

**Amatola**  
Water • Amanzi

*bringing water to life*

# Training and Development Opportunities



## Overview

The purpose of having a Training and Development section at Amatola Water is to align ourselves with the requirements of the Skills Development Act by:

- Improving the quality of life of workers, their prospects of work and labour mobility.
- Improving productivity in the workplace.
- Promoting self employment
- Increasing the levels of investment in education and training.
- Using the workplace as an active learning environment.
- Providing employees with the opportunities to acquire new skills.
- Providing for new entrants to gain work experience.
- Encouraging workers to participate in Learnerships and other training programmes.
- Improving employment prospects of persons previously disadvantaged and to redress those disadvantages through education i.e Study

## Principles Underlying Amatola Water's Training and Development Strategy

- Training and Development forms part of a number of inter-related initiatives which are intended to ensure the success of Amatola Water as a business entity to provide water services of a world class standard.

- The Training and Development role at Amatola Water shall be the development and provision of core competencies / skills that are crucial to the achievement of its business goals i.e the provision of job specific training necessary for the efficient and effective performance of essential functions of the various positions held by employees at Amatola Water.
- The Training and Development function also encompasses social responsibility aspect that recognizes the individual and corporate value and benefit in providing in providing assistance for career development of Amatola Water employees.

## Focus areas in Training and Development

- Induction training for new employees.
- People-Management skills for Managers and Supervisors
- Technical skills specifically for our Maintenance/Operations and Planning & Development staff.
- Health/Safety and Environmental training for all employees.
- Information Technology and any other training as organizational needs may determine.

## Categories of Employee Development

- Adult Basic Education and Training ( ABET Programme )
- Learnership Programmes pertaining to

the core but scarce skills that are relevant to Amatola's business activity.

- On-the-job aspects/initiatives to develop employees:
  - Multi-Skilling
  - Mentoring and Coaching Guidance
  - Recognition of Prior Learning (R.P.L.)
  - Life Skills Training
  - Supervisory Training (E.L.P)
  - Management Development Programmes
  - Senior Management Development Programme

## Learnership Programme

Amatola Water offers a Learnership programme in water purification field. This Learnership is focusing on individuals who have passed Grade 12 with Maths and Science as the core subjects. It targets those individuals who are employed as well as those who are unemployed from the previous disadvantaged communities.

## Bursary Scheme

AW offers a bursary scheme for those students who wish to pursue a career study in the engineering discipline namely Civils, Electrical, Mechanical etc. These students must pursue their studies at one of the Universities in the Eastern Cape.

## Graduate Placement

Students who have graduated are offered experiential training also in the Engineering field in order for them to obtain the necessary practical exposure and skills.

## In-Service Training

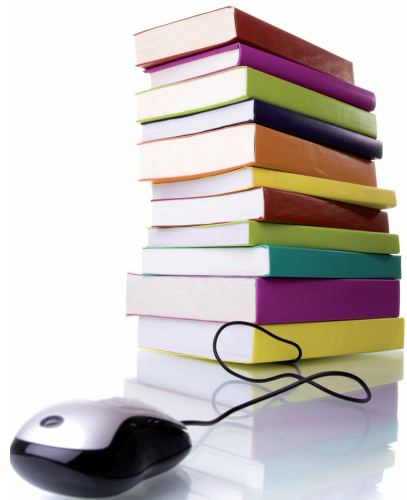
This training is offered to those students who need one year practical training in order to obtain their Diplomas either in Civil Engineering or Analytical Chemistry.

## For More Information

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## FURTHER INFORMATION

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