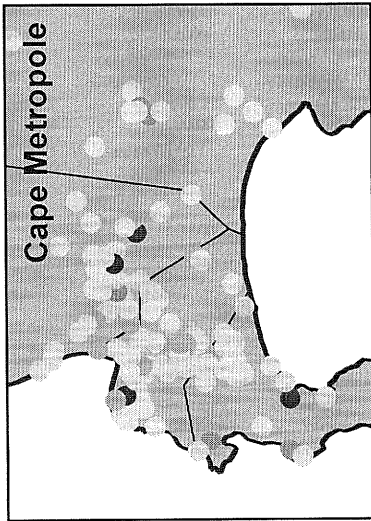


Figure 8: Education levels in the newly merged FET college of Port Elizabeth

Figure 6
Private Employment Agencies
South Africa



Type of agency

- General
- Recruitment Companies
- ProjectMgt
- Marketing
- Cleaning
- TEBA

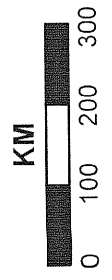
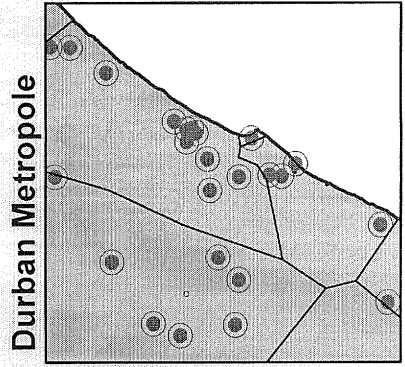
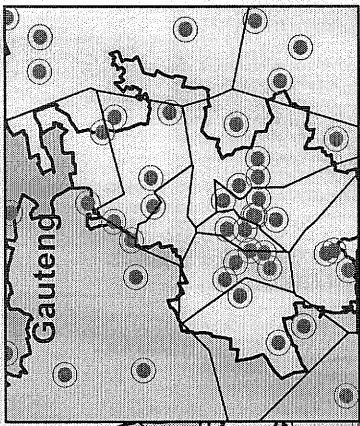
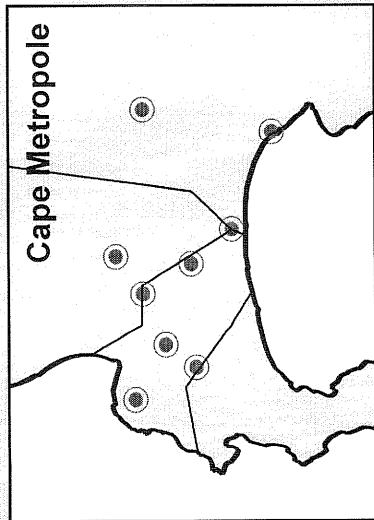


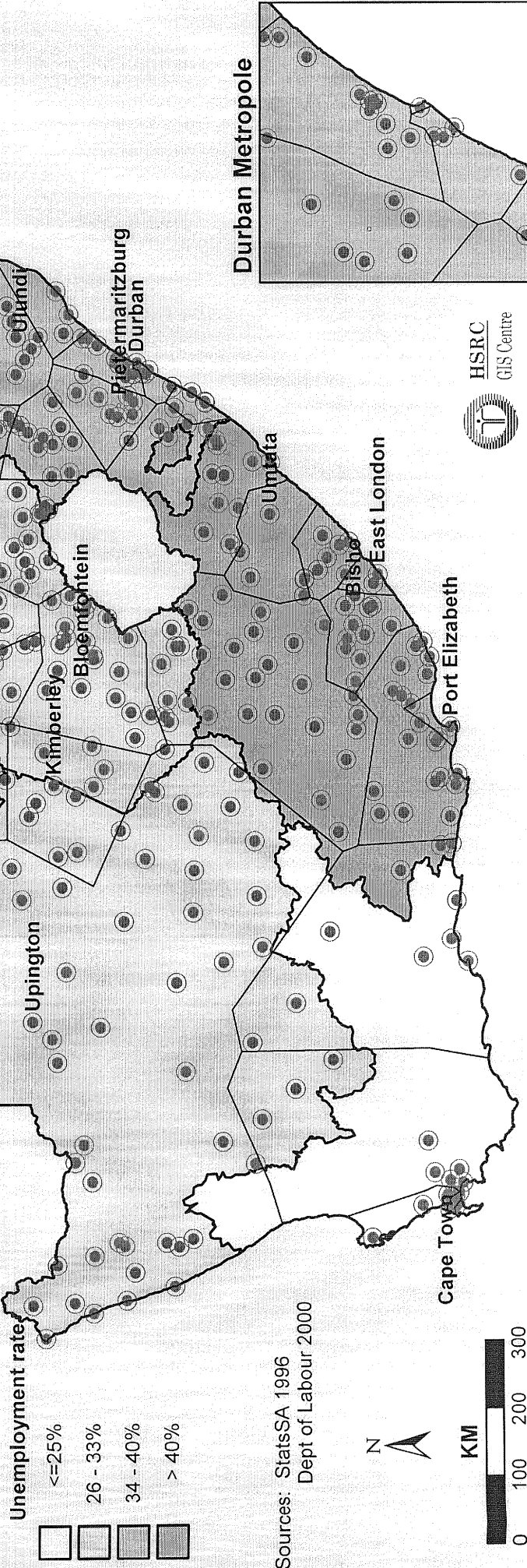
Figure 7

Public Employment Agencies



Legend

-  Cluster catchment areas
-  Labour centres



The second highest occupation group, besides the sales and service elementary workers⁶, in the catchment area of **FET college B** is the agricultural, fishery and related labours group⁷. The latter group makes up 11% of the employed population. (For a more detailed breakdown of occupation groups see Addendum C.) The catchment area of the FET college comprises the more non-urban areas around Port Elizabeth where it is expected that more people will make a living off the land. Other occupation groups in the catchment area of the newly merged Uitenhage FET college (FET college B) with high numbers are market-oriented skilled agriculture and fishery workers⁸ (relates to the previous group of agricultural and related labourers), personal and protective services⁹ as well as drivers and mobile-plant operators¹⁰. The newly merged FET college B comprises of Uitenhage, Kwa-Nobuhle and Grahamstown.

Fifty three (53) employment contractors service the catchment area of this newly merged FET college and it consists mainly of general contractors with a few marketing (4) and cleaning (2) contractors, as well as two recruitment companies. Twenty offices or satellite offices of the Department of Labour are located in this catchment area. Despite the high number of Labour offices the average access to employment contractors is only 4 per 10 000 economically active people.

Education levels in the catchment area of the newly merged Uitenhage FET college are similar to most of the other FET colleges in the province. Besides the high number of people with no schooling, the number of people with Matric (Grade 12) is the highest. The Grade 12 achievers make up 9% of the total population. Two percent (2%) of the population has a Grade 12 qualification together with a diploma. The 9% of the population that have Grade 7 as their highest qualification, make up the second highest level of education.

Besides the sales and services sector (18%), the catchment area of **FET college C** is typified by large numbers of people in the occupation groups of extraction and building trades¹¹ (6%); mining,

⁶ Sales and service elementary occupations are part of the main group termed "Elementary occupation". The sales and service elementary occupations include the following occupations: street vendors; shoe cleaning and other street services; domestic and related helpers, cleaners and launderers; building caretakers, window and related cleaners; messengers, porters and door-keepers; garbage collectors and related labourers; sales and service elementary occupations.

⁷ The Agricultural, fishery and related labourers form part of the "Elementary occupations". It includes agricultural, fishery and related labourers.

⁸ The market-oriented agricultural workers are included in the sixth major occupation group, namely "Skilled agricultural and fishery workers". The sub-group of market-oriented skilled agricultural and fishery workers include the following occupations: market gardeners and crop growers; dairy and livestock producers; market-oriented crop and animal producers; forestry and related workers; fishery workers, hunters and trappers; market-oriented skilled agricultural and fishery workers.

⁹ Personal and protective service workers are included in the main group of "Service workers, shop and market sales workers". The sub-group mentioned above includes the following occupation groups: travel attendants and related workers; housekeeping and restaurant services workers; personal care workers; other personal services workers; astrologers, fortune-tellers and related workers; protective services workers; personal and protective services workers.

¹⁰ This occupation group falls in the larger category of "Plant and machine operators and assemblers". The sub-group of driver and mobile-plant operators include the following: locomotive engine drivers and related workers; motor vehicle drivers and related workers; agricultural and other mobile plant operators; ships deck crews; drivers and mobile plant operators.

¹¹ This sub-group belongs to the "Craft and related trades workers" occupation group. The first contains the following occupations: extraction and building trades workers; miners, shotfirers, stone cutters and carvers; building frame and related trades workers; building finishers; painters, building structure cleaners and related workers.

construction and transport labourers¹² (5%); personal and protective services (5%) and office clerks¹³ (5%). The catchment area of this FET college is the only one in the Eastern Cape to have a high number of people employed in the office clerks occupation group. This can be ascribed to the numerous government offices and institutions located in and around Bisho and East London. The newly merged FET college C consists of the colleges of East London, John Knox Bokwe, Border, Vulindlela Technical and Border Training Centre.

The catchment area of the East London FET college has a high concentration of employment contractors - 135 contractors cover a very small area. Besides the numerous general contractors there are ten cleaning, six marketing and two project management contractors. Seven recruitment companies also serve the catchment area of this FET college. Two offices from the Department of Labour are located in this area. On average the economically active population has access to 7 contracting agencies per 10 000 people.

Twelve percent (12%) of the total population of the catchment area of this FET college has Grade 12 as their highest level of education. Another 17% of the population have no schooling while 3% have a Grade 12 qualification together with a diploma. The percentage of people with Grade 12 and a diploma is quite high in the catchment area of merged FET A and C colleges. This can be based on the presence of specific occupation groups in these catchment areas.

Twenty percent (20%) of the employed people in the catchment area of **FET college D** work in the sales and services elementary workers occupation group (Figure 9). Other dominant occupation groups include teaching professionals, extraction and building trades, personal and protective services as well as mining and other labourers (4%). The newly merged FET college D covering the former Ciskei and surrounding areas includes the colleges of East London, Zwelethemba and Lovedale Community College.

¹² The mining labourers are grouped in the "Elementary occupations" section. This sub-group includes the following occupations: mining, construction, manufacturing and transport labourers; mining and construction labourers; manufacturing labourers; transport labourers and freight handlers.

¹³ Office clerks form part of the "Clerks" occupation group. It includes occupations like: office clerks; secretaries and keyboard-operating clerks; numerical clerks; material-recording and transport clerks; library, mail and related clerks; other office clerks.

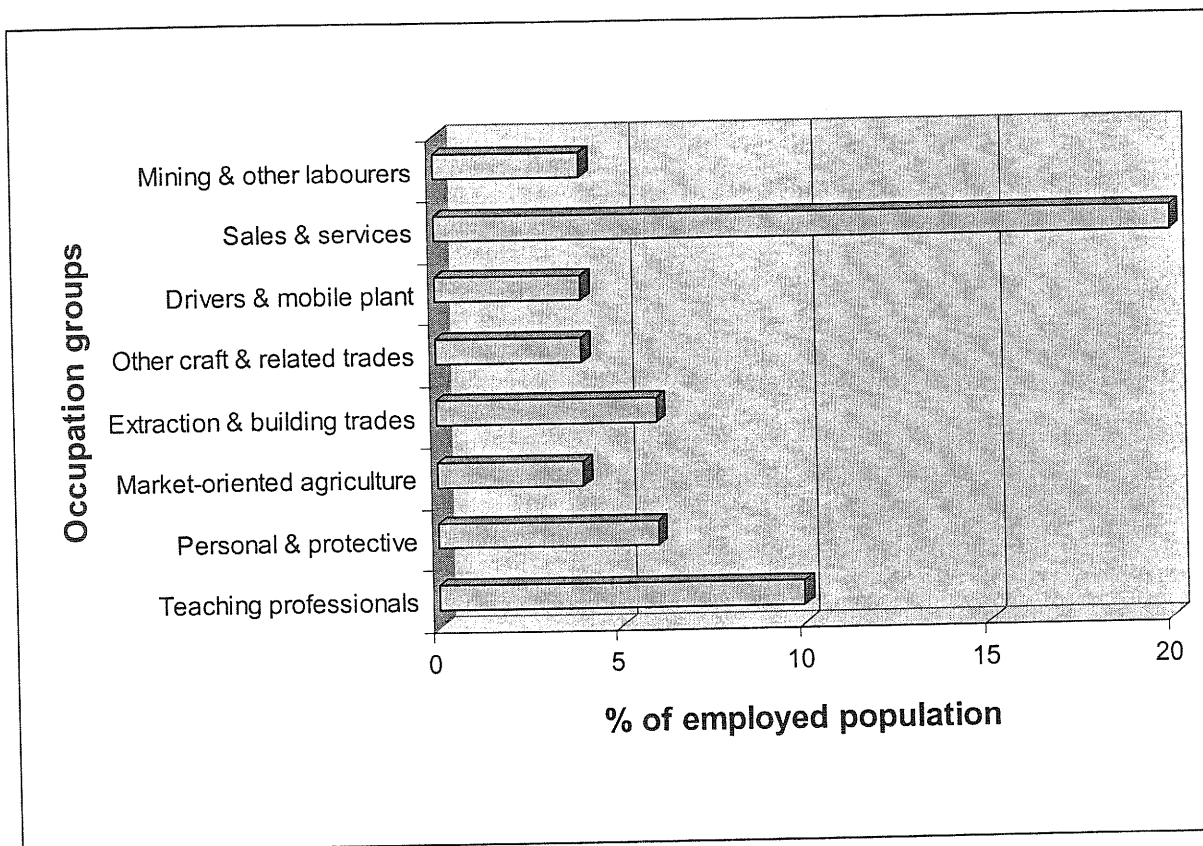


Figure 9: Occupation groups in the catchment area of the newly merged FET college D

The catchment area of the above FET college is served by 14 employment contractors comprising of two cleaning, one project management, one marketing and several general contractors. Eleven offices or satellite offices of the Department of Labour also serve the catchment area. The economically active population of this catchment area has access to employment contractors on an average of 2 per 10 000 people. Ten percent (10%) of the total population in this catchment area has Grade 7 as their highest qualification. The percentage of people with no schooling is quite high, making up 21% of the total population. Another 1.5% of the population have Grade 12 with a diploma as their highest qualification. Despite access to three colleges in this area the population still has a very low literacy rate. This situation could be due to inaccessibility of schools and further education institutions in the area.

The catchment area of the merged Umtata **FET college E** comprises the central and eastern parts of the former Transkei and comprises the Mapuzi, Umtata, Engcobo and Ikwezi colleges. Occupation trends are typified by the highest percentage (24%) of sales and service elementary workers in the Eastern Cape. The numbers of other major occupation groups correspond largely with other Eastern Cape FET college regions. This catchment area comprises of teaching professionals¹⁴, extraction and building trades, personal and protective services as well as market-

¹⁴ The "teaching professionals" sub-group is part of the "Professionals" group. It includes the following occupations: teaching professionals; higher education teaching professionals; secondary education teaching professionals; primary and pre-primary education teaching professionals; special education teaching professionals; other teaching professionals.

oriented skilled agricultural and fishery workers (2%). Education levels in this FET college catchment area reflect trends in other FET college catchment areas in the province. For example, the highest percentage of people (37%) in this catchment area have no schooling. This is by far the highest percentage of people in the province with no schooling and it can be attributed both to the inaccessibility of education facilities – especially because of the terrain and lack of infrastructure – as well as to the below average qualified teachers (Erasmus 2002: 24). The School Register of Needs (SRN) of 1996 (Department of Education(a) 1996) also indicated that the school building conditions in this area are very poor and the learner: teacher ratio very high. The second highest percentage (7%) of people have Grade 8 (Standard 6) as their highest qualification. The percentage of people with Grade 12 and a diploma is 1% (see Figure 10 below).

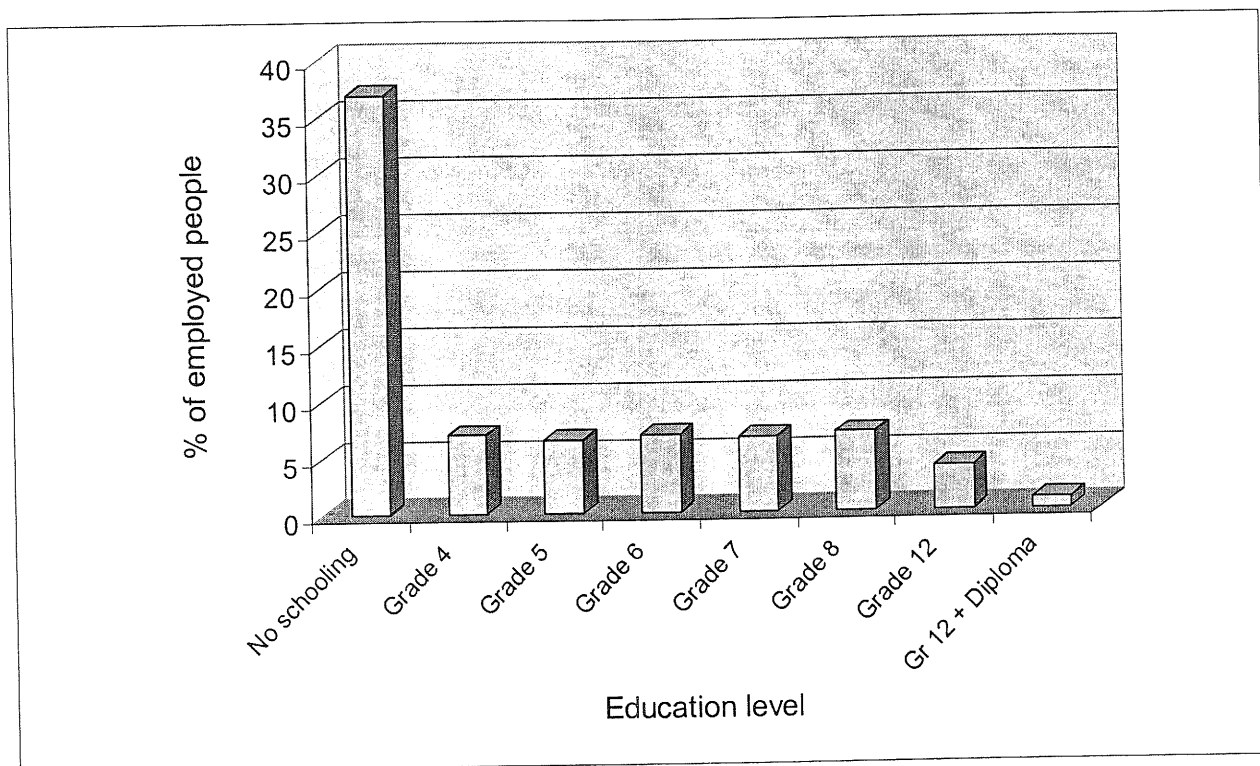


Figure 10: Education levels in the catchment area of the newly merged FET college E

There are 16 employment contractors in the catchment area of this merged FET college: two are recruitment companies, one is marketing and the remainder general contractors. Four Teba offices also serve the catchment area of the merged Umtata FET college¹⁵. The Department of Labour has seven offices or satellite offices to serve this area in terms of employment needs. The economically active population only has access to 1.3 labour contracting agency per 10 000 people.

¹⁵ The Employment Bureau for Africa (TEBA) will celebrate its 100th year of existence in 2002. The Chamber of Mines established TEBA in 1902 to source semiskilled and unskilled labour for the gold-mining industry after the Boer War in the late 19th century, early 20th century. The bureau has undergone major changes and restructuring because of the downsizing of the South African gold-mining industry due to a low gold price and diminishing gold reserves. TEBA's strengths are a sound infrastructure, professional staff, high-quality delivery capacity, and a centralised database of semiskilled and unskilled workers. The bureau has roughly 70 offices throughout the country which are engaged in programmes aimed at reinforcing TEBA's relationship with communities through the provision of various streamlined supportive community programmes.

The catchment area of the newly merged **FET college F** consists of the northern parts of the previous Transkei area and includes Umzimkulu in the north. The colleges of Clydesdale, Siteto, Ngqungqushu, Mt Frere and RM Mshuqwana are included in this merger. The merged college's area of influence stretches across the provincial border into the southern part of KwaZulu-Natal. The major occupation groups in this catchment area are: sales and service elementary workers (22%), teaching professionals (13%), market-oriented skilled agricultural and fishery workers, mining, construction and other labourers as well as drivers and mobile plant operators (5%).

Four Teba offices together with nine other employment contractors are operating in the catchment area of this FET college. The employment contractors comprise seven general contractors and two recruitment companies. The Department of Labour has 14 offices in the college catchment area. Access to labour contractors is defined as 0.8 contractor per 10 000 of the economically active population. This is the lowest access in the province.

Thirty three percent (33%) of the population of this catchment area have no schooling. The second highest education group (9%) is persons with Grade 4 as their highest education. People with Grade 12 and a diploma constitute only 0.8% of the population.

The merged **FET college G** (Sterkspruit) covers the most expansive area of the Eastern Cape and includes the northeastern part of the province from Graaff-Reinet to Herschel. The merged college includes the Sterkspruit, Queenstown, Ezibeleni, East London, Dordrecht and Iqhayiya colleges. The area of influence of this FET college stretches across the provincial border into the southern Free State. The major occupation groups in the catchment of this FET college include: sales and service elementary workers (23%); market-oriented skilled agricultural and fishery workers; agricultural, fishery and related labourers; teaching professionals as well as extraction and building trades (6%). The catchment area of the FET college consists of mainly farming area and therefore a high percentage (19%) of the labour market is employed in this sector.

The leading education group in this catchment area is people with Grade 8 (8%). The people with no schooling include 26% of the population, while people with Grade 12 and diploma constitute 1.6%. The latter figure is slightly higher than that of FET E and F. These people with Grade 12 and diploma will possibly be found among the teaching professionals of the area. The number of persons with Matric/Grade 12 as highest qualification is 6% of the population.

Despite the vast area of the merged FET college G, it is quite well covered with employment contractors. Thirty-two contractors of which two are in the marketing field, one in cleaning and the remainder in general employment, serve the area. There is also one recruitment company and one Teba office. Thirty-five offices or satellite offices from the Department of Labour serve the catchment area of the Sterkspruit FET college. The economically active population has access to

4 contractors per 10 000 people.

The merged **FET college H** consists of the southern parts of the former Transkei and includes Butterworth, Willowvale and Komga. It includes the colleges of Teko, HB Tsengwa and Centane. In terms of the actual number of employed people it has the lowest figure of all the Eastern Cape FET college regions, namely 30 139 (3.6% of the provincial employed persons). The education levels of this FET college reflect patterns of FET college E and G where people with a Grade 8 as highest qualification dominates. In FET college H these people make up 9% of the total population. People with Grade 12 as highest qualification make up 4% of the population and Grade 12 and a diploma 1%. The people with no schooling are 30% of the population.

Only three employment contractors serve this area. Two of these contractors focus on employment in general and one on cleaning services. Two Teba offices also serve the merged Teko FET college. The Department of Labour has six offices serving the employment needs of FET college H. Access to employment contractors are defined as 1 contractor per 10 000 economically active people.

2.2 EASTERN CAPE SUMMARY

The catchment area of the merged FET college A is the only FET college where people with no schooling is not the dominant education level. The majority of the population (14%) in this catchment area have Matric as their highest qualification. A high proportion of 20-24 year olds (10% of total population) are evident in this FET college catchment area. This is typical of an urban population. The economically active population of this catchment area has good access to employment contractors at a ratio of 9 per 10 000 people.

The catchment area of FET college E has the highest percentage (24%) of sales and service elementary workers in the Eastern Cape. It also has the highest percentage of unschooled people (37%). The catchment areas of FET college E and F has the lowest access to labour contracting agencies (1 per 10 000 people). It also has the second highest percentage of people with no schooling (28%) and a low percentage of people with Grade 12 and diploma (0.7%).

Overall, high percentages (between 22% and 37%) of people with no schooling are evident in the province. The percentage of people with Grade 12 and a diploma as highest qualification range between 0.8% and 3%.

3. FREE STATE

The Free State consists of four merged FET colleges. Employment figures range between very high (FET college A catchment in the north west) to good (between 53-67%) in the remainder of the province. The 15-64 year old age group make up between 53 and 73% of the total population (see Figure 4). This figure provides an indication of the potential labour force in the province. The population density is fairly low in comparison to the rest of the country.

3.1 MERGED FET COLLEGES

FET college A is situated in the north west of the province and includes places like Hoopstad (in the west), Odendaalsrus and Welkom (in the east) and Winburg in the south. The total area of the catchment area of this FET college is 11 241 km². The 30-34 year old age group is the dominant age group in the area. This tendency is unusual in comparison with national trends and can be attributed to the dominance of the mining industry in the area. Eighty six percent of the economically active population in the catchment area of this FET college is employed. This is the highest employment figure for the Free State. Besides having the smallest catchment area in the Free State, this FET college also has the lowest population density (21 people per km²) in the province. The 15-64 year olds compose 70% of the total population. This figure is slightly higher than that of other catchment areas in the province.

The FET college A catchment area has a high percentage of people with Grade 6-8 qualifications (average of 10% each). People with Grade 12 qualification are the fourth largest education group in the catchment. The unschooled people make up 20% of the population. People with Grade 12 and a diploma make up only 2% of the population.

The leading occupation group in this college catchment area is mining, construction, manufacturing and transport labourers which constitutes 22% of the employed people. The other major occupation groups are: sales and service elementary occupations (12%); extraction and building trades workers (10%); drivers and mobile plant operators (10%) and stationary-plant and related operators (7%).

A total of 63 private contracting agencies are operating in the catchment area of FET college A. These consist of 50 general agencies, three marketing, one project management and nine recruitment contractors. The Department of Labour has 9 offices or satellite offices in the catchment. There is also one Teba office in the FET college region. The economically active population has access to employment contractors at a ratio of 6 per 10 000 people.

The catchment area of **FET college B** covers an area of 33 771 km² and includes towns like Marquard (north east), Ladybrand (east), Trompsburg (south) and Jagersfontein in the west. It has

the largest area of all the Free State FET colleges catchments. The 10-14 year old age group constitute the largest proportion of the total population. The 15-64 year olds amount to 63% of the total population. Seventy percent of the economically active people in this FET college catchment area are employed. The total population of the area is 773 606 (highest in the Free State) and the population density is a low 23 people per km².

FET college B catchment has a high percentage (12%) of people with Grade 12 qualification. The Grade 12 plus a diploma qualification level is apparent among 2% of the population. Unschooling people form 17% of the population. The catchment area of FET college B has a total of 96 private employment contractors operating in the area. These consist of three recruitment, three cleaning, eight marketing and 82 general contractors. There are also two Teba offices in the area and the Department of Labour has 20 offices/satellite offices in the area. The economically active population has access to 4 contracting agencies per 10 000 people.

Based on the 1996 census the following occupation groups were identified as the major occupations in the area. Sales and service elementary workers compose 21% of the employed population. The other occupation groups were extraction and building trades workers (6%); personal and protective service workers (6%); agricultural, fishery and related labourers (6%) and office clerks (5%).

FET college C's catchment area covers the area of north east Free State and includes places like Phuthaditjaba, Harrysmith, Senekal, Ficksburg and Fouriesburg. The catchment area is 21 606 km² and the total population is 692 940. The 10-14 year old age group comprise the largest age group in this catchment. The 15-64 year olds make up 58% of the total population, and this indicates that the potential labour force is average in size. Sixty percent of the economically active population is employed. The population density is the same as FET college B namely 23 people per km².

In FET college C catchment area people with a Grade 8 qualification make up the largest education group. People with Grade 12 make up 7% of the population while Grade 12 plus diploma make up 1%. The unschooled people make up 24% of the population (see Figure 11).

The five major occupation groups in this catchment area include sales and service elementary occupations (21%); agricultural, fishery and related labourers (13%); machine operators and assemblers¹⁶ (7%); market-oriented skilled agricultural and fishery workers (6%) and other professionals (6%). The occupation patterns of this FET college catchment area is unique since it

¹⁶ This is part of the "Plant and machine operators and assemblers" main occupation group. The sub-group contains occupation groups like: metal and mineral products machine operators; chemical products machine operators; rubber and plastic products machine operators; wood products machine operators; printing, binding and paper-products machine operators; textile, fur and leather products machine operators; food and related products machine operators; assemblers; machine operators and assemblers; other machine operators and assemblers.

has “other professionals” and “market-oriented agricultural occupations” which do not occur in other catchments in the province. These occupations can be attributed to market-oriented farm activities in the area. This FET college catchment area also has a number of machine operators and is one of two merged colleges in the country where this occupation group occurs. This pattern can be related to an industrialised local economy, especially with the mechanisation of manual tasks.

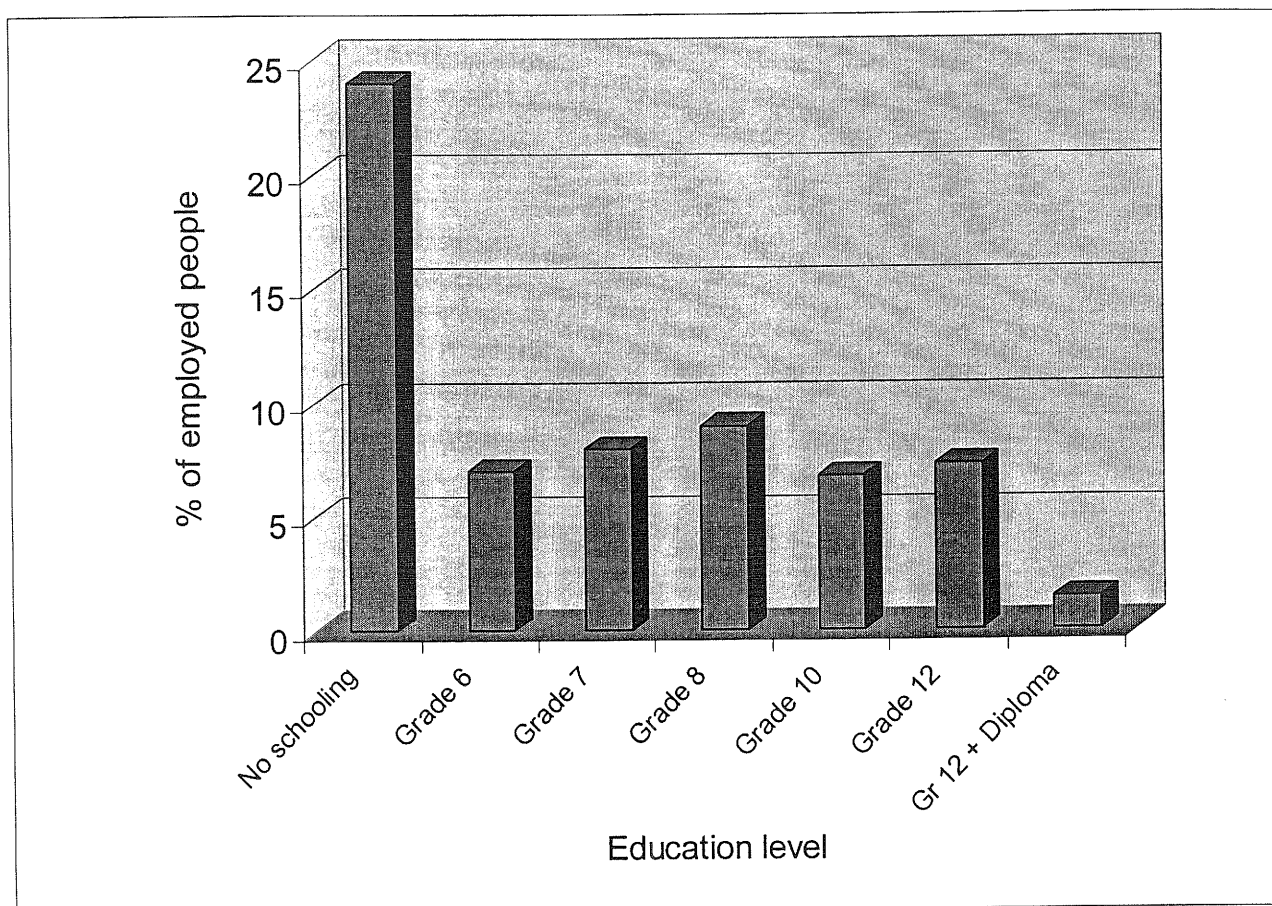


Figure 11: Education levels in the catchment area of the newly merged FET college C

In terms of employment contractors, the catchment of FET college C have a total of 36 private contractors. These are made up of general (31), marketing (3) and recruitment (1) agencies. One Teba office serves the area as well as 18 offices of the Department of Labour. The economically active population has access to three contracting agencies per 10 000 people.

The catchment of **FET college D** consists of the northern parts of the province and includes Kroonstad, Parys, Sasolburg, Thabong and Virginia. The area of the FET college catchment is 20 48 km². The population density of the catchment is the highest in the province namely 43 people per km². As in the catchment areas of FET colleges B and C, the 10-14 year olds comprise the biggest age group. The 15-64 year old age group represents 66% of the total population. Sixty nine percent of the economically active population is employed. The total population is 704 737.

The highest percentage (10%) of the people in the FET college D catchment area has a Grade 8 qualification. People with Grade 12 qualification make up only 9% of the population while people with Grade 12 plus diploma constitute 2%. The unschooled population is 16% of the people.

Nineteen percent of the employed people in FET college D catchment area work in the agricultural, fishery and related labourers group (see Figure 12 below). Other occupation groups in this FET college are mining, construction, manufacturing and transport labourers (12%); extraction and building trades workers (9%); drivers and mobile plant operators (8%) and personal and protective service workers (5%).

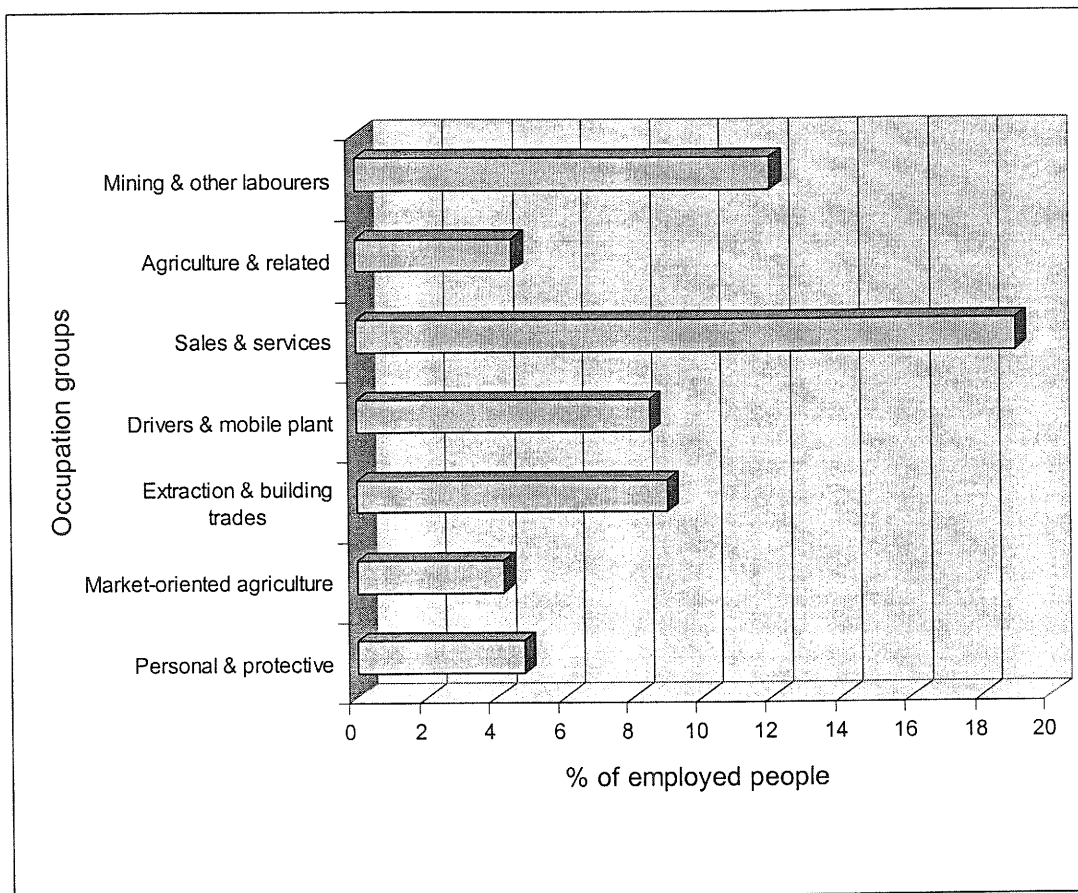


Figure 12: Occupation groups in the region of the newly merged FET college D

There are 81 private contractors serving the catchment area of FET college D. These consist of 53 general agencies, 17 recruitment, four marketing and seven cleaning agencies. The Department of Labour has 13 offices/satellites in the area. The economically active population has access to 3 contractors per 10 000 people.

3.2 FREE STATE SUMMARY

The stationary-plant and related operators occupation group in the catchment area of FET college A is the only in this province and probably the only one in the country, among the 5 major

occupation groups. Eighty six percent of the economically active people in FET college A catchment is employed. This is the highest rate of all Free State FET colleges. The economically active population has access to 6 employment contractors per 10 000 people.

The FET college C catchment area has the highest percentage of unschooled people, namely 24% of the population. This high percentage can also be linked to the lowest employment figures which occur in the same region. The catchment area of FET college B has the highest education levels, with 12% of the population having a Grade 12 qualification. Economically active people in the catchment areas of FET colleges C and D have the lowest access to employment contractors at a rate of 3 contractors per 10 000 people.

4. GAUTENG

Gauteng consists of seven FET college catchment areas. The province has some of the highest employment figures and it ranges between 53 and 90%. The 15-64 year old age group constitutes more than 60% of the total population (see Figure 4). High population densities characterise most of the province, especially the central parts. This can be seen in Figure 5.

4.1 MERGED FET COLLEGES

The catchment area of **FET college A** is located to the south west of Pretoria. It spans the area from Centurion in the south (from Rooihuiskraal towards the north and east) and Atteridgeville in the west, Garsfontein in the east and Andeon in the north west. The area consists of 1 137 km². The total population of this FET college region is 479 682 which is the second lowest of the Gauteng FET colleges. The potentially economically active population (15-64 year olds) constitute 71% of the total population. The 25 – 29 year age group has the highest number of individuals and this is typical of an urban character. Throughout the Gauteng FET college areas the employment figure is high. The area of FET college A has an employment figure of 83%. The population density is higher than 600 people per km² and it thins out towards the west of the area.

The most general occupation groups (based on the employed people) in this FET college area are (in descending order): sales and service elementary workers (14%); office clerks (9%); other professionals¹⁷ (6%); other associate professionals¹⁸ (6%) and personal and protective service workers (5%). The high number of office clerks is a reflection of the government services as employment provider in this college region. This is one of the few FET college regions where the

¹⁷ This occupation group is a sub-group of "Professionals" and includes: other professionals; business professionals; legal professionals; archivist, librarians and related information professionals; writers and creative or performing artists; religious professionals.

¹⁸ Other associate professionals form part of the main occupation group "Technicians and associate professionals. It includes occupations like: other associate professionals; finance and sales associate professionals; business services agents and trade brokers; administrative associate professionals; customs, tax and related government associate professionals; police inspectors and detectives; social work associate professionals; artistic, entertainment and sports associate professionals; religious associate professionals.

professional occupation group features and it can be attributed mainly to the highly urbanised population.

FET college A catchment area is serviced by 406 private employment agencies. These consist of 289 general, 29 cleaning, 11 project management, 29 marketing and 42 recruitment agencies. There are no offices from the Department of Labour servicing this college region. The access ratio of economically active population per employment contracting agency is 17 per 10 000.

Education levels in the province are much higher than that of the Eastern Cape for example. In the catchment of FET college A 25% of the population have Grade 12 as their highest qualification. Five percent (5%) of the people have a Grade 12 plus a diploma as qualification. Another 6% have Grade 12 and a B degree (see Figure 13 below). The number of people with no schooling makes up 9% of the population. The high education levels are reflected in the dominant occupation types of this FET college region, namely office clerks, other professionals and other associate professionals.

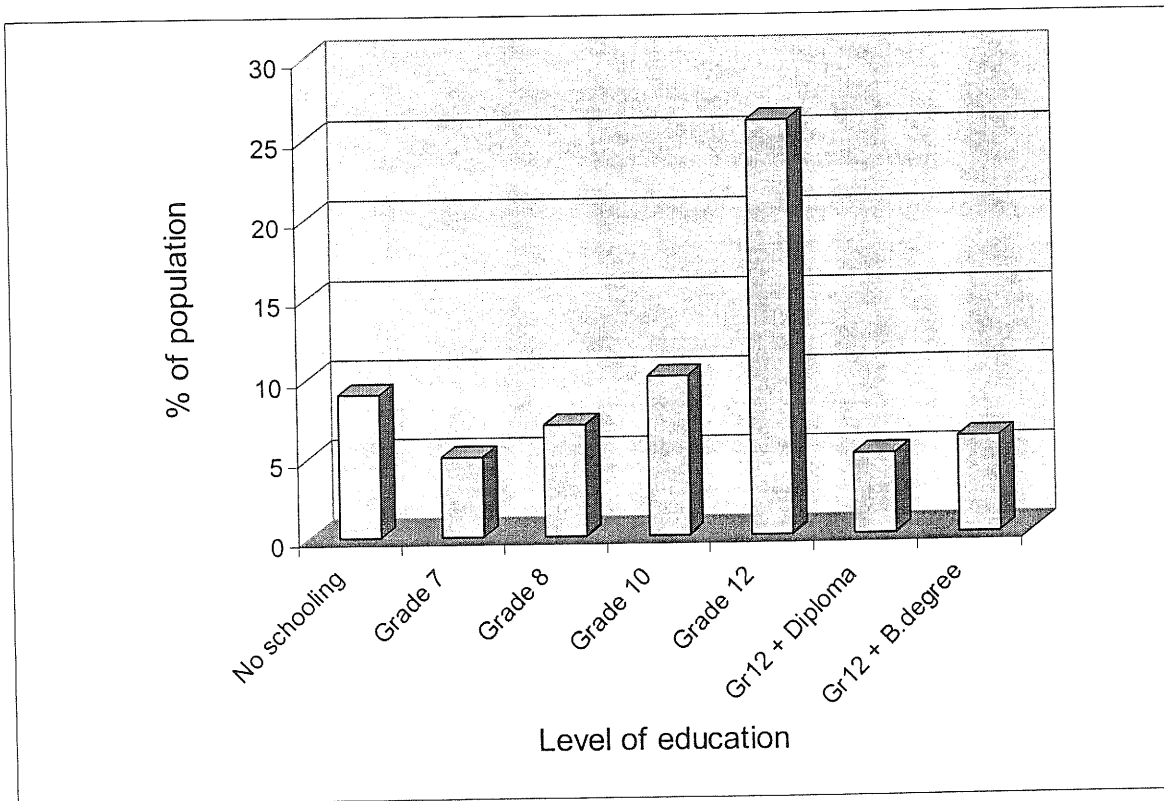


Figure 13: Education levels in the catchment area of the newly merged FET college A

The catchment area of **FET college B** is situated in the north of Gauteng and spans the area from Pretoria to Soshanguve in the west to Bronkhorstspuit in the east. It includes some of the eastern suburbs of Pretoria (like Wapadrand, Die Wilgers, Lynnwoodrif), Mamelodi, Cullinan and the surrounding farming areas. The total area of this FET college catchment is 2 820 km². It excludes the northern part of Gauteng (e.g. Hammanskraal which is included in the catchment of FET

college C of North West.) The 20-24 year old age group has the highest number of individuals in this FET college area while the 15-64 year old age group constitutes 69% of the total population. The number of economically active people that are employed is a high 77%. The total population is 793 623 and the population density is more than 500 people per km².

The most dominant occupation groups in this FET college area are: sales and service elementary workers (15%); office clerks (8%); personal and protective service workers (7%); extraction and building trades workers (7%) and drivers and mobile plant operators (5%).

There are 147 contractors servicing the catchment of FET college B. These consist of recruitment (11), cleaning (10), project management (3), marketing (15) and general (104) agencies. The Department of Labour has five offices servicing the area. The economically active population of this college has access to employment agencies at the ratio of 4 for every 10 000 people. Most of the population (22%) in this FET college region has Grade 12 as their highest qualification. Three percent (3%) of the population has a Grade 12 qualification plus a diploma as highest educational level. Eleven percent (11%) of the population has no schooling.

The catchment area of **FET college C** of Gauteng is situated in the south east of the province and includes Heidelberg and surrounding areas, Vosloorus, Alberton, Boksburg, Germiston and Kempton Park. The total area of the college catchment is 1 909 km². The population density is more than 675 people per square kilometre. The total population for the area is 1 004 440 people. The 25-29 year age group is the age group with the most people while the 15-64 year olds (working age groups) constitute 70% of the total population. The number of the latter age group who are employed is 72%.

The occupation types which are most dominant in this FET college area, are: sales and service elementary workers (14%); extraction and building trades workers (8%); office clerks (7%); drivers and mobile plant operators (7%) and personal and protective service workers (5%). The education levels of people in this catchment area is similar to that of the catchment area of FET college D. These two colleges are adjacent and cover the south and east of Gauteng. The people with Grade 12 make up 18% of the total population in the FET college C region. A high percentage (12%) of the population also has Grade 10 as their highest qualification. Two percent of the population has Grade 12 plus a diploma as highest education level.

A total of 507 private employment agencies service the FET college C area. These agencies consist of general (338), marketing (41), cleaning (30), project management (10) and recruitment (88) agencies. Department of Labour has five offices in this area. The economically active population has access to employment agencies at the ratio of 10 offices per 10 000 people.

The southeastern parts of Gauteng is covered by the catchment area of FET college D. This college's area include Balfour in Mpumalanga as its southern corner, much of the East Rand (e.g. Nigel, Springs, Brakpan) and the northwestern corner includes Midrand. The FET college region covers an area of 4 787 km² which is the biggest area of the Gauteng FET colleges. The population density of this college area is 531 people per km². The 25-29 year old age group has the highest number of individuals and the total population is 1 308 330. The 15-64 year old age group constitutes 68% of the total population. This is slightly lower than the percentage for the other Gauteng FET college regions. Sixty percent (60%) of the economically active people are employed.

The five major occupation groups in this FET college are: sales and service elementary occupations (16%); extraction and building trades workers (8%); drivers and mobile plant operators (8%); personal and protective service workers (6%) and office clerks (6%). These occupation groups coincide with the major occupation groups of the catchment areas of FET colleges B and C. A total of 309 private employment agencies serve the FET college D region. These include 232 general, 18 cleaning, 17 marketing, 8 project management and 34 recruitment agencies. One Teba office is also located in this area. The Department of Labour has five offices in this FET college area. For every 10 000 economically active people there are 4 employment agencies.

Fifteen percent of the population in FET college D region has Grade 12 as highest educational qualification. Another 11% have Grade 10 while 2% have Grade 12 plus a diploma. The unschooled people make up 16% of the population. The high number of persons with Grade 10 qualification corresponds with trends in the adjacent FET college C.

The **FET college E** catchment area is situated in the west of the province. It includes the areas of Hekpoort, Krugersdorp, West Rand (including Randburg, Roodepoort, etc.), Soweto, Lenasia and Ennerdale. The total area is 1 820 km². This FET college area has a dominant urban character with areas of very high population density occurring in Soweto. The 25-29 year old age group has the highest number of individuals and make up 11 % of the total population. The total population for this FET college area is 1 577 110 people which makes it the largest FET college in Gauteng in terms of population. The population density is also the highest in the province, namely 967 people per km². The 15-64 year old age group constitutes 68% of the total population. Sixty eight percent (68%) of the economically active population is employed.

The most dominant occupation groups in this FET area are: sales and service elementary occupations (15%); office clerks (8%); extraction and building trade workers (7%); personal and protective service workers (6%) and drivers and mobile plant operators (6%). There are 601 private employment agencies serving this college area. These consist of: marketing (51), project management (15), cleaning (17), recruitment (45) and general (473) agencies. The Department of

Labour has four offices in this FET college area. In general, there are 8 private or public employment agencies for 10 000 people of the economically active population.

Educational levels in this FET college area indicates that 18% of the population has Grade 12 /Matric as highest qualification. Two percent (2%) of the population has Grade 12 plus a diploma. Eleven percent (11%) of the population has no schooling. The last figure is lower than the corresponding figure for the catchment area of FET college C, but not the lowest in the province.

The **FET college F** catchment area is located in the centre of the province. It includes central Johannesburg and stretches from Kyalami in the north to Eikenhof in the south. The western most point includes Northcliff and while the eastern boundary is Edenvale. The total area of the FET college area is 606 km². This is the smallest FET college area in Gauteng. The total population for the college area is 977 743. Of all the age groups the 25-29 year old age group has the highest number of individuals. The population density is the highest of all the Gauteng FET college areas, namely 2 324 people per km². Seventy three percent of the total population consists of the 15-64 year old age group. Eighty percent of the economically active population is employed.

Sales and service elementary workers make up the largest occupation group in the FET college F region. They constitute 18% of the employed people (see Figure 14). The other major occupation groups are: personal and protective services (8%); extraction and building trades (7%); office clerks (6%) and other associate professionals (6%). The FET college F area is served by 1 699 private employment agencies. These constitute of: 98 cleaning agencies, 146 marketing, 42 project management, 181 recruitment and 1 232 general agencies. There is one Teba office serving the area. The Department of Labour have only four offices serving the population of this FET college region. Every 10 000 economically active people have access to 23 employment agencies in this area.

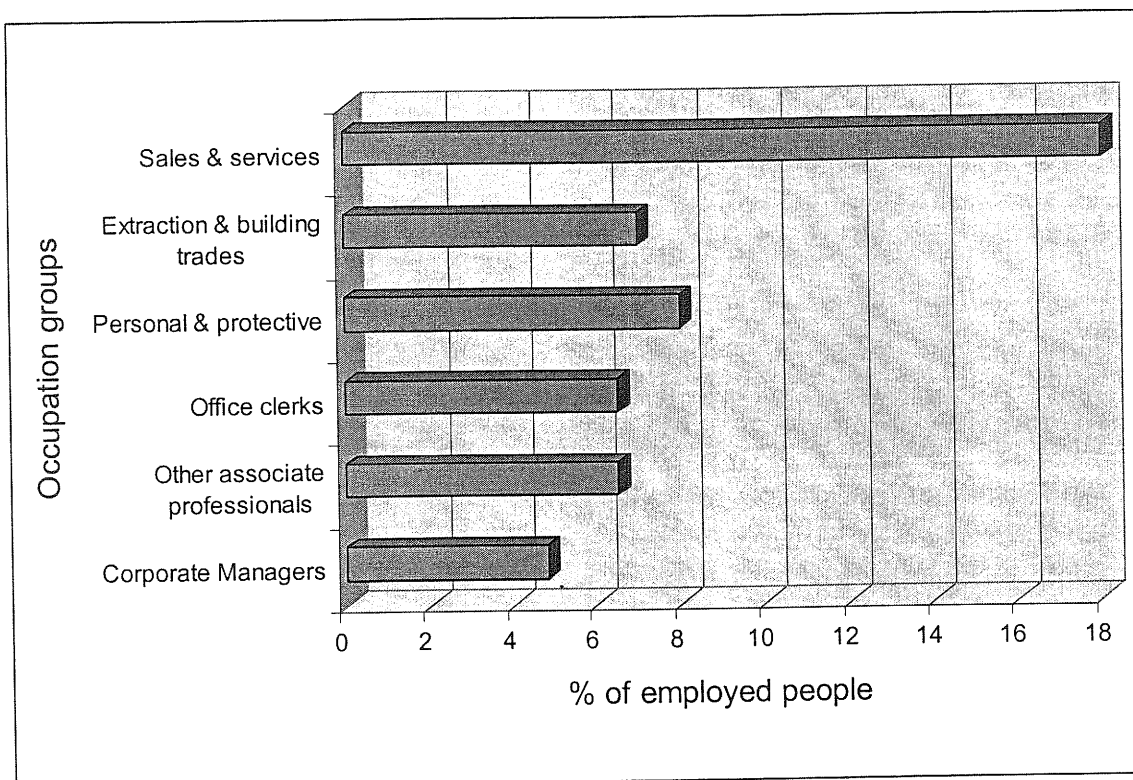


Figure 14: Occupation types in the area of the newly merged FET college F

Twenty three percent (23%) of the population in FET college F catchment area has Matric (Grade 12) as highest level of education. Similar to the FET college A region there is a relatively high number of people (3%) with Grade 12 plus a diploma as highest qualification. The number of people with Grade 12 and a B degree is also noticeable, namely 4%. The unschooled people make up 9% of the population. As in the case of FET college A region, the education levels of the population are also reflected in the office clerks and associate professionals who are evident in the major occupation groups.

The **FET college G** region covers the west of Gauteng. It includes Magaliesburg, Randfontein, Westonaria, Carletonville and Fochville. The total area of the college catchment is 4 539 km². Although the colleges of this FET college area are located in Gauteng, the catchment area stretches across the provincial border of Gauteng to include people from the North West province. The census data reflected here therefore includes people who are included in the catchment area, but are outside the Gauteng province.

The 30-34 year old age group has the highest number of individuals. This is unusual in comparison to other FET college areas in Gauteng. This trend might be due to the mines situated in this area. A similar situation was observed in FET college A in the Free State where mining activities are also dominant. Eighty percent of the economically active population are employed. The total population is 469 883 and the population density is 130 people per square kilometre.

This is the lowest figure for Gauteng FET college areas. The 15-64 year old age group constitutes 75% of the total population.

The most dominant occupation groups in the FET college area are the following: extraction and building trades (30%); drivers and mobile plant operators (10%); sales and service elementary workers (9%); mining, construction and other labourers (8%); personal, protective service workers (4%) and stationary-plant and related operators (see Figure 15 below). The unusually high figure of 30% for the extraction and building trades occupation group can be ascribed to the dominance of mining and mining related businesses in the area. There are only 49 private employment agencies serving this FET college area. These consist of cleaning (2), marketing (1), project management (1), recruitment (4) and general (41) agencies. There is one Teba office also in this FET college area. The number of public employment agencies is three. The economically active people in this catchment area therefore have access to two employment agencies per 10 000 people.

Educational trends in the FET college G catchment area indicate that 11% of the population has Grade 12 as highest education qualification. Similar to trends in the regions of FET colleges C and D, there are a fairly high percentage (10%) of Grade 10 qualifications as well. Only 1% of the population has Grade 12 plus a diploma as highest qualification. The people with no schooling constitute 18% of the population.

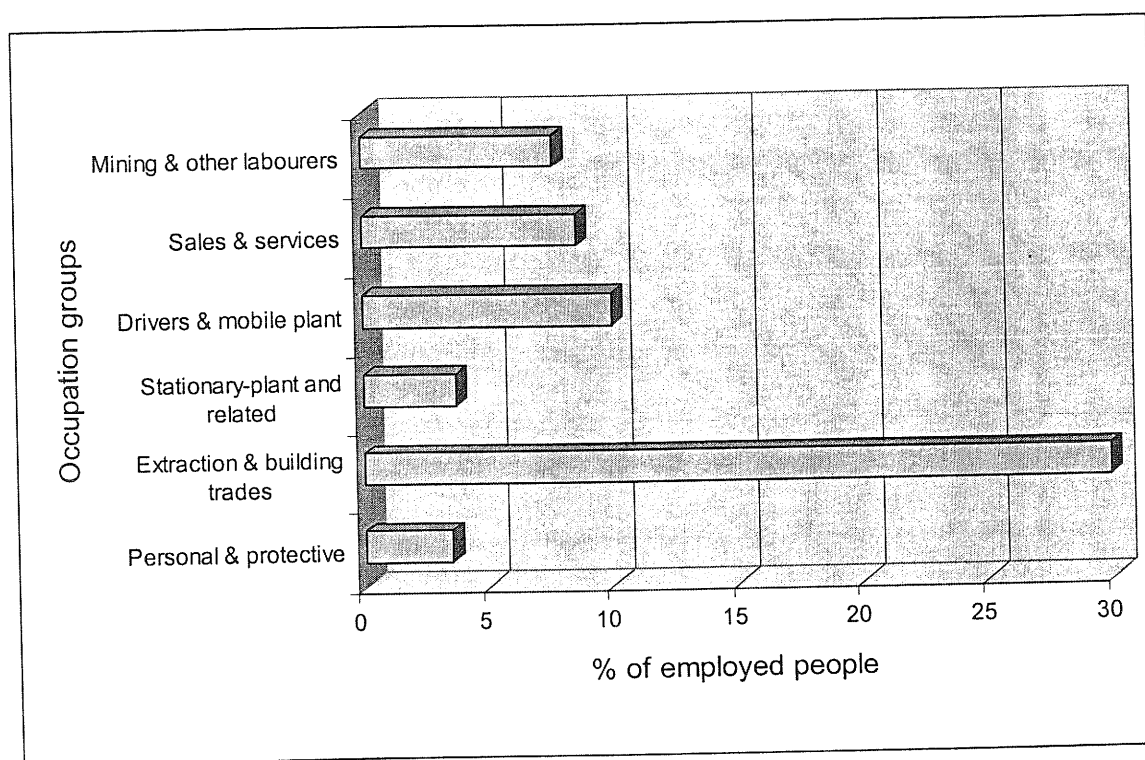


Figure 15: Occupation groups in the region of the newly merged FET college G

The catchment area of **FET college H** is situated in the south of the province. It includes the area between Orange Farm, Vanderbijlpark and Vereeniging. The total area of this college catchment is 3 492 km². This FET college area is highly populated in the west, but it thins out toward the east especially because there is little urban development along the Vaal Dam. The total population is 792 370 people. The 20-24 year old age group constitutes the biggest age group. The 15-64 year olds make up 66% of the total population. This is slightly lower than the corresponding figure in other FET colleges in the province. The population density of 347 people per km² is significantly lower than that of most other FET college catchments in the province. Sixty two percent (62%) of the economically active population is employed.

The five major occupation groups in this area are: sales and service elementary workers (19%); extraction and building trade workers (9%); drivers and mobile plant operators (8%); metal, machinery and related trade workers (6%) and personal and protective services (5%). This FET college area is served by five Department of Labour offices. In terms of private employment agencies there are 111 serving the area. These agencies consist of 11 cleaning, five marketing, one project management, 40 recruitment and 54 general agencies. The economically active population has access to public and private employment agencies at a ratio of 3 agencies per 10 000 people.

The education levels in this FET college catchment indicate that 13% of the population has Grade 12 as highest qualification. The population with Grade 10 as highest qualification is the second highest figure of 11%. This corresponds with trends in the catchments of FET colleges C, D and G. Only 2% of the population have Grade 12 plus a diploma as highest qualification. The population with no schooling makes up 16% of the people.

4.2 GAUTENG SUMMARY

The province is characterised by the dominance of the 20-29 year olds in all FET college catchment areas. This is typical of an urban population. FET college A catchment has a high employment figure (83%) and very good access to employment agencies (17 per 10 000 people). The dominant occupation groups of this FET college area is very similar to those of FET college F. This trend could be due to the highly urbanised character of both these FET college regions. The FET college A catchment area also has a high proportion of recruitment agencies. The catchment areas of FET colleges A and F, in comparison with other FET colleges in the province, has a high proportion of graduated people.

The FET college B catchment area has poor access to employment agencies (only 4 per 10 000 people). The 20-24 year old age group is high in this college area as well as the area of FET college H. Both these colleges have an urban character with surrounding farmlands.

The FET college C region is characterised by a high proportion of recruitment agencies. This could possibly indicate that there is a higher demand for these services in the area and also that labour demands are increasing.

The FET college D catchment has the largest area, lower employment (60%) than the other colleges' areas and poor access to employment agencies (4 per 10 000 people). People with no schooling are high in the regions of FET D, G and H and ranges between 16-18%. The catchment area of these three FET colleges are characterised by industrial activities like mines and steel processing plants.

The catchment area of FET college E has the highest total population and population density (967 people per km²) of all Gauteng FET colleges. It also has a lower percentage of 15-64 year olds (65%) in comparison with other college catchments. This percentage indicates a lower potential work force.

In the catchment area of FET college F there is a high employment figure of 80%. This area also has the highest number of private employment agencies (1699) in the province and the highest access to employment agencies (23 per 10 000 people).

The region of FET college G has a high number of 30-34 year olds high. This is the only FET college area in the province indicating this trend and it is associated with an older population. This FET college catchment has the lowest population density in the province (130 people/km²). In terms of the major occupation groups the extraction and building trade workers make up 30% of the employed people. This is the only FET college region in the province where the most dominant occupation group constitutes such a large percentage of the employed population and it can be ascribed to the dominance of mining and mining related businesses in the area. The FET college region is, however, very poorly served by employment agencies (access is only 2 per 10 000 people).

The catchment area of FET college H has a high number of 20-24 year olds. It also has a fairly low population density of 347 people per km², low employment (62%) and a fairly high percentage (19%) of the dominant occupation group (sales and service workers). It is the only FET college region in Gauteng with metal and related trades workers and this trend can be ascribed to the location of numerous industries in this area. Poor access to employment agencies (3 per 10 000 people) also characterises this FET college region.

The occupation group of office clerks are evident in most of the catchment areas of FET colleges with an urban character. In the catchment areas of FET colleges G and H, however, employment opportunities tend to be more industrial.

Based on the Labour Force Survey (Stats SA 2001:vii) Gauteng has an unemployment figure of about 25%. This figure increased marginally since the previous survey of September 2000. The urban population in the province tends to have higher figures of unemployment than the non-urban population (Stats SA 2001: 32). Further results from the Labour Force Survey also indicated that the unemployment rate is prominent (between 30 and 38%) among people with Grade 9 – 11 as highest education level (Stats SA 2001: 34).

5. KWAZULU-NATAL

KwaZulu-Natal is characterised by high levels of unemployment in the north (FET college A catchment) and west (FET college D region) (see Figure 3). In these areas between 37 and 52% of the economically active population is employed. Areas of higher employment are evident in the Midlands (north of Pietermaritzburg in the catchment area of FET college H) and in the northwest (FET college C region). High population densities occur along the southern coast as well as inland towards Pietermaritzburg. Durban (FET colleges F and G regions) has the highest population density in the province with more than 600 people per square kilometre (see Figure 5).

As in the Eastern Cape, the young age groups constitute the biggest proportion of the population. The 10-14 year age group has the highest number of all age groups in the province while the working age group (15-64 year) make up 59% of the total population. The provincial average of employed people in KwaZulu-Natal is 61%. The occupation groups with the highest scores in the province are (in descending order):

- ◆ Sales and service elementary workers (15%)
- ◆ Extraction and building trades (6%)
- ◆ Mining, construction, manufacturing and transport labourers (6%)
- ◆ Personal and protective services (5%)
- ◆ Teaching professionals¹⁹ (5%).

Sales and service elementary workers are the most dominant group of occupations in all FET colleges in the province.

¹⁹ Teaching professionals are part of the main occupation group "Professionals". It includes occupations like: teaching professionals; higher education teaching professionals; secondary education teaching professionals; primary and pre-primary education teaching professionals; special education teaching professionals; other teaching professionals.

5.1 MERGED FET COLLEGES

The catchment area of **FET college A** consists of the northern parts of KwaZulu-Natal. It has traditionally a very rural population and a low population density (see Figure 5). It has a total population of 1,4 million people and 45% of the economically active population is employed. The major occupation groups in this FET college region are: sales and service elementary workers (17%); market-oriented skilled agricultural and fishery workers; teaching professionals; extraction and building trade workers as well as personal and protective services (6%). Figure 16 below depicts the occupation group status.

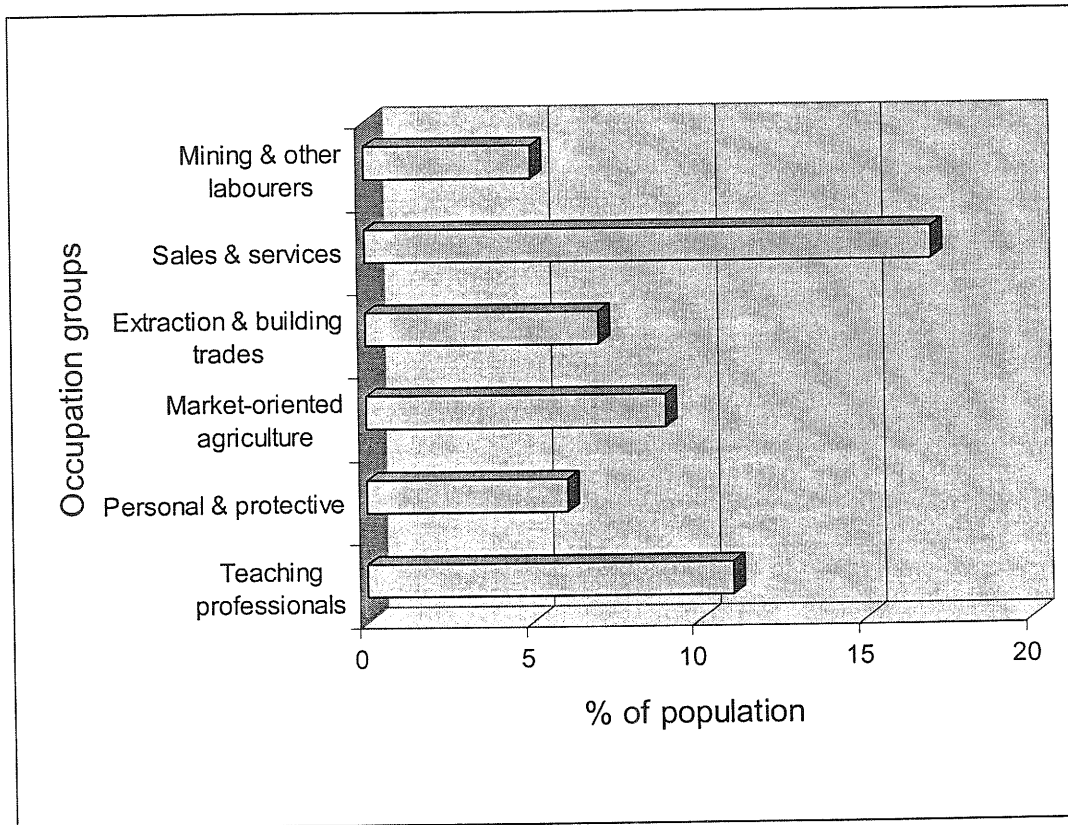


Figure 16: Occupation groups in the catchment area of the newly merged FET college A

The educational levels of the FET college A region indicates that most of the people (36%) do not have any formal schooling. Seven percent (7%) of the people have Grade 4 as their highest level of education and only 5% of the population have Grade 12 as highest education level. The people with Grade 12 and a diploma as highest qualification constitute only 0.5% of the population. The education levels are reflected in the high unemployment figures.

The above FET college region is served by 23 employment contracting companies of which all, but one, focus on general contracting. The other one is a recruitment company. Considering the rural character of this FET college region the contracting companies may be well suited for general contracting purposes which will serve a wide basis of occupations. Another 5 TEBA offices also

serve this FET college catchment. The Department of Labour has 15 offices or satellites in this FET college area. The number of contracting agencies and Department of Labour offices seem to be an over supply to what the demand in the area is. The access ratio of economically active population per employment contracting agency is only 2 per 10 000.

The catchment area of **FET college B** stretches from Tugela Mouth in the south to St Lucia in the north and includes Richard's Bay. The 10-14 year age group comprises the largest age group while the 15-64 year group makes up a low 55% of the total population. The total population for the FET college B region is 766 500 people. The major occupation groups are: sales and service elementary workers (14%); teaching professionals, drivers and mobile-plant operators; extraction and building trade workers, as well as mining, construction and other labourers (5%). There are a number of industries in the Richard's Bay/Empangeni area and these might account for the number people working in the last three occupation groups. Fifty eight percent of the economically active population is employed.

A high number of 84 contractors serve the FET college B area which only consists of 7 576 km². Of these contractors 21 are recruitment companies, while there are also two marketing, two project management and three cleaning contractors. Teba has one office in the FET college region. The Department of Labour has four offices serving the FET college B area. The average access of the economically active population to employment contractors is however 5 per 10 000.

A very high 29% of the people in this FET college area have no formal schooling. Eight percent (8%) of the population have Grade 12 as their highest qualification while 1% of the population have a Grade 12 plus a diploma as highest qualification.

The **FET college C** catchment area is located in the north west of KwaZulu-Natal and it includes Newcastle, Glencoe, Utrecht and other surrounding towns. The catchment area of this FET college has an above (national) average employment figure, namely 61%. The major occupation groups in this FET college region are: sales and service elementary workers (17%); extraction and building trades; teaching professionals; drivers and mobile-plant operators as well as mining, construction and other labourers (6%). The 10-14 year old age group has the highest number of people. The total population is 496 515.

A very high 56% of the population in this region has no formal qualification. Fifteen percent (15%) of the population has Grade 12 as highest qualification. Another 2% of the population has Grade 12 plus a diploma as highest qualification. Figure 17 below shows the education levels of this college catchment area.

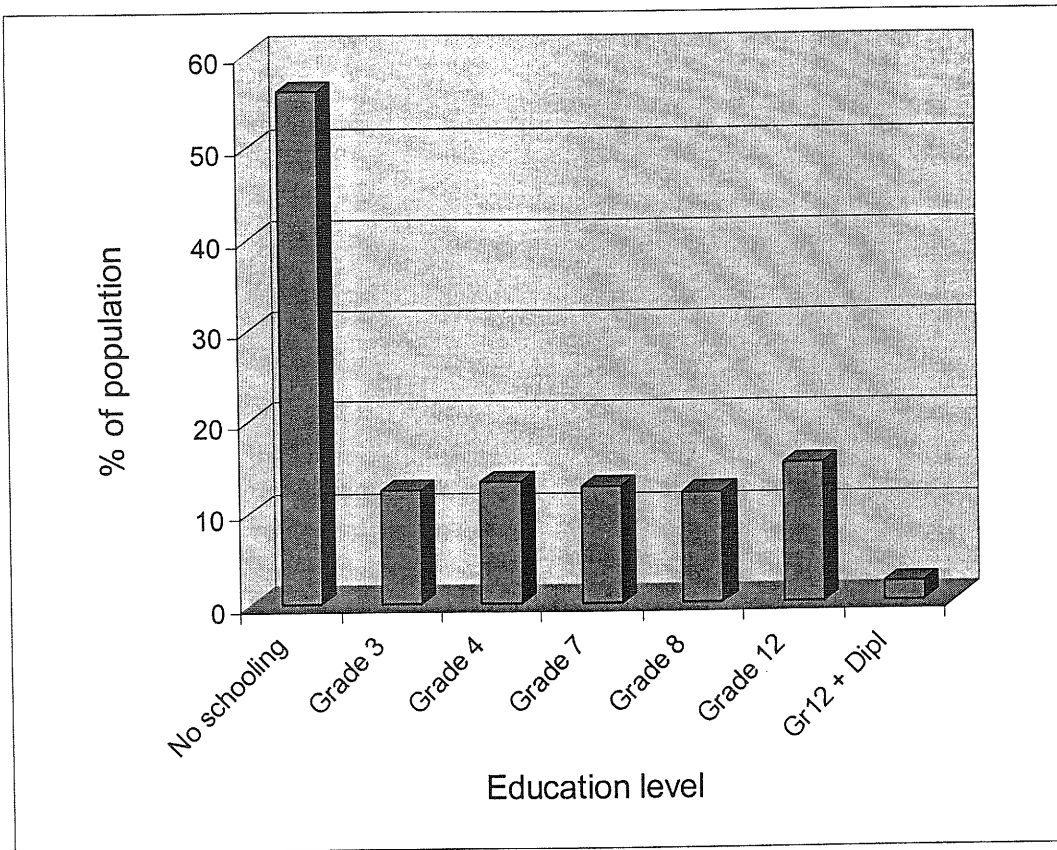


Figure 17: Education levels in the region of newly merged FET college C

Twenty three (23) contractors serve the region of FET college C and most of them are general contractors. There is one marketing, one cleaning and one recruitment company. This FET college area consists of 11 789 km². The Department of Labour has seven offices or satellites in the region of FET college C. This number of employment contracting agencies provide access to the economically active population at a ratio of 1.8 per 10 000.

The catchment area of **FET college D** is in the west of the province and stretches from Tugela Ferry in the east to the Drakensberg in the west. It includes Ladysmith, Winterton, Bergville and Estcourt. The most important occupation groups in the FET college region are: sales and service elementary workers (15%); mining, construction and other labourers; teaching professionals; machine operators and assemblers as well as drivers and mobile-plant operators (5%). This FET college area includes many farming areas and light industries and this may account for the number of machine and other operators. Fifty one percent (51%) of the economically active people in this region are employed. The total population for the FET college D region is 600 717.

Seven percent (7%) of the population have Grade 7 and Grade 12 as highest qualification. Thirty two percent (32%) of the population have no formal schooling while only 1% have Grade 12 plus a diploma. These low educational qualifications are reflected in the low employment figures of the

catchment area of FET college D.

Twelve employment contractors of which there is one marketing, one cleaning and one recruitment company, serve the above FET college region. The remainder are general contractors. The Department of Labour is operating ten offices or satellite offices in this FET college region. In comparison to FET college A which also has a dominant rural character the economically active population has access to employment contractors and Department of Labour services at a ratio of 2 for every 10 000 people.

The **FET college E** catchment area is north of Durban and continues for a strip of about 50 kilometres inland. It includes Tugela Mouth in the north, Zinkwasi Beach, Stanger, Tongaat, Durban North, Pinetown, Hillcrest and Marianhill. Sixty five percent (65%) of the economically active people in this FET college region are employed. Contrary to the non-urban FET colleges, the 20-24 year age group has the highest number of people. The 15-64 year olds make up 64% of the total population. The major occupation groups in FET college E area are: sales and service elementary workers (16%); extraction and building trades workers; mining, construction and other labourers; office clerks as well as personal and protective service workers (5%). The total area of FET college E catchment is 5 509 km².

The FET college E region is served by 334 employment contractors. Twenty-six of these contractors are cleaning, 248 general, 35 marketing, 3 project management and 22 recruitment companies. There is also one Teba office and eleven Department of Labour offices or satellites. The access to employment services for this FET college area is 4 per 10 000 people.

Educational trends in this FET college catchment area indicate that 13% of the population have Grade 12 as highest qualification. Nine percent (9%) of the population have a Grade 8 qualification while only 2% of the population have Grade 12 plus a diploma as qualification. The unschooled people constitute 20% of the population.

The central part of the coastline contains the catchment area for **FET college F**. It includes Umbilo, Umlazi, Amanzimtoti, Scottburgh and up to Pennington in the south. This FET college area is characterised by 67% of the economically active population being employed. Fourteen percent (14%) of the employed people are working as sales and service elementary workers. The other major occupation groups are: office clerks; personal and protective service workers; mining, construction and other labourers as well as drivers and mobile plant workers (4%). The 20-24 year age group constitutes the largest age group of the catchment area of the FET college while the 15-64 year group make up 66% of the total population. The total area of the FET college F region is 1 726 km².

FET college F is served by 193 contractors. These contractors consist mainly of general contractors while there are two project management, 11 marketing, 13 cleaning and 23 recruitment companies. The Department of Labour has four offices serving the FET college F region. The average access that the economically active population has to employment contracting agencies is 3.9 agencies per 10 000 people.

Educational levels in the FET college F catchment area indicates that 17% of the population have Grade 12 as highest qualification. Ten percent of the population have Grade 10 and 2% have Grade 12 plus a diploma. The unschooled people make up 14% of the population.

The catchment area of **FET college G** comprises Durban central – including Berea, but excluding The Bluff. In comparison to all other age groups the 25-29 year age group has the highest number of people. The total population for this FET college region is 73 733. The 15-64 year old age group makes up 69% of the total population. Ninety percent (90%) of the economically active population is employed. This high figure compares with other urban FET college areas in the Western Cape, southern Cape, northwest Free State and some Gauteng FET colleges – see Figure 3. The major occupation groups in the FET college G region are: sales and service elementary workers (12%); office clerks; other associate professionals; personal and protective services as well as other professionals (see Figure 18). The last category makes up of 5% of the employed people.

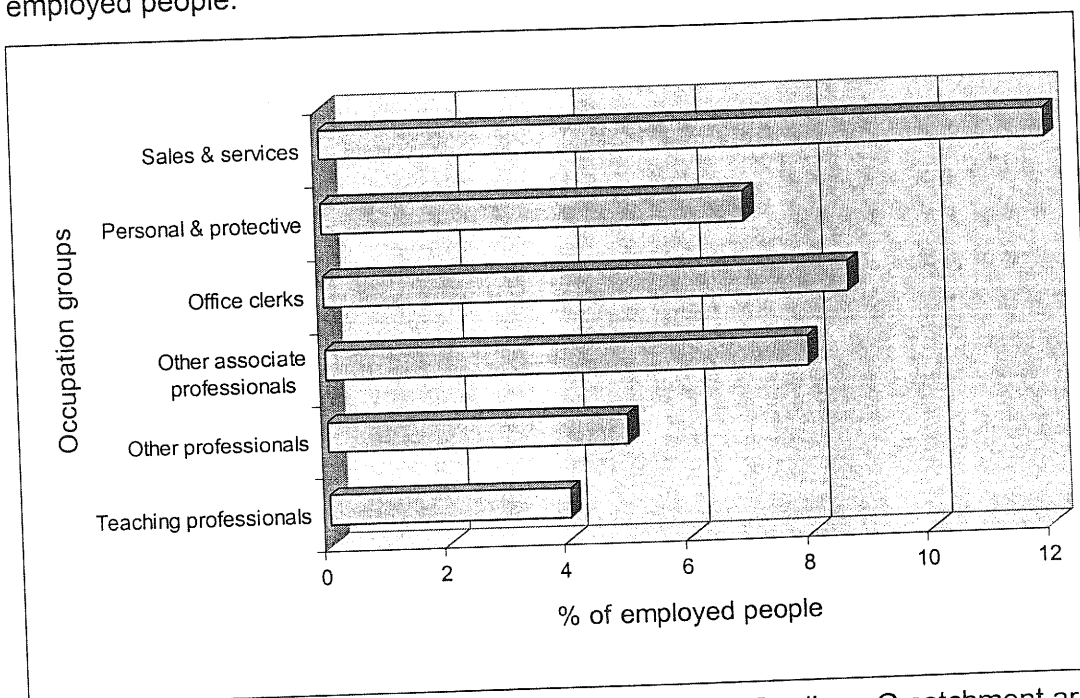


Figure 18: Occupation groups in the newly merged FET college G catchment area

The catchment area of FET college G is served by 209 contractors. The majority of these are general contractors. The cleaning contractors comprise 15 institutions, while there are 20 recruitment companies. There are also twelve marketing and two project management

contractors. The Department of Labour has four offices serving this central part of Durban. The average economically active population's access to employment contractors in the area is 60 per 10 000 people. This figure indicates the best access, not only in the province, but also in the country.

As expected, the education levels in the FET college G region relates to the employment figure. Thirty three percent (33%) of the population has Grade 12 as highest education. Only 6% of the population have no schooling and another 6% have Grade 12 plus a diploma as highest qualification.

The 10-14 year age group forms the largest age group in the catchment area of **FET college H**. This FET college area is situated in the central parts of KwaZulu-Natal and includes Pietermaritzburg in the central part as well as towns like Greytown and Kranskop (in the north), Richmond (in the south) and Mooirivier (northwest). The 15-64 year old age group makes up 61% of the total population – see Figure 4. Seventeen percent (17%) of the employed work force in this FET college area are in the sales and service elementary workers group. Other major occupation groups are: mining, construction and other labourers; market-oriented skilled agricultural and fishery workers; personal and protective service workers as well as drivers and mobile plant operators (5%). The catchment area of FET college H consists of non-urban areas and urban areas and therefore has a variety of occupation groups.

Eleven percent (11%) of the population in the FET college region H have Grade 12 as highest qualification. Another 8% of the population have Grade 10 as highest qualification. Only 2% of the population have Grade 12 plus a diploma. The unschooled people make up 23% of the population.

The FET college H area is served by 136 contracting agencies. The majority of these are general types, but there are also two project management, twelve marketing, five cleaning contractors as well as two recruitment companies. Ten offices/satellites of the Department of Labour also serve the area in terms of employment needs. The access to employment contractors is 4 per 10 000 people. This rate refers to the economically active population only.

The catchment area of **FET college I** is located on the south coast of KwaZulu-Natal. It stretches from Sezela in the north to Port Edward in the south. The total population of the FET college area is 346 720. The 15-64 year old age group makes up 55% of the total population. The 10-14 year age group is the age group with the highest number of individuals. Sixty three percent (63%) of the economically active population is employed. The most dominant occupation groups are: sales and service elementary workers (20%); extraction and building trades; market-oriented skilled agriculture and fishery workers; mining, construction and other labourers as well as agriculture, fishery and related labourers (7%).

The FET college I area is served by 30 employment contractors. All of these are situated along the coast. In total there are one recruitment company and two cleaning contractors. The remainder are general contractors. The Department of Labour has four offices in the FET college region. The economically active population of this FET college region have access to employment contracting agencies at a ratio of 4 per 10 000.

Eight percent of the population in the catchment area of FET college I have Grade 4 as their highest education level while another 7% have a Grade 12 qualification. One percent of the population have Grade 12 plus a diploma. The unschooled people make up 27% of the population.

5.2 KWAZULU-NATAL SUMMARY

The more urban FET college regions of colleges E, F and G employs a higher number of office clerks than other FET college regions. The FET college G region also has a higher percentage of professionals than any other FET college area. In the rural FET college regions there tend to be a lower proportion of the population employed as well as a high number of 10-14 year olds. In the metropolitan FET college regions there is a higher employment rate, a high number of people in the older age groups (20 years and above) as well as a higher percentage of 15 – 64 year olds. Low levels of education, ranging between 56% and 29% of people with no schooling, is prevalent in the catchment areas of FET colleges A, B, C, and D. The LFS (Stats SA 2001:30) indicates that unemployment in KwaZulu-Natal is slightly higher for males (27.2%) than females (25.6%).

Most FET college regions have an adequate number of general employment contractors, but this might not be sufficient for specific labour recruitment needs. The economically active population of the catchment area of FET college G has extremely good access to employment contracting agencies in comparison to all other FET college regions in the province. The remainder of the FET colleges have a similar type of access with the urban FET college regions having a slightly higher access to employment contracting agencies. Agricultural occupations are evident in the catchment areas of FET colleges A, H and I.

6. LIMPOPO

Employment figures in the Limpopo (previously Northern Province) province range between 37% and 85%. The southeastern part of the province (in the vicinity of the Kruger Park) is the only part where the employment figure is higher than 82%. In this very same area the 15-64 year olds make up between 67 and 73% of the total population. In the remainder of the province, this figure range between 45 and 59%. The highest population density occurs around Polokwane (previously Pietersburg). The province consists of seven FET college which will be discussed individually below.

6.1 MERGED FET COLLEGES

The catchment area of **FET college A** is situated in the west of the province and it includes places like Thabazimbi, Ellisras, Matlabas and Vaalwater. The population density is among the lowest in the country with only 5 people per km². This can be attributed to the dispersed population as well as natural barriers, like mountains, which cover a large part of the area. Like a typical non-urban population the 5-9 year olds are the dominant age group. The area of FET college A is 22 430 km² which makes it the largest of the Limpopo FET college catchment areas. The total population is 116 556 people. The 15-64 year olds make up 58% of this population. This figure is fairly low, but not the lowest in the province. The employed people constitute 80% of the economically active population. This is one of the highest figures in the province. Eight percent of the population have Grade 12 education, but the dominant education group is people with no schooling (27%). People with Grade 12 and a diploma constitute 1% of the population.

The major occupation groups in this FET college area are sales and service elementary workers (20%); market-oriented skilled agricultural and fishery workers (19%); agricultural, fishery and related labourers (8%); extraction and building trade workers (7%) and mining, construction, manufacturing and transport labourers (5%). The dominance of the agricultural sector in this FET college area is reflected by the 27% of the population employed in these occupation types.

FET college A region is served by 20 private employment contracting agencies. These agencies consist mainly of general agencies (17) and some cleaning (1), marketing (1) and recruitment (1) agencies. The Department of Labour has one office in this area. This means that the economically active population has access to 5 employment contractors per 10 000 people.

The **FET college B** catchment area covers the northwestern parts of the province and includes Alldays in the north, Dendron, Mankweng, Polokwane (Pietersburg), Vivo and Zion City. The total area is 21 855 km². The population density is 71 people per km². This is the highest in the province and is mostly due to high concentrations of people around Polokwane. The 5-9 year old age group is the leading age group and the employed people constitute 58% of the economically active population. The 15-64 year old age group constitutes only 51% of the total population. This is a very low figure and compares to similar figures in the north of KwaZulu-Natal and Eastern Cape. It also coincides with high unemployment figures. The total population of the FET college B region is 775 215.

Twenty eight percent of the population in the catchment area of FET college B have no education. Another 9% have Grade 12 while 2% have Grade 12 plus a diploma. Private employment contractors that serve the FET college B region totals 53 agencies. It consists of 5 cleaning, 2 marketing, 44 general and 2 recruitment agencies. The Department of Labour have five

offices/satellite offices in the area. Based on the above numbers it can be said that the economically active population has access to 3 agencies per 10 000 people.

A high number of people (21%) are employed in the sales and service elementary occupations. Another 10% are employed as teaching professionals. The other major occupation groups in this FET college region are market-oriented skilled agricultural and fishery workers (7%); extraction and building trade workers (7%) as well as agricultural, fishery and related labourers (6%). The agricultural sector seems not to be as strong as in the FET college A region. The high number of teaching professionals can be accounted to the lack of other employment opportunities in the province.

FET college C's catchment area is situated in the centre of the province and includes places like Jabula, Roedtan, Zebediela, Lebowakgomo, Naboomspruit and Potgietersrus. The total population for this FET college area is 617 888 people. The area of FET college C is 13 689 km². The 10-14 year olds are the leading age group. This is different from other FET college regions in the province, but is still typical of a non-urban population. Only 51% of the economically active population is employed. This figure relates to the low percentage (51%) of 15-64 year olds in the total population. The population density is 58 people per km².

Nine percent of the population have Grade 12 and a very high 30% have no schooling. People with Grade 12 plus a diploma represent only 1% of the population.

Based on the 1996 Census the major occupation groups in this FET college area are the following: sales and service elementary workers (23%); teaching professionals (13%); extraction and building trade workers (10%); market-oriented skilled agricultural and fishery workers (5%) and drivers and mobile plant operators (5%) (see Figure 19).

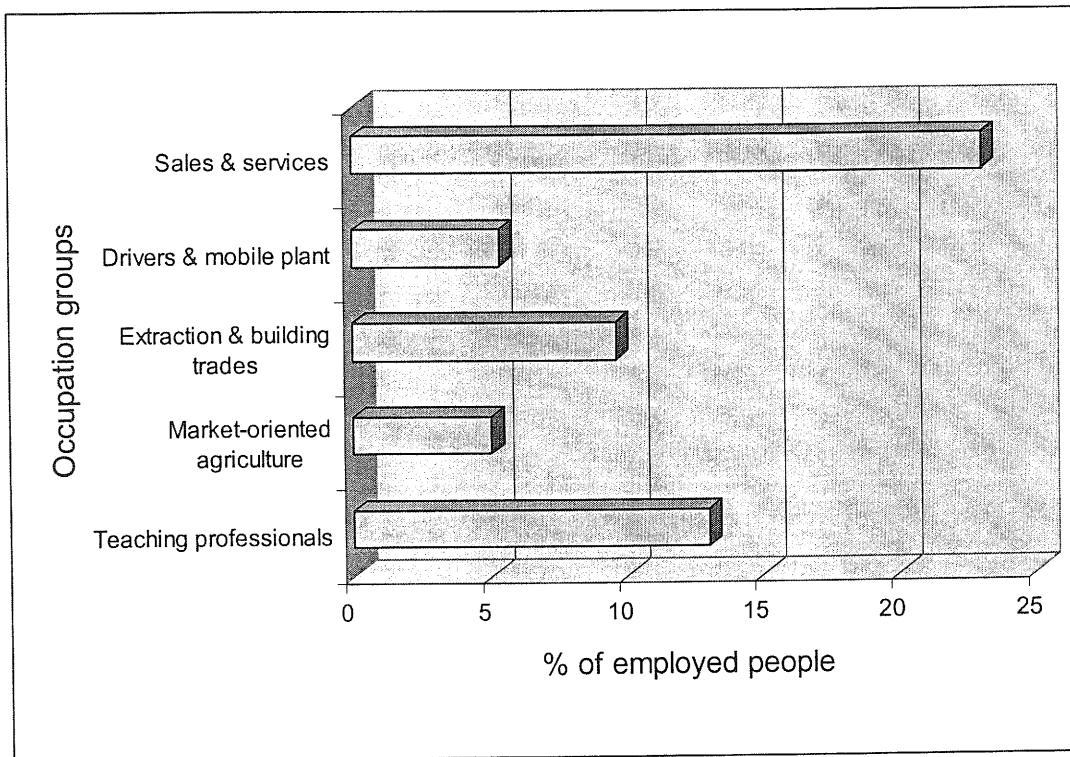


Figure 19: Occupation groups in the catchment area of the newly merged FET college C

The FET college C region is served by 32 private employment contractors. These are made up recruitment contractors (3), cleaning (2), general (21) and marketing (6) agencies. Teba has one office in the FET college area. The Department of Labour has three offices serving this area. Access to employment contractors is 3 per 10 000 economically active people.

The **FET college D** catchment area is in the north of this province and it includes Bandelierkop, Elim, Louis Trichardt, Messina, Pafuri, Thohoyandou and Tshipise. The 5-9 year olds are the dominant age group. The total area of the FET college region is 17 869 km². The 15-64 year old group (potential labour force) represent only 50% of the total population. Fifty one percent of the economically active population is employed. The total population is the highest of all the FET college regions in the province, namely 1 038 450. The population density, however, is only 63 people per km² - the second highest in the province. Eight percent of the population have Grade 12 as qualification while 7% have Grade 7 and 8 respectively (see Figure 20). The majority of the population (32%) have, however, no schooling. The people with Grade 12 plus a diploma make up 2% of the population.

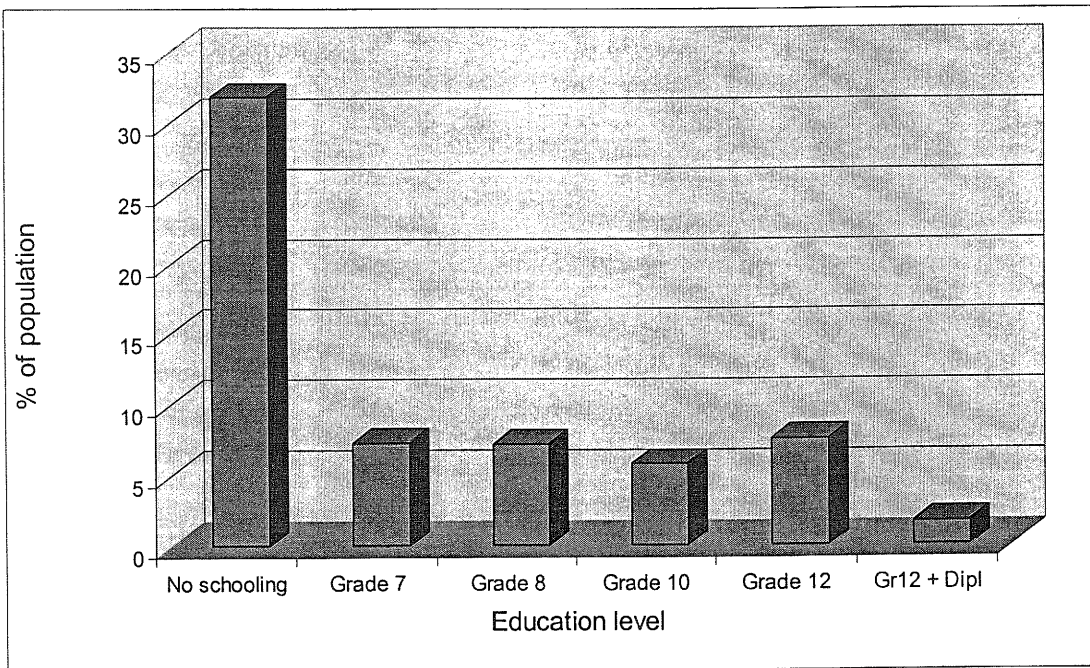


Figure 20: Education levels in the newly merged FET college D catchment area

This FET college area is served by very few private contractors, namely four. All of these are general contractors. The Department of Labour has eight offices here. Together with the private employment contractors these agencies provide access at 0.5 employment contractors per 10 000 people. In terms of occupation the following trends were evident (based on the 1996 Census). Sales and service elementary workers, with 19%, were the leading group. The second highest occupation group in this FET college was teaching professionals (12%). The other major occupation groups were extraction and building trade workers (10%); market-oriented skilled agricultural labourers (6%) and agricultural and related labourers (6%).

The fifth FET college area in Limpopo, is the catchment of **FET college E** which is located in the east of the province. It includes Acornhoek, Gravelotte, Hoedspruit, Phalaborwa and other surrounding towns. The area is 19 205 km². The 5-9 year old age group is the leading age group. Fifty four percent of the economically active population is employed. The 15-64 year olds make up a similar figure of the total population (54%). The population density is the second lowest in the province and can be attributed to the vast, uninhabited area of the Kruger Park. One percent of the population have Grade 12 plus a diploma, while 10% have Grade 12. Thirty two percent of the population has no schooling.

The sales and service elementary workers make up the largest proportion (17%) of the employed people. The other major occupation groups in the FET college are: extraction and building trade workers (11%); teaching professionals (10%); drivers and mobile plant operators (7%) as well as market-oriented agricultural labourers (6%).

The private employment contractors in FET college E region amounts to nine. These consist of three general, four recruitment and two cleaning agencies. In terms of public employment contractors, the Department of Labour has three offices in the area. These contractors provides the economically active population with access to employment contractors at a ratio of 1 per 10 000 people.

The catchment area of **FET college F** covers the north eastern part of the province. It includes Duiwelskloof, Ga-Kgapane, Giyani, Haenertsburg, Letsitele, Shingwedzi and Tzaneen. The area of FET college F is 15 567 km². The 5-9 year old age group dominates and the 15-64 year olds constitute 51% of the total population. Fifty six percent of the economically active population is employed. The total population is 923 539 and the population density is 57 people per km². Besides the people with no schooling, the number of people with Grade 12 and Grade 7 make up the biggest proportion of the population, namely 7% each. The people with Grade 12 plus a diploma make up 1% of the population. People with no schooling constitute 36% of the population.

Seventeen percent of the employed people in FET college F region work in the sales and service elementary occupations. Another 10% of the people worked as teaching professionals. The other major occupation groups in the area are: extraction and building trade workers (9%); market-oriented skilled agricultural workers (9%) and agricultural and related labourers (8%).

Private employment contractors in this FET college area include eleven contractors. These consist of general (8), project management (1) and recruitment (2) agencies. Teba has two offices in the area. The Department of Labour as public employment contractor has only one office here. The economically active population has access to 1 contracting agency per 10 000 people.

The catchment area of **FET college G** is located in the south and spans across the provincial boundary to include parts of Mpumalanga. It includes places like Hlogotlou, Jane Furse, Nebo, Sekukhune, Burgersfort, Dullstroom and Lydenburg. The area is 9249 km², which is the smallest in the province. As with almost all the other FET college areas in Limpopo, the 5-9 year olds are the dominant age group. The population density is 58 people per km² and this is an average figure in comparison to the rest of the country (see Figure 5). The 15-64 year olds make up only 49% of the total population. This is the lowest figure for the province and is reflected in the low employment rate. Only 39% of the economically active population is employed. This is one of the lowest figures in the country. The total population of FET college G is 533 359.

Seven percent of the population have Grade 7 and 8 qualifications respectively. Another 6% have a Grade 12 qualification. The proportion of the population with no schooling is 37%. The latter figure is the highest in the province and is one of the highest in the country.

Based on the 1996 Census the major occupation groups in the FET college G region were: sales and service elementary workers (17%); teaching professionals (14%); extraction and building trade workers (10%); drivers and mobile plant operators (8%); market-oriented skilled agricultural workers (6%).

There are no private employment contractors in this FET college region. In terms of public employment contractors, the Department of Labour has four offices in this area. Due to the poor provision of employment contractors and a relatively large population, the access to employment contractors is very poor. The ratio of 0.4 contractors per 10 000 people is the lowest in the province.

6.2 LIMPOPO SUMMARY

Very low population density occurs in the north west of the province (FET college A region). This FET college region also employs a high percentage of agricultural workers (27%). Employment figures are very low in the area of FET college G, namely 39%. This figure relates to a low percentage (49%) of 15-64 year olds as well as a high percentage of unschooled people. Many of the statistics for FET college G area is the lowest in the province. This FET college area is however included in the integrated sustainable rural development nodes of the country and hopefully these trends will improve in future.

The highest employment figure of 56% occurs in the region of FET college F. This can be attributed to a fairly educated population as well as the fact that 51% of the population is represented by the 15-64 year old age group. In contradiction to other provinces, teaching professionals feature in a significant number of FET college regions, namely FET college regions B, C, E, F and G. This percentage varies between 10 and 14%. This phenomenon can be attributed to the lack of other employment opportunities in the province.

Very poor access to employment contractors occurs in the majority of FET college areas in the province. These college regions are FET D (0.5 per 10 000 people), FET E (0.9 per 10 000 people) and FET F (0.7 per 10 000 people) and FET G (0.4 per 10 000). These FET colleges cover the northern and eastern parts of the province and the access figures provide an indication of the level of deficiency of resources in these areas.

Similar occupation patterns occur in the regions of FET college C, E and G. These three colleges are adjacent and cover the southern and southeastern part of the province.

The highest percentage of unschooled people occurs in the catchment areas of FET G (37%) and FET F (36%). Both these FET college regions are characterised by low numbers of 15-64 year olds and employment. The region of FET college E has the highest educated population with 10%

having Grade 12.

7. MPUMALANGA

There are three FET college catchment areas in Mpumalanga. The population density varies between less than 20 people to 100 people per km². The highest population density occurs in the northwest while the lowest figures are in the south of the province. Employment rates vary between poor (37-52%) to excellent (above 82%). The areas of low employment rates coincide with high population density figures. The following paragraphs will consider individual FET college areas to examine their socio-economic profiles in more detail. Based on the Labour Force Survey of 2001 (Stats SA 2001: 31) Mpumalanga has an unemployment figure of 27%.

7.1 MERGED FET COLLEGES

The catchment area of **FET college A** covers the north eastern part of the province. It includes the southern parts of the Kruger National Park and towns like Graskop, Machadodorp, Nelspruit, Badplaas and Komatipoort. The colleges of Nelspruit, Malelane and Mthimba serve this area. The employment figure for this area is 67%. The 15-64 year olds make up only 55% of the total population. This is considerably lower than the figure for metropolitan areas. The 5-9 year old age group has the highest number of individuals. The total population is 1 094 150 and the population density is 52 people per km². Both these figures are the highest of all Mpumalanga FET college areas. The total area of the FET college A region is 21 689 square kilometres.

Thirty three percent of the population in this region has no formal schooling. Eight percent have Grade 12 as highest education and 7% have Grade 7. One percent of the population have Grade 12 plus a diploma as their highest education level (see Figure 21). Occupation in agricultural activities as discussed below, reflect the relatively low levels of education.

The most dominant occupation groups in this FET college are: sales and service elementary workers (16%); agricultural, fishery and related labourers (11%); extraction and building trade workers (9%); drivers and mobile plant operators (7%) and market-oriented skilled agricultural and fishery workers (7%).

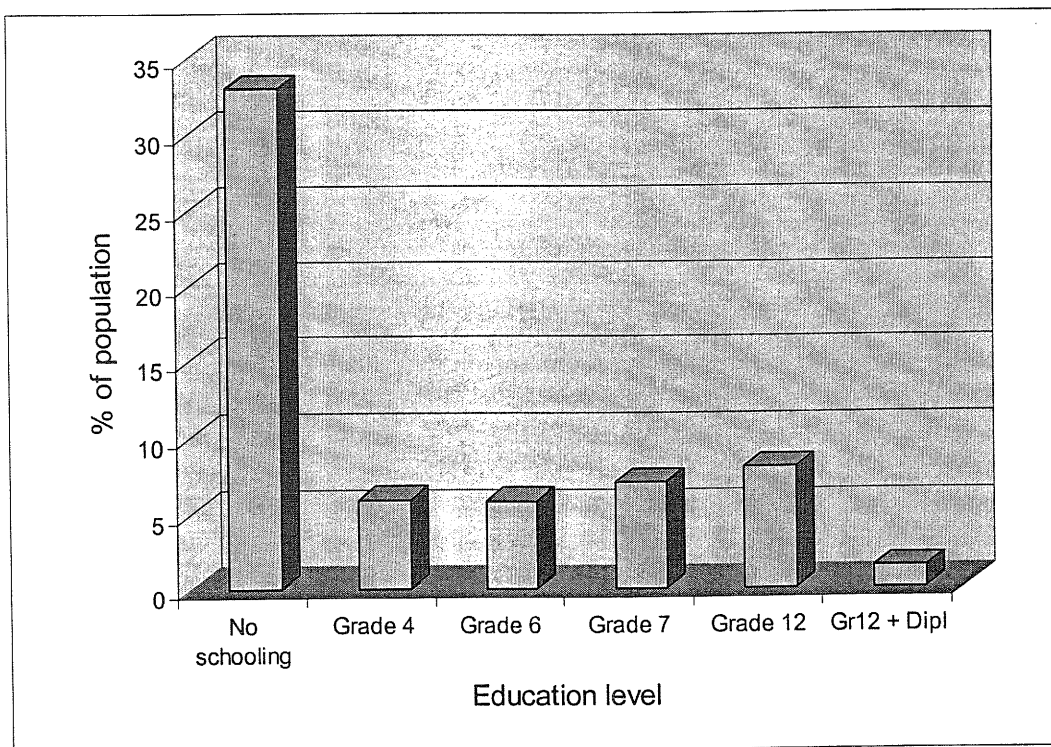


Figure 21: Education levels in the catchment area of the newly merged FET college A

A total of 123 private employment agencies serve this FET college area. These employment agencies consist of cleaning (4), marketing (3), project management (1), recruitment (6) and general (109) agencies. The Department of Labour has ten offices or satellite offices serving the area. Teba has two offices in this FET college area. The economically active population has access to employment agencies at a ratio of 4 agencies per 10 000 people.

The **FET college B** area is situated in the north west of the Mpumalanga province and stretches across the border into Limpopo. It includes towns like Groblersdal, Marble Hall, Middelburg, Witbank, Ogies, Arnot and Belfast. The total area of the college catchment is 19 447 km². The total population is 985 851 people. The 10-14 year old age group has the highest number of individuals while the 15-64 year olds constitute 58% of the total population. Sixty three percent (63%) of the economically active population is employed. The population density (49 people/km²) of this area is somewhat lower than that of the density for the region of FET college A. Education statistics from the 1996 census indicate that 10% of the population have a Grade 12 qualification and 8% has a Grade 10 qualification. Two percent of the population have Grade 12 plus a diploma as highest qualification. Twenty eight percent of the population has no formal schooling.

The major occupation groups of this FET college area are: sales and service elementary workers (17%); extraction and building trade workers (11%); drivers and mobile plant operators (8%);

metal, machinery and related trades workers²⁰ (5%) and personal and protective service workers (5%). This college area is the only one in Mpumalanga that has a high number of metal, machinery and related trades' workers. The metal and machinery workers can be ascribed to the great number of power stations on the Highveld area of the province as well as the surrounding mines and other related industries.

This FET college area is served by 201 private agencies. This number is made up by 167 general agencies, 16 recruitment, 3 marketing, 7 project management and 8 cleaning agencies. The Department of Labour has 7 offices in the area. The economically active population's access to these services are 7 per 10 000 people. This is the best access of all the FET colleges areas in the province.

The **FET college C** catchment area is situated in the south of the province and includes Evander, Kinross, Standerton, Ermelo and Bethal. It cuts across the provincial boundaries to include northwest Free State towns like Villiers, Frankfort and Vrede. The colleges that make up this merged FET college is Ermelo, Standerton and Evander. The total area of the FET college catchment is 29 778 km² which is the biggest of all Mpumalanga FET colleges. The 10-14 year olds are the age group with the highest number of individuals. The 15-64 year olds constitute 62% of the total population. This means that the area of FET college C, compared to other FET college catchment areas in Mpumalanga, has potentially the biggest labour force.

The population density of the area is the lowest of all FET college regions in Mpumalanga, namely 27 people per km². The employment figure is also relatively high in this FET college catchment area since 71% of the economically active population is employed. This is the highest of all FET college regions in the province. The total population of the area is 646 365. The unschooled population makes up 26% of the population. Nine percent of the population have Grade 12 as highest qualification while another 7% have Grade 10. Only 1% of the population have Grade 12 plus a diploma as highest qualification.

Based on the 1996 census the 5 major occupation groups are: sales and service elementary workers (16%); drivers and mobile plant operators (10%); extraction and building trade workers (8%); market-oriented skilled agricultural and fishery workers (8%) and mining, construction, manufacturing and transport labourers (8%) (see Figure 22). The latter group is unique in the province.

The catchment area of FET college C has 48 private employment agencies in the area. These consist of 4 cleaning, 10 recruitment, 3 project management, 2 marketing and 29 general agencies.

²⁰ This occupation group is part of the main group of "Crafts and related trades workers" (also referred to as "Artisans"). It includes occupations like handicraft, printing and related trades workers; precision workers in metal and related materials; potters, glass-makers and related trades workers; handicraft workers in wood, textile, leather and related materials; printing and related trades workers.

The Department of Labour has 15 offices in the area, which is its highest presentation in Mpumalanga. The economically active population of this area has access to 3 employment agencies for every 10 000 people. This is the lowest access in the province.

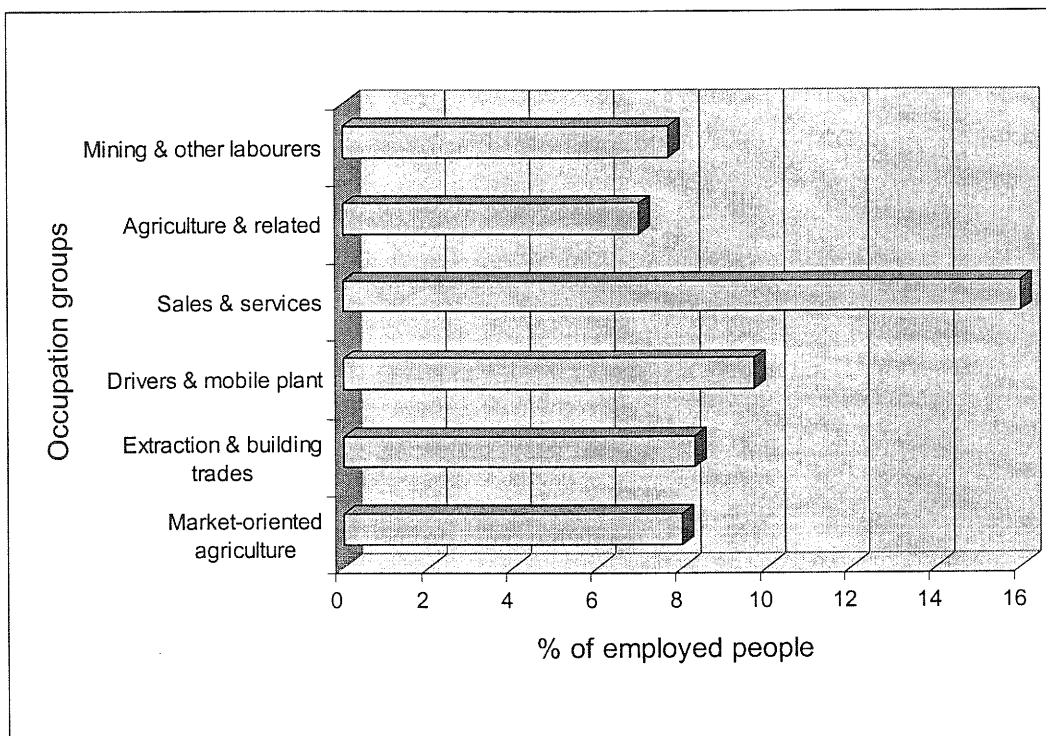


Figure 22: Occupation groups in the catchment area of the newly merged FET college C

7.2 MPUMALANGA SUMMARY

The catchment area of FET college C potentially has the biggest labour force and also the highest employment figure (71%) in the province. FET college B region has the best access to employment agencies. The sales and service elementary occupation group is the dominant group in all three FET college areas and it makes up between 16 and 17% of the employed population. Very poor access to employment agencies occurs in the region of FET college C. The population seems to be a typical non-urban population where the lower age groups (e.g.10-14 or 5-9 year olds) dominate. The highest percentage (33%) of non-schooled people occurs in the region of FET college A.

8. NORTHERN CAPE

The LFS (Stats SA 2001) indicated that unemployment in this province was 26 %. This rate was higher among the urban population (32.8%) than the non-urban (14.1%) population. The latter trend was evident in the majority of the provinces.

8.1 MERGED FET COLLEGES

The catchment area of **FET college A** is situated in the east and comprises an area of 32 713 km² around Kimberley. It includes places like Barkly West, Delporthoop, Douglas, Plooyburg, Ulco, Windserton, Boshof, Jacobsdal, Koffiefontein, Luckhoff en Petrusburg. The FET college area stretches across the provincial border to draw students from the Free State as well. The total population is 319 820 people and the population density is very low at 9 people per km². Typical of a non-urban population, the 10-14 year olds are the dominant age group. The 15-64 year olds make up 61% of the total population. Sixty seven percent of the economically active population is employed. This figure is average in comparison to the rest of South Africa.

Education statistics based on the 1996 census indicate that the highest percentage (9%) of the population has Grade 8 qualifications. The people with Grade 12 education make up another 9% of the population. People with Grade 12 and a diploma make up 2% while the people with no formal schooling make up 22% of the population.

Nineteen percent of the employed population work as sales and service elementary workers. The total dominance of this group is indicated by the high percentage as well as the gap between the first and second highest occupations in the province. The second highest occupation group is agricultural labourers (8%). The other major occupation groups are: extraction and building trade workers (7%); market-oriented skilled agricultural workers (6%) and personal and protective service workers (5%). In total the agricultural related workforce make up 14% of the employed people.

A total of 36 private contractors serve this FET college region. These consist of 33 general and 3 marketing employment agencies. The public employment contractors equal 11 offices from the Department of Labour. The economically active population has access to 4 contractors per 10 000 people.

The catchment region of **FET college B** covers the largest area of all college catchments in the country, namely 337 886 km². It includes the four colleges of Upington, Namaqualand, Kathu and De Aar. The 10-14 year old population is the largest age group. The 15-64 year old age group constitute 59% of the population. Sixty nine percent of the economically active population is employed. This is slightly higher than the figure for the region of FET college A. The total population is 655 950, but the population density of 2 people per km² is markedly lower than the region of FET college A.

As in many other FET colleges the sales and service elementary workers make up most (19%) of the employed people. The second highest occupation group is agricultural and related labourers

(17%). Other major occupation groups were: market-oriented skilled agricultural and fishery workers (10%); extraction and building trade workers (6%) and mining, construction, manufacturing and transport labourers (5%).

A very high 25% of the population in the FET college B region have no formal qualification. Besides this group people with Grade 8 (9%) make up the highest percentage of the educated population. The percentage of people with Grade 5 education (7%) is slightly higher than that of people with Grade 12 education (7%). People with Grade 12 plus a diploma make up only 2% of the population.

The sum of private employment contractors that serve the FET B college region is 49 organisations. These are made up of 5 marketing, 42 general and 2 recruitment contractors. Teba has one office in the northeast of the province that serves the mining communities. The Department of Labour has a very high number of 54 offices or satellites in the college region. Despite this high number, the economically active population has access to only 5 employment contractors per 10 000 people. This is slightly better than the FET college A area.

8.2 NORTHERN CAPE SUMMARY

The catchment area of FET college B has the lowest population density (2 people per km²) in the country. The population of this college area also has higher access to employment contractors than those of the FET college A region. Agriculture as an occupation is very dominant throughout the province. The figures range between 14% (FET college A area) and 27% (FET college B area). The latter figure is exceptionally high and should be considered when looking at further education in the province. This figure is similar to the region of FET college A in Limpopo where a low population density and the dominance of the agricultural sector occurs. People with a Grade 12 qualification plus a diploma make up a low percentage of the population.

9. NORTH WEST

Three FET colleges areas cover the North West province. The employment figures for the province range from poor to good. The 15-64 year old group is highly concentrated in the northeast (Rustenburg/Brits) and the southeast (Klerksdorp). These are potentially the areas where employment opportunities reside. Population density is low throughout the area and increases significantly in the northeast (Rustenburg/Brits). According to the Labour Force Survey (Stats SA 2001: 31) the North West has an average unemployment figure of 28%. Socio-economic characteristics of college catchment areas will be discussed below.

9.1 MERGED FET COLLEGES

The catchment area of **FET college A** is in the north of the province and it includes Mafikeng,

Mmabatho, Groot Marico, Delareyville and Coligny. The total area of this FET college region is 35 707 km². Typical of a non-urban area the 5-9 year old age group is the dominant age group. The 15-64 year olds make up 57% of the total population. Fifty four percent (54%) of the economically active population is employed. The population density is at a very low 18 people/km². This figure is also the lowest of all the FET college areas in the North West. Eight percent of the population have Grade 12 as highest education while only 1% have Grade 12 plus a diploma. The non-schooled people constitute 29% of the population. Figure 23 displays these statistics.

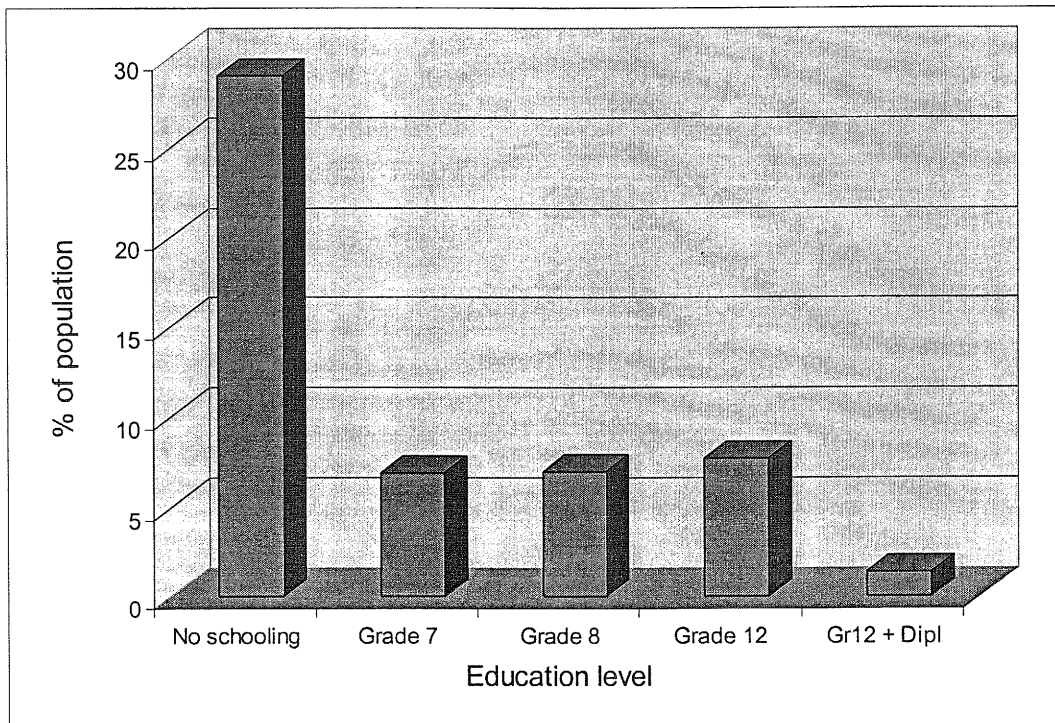


Figure 23: Education levels in the catchment region of the newly merged FET college A

The most dominant occupation group in this FET college region is sales and service elementary workers which makes up 19% of the total employed people. This figure provides an indication of the dominance of this occupation group within the local labour market. Agricultural, fishery and related labourers makes up 10% of the employed population in this FET college. The other major occupation groups are market-oriented skilled agricultural and fishery workers (7%); teaching professionals (7%) and extraction and building trades workers (7%).

Thirty-seven private employment contractors serve the catchment region of FET college A. These contractors consist of one marketing agency, one project management, nine recruitment and 26 general agencies. The Department of Labour has ten offices in the area and Teba has two offices in the area. The economically active population has access to 2 employment agencies for every 10 000 people.

The catchment area of **FET college B** consists of the southern parts of the province. It includes Vryburg, Taung, Stilfontein, Klerksdorp and Potchefstroom. The population density of this FET college is 31 people per km². The total population is 1 147 020. The 5-9 year old age group is the dominant age group and the 15-64 year olds represent 62% of the total population. The total area of the FET college region is 49 639 km². Employment figures for the FET college region indicates that 67% of the economically active population is employed.

Eight percent of the population have a Grade 8 qualification while another 8% have Grade 12 qualifications. One percent of the population have a qualification of Grade 12 plus a diploma. People with no formal schooling make up 27% of the population.

The major occupation groups in the FET college area (based on the 1996 census) are: sales and service elementary workers (17%); extraction and building trades workers (14%); agricultural, fishery and related labourers (10%); drivers and mobile plant operators (7%) and market-oriented skilled agricultural and fishery workers (6%). The agricultural market is important in this FET college area, since a total of 16% of the employed people work in this sector.

The private employment agencies that service the region of FET college B is 110. These consist of general agencies (74), marketing (14), cleaning (3) and recruitment agencies (19). Teba has four offices in the area while the Department of Labour has 24 offices in the area. Despite the fact that there is such a high number of Department of Labour offices in the area, the economically active population has access to only 3 employment agencies per 10 000 people.

The region of the **FET college C** catchment area is located in the north east of the province and includes areas from adjacent provinces like south western Limpopo and northern Gauteng. The FET colleges included in this area are Rustenburg, Community College, Temba, Odi and Lehurutshe. The total area is 31 298 km². The total population is 1 875 810 and the 15-64 year olds make up 62% of it. The 5-9 year olds is the largest age group. Sixty five percent (65%) of the economically active population is employed. This is somewhat lower than the provincial average mentioned earlier. The population density of 85 people per km² is the highest of all the FET college regions in the province.

The sales and service elementary workers make up 17% of the employed population in the region of FET college C. The other major occupation groups are: extraction and building trade workers (14%); drivers and mobile plant operators (8%); personal and protective service workers (5%) and mining, construction, manufacturing and transport labourers (4%). This is the only FET college area in the province where the latter occupation group is part of the five major occupation groups and this illustrates the importance of the mining and construction sector in this FET college area. Figure 24 provides an overview of the major occupation groups in this college catchment area.

Education figures based on the 1996 Census indicate that 9% of the population have Grade 12 as highest education level. Another 9% have a Grade 8 qualification. Only 1% of the population have Grade 12 plus a diploma. Eighteen percent of the population have no formal schooling. In all three FET colleges of North West most people have a Grade 12 qualification, while people with Grade 8 qualifications make up the second highest number.

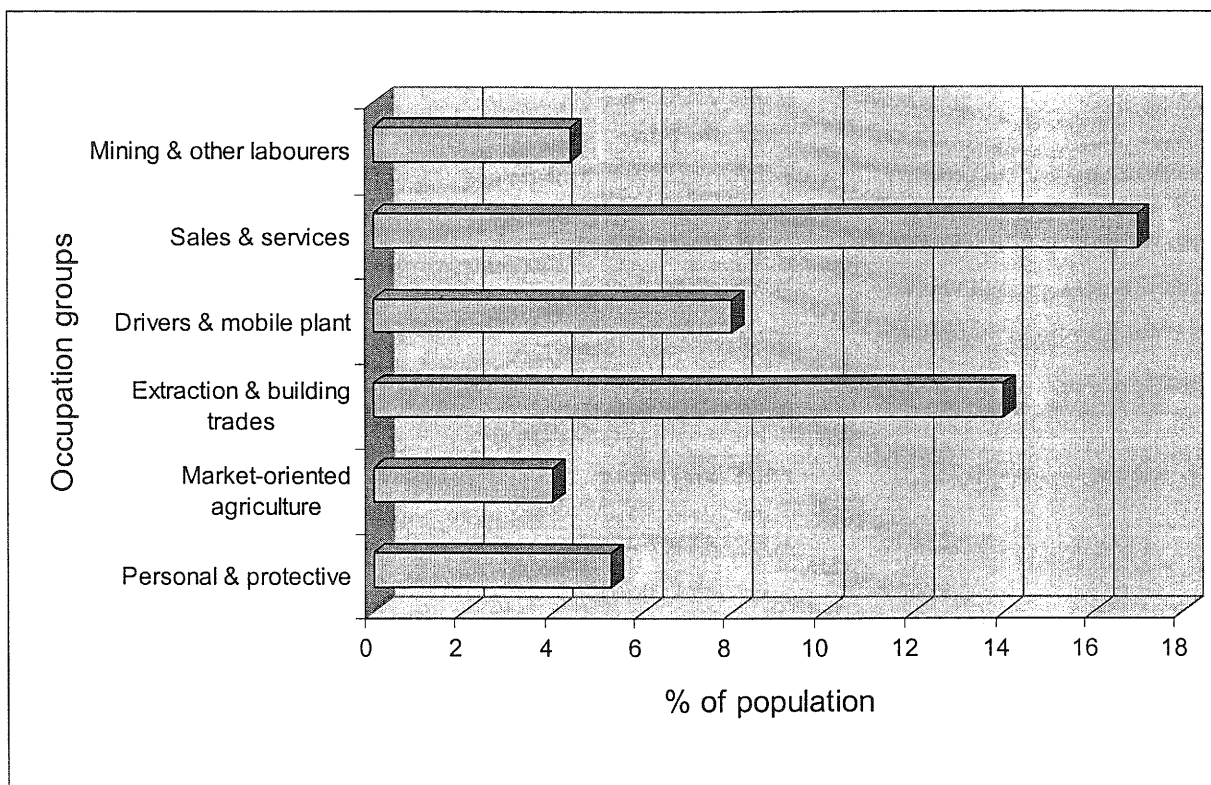


Figure 24: Occupation groups in the catchment area of the newly merged FET college C

The catchment area of FET college C is served by 77 private employment agencies. These consist of general agencies (48), marketing (3), cleaning (5) and recruitment (20) agencies. Teba has one office in the area. The Department of Labour operates 13 offices in the area of FET college C. The economically active population has very poor access to employment agencies in the area, since there is one employment agency per 10 000 people.

9.2 NORTH WEST SUMMARY

The region of FET college A has a very low population density (18 people/km²) in comparison to the other FET colleges. The lower age groups (like 10-14 or 5-9 year olds) have the highest number of people in this province and this is typical of a less urban population.

In the catchment area of FET college A the dominant occupation group (sales and service elementary workers) constitutes a very high 19% of the total employed population. In general, the population in all the FET college areas in the province have very poor access to employment

agencies. This access range between 1 and 3 employment agencies per 10 000 people. Grade 12 is the highest qualification in all the FET college regions.

10. WESTERN CAPE

The population density in the Western Cape (Figure 5) is lowest in the area of FET college C while the highest population density (above 634 people per km²) is evident in the areas of FET colleges D, E and F. The occupation groups with the highest scores in the province are (in descending order):

- ◆ Sales and service elementary workers (16%)
- ◆ Agriculture, fishery and related labourers (9%)
- ◆ Office clerks (7%)
- ◆ Extraction and building trades (6%)
- ◆ Personal and protective services (6%).

10.1 MERGED FET COLLEGES

Based on the report "A new institutional landscape for public further education and training colleges" 2001, there is no FET college A in the Western Cape.

The catchment area of **FET college B** consists of the major towns of Worcester, Paarl, Stellenbosch and Strand. It stretches from Vanrhynsdorp and Vredendal in the north to Hermanus/Struisbaai/Agulhas in the south. The total area of the FET college region is 78 470 km². The total population is 1 064 982 people and the 0-4 year age group has the highest number of all age groups in the FET college. Eighty six percent (86%) of the economically active population is employed (see Figure 3). The major occupation groups in this FET college region are: agriculture and fishery related labourers (23%); sales and service elementary workers; mining, construction and other labourers; extraction and building trade workers; market-oriented skilled agriculture and fishery workers; as well as personal and protective services (5%). The dominance of the agricultural sector (e.g. the cultivation of grapes, deciduous fruits, etc.) is reflected in the labour structure of this FET college area.

The above-mentioned FET college area is served by 217 contractors. The majority of these are general contractors while there are also four cleaning, 30 marketing, six project management and seven recruitment companies. Nine offices/satellites from the Department of Labour also serve the employment needs of this FET college region. On average the economically active population of the FET college B region has access to 5 facilities for every 10 000 of this population. Education figures indicate that 12% of the population have a Grade 12 qualification. Three percent of the population have Grade 12 plus a diploma as highest qualification. A low 13% of the population have no formal schooling.

The total area of the **FET college C** catchment area is 80 822 km². It comprises the biggest area of all FET college areas in the Western Cape. It includes Beaufort West in the north, Laingsburg and Heidelberg in the west and stretches to Plettenberg Bay in the east. It also includes the towns of George, Mossel Bay and Oudtshoorn. The area comprises 80 822 km² and the total population is 460 569. The population density in this FET college region is one of the lowest (10 people per km²) in the country (see Figure 5). The 10-14 year old age group has the highest number of people of all the age groups. The 15-64 year old age group makes up 62% of the total population while the total economically active population is 175 725. Eighty one percent (81%) of the economically active population is employed. The major occupation groups in this FET college region are: sales and services elementary workers (19%); agriculture, fishery and related labourers; extraction and building trade workers; market-oriented skilled agriculture and fishery workers; as well as personal and protective service workers (5%).

A total of 102 contractors operate in the catchment area of FET college C of which one is project management, three cleaning, six marketing and eight are recruitment companies. The Department of Labour has ten offices serving the FET college area together with the contractors. The indication of access to these services can be defined as 6 facilities per 10 000 of the economically active population. Eleven percent of the population have Grade 12 as highest qualification. Three percent of the population have Grade 12 plus a diploma as highest qualification. Only 13% of the population have no formal schooling.

The catchment area of **FET college D** consists of the northern suburbs of the Cape metropole and stretches north towards the west coast up to Dwarskersbos. It includes places like Vredenburg, Saldanha, Milnerton, Bellville, Goodwood, Kuilsrivier and Eersterivier. The total area of the FET college D region is 5 365 km² and the total population is 950 081. The 25-29 year age group has the highest number of all age groups in the region. The population density is very high – above 634 people per km². The sales and services elementary workers make up the largest occupation group (15%). Other major occupation groups are – in descending order: personal and protective services (15%); other associate professionals; extraction and building trade workers; as well as mining, construction and other labourers (4%) – see Figure 25. The high number of “other associate professionals” is typical of an urban character. This trend was also identified in urban technical college catchment areas in Gauteng and KwaZulu-Natal.

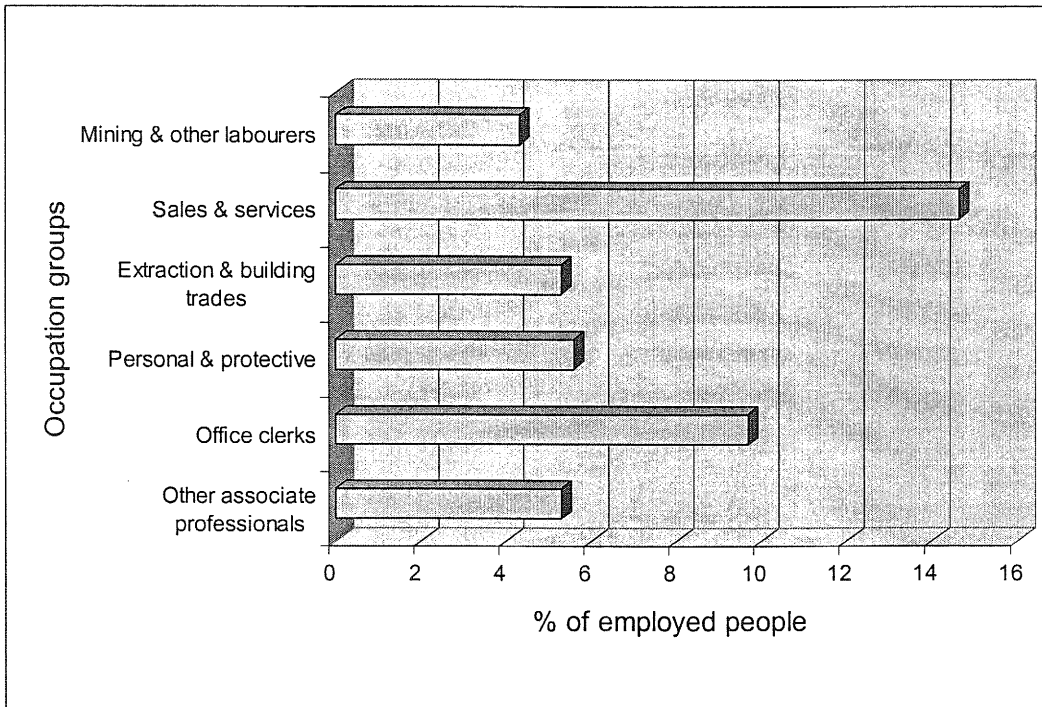


Figure 25: Occupation groups in the catchment area of the newly merged FET college D

FET college D is served by 317 contractors. Most of these are general contractors, while there are also 28 marketing, 23 cleaning, nine project management and 28 recruitment companies. The Department of Labour is represented by three offices in the FET college area. Average access to these employment contractors can be defined as 8 per 10 000 of the economically active population. Education levels in this FET college region show that 4% of the population have a Grade 12 qualification plus a diploma. A very high 17% of the population have Grade 12 as highest education level. The unschooled people make up only 10% of the population.

The total area of the **FET college E** catchment area is 337 km². The dominant age group is the 20-24 year olds and the total population is 1 194 139. The population density is among the highest in the country (above 634 people per km²). This FET college area covers the central parts of the Cape metropole and covers the area from Sea Point/Camps Bay in the west to Mitchell's Plain and Khayelitsha in the southeast. It includes Pinelands, Rondebosch, Wynberg, Nyanga, Guguletu and Cross Roads. The major occupation groups in this FET college region are: sales and service elementary workers (18%); office clerks; extraction and building trade workers; personal and protective services workers as well as machine operators and assemblers (5%). Seventy seven percent (77%) of the economically active population is employed.

Fourteen percent of the population in the FET college E catchment area have Grade 12 as highest qualification. Another 12% of the population have Grade 8 as highest qualification. Three percent have Grade 12 plus a diploma. People with no formal schooling consist of 10% of the population.

These fairly high education levels relate to the high employment figure of this FET college catchment.

This FET college area is highly populated with contracting agencies. A total of 508 contractors serve the area. The majority of these are general contractors, but other types of contractors include eleven project management, 27 cleaning, 50 marketing and 55 recruitment companies. The Department of Labour has five offices/satellites in this area. On average there are 10 employment contractors for every 10 000 of the economically active population in FET college E.

The catchment area of **FET college F** comprises only 393 km² and has more than 634 people per km². The total population of this FET college area is 289 709 with the 20-24 year age group having the most people. The FET college F region consists of the southern part of the Cape peninsula and includes Hout Bay, Constantia, Muizenberg and Simon's Town. Eighty eight percent (88%) of the economically active people in this FET college area are employed – see Figure 3. The five major occupation groups in FET college F are: sales and service elementary workers (12%); office clerks; other associate professionals; extraction and building trade workers as well as personal and protective services workers (5%).

A total of 126 contracting agencies serve the area of FET college F. Of these ten are marketing, eleven cleaning, two project management and six recruitment companies. The remainder are general contractors. The Department of Labour has no offices in the area. The average access to employment contractors in the FET college area is therefore 10 per 10 000 of the economically active population. A very high 18% of the population have Grade 12 as highest qualification. A very low 7% of the population have no formal schooling – this is the best figure for the country. People with Grade 12 and a diploma as highest education make up 5% of the population (see Figure 26).

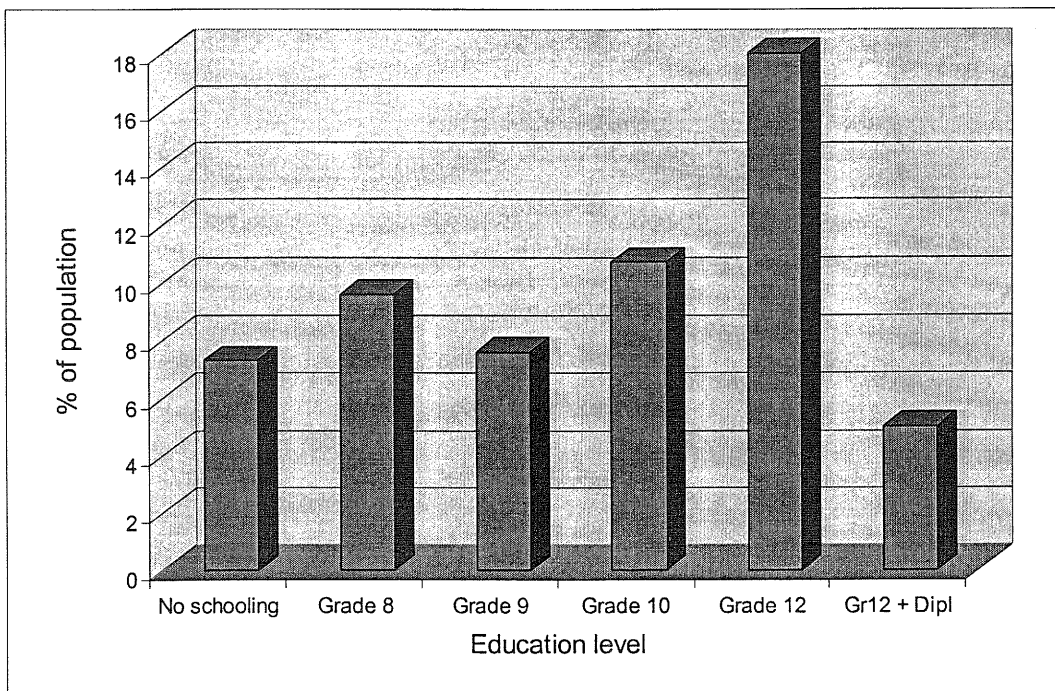


Figure 26: Education levels in the catchment area of the newly merged FET college F

10.2 WESTERN CAPE SUMMARY

Western Cape is one of two provinces (the other one being the Free State) where sales and service workers are not the most dominant occupation group in all FET college regions (compare FET college region B). Office clerks and other associate professionals are more evident in the urban environment of the province.

Education levels indicated that people with no schooling make up a low percentage of the population (between 13% and 7%). People with Grade 12 qualifications range between 11-18%. In Gauteng this percentage range between 11 and 25%, while KwaZulu-Natal statistics indicated a range between 7 and 17%.

The Department of Labour is very inadequately presented in the province. In fact there are only 19 offices/satellites for the whole of the Western Cape. Despite this low representation, the regions of FET college E and F have good access to such contractors. Although the access to contracting agencies (including Labour) are not that high, the Western Cape has some of the highest employment rates in the country. It might therefore be argued that the existing contracting agencies fulfil the labour requirements of the province or that economically active people use other channels to obtain employment.

11. NATIONAL SUMMARY

A brief summary of all the findings is presented below. This summary serves to provide a synoptic overview while detailed analysis was done per province in the preceding sections.

General demographic characteristics were the following:

- ◆ High employment is evident in the Western Cape – above 80% of the economically active population is employed (compare the regions of FET colleges B 86% and F 88%).
- ◆ High access to employment contractors are evident in selected areas which are mainly urban, with the Durban FET college regions having an exceptional high access, e.g. FET college G 60 agencies per 10 000. In the Western Cape (college catchment E) and Eastern Cape (college catchment A) the urban population's access to these services are between 9 and 10 per 10 000 people. In Gauteng the population of the FET college A region has access to 17 employment contractors per 10 000 people.
- ◆ Low access to employment contracting agencies is evident throughout Eastern Cape and KwaZulu-Natal. The access ranges from 1 in the Eastern Cape (FET college F region) to 2 in the region of FET college C in KwaZulu-Natal.
- ◆ Population density is the highest in the metropolitan areas.
- ◆ Labour contractors seem to be mostly general in function. Teba has a higher presentation in the Eastern Cape than in the other studies provinces.
- ◆ In metropolitan areas young adults (i.e. 20-24 or even 25–29 year olds) dominate while in the areas outside metropolises young age groups (i.e. 10-14 years or sometimes younger) mostly dominate.
- ◆ High unemployment occurs in the North West (28%), KwaZulu-Natal (55%) and Limpopo (61%).
- ◆ High employment figures occur in FET college areas where the education level is high (e.g. the urban areas of Gauteng, KwaZulu-Natal and Western Cape).
- ◆ Unemployment is generally higher in non-urban areas, e.g. in the north of KwaZulu-Natal compared to the metropolitan area of Durban.
- ◆ The percentages of people with post-Matric qualifications tend to be high in Western Cape (ranging between 3% and 5%).
- ◆ The 30-34 year old age group is dominant in Free State FET college A region and Gauteng FET college G region. This can be ascribed to the dominance of the mining and related industries in the areas and it is an indication of a very urbanised population.
- ◆ Statistics from the LFS (Stats SA 2001: 35) indicated that unemployment tend to be higher among people with low education qualifications. This trend is evident in the regions of FET colleges in provinces like Eastern Cape, Limpopo and KwaZulu-Natal (college region E).
- ◆ Low population densities of below 9 people per km² occur in Limpopo (college region A) and Northern Cape (college areas A and B).

Education patterns

- ◆ Education levels indicating the highest percentage of people with Grade 12 plus a diploma occur in the catchment areas of the urban FET colleges of Western Cape (college area F), Eastern Cape (college area A) and Gauteng (college area B) and the figure ranges between 3 and 5%.
- ◆ The population with Grade 12 as highest qualification is fairly high in the following provinces: Gauteng (11-25%), KwaZulu-Natal (7-17%), Limpopo (6-10%), Mpumalanga (8-10%) and Western Cape (11-18%).
- ◆ Figures for people with no schooling are very high in the following provinces: KwaZulu-Natal (29-56%), Limpopo (27-37%), Mpumalanga (26-33%), Northern Cape (22-25%) and North West (18-29%).

Unique occupation patterns occur in a number of merged FET colleges. These are indicative of localised work opportunities and economies.

- ◆ Stationary plant operator occupation groups occur only in the area of the merged FET college A in the Free State. It is the 5th largest occupation group in this merged area.
- ◆ Machine operators appear among major five occupation groups only in the Western Cape (merged FET college E region).
- ◆ Associate professional and other professional occupation groups are evident in Gauteng (regions of FET colleges A and F), Western Cape (area of FET college D) and KwaZulu-Natal (merged FET college E region).
- ◆ Sales and service elementary workers are the dominant occupation group in all the FET colleges in the country, except for two, namely Western Cape (the area of merged FET college B) and Free State (college D catchment area). This finding coincides with census trends that the majority of South Africa's economically active population is employed in the "Elementary occupation" group.
- ◆ Teaching professionals are evident in KwaZulu-Natal, Limpopo and North West. The percentage range between 7 and 14%. In the case of Limpopo the presence of the teaching professional occupation group can be ascribed to the lack of other employment opportunities.
- ◆ Metal machinery workers occur only in Mpumalanga (college region FET B) and Gauteng (FET region H). This provides an indication of the labour requirements of these colleges.
- ◆ Agricultural occupations are very high in Western Cape (merged FET college B catchment area). It makes up 28% of the employed population.
- ◆ Office clerks and professionals are occupation groups associated with a metropolitan character, e.g. in the Western Cape and Gauteng.

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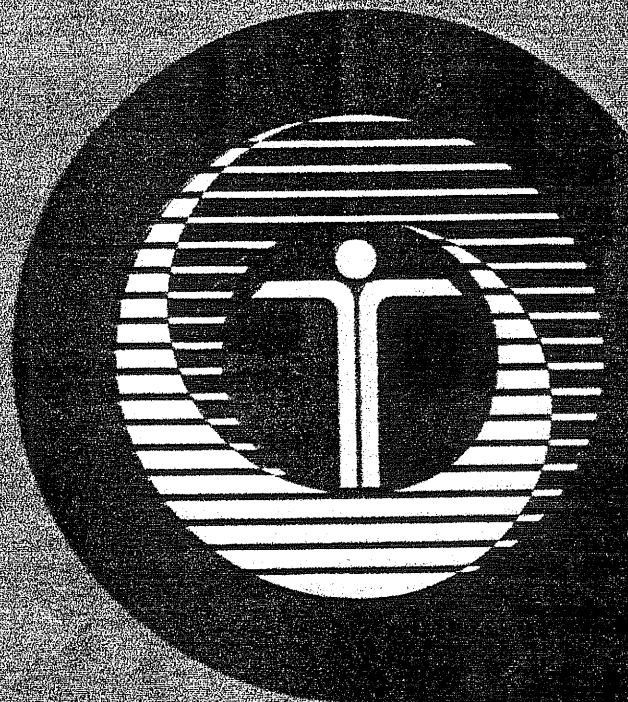
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Socio-economic Profile of Further Education & Training Colleges

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