

## MXA TRAINING 2011 Training Profile

### Action Based Learnerships, Short Courses and Mentorship Programmes

#### MXA Background

McIntosh Xaba & Associates is a private, 66% black owned company (level 2 BBBEE) which was established in 1995 & which specialises in public sector consulting. The company operates through its head office situated in Durban & associates located in centres across South Africa. Most of its personnel & associates are recognised national, & in some cases international, specialists in their fields.

MXA turned this expertise into a number of powerful trainings to increase municipal performance. We have been accredited by LGSETA since 2007.

In addition to these trainings, we have recently identified the need for **Mentorship Programmes**. Within Municipalities, we have found that these programmes are key to entrenching learning and promoting the efficiency & effectiveness of the organisation as a whole. These programmes work well on their own or in partnership with other learnerships or short courses and can be designed to the specific requirements of your municipality or organisation.

#### Contact Details

For more information or to register for any courses please contact:

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*"The team from MXA are very thorough & extremely knowledgeable. The programme is very stimulating & has given me a wealth of knowledge"*

Anushka Makka,  
uThungulu District Municipality

#### IDP Learnership

The IDP Learnership at NQF level 5 is aimed at officials working within the sphere of municipal integrated development planning. Having said this, officials from provincial or national government or any other line department would benefit hugely from a sound understanding of IDP's. There are 7 skills programmes within the IDP Learnership;

- Introduction to IDP
- Leadership & Management
- Facilitation Skills & Approaches to Development Planning
- Public Participation in IDP
- Institutional Arrangements for IDP Implementation
- Strategic Planning,
- IDP Implementation & Procedures

#### LED Learnership (NQF 4)

MXA offers the LED Learnership at NQF level 4. This learnership is made up of a number of skills programmes. Learners can choose to do one or two skills programmes or the whole Learnership. The most popular course in the NQF 4 course is the "Introduction to LED" which provides a fantastic first step in LED orientation.

#### LED Learnership (NQF 5)

The LED Learnership at NQF 5 is aimed at officials already employed in the municipality who want to extend their knowledge in the field of LED. There are 6 skills programmes within the learnership. Skills Programmes include:

- An Introduction to LED
- How to develop an LED Strategy
- Preparing for LED Implementation
- Implementing, Monitoring & Evaluation of LED Programmes
- Facilitation & Change Management
- HR Management in an LED Context

#### LED Learnership (NQF 6)

There are 6 Skills Programmes within the LED NQF 6 Learnership. Attending these courses & completing the relevant assignments successfully will allow you to receive the full credits for the learnership. The Skills Programmes within the Learnership at NQF 6 build on what was learnt at the NQF 5 level. Should you not have any NQF 5 training, any other tertiary level qualification is accepted. Skills Programmes include

- Strategic context of LED
- Strategic partnerships in LED & use of Information Technology
- Implementation framework for LED Programmes
- Long term & strategic planning of financial resources for LED
- Evaluate the Effectiveness & Impact of LED Programmes
- Human Resource Management

## Short Accredited Courses

MXA also offers a number of short courses (i.e. accredited courses that do not full into a full learnership) which have been specifically designed to meet some of the unique needs faced by municipal officials and councilors and government and civil society practitioners in general.

### An Intro to IDP/ LED

This three day course is aimed at providing councillors, ward committee members and community development workers with an understanding of a municipal Integrated Development Plan (IDP) and Local Economic Development (LED) processes. The course makes extensive use of interactive training and adult education-based training methods which draw on existing knowledge and experience to enable participants to effectively engage with municipal economic and development planning. The course therefore provides an important foundation for councillors, ward committee members (and CDWs) to effectively fulfill their functions in supporting development within their communities. Much emphasis is placed on ensuring that the learners achieve the requirements for accreditation of learners and to perform their functions professionally.

### Performance Monitoring for Results (M & E)

The current administration is taking Institutional / organisational performance monitoring more seriously than ever before. President Jacob Zuma has announced the creation of a Ministry in the Presidency for Performance Monitoring and Evaluation "...to monitor and evaluate the performance of government in all three spheres." The emphasis is on monitoring institutional (or departmental and local government) performance. In this context, principles of Monitoring & Evaluation (M&E) become relevant. There is recognition that monitoring, in general, and performance monitoring in particular, has not been sufficient or effective in the past and that the discipline of monitoring and evaluation (M&E) is not well understood by many in the public service. This new emphasis places pressure on all public officials to enhance their knowledge of M&E within the context of government implementation (development planning) systems and to understand their role in making this work.

### Cutting Red Tape to improve the Business Environment

A priority being expressed by the new government is creating an environment for economic and business development by cutting red tape. A three day course with accreditation at level 5 is offered on "cutting red tape", a course developed and piloted in South Africa and Tanzania together with our German partners, InWEnt. The aim of this training is to help local actors, notably business and government to understand the importance of improving the business environment in their areas, and in particular the necessity to improve the regulatory framework for enterprise development. In addition the training emphasises the importance of fostering public-private dialogue as a means to sustain continuous improvements in the business environment.

### Skills Development Courses

This ten day course is aimed at providing Human Resource and Skills Development managers within the public sector, the skills and expertise to competently manage the Skills Development Functions of a Department, Municipality or District.

The course makes extensive use of interactive training which draws on existing knowledge and experience to enable participants to effectively engage with municipal skills development planning. The course therefore provides an important basis from which to effectively manage the submission of Workplace Skills Plans which supports the IDP and report on annual training. Much emphasis is placed on ensuring that the learners achieve the requirements for registration with the South African Board of Personal Practitioners which will ensure the application of best practice and professional recognition as a Skills Development Practitioner. Delegates who achieve the required unit standards will thus be able to provide value and professionalism to their functions.