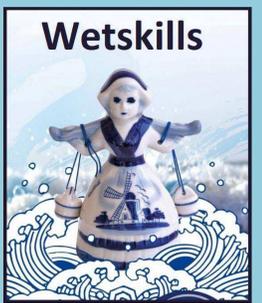




Lerothodi consulting

Investing in "Heart"ware

A sustainable business plan for creating your own Knowledge-Pool (vocational training) in the South-African water sector.



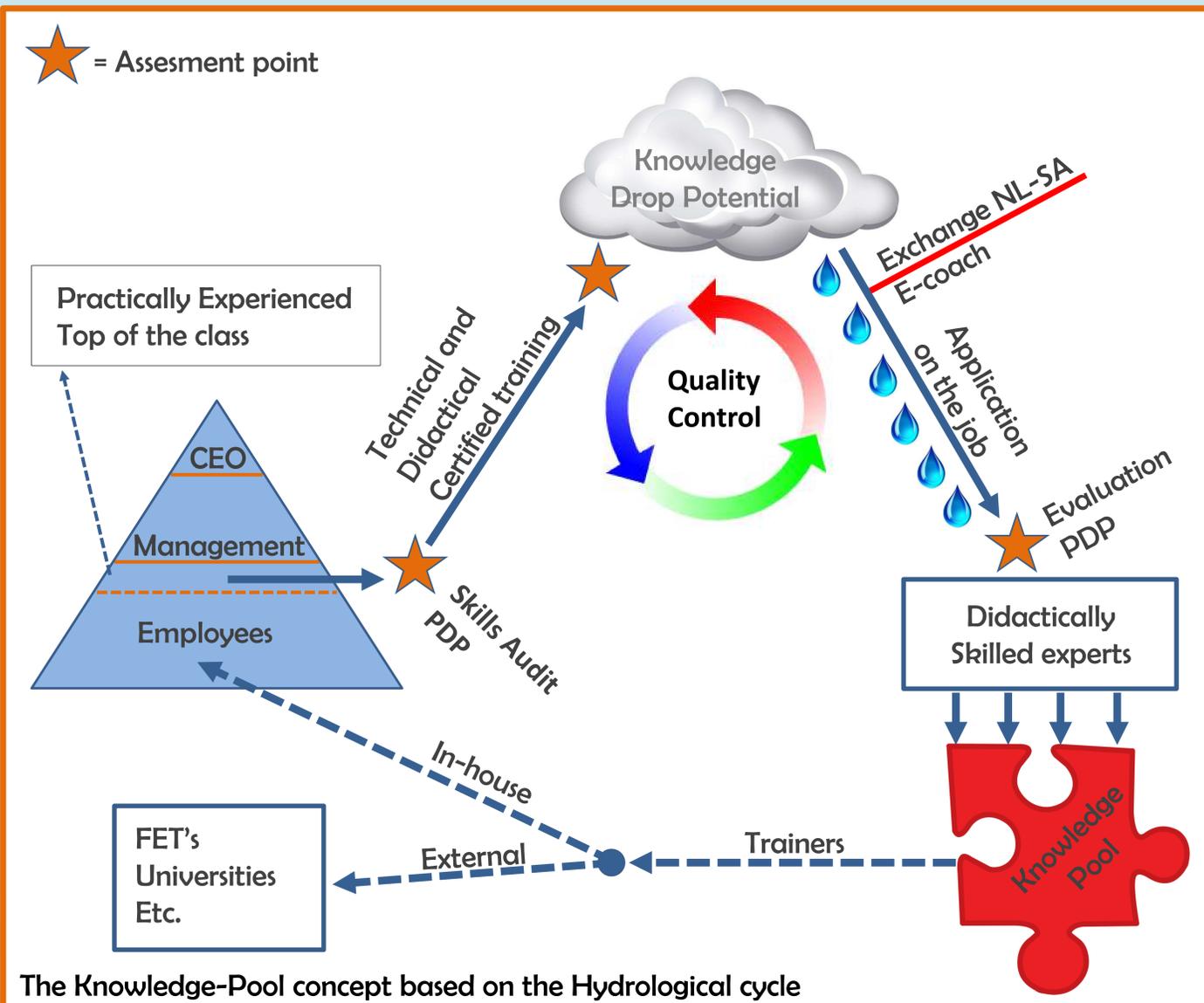
Introduction

The Honourable Ms Edna Molewa, the Minister of Water and Environmental Affairs in South Africa, addressed the urgency of training in the water sector (speech 12 Oct 2012)

Vocational training can bridge the gap between academic training and the responsibilities 'on-the-job', and if adequately planned and delivered can open up the way up to higher learning for water sector practitioners.

Challenges

- ➔ Skills & knowledge gaps in lower levels of municipalities, utilities, organisations etc.
- ➔ Mismatch between training and practical application on the job.
- ➔ Financial feasibility of current vocational training programmes is not self-sustaining.



Solution:

Invest in "Heart" ware (passionate professionals):

Turn practically experienced top of the class employees into certified trainers.

Make use of the certification and legislative framework of South Africa and the didactical training skills of the Dutch.

Quality control, Personal Development Plan, Skills Audit, Assessment Points & application on the job to ensure implementation of training.

Reinvest gained knowledge into your organisation by letting it cascade.

"Train one, train all"

Generate income from training, e-coaching and selling courses.

Benefits

- ➔ Certified trainers that can spread their knowledge/skills through your organisation and give in-house training. (less future training costs);
- ➔ Increased performance and efficiency of employees with Increased Human Capital (+\$\$);
- ➔ The Knowledge-Pool will create an enabling environment and stimulate "cascading of knowledge";
- ➔ Green & Blue drop score improvement leading to reputation enhancement and
- ➔ A sustainable vocational training programme with input of Dutch didactical expertise that will uplift the base of the South-African water sector.

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