



### **Skills4PV WG Meeting**

**Date: 14 March 2025**

**Time: 13:00 - 14:30**

**Chairperson: Antje Klauss-Vorreiter**

### **Declaration of Interest and Prevention of Anti-Competitive Behaviour**

Participants of all SAPVIA meetings agree not to engage in or discuss the following topics:

- **Price-Fixing** - current or future prices, pricing strategies, or price changes.
- **Market Division** - allocation of customers, suppliers, territories, or market shares. dividing markets by geographic areas or product lines.
- **Collusive Tendering** - bid-rigging, including agreements on who will submit bids or the terms of bids, information about tender processes or strategies.
- **Production and Supply Control** - agreements to limit or control production, supply, or distribution of products or services, capacity, production quotas, or inventory levels.
- **Boycotts**- agreements to boycott or refuse to deal with specific customers, suppliers, or competitors, collective actions against any market participant.
- **Information Sharing** - competitively sensitive information, including sales volumes, market shares, costs, marketing strategies, future business plans, research and development projects, or investment strategies.
- **Exclusionary Practices** - strategies to exclude competitors from the market or to create barriers to entry, exclusive dealing, tying arrangements, or predatory pricing.
- **Anti-Competitive Agreements**- discussions that could lead to anti-competitive agreements, whether formal or informal, conversations that could be interpreted as attempts to coordinate competitive behaviour.

<p><b>Facilitator:</b> Antje Klauss-Vorreiter (AKV)</p> <p><b>Notes Taker:</b> Thabang Molai (TM)</p>	<p><b>Attendees:</b></p> <p>Faure van Schalkwyk (FS)</p> <p>Tshego Molebatsi (TM)</p> <p>Nico Schoonwinkel (NS)</p> <p>Renier Wolfswinkel (RW)</p> <p>Pieter Holtzhausen (PH)</p> <p>Lauren Smithdorf (LM)</p> <p>Koketso Manthata (KM)</p> <p>Zvikomborero Garahwa (ZG)</p> <p>De Wet Taljaard (DT)</p> <p>Sinethemba Mguni (SM)</p> <p>Zimkita Bilibana (ZB)</p>
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### Minutes

1.	<b>Opening</b>	<b>Chairperson</b>
	<p><b>Welcome and Introduction</b></p> <p>The Chairperson formally convened the meeting and extended a warm welcome to all attendees.</p> <p><b>Agenda</b></p> <p>Agenda was adopted with no amendments.</p> <p><b>Apologies</b></p> <p>Nonjabulo Sokhela (NS)</p> <p>Ernest Van Dyk (ED)</p>	
2.	<b>Working Group's Objectives and Focus Areas</b>	
	<p><b>2.1 Power UP Platform</b></p> <ul style="list-style-type: none"> <li>DT:</li> <li>Started by emphasizing the importance of aligning the working groups with the overall objectives of SAPVIA to ensure a more streamlined and impactful approach.</li> </ul>	<p><b>Antje K-V</b></p> <p><b>Zimkita B</b></p> <p><b>De Wet T</b></p> <p><b>Sinethemba M</b></p>

	<ul style="list-style-type: none"> <li>• Led the discussion on aligning industry needs with the skilling and skills training landscape and emphasized the importance of ensuring that industry requirements are effectively matched with available training programs and institutions.</li> <li>• To achieve this, SAPVIA has been actively engaged with key stakeholders, including EWSETA, SAWEA, and GreenCape, in the establishment of the Power Up Platform.</li> <li>• The platform was recently launched at the Africa Energy Indaba and serves as a strategic tool to channel industry skilling and competency demands directly to TVET institutions and universities.</li> <li>• The Power Up Steering Committee has developed a full implementation plan, including webinars and marketing materials.</li> <li>• The working group is encouraged to assist the Secretariat and Association in promoting and driving this initiative forward.</li> </ul> <p><b>2.2 PV Green Card 2.0</b></p> <ul style="list-style-type: none"> <li>• DT:</li> <li>• The PV Green Card 2.0 project has been in progress since early 2023.</li> <li>• The initial discussions focused on addressing quality assurance and compliance shortcomings within the PV Green Card programme.</li> <li>• The digital infrastructure required significant updates, particularly the website and the portal, both of which have now been largely completed.</li> <li>• The next phase involves updating the learning materials and curriculum, along with implementing the revised PV Green Card assessment.</li> <li>• An additional module will be added to the PV Green Card digital infrastructure to enable training centers to interact with the platform more dynamically.</li> <li>• This expansion will also enable the PV Green Card to function as a board report and integrate with a mobile app for training and assessment purposes.</li> <li>• The core focus is not the assessment itself but rather providing training centres with a document repository for submission and downloading of relevant information.</li> <li>• The addition of this module marks the final step in the digital infrastructure and constitutes the primary goals and</li> </ul>	
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	<p>objectives for the PV Green Card programme for the year ahead.</p> <ul style="list-style-type: none"> <li>• FS:</li> <li>• Emphasized the importance of aligning the PV Green Card with existing skill programs and accreditation for sustainability and expressed his willingness to assist in this effort.</li> <li>• Also appreciated the availability of the PV Green Card 2.0 online platform for training purposes, which was a previously requested feature.</li> </ul> <p><b>2.3 Collaboration with QCTO and EWSETA</b></p> <ul style="list-style-type: none"> <li>• RW emphasized the importance of aligning with the SETAs (Sector Education and Training Authorities) and Quality Council for Trades and Occupations (QCTO) and exploring their new solar modules.</li> <li>• AKV asked about the plan for the Skills for PV Working Group, specifically regarding alignment with the QCTO and international projects.</li> <li>• DT responded, highlighting the need for the working group to decide on its level of involvement in qualifications development and industry feedback, and suggested adopting a task team methodology, where working group members are on standby to provide targeted responses to specific issues.</li> <li>• AKV discussed the challenges of attending numerous meetings for skills program development and</li> <li>• Emphasized the importance of working at a higher level with EWSETA and QCTO to provide industry insights and training demand.</li> <li>• ZB suggested using task teams to attend meetings and provide feedback, making it more practical and sharing the workload among working group members.</li> <li>• NS agreed, noting that not everyone in the working group has the necessary technical expertise, and suggested that the Secretariat identify the best representatives for specific meetings and tasks.</li> <li>• FS suggested a more efficient approach to industry representation in skills program development. He proposed that the industry representative, such as SAPVIA, provide final input on the document before it's finalized, rather than attending all meetings from the beginning.</li> </ul>	
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3	<b>Working Group Deliverables (KPIs)</b>	<b>All</b>
	<ul style="list-style-type: none"> <li>• AKV opened the discussion by asking what the group aims to achieve this year from the potential deliverables including developing a white paper or organizing a webinar. AKV suggested that a webinar could be a "low-hanging fruit" given that most participants are training providers.</li> <li>• FS expressed support for the webinar idea.</li> <li>• DT agreed, noting that webinars are easier to implement, especially with an engaging topic and speaker. He highlighted past successes with webinars, including positive feedback and strong attendance.</li> <li>• AKV emphasized that any topic should align with the group's overarching theme i.e Skills for PV and suggested that the group could discuss the webinar topic further in the next meeting.</li> </ul>	
4	<p><b>Any Other Matters</b></p> <p><b>4.1 PV GreenCard Operational Monthly Meeting Feedback</b></p> <ul style="list-style-type: none"> <li>• DT:</li> <li>• The current monthly feedback meeting structure needs refinement.</li> <li>• Moving forward, meetings should primarily focus on status updates.</li> <li>• The primary goal is to update the training material.</li> <li>• The new material will be implemented once finalized.</li> <li>• The updated assessment will be introduced alongside the revised training material.</li> <li>• Multiple-choice format will be integrated into the assessment structure.</li> <li>• A dedicated examination committee will be formed.</li> <li>• The committee's role will include overseeing assessments and aligning them with industry requirements.</li> <li>• The process for electing committee members will be defined.</li> <li>• The committee will determine how often assessments need updating.</li> <li>• Responsibilities will include ensuring assessments meet industry standards and requirements.</li> </ul>	<p><b>Sinethemba M De Wet T</b></p>

	<p><b>4.2 PV Green Card 2.0 Progress and Rework Status Quo</b></p> <ul style="list-style-type: none"> <li>• DT:</li> <li>• Provided an update on the RFQ (Request for Quotation) development.</li> <li>• The process is in its final stages and is expected to be issued by the end of the month.</li> <li>• Once issued, unsuccessful applicants will have the opportunity to participate in a steering/oversight committee.</li> <li>• Clear deliverables will be established regarding competency levels, PV Green Card program exposure, and content development expertise in the South African context.</li> <li>• The appointed entity will work alongside the secretariat, ensuring input from the broader Training Centre group is considered.</li> <li>• AKV;</li> <li>• Suggested that training centres should have an opportunity to provide input on the RFQ development since they are the primary providers of training and assessments.</li> <li>• Requested clarity on how training centers (working group members) will be involved in the RFQ development process.</li> <li>• Asked if the process excludes working group members from participating in the tender? Will international entities be allowed to participate, or will it be limited to African institutions?</li> <li>• DT:</li> <li>• Stated that no internal decision had been made within SAPVIA.</li> <li>• The expert opinion will be used to guide the translation of training content into learning outcomes.</li> <li>• The evaluation of proposals will remain an internal secretariat function to allow all training centers to participate in the process.</li> <li>• The evaluation matrix will follow standard procurement procedures and guide the selection process.</li> <li>• FS:</li> <li>• Emphasized that the RFQ process should ensure that the final output is usable and implementable and suggested that sharing the scope of work should not be an issue, as long as prerequisites and evaluation criteria remain internal.</li> <li>• DT agreed, confirming that industry insights will be sought, while the adjudication process and evaluation framework remain internal.</li> </ul>	
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	<p><b>4.3 Assessment Papers and Interim Solution</b></p> <ul style="list-style-type: none"> <li>• FS raised concerns about the clarity of questions in the current assessment papers. He noted that some questions are unclear and difficult to assess, which has been a recurring issue. He suggested that the questions be clarified without necessarily changing them.</li> <li>• AK suggested using a revised version of the paper developed by Green and Noltrix, which is approximately 85% complete, as it would require minimal effort to finalize and distribute.</li> <li>• DT agreed to review the updated papers with Sinethemba and provide feedback by the following week, and acknowledged the need for an interim solution, as the new training material and examination committee would take a few months to finalize.</li> <li>• FS reiterated the importance of having an interim solution to address the current challenges with the assessment papers.</li> </ul>	
<b>5</b>	<p><b>Closure</b></p> <p>With a vote of thanks, the chairperson adjourned the meeting.</p> <p style="text-align: right;"><i><b>Next Meeting: 16 May 2025</b></i></p>	<b>Chairperson</b>

**Action Items:**

<b>No:</b>	<b>Action Item</b>	<b>By whom</b>
<b>1.</b>	Share draft scope of work with the working group for feedback (RFQ PVGC 2.0 Rework Status Quo)	<b>SM/DT</b>
<b>2.</b>	Review the assessment papers (Green and Noltrix) then distribute the updated version of the assessment papers to all assessment centers.	<b>SM/DT</b>