



Skills Transfer SA

Mentorship Program Price Examples

Note: Level 2 tasks = level 1 tasks + additional tasks.

Level 3 tasks = level 1 tasks + level 2 tasks + additional tasks.

Level 4 tasks = level 1 tasks + level 2 tasks + level 3 tasks + additional tasks.

Example 1a (fixed):

Client place student on site to work as Clerk of Works to gain experience on 5 month project.

Enrol for level 1 Seal course; cost R18 571; total estimate hours to complete = 91 h.

Sessions with mentor = 91 hours / 4 = 23 sessions. (4 hours work = one 15min Mentor session).

Minimum 23 sessions / 5 months = 4,6 sessions / month, thus 1 session per week.

Course need to be completed in 5 months, or shorter period.

Example 2a (fixed):

Contractor enrol Assistant Site Agent on level 3 for 8 courses on 12 month contract.

No.	Ref	Course	Amount	Hours to complete
1	PP1	Project and persons	R5 769	34
2	SA1	Site setup and Admin	R17 717	87
3	QC1	Quality Control	R7 532	41
4	EW1	Earthworks	R21 798	113
5	PL1	Pavement layers	R33 752	182
6	AP1	Asphalt	R27 278	141
7	FN1	Finance	R10 374	52
8	SM1	Site Management	R11 907	61
Total			R136 127	711 hours

Sessions with mentor 711 hours / 4 = 178 sessions. (4 hours work = one 15min Mentor session)

Minimum 178 sessions / 12 months = 14,8 / month or 14,8 / 4 = 4 sessions / week (Mo, Tue, We, Th)

Cost level 3: R136 127 (Note: cost level 4: R201 504)

Enrolled courses to be completed in fixed time period and all elective assignments need to be completed. Certificates are obtained after completing each course.

Example 2b (flexible):

Contractor enrol Assistant site agent for level 3 on 8 courses as above, but after 8 months was promoted to Site Agent and worked on another project for 12 months; level 4.

Option 2 is monthly cost and any level could be done on any project. 50% of elective tasks need to be completed to obtain a certificate.

Level 3: Fundamental tasks 376 hours, electives tasks 336 hours.

Required for level 3 certificate: Fundamentals + 50% electives = 376 + 336 x 50% = 544 hours.

Sessions with mentor 544 hours / 4 = 136 sessions. (4 hours work = one 15min session)

Minimum 136 sessions / 8 months = 17 / month or $17 / 4 = 4,3$ sessions / week

Enrol for monthly subscription of 4 sessions / week = R12 000 / month

Period = 136 sessions / 4 sessions/week / 4 weeks/month = 8,5 months

Cost R12 000 x 8 months = R96 000 (thus 30% less than option 1)

Upgrade to level 4

Level 4: Fundamental tasks 526 hours, electives tasks 516 hours.

Required for level 4 certificate: Fundamentals + 50% electives = $526 + 516 \times 50\% = 784$ hours.

Additional tasks for level 4 on 8 courses = $784 - 544 = 240$ hours.

Additional sessions with mentor 240 hours / 4 = 60 sessions. (4 hours work = one 15min Mentor session)

Period = 60 sessions / 4 sessions/week / 4 weeks/month = 3,8 months

Upgrade to level 4, upgrade to 4 sessions/week:

Cost R12 000 x 4 months = R48 000

Total cost level 4 over 12 months R96 000 + R48 000 = R144 000 (thus 29% less than option 1)