



**merSETA**

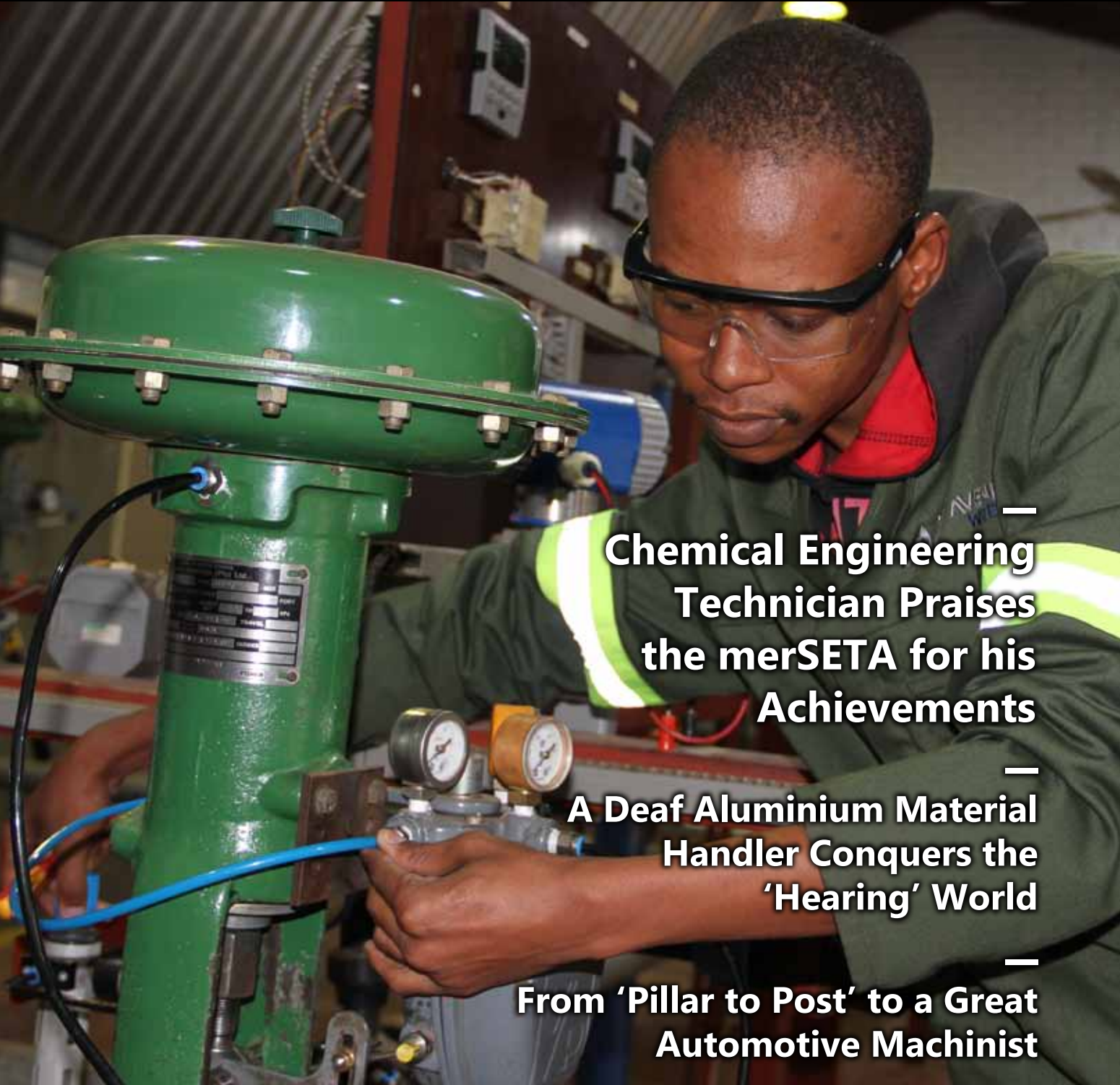
MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

ISO 9001:2015

# Achieve

THOUGHT LEADER IN SKILLS DEVELOPMENT

MARCH 2019 - APRIL 2019 | ISSUE 41



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**Chemical Engineering  
Technician Praises  
the merSETA for his  
Achievements**  
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**A Deaf Aluminium Material  
Handler Conquers the  
'Hearing' World**  
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**From 'Pillar to Post' to a Great  
Automotive Machinist**  
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**higher education  
& training**

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA

**SETA NEWS | VIEW FROM THE TOP  
FEATURES | EVENTS OF THE QUARTER**





**merSETA**

MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

ISO 9001:2015

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## VALUES

### **WE CARE:**

It's about caring for people we render services to.

### **WE BELONG:**

It's about working together with colleagues.

### **WE SERVE:**

It's about going beyond the call of duty.



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## VISION

Leaders in closing the skills gap.

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## MISSION

To increase access to high quality and relevant skills development and training opportunities to support economic growth in order to reduce inequalities and unemployment and to promote employability and participation in the economy.

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Views and editorial opinion expressed in the merSETA magazine are not necessarily those of the merSETA, the publication or the publisher.

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# TALKING NOTES



The time has come for South Africa to sow the seed of renewal and growth.

Indeed, growth and prosperity require getting rid of old methodologies and adopting new ones. Growth sparks innovation and new interests.

South Africa seems to be heading towards greener pastures, with policy reforms that promise to open the country to domestic and foreign investments in order to drive growth and create jobs.

This is backed by President Cyril Ramaphosa's assurance to the

international community and potential investors at the recent World Economic Forum which took place in Davos, Switzerland earlier this year, that South Africa is on a path of renewal and growth, with the country strengthening partnerships for inclusive economic growth and development.

Though not very substantial, the recent decrease in the country's unemployment rate to 27.1 percent in the fourth quarter of 2018 from 27.5 percent in the previous period, provides some relief given its continuous rise through the years.

The 2019 budget speech indicates that job creation continues to occupy the top spot on Government's agenda. This follows an allocation of R19.8 billion for industrial business incentives, of which R600 million has gone to the clothing and textile competitiveness programme. This, the Finance Minister indicated, will support 35,500 existing jobs and create about 25,000 new jobs over the next three years.

The Minister seems to have brought to the fore the debate on whether South Africa is able to provide free education for the poor. This follows a R111.2 billion spend by government over the medium-term to ensure that 2.8 million deserving students from poor and working-class families obtain qualifications at universities and TVET colleges.

As the merSETA, we are aligned to this goal and remain committed to advancing our mandate of creating entrepreneurs and employment for the country's youth through educating and training.

In this first issue for 2019 of Achieve, we bear testimony to this. We cover the story of Tabo Lungisa, an Automotive Machinist who has built a successful business which provides employment for the youth in Umtata. Read more about his story in the article: "From Pillar to Post to a Great Automotive Machinist."

We funded a bursary for Christopher Madihlaba, a young Chemical Engineering Technician who has gone to great lengths to build a successful career for himself. Read more on his achievements in the article: "Chemical Engineering Technician Praises the merSETA for his Achievements."

We also cover the story of a young apprentice, whose hard work and resilience led to her winning the 2018 MISA Woman of the Year Award. Read more on her story in the article: "Iron Lady of Automotive Mechanics Scoops the 2018 MISA Woman of the Year Award."

We continue to align our projects and programmes to the standards of new technological developments in the manufacturing and engineering fields. This will ensure that we produce employable artisans and successful entrepreneurs in the country. As the Finance Minister aptly mentioned in his budget speech, it is time to "plant anew".

We hope you enjoy these articles and more in this issue of Achieve.

**Temana Mabula**



# VIEW FROM THE TOP

**W**ith the promulgation of the National Skills Development Plan by Higher Education and Training Minister Ms Naledi Pandor in March this year, the future of the SETAs has now been cast in stone.

Aimed at vastly improving skills development, the Minister's roadmap for the SETAs, as part of the larger skills development canvas, must lead to certainty amidst the anxiety among stakeholders as to the future role of the merSETA and its fraternal bodies.

Stating that there is "an explicit acknowledgement that South Africa needs to join hands and minds to generate the solutions to our challenges", the Minister emphasises this cooperative paradigm in "Our Future – Make It Work".

The ministerial focus argues that the development of "a tighter, streamlined focus for the SETAs is a key step in strengthening them". Central to the role of SETAs is to focus on building the relationships with workplaces and education and training institutions.

The SETAs must:

- Understand the demand and signal implications for skills supply;
- Encourage skills and qualifications in occupations that support economic growth, encourage employment creation and enable social development;

- Engage workplaces to enable them to provide relevant data on the skills of their existing workforce as well as projected skills needs;
- Engage stakeholders (including but not limited to employers, labour and government) to ascertain their perceptions of future trends in their sectors; and
- Continuously explore the implications of the findings from workplace data and stakeholder engagement regarding sector trends and national policy priorities.

The skills development levy will remain at one percent with 20% for the National Skills Fund and 80% to SETAs. SETAs will also continue having Accounting Authorities, with business, labour and government nominating representatives in an equitable manner across the three parties.

Accounting Authority members will be appointed by the Minister for a five-year term.

Of particular note is the promulgation that SETAs will have no limited lifespan, but there will be shared services, where practically possible.

We agree with the minister when she says: "Making it work is our collective responsibility. All South Africans seek a better future for themselves and their children. The NSDP is key to enabling government and social partners to contribute towards economic growth, employment creation and social development. The entire post school



system has been the focus of a significant and radical improvement in the quality of education and training."

A handwritten signature in black ink, appearing to read 'Wayne Adams'.

**Mr Wayne Adams**  
Acting CEO, the merSETA

»» Zukiswa Mlilo-Sithole after receiving her MISA Woman of The Year Award.



## “IRON LADY” OF AUTOMOTIVE MECHANICS

SCOOPS THE 2018 MISA WOMAN OF THE YEAR AWARD By Felicia Madi



»» Mlilo-Sithole reading measurements after measuring the thickness of brake discs and pads on one of the customer's cars during a routine maintenance.

**B**reaking the shackles of poverty to becoming the “cream of the crop” amongst her peers became a catalyst for success for a young woman from the small town of Bizana in the Eastern Cape.

Zukiswa Mlilo-Sithole, an Automotive Technician Apprentice at Tavcor Volkswagen dealership in Port Elizabeth, has given meaning to the saying: “Strength and growth come only through continuous effort and struggle.” She won the Motor Industry Staff Association (MISA) Woman of the Year Award for 2018.

One of the benefits of winning the award, Mlilo-Sithole explains, was being sent by MISA to attend the National Automobile Dealers Association (NADA) show held in San Francisco, United States of America, in January this year.

"My experience at the show was phenomenal. I drew great inspiration from speakers such as Carey Lohrenz, the first female F-14 Fighter Pilot who explained that working in a high-pressure and male-dominated environment taught her to develop a 'killer instinct' in her work," she says.

Mlilo-Sithole says receiving the accolade is one of her greatest achievements. "I come from humble beginnings and believe that it was through hard work and resilience that I won the award," she explains.

Raised by a single mother who was a Domestic Worker, Mlilo-Sithole says she also started work as a Domestic Worker upon completion of her matric, but did so in order to raise funds to further her education and assist her mother financially.

She studied Mechanical Engineering up to N4 level at Port Elizabeth

“  
While I was studying at Port Elizabeth College, one of my lecturers, Mr Pretorious, always encouraged me to stay focused on my studies, even in the midst of student protests.  
”

College in 2014. While studying, Mlilo-Sithole continued to work as a Domestic Worker for some of her lecturers and sold "vetkoek" to pay for accommodation and transport to school.



» Mlilo-Sithole



» Mlilo-Sithole lowering the hoist in order to drain and replace oil and oil filter, as well as to replace sump plug during a minor service on one of the customer's cars.



## SUCCESS STORIES

In 2015, she was amongst the students chosen to undergo experiential training at a Nissan dealership in Port Elizabeth during school holidays. She was later offered apprenticeship training by Tavcor Volkswagen Port Elizabeth in 2016, funded by the merSETA. "I am currently doing Level 2 in my training and plan to complete it by 2020," she explains.

Mlilo-Sithole's triumph in the midst of struggles and tribulations led to her being invited by the college to give motivational talks to other students. "I share my story with young people to encourage them to work hard and not let their disadvantaged backgrounds define their future," she says.

Her dedication is backed by her Service Manager, Justin Fourie, who describes her as hard working and energetic. "She is always willing to

“

I share my story with young people to encourage them to work hard and not let their disadvantaged backgrounds define their future.

”

learn and takes instructions and criticism with a positive attitude," he says.

Mlilo-Sithole says it was through the mentorship of people around her that she became successful in her studies and career. "My husband, Paul Sithole, is one of the people

who were instrumental in my success and I am grateful for his support," she says.

She continues: "While I was studying at Port Elizabeth College, one of my lecturers, Mr Pretorius, always encouraged me to stay focused on my studies, even in the midst of student protests."

She explains that she also received assistance from another lecturer, Fiona Gluten, who gave her a place to stay, relieving the pressure of accommodation and transport costs. When people recognise your desire to succeed in life, Mlilo-Sithole says, they open their doors for you.

"One of the speakers at the NADA show, Bill Rancic, explained how he used to sell pancakes because he had a vision greater than fear itself. His story gave me goose bumps because it reminded me of my own journey in life," she explains.



» Mlilo-Sithole with her husband, Paul Sithole, showing off her certificate and trophy.



# FROM 'PILLAR TO POST' TO A GREAT AUTOMOTIVE MACHINIST

By Felicia Madi



» Tabo Lungisa (back row, 1st from left) with his crew at T&K Engineering.

**B**attling to launch a successful career despite having a qualification can be off-putting. This was not the case for Tabo Lungisa, an Automotive Machinist whose fanaticism for mechanics drove him on the road to success.

From failed partnerships to derailed solo business ventures, Lungisa soldiered on and is now the proud owner of T&K Engineering Workshop based in Umtata in the Eastern Cape.

"Being one of the few black people to qualify as an Automotive Machinist was an 'ace up my sleeve'. I knew that my services were needed and had to steer the ship in a different direction when the storms arose," he says.

Lungisa studied for a Mechanical Engineering diploma at Bethelsdorp College (now Port Elizabeth TVET College) in 1993. Upon completion in 1994, he went knocking from

“  
Being one of the few black people to qualify as an Automotive Machinist was an 'ace up my sleeve'.  
”

one door to another, looking for experiential training, until Competition Motors Mechanical Workshop in East London offered him a training opportunity, with a stipend of R20.00 per week.

"All I wanted was to get training so that I could qualify as a mechanic—money was not an important factor for me," he explains.

He goes on to explain that: "Life was difficult during those times.



» Tabo Lungisa grinding a crank shaft of an engine.



» Chulumanco Fumbata, an Automotive Machinist Apprentice re-boring an engine block with her trainer, Cecil Bradfield.



» Sive Gonya, an Automotive Machinist Apprentice grinding seats of cylinder heads.

There were days when I felt like not going to work the next morning but was motivated by seeing my father, who was an electrician, drilling walls outside in the blazing sun.”

Lungisa received another training opportunity at Anphil Auto Engineering in 1998 and was registered as an apprentice funded by the merSETA in 1999. Upon qualifying in 2004, he entered into a partnership with two people and they started a mechanical workshop,

which he soon abandoned and went solo.

Lungisa explains that a lifeline came through when he found employment at a mechanical workshop in Umtata for two years, and in 2016, he received an offer to buy the business, which is now known as T&K Engineering.

Although he hit the ground running with limited funding to run the business, the boat soon sailed smoothly because he had built a

good reputation and was trusted by his customers.

T&K Engineering now serves more than 10 towns in the Eastern Cape and employs 14 staff. They also train three apprentices, two of whom are merSETA-funded.

One of his apprentices, Sive Gonya from Chris Hani Park in Umtata, says his dream is to qualify as an Automotive Machinist and ultimately become a Design Engineer. Gonya studied Mechanical Engineering



» Xolisa Ngcatsha, an Automotive Machinist Apprentice skimming cylinder heads.



up to N5 level at Port Elizabeth College in 2015. He started his apprenticeship at T&K Engineering in 2017 and is due to complete his training in 2021.

His peer, Chulumanco Fumbata, from Corana in the Eastern Cape, is the only lady Automotive Machinist Apprentice at T&K Engineering. She explains that she was motivated to enter the field of mechanical engineering by her father, who is a mechanic and fixes his customers cars in their backyard at her home village. Fumbata also studied Mechanical Engineering at Port Elizabeth College up to N5 level. "I thought studying engineering would be difficult as there are not many women in the field, but having grown up watching and helping my

father work on cars, I knew I had to give it a shot."

Xolisa Ngcatsha is also an Automotive Machinist Apprentice at T&K Engineering, whose motivation to succeed is fuelled by the desire to provide for his family. The 25-year-old father of three says his plan is to qualify as an Auto Mechanic and ultimately become an Engineer. He studied mechanical engineering up to Level 2 at Sabatha Dalindyebo TVET College and started his apprenticeship at T&K Engineering in 2017.

Lungisa is appreciative of the training opportunity provided by the merSETA. This, according to him, is the reason he always strives to assist others.



»» Fumbata resizing conrods.



»» From left to right: Xolisa Ngcatsha, Tabo Lungisa, Sive Gonya and Chulumanco Fumbata.

# A DEAF ALUMINIUM MATERIAL HANDLER CONQUERS THE 'HEARING' WORLD

By Temana Mabula



» Talente Madava wrapping aluminium material to be delivered to customers.

**M**arlee Matlin once said that: "The handicap of deafness is not in the ear. It is in the mind."

Talente Madava's journey of life as a Deaf person in search of opportunities to empower himself is testimony of this. Madava is an Aluminium Material Handler at Cornways Aluminium Profile Stockists in Edenvale, Gauteng.

Although Deaf people are often faced with challenging stereotypes in the workplace due to their hearing impairment, Madava says this has never been a challenge for him since he started working for Cornways Aluminium Profile Stockists in 2017.

Being the only Deaf employee in the company, one would assume that communicating with and working with his colleagues would be a challenge for Madava, but he explains that this is far from the truth.

"I communicate very well with my colleagues and supervisors, because they are willing to learn my language. Some have even taken-up formal sign language lessons and are able to teach others. I never feel inferior amongst them," he explains.

This, according to Madava, makes him look forward to going to work every day.

"Cornways Aluminum Profile Stockists feels like a home to me.

My colleagues and supervisors do not treat me as a 'disabled' person because this would mean that I am 'less than' and require different treatment. I get the same tasks as everyone else who is in the same position as I am. They understand that the only difference between us is that we communicate differently, but our outputs are the same," he says.

Madava, who was born and bred in Empangeni, KwaZulu-Natal, says he arrived in Johannesburg in 2015, seeking to further his education. In 2016, he received an opportunity to do business studies at eDeaf (an organisation offering several training courses and learnership programmes



“

I was always willing to learn and was never demotivated when my trainers asked me to redo some of my work.

”

to empower Deaf communities for business) for one year.

He then received a training opportunity at WISPECO Aluminium based in Alberton, funded by the merSETA. He started the training in 2017 as an Aluminium Sample Maker, working on aluminium materials such as doors, casement windows and many others.

“This training opportunity became an enabler for me. I am currently permanently employed and owe this achievement to the merSETA and WISPECO,” explains Madava.

Due to the hard work, commitment and positive attitude he portrayed during his training, Madava was offered a six-month employment contract with WISPECO as an Aluminium Sample Maker upon the completion of his training.

“I was always willing to learn and was never demotivated when my trainers asked me to redo some of my work,” he says.

Madava, whose mother has passed away, helps support his siblings and grandmother with the salary he receives from his employer. His sister is a student at the Durban University of Technology and he also assists her financially.

“When I first arrived in Johannesburg, I was willing to do any kind of work that came my way because I knew that I had a huge responsibility of ensuring my family’s well-being. I even worked in retail and got contract work at different places,” he explains.

His advice to fellow Deaf people is to believe in themselves and never stop seeking opportunities. “It’s about



» Madava carrying the material onto the delivery vehicle.

perspective. If you regard yourself as being disabled, you are reinforcing a stigma that has been attached to Deaf people for many years,” he explains.

Madava says he owes gratitude to his family, who remained his pillar of strength and never treated him any differently to other kids. His dream is to acquire the necessary skills to open a large aluminium business.



» Madava preparing and putting in place the material on the delivery vehicle.



» Madava packaging aluminium material.

# CHEMICAL ENGINEERING TECHNICIAN PRAISES THE MERSETA FOR CONTRIBUTING TO HIS ACHIEVEMENTS

By Temana Mabula



» Christopher Madihlaba, Chemical Engineering Technician at Aveng Water.

Christopher Madihlaba thought he had hit a “cul-de-sac” in his endeavour to obtain a tertiary qualification in Chemical Engineering but the merSETA would not hear of it! They funded his National Diploma to its completion and set him off to his career in Chemical Engineering.

“The merSETA came into my life at a point when I had to decide whether I was going to find a job to fund my studies or drop out of school completely,” he says.

Madihlaba had completed the first of his two-year National Diploma in Chemical Engineering at the University of Johannesburg but financial struggles caught up with his family. He thought he had reached the end but the merSETA stepped in.

Upon completion of his National Diploma, Madihlaba became employed as a Plant Operator at East Rand Water (ERWAT) in 2005 and from then onwards, success

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The merSETA came into my life at a point when I had to decide whether I was going to find a job to fund my studies or drop out of school completely.

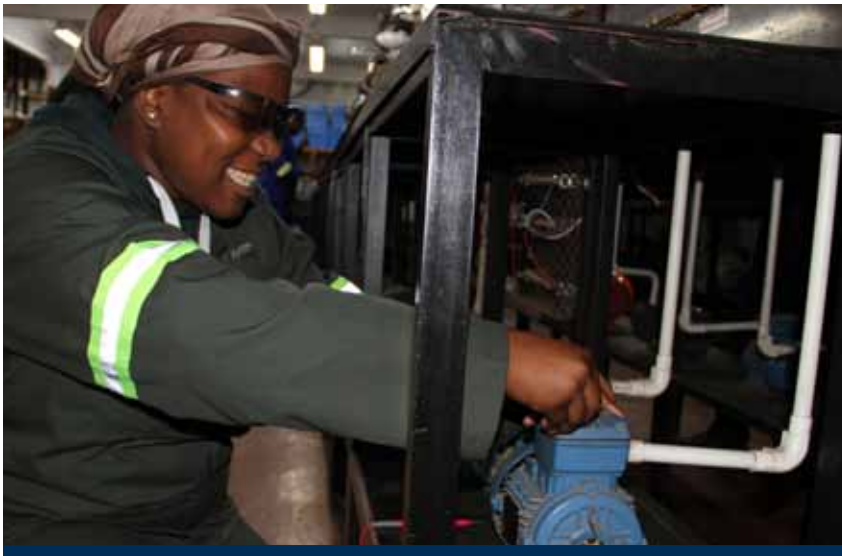
”

became his throne. What followed was a series of promotions which got him to where he is now - Plant Manager at Aveng Water operating and maintaining coal mining giants, South32’s Middelburg Water Reclamation Plant in Middleburg, Mpumalanga.



» Calvin Sobopela, Mechanical Fitting Apprentice drilling a hole flange on a drilling machine.





» Xoliswa Magagula, an Electrical Apprentice working on a 3-phase sequence motor and testing points to be able to wire panels.



» Nelisiwe Vilakazi, Control & Instrumentation Apprentice pulling and wiring cables from the Programme Logistic Controller to the programme transmitter.

"I swiftly moved up the ranks in my career. One of my greatest achievements is being part of the team that ran and commissioned a demonstration plant for Anglo American Coal at Emalahleni in Mpumalanga, and thereafter building the main plant," says Madihlaba.

He adds: "I consider this to be a 'state of the art' flagship plant and being able to carry out such technical work is evidence that the country is immensely skilled."

His role as a Plant Manager is to ensure the plant is operated and maintained within the contractual requirements that Aveng Water

has with South32, and that the conditions of the Water Use License are compiled to, as set out by the Department of Water and Sanitation.

Aveng Water works with different mines in the country and is responsible for treating acidic mine drainage (mine-affected water) and converting it into clean, drinkable



» Themba Sibeko, Control & Instrumentation Apprentice doing adjustments and calibrations on a fisher valve.

## SUCCESS STORIES

water. "While we were working at Optimum Coal mine, supplying water to the Steve Tshwete Municipality, we received the 'blue-drop' status from the department, which is an indication that the water we produce is of good quality," he explains.

According to Madihlaba, the work of Aveng Water makes a remarkable difference in the environment. "Acidic water left underground poses catastrophic consequences. If it is left untreated, it will push up the water table and will eventually contaminate natural resources and destroy the environment," he says.

Madihlaba commends the Government for putting measures in place to ensure that mining companies are held accountable. "We need to ensure that water coming from mining activities is not pumped into the rivers and the natural environment," he says.

In addition to providing clean, drinkable water, Aveng Water provides employment for people

“ I consider this to be a 'state of the art' flagship plant and being able to carry out such technical work is evidence that the country is immensely skilled. ”

from the communities within which they work. They partner with organisations such as the merSETA to design skills programmes in the form of apprenticeships so that they are able to equip the youth with skills which will enable them to enter the job market.

Nelisiwe Vilakazi and Themba Sibeko are two apprentices currently trained by Aveng Water in Control

& Instrumentation. Both apprentices explain their desire for wanting to complete their training and build successful careers is motivated by their need to become skilled and financially independent.

Their peers, Calvin Sebopela and Xoliswa Magagula are both being trained in Mechanical Fitting and Electrical respectively. Sebopela explains that contrary to popular belief, there are many jobs in the field of mechanics as opposed to "white-collar" jobs.

Madihlaba says that it is his goal to create a succession plan to groom a pipeline of leaders to do the same work he does. "I had mentors who deeply influenced my road to success and I want to do the same for others," he adds.

Happily married and blessed with three children, he says that his family is his greatest source of strength. "I am grateful to my parents for having raised me to become the man that I am today," he concludes.



» Back row (left to right): Calvin Sebopela and Xoliswa Magagula.  
Front row (left to right): Nelisiwe Vilakazi, Christopher Madihlaba and Themba Sibeko.



# IMPLEMENTATION OF NEWLY PROMULGATED WORKPLACE BASED LEARNING PROGRAMME AGREEMENT REGULATION



The Department of Higher Education and Training has promulgated the SETA workplace-based learning programme agreement regulations, 2018 on Friday, 16 November 2018 in the Government Gazette No 42037.

In preparation for the regulations coming into effect on Monday, 1 April 2019, the merSETA wishes to draw your attention to matters to be considered when implementing the workplace-based learning programme agreement regulations:

### **Submission of agreement**

- The current learnership agreement will no longer be in use and will be replaced by the Workplace-based learning programme agreement;
- All employers or providers are required to capture the learner details on the National Skills Development

Management System (NSDMS), upload all the relevant documentation and submit the originals to the relevant merSETA regional office;

- The employer or provider must submit a completed and signed agreement together with supporting documentation to the merSETA within 30 working days from the date on which the learner signed the agreement. Should the submission of the original completed agreement not be submitted within the turnaround time, the application will be withdrawn;
- The starting date of the learning programme agreement is determined by the date of registration of the merSETA; and
- The end date of the learning programme agreement is subject to the number of credits of the qualification or part qualification or duration of the curriculum.

Workplace Based Learning Programmes	
Apprenticeship	Means a period of workplace based learning culminating in an occupational qualification for a listed trade.
Learnership	Means a period of workplace based learning culminating in an occupational qualification or part qualification.
Internship for the "N" Diploma	Means a period of workplace based learning undertaken as part of the requirement for the "N" Diploma.
Candidacy	Means a period of workplace based learning undertaken by a graduate as part of the requirement for registration as a professional in the required professional designation as stipulated by a professional body.
Student internship: Category A	Means a period of workplace based learning undertaken as part of the requirement for the Diploma, National Diploma, Higher Certificate or Advanced Certificate as a vocational qualification stipulated in the Higher Education Qualifications Sub-Framework (HEQSF).
Student internship: Category B	Means a period of workplace based learning undertaken as part of the requirement for a professional qualification.
Student internship: Category C	Means a period of workplace based learning undertaken as part of the requirement for the Occupational Qualifications of the Quality Council for Trades and Occupations (QCTO).
Student internship	Means a period of workplace based learning for a person who is enrolled at an education and training institution for a SAQA registered qualification and may include vacation work.
Graduate internship	Means a period of workplace based learning for the purposes allowing a person who has completed a post school qualification to gain workplace experience or exposure to enhance competency and/or employability. This may include academic staff with existing qualifications that need industrial exposure or experience.

**All learners on Skills Programmes or Individual Unit Standards are required to be captured on the National Skills Development Management System and the original registration form LMP-FM-015 must be submitted together with supporting documents to the merSETA regional office.**

Conditional placement of learner:	<ul style="list-style-type: none"> <li>• When a learner has signed an agreement, the employer must forthwith conditionally place the learner on the relevant workplace-based learning programme pending the merSETA's registration and compliance process; and</li> <li>• A copy of the contract of employment for unemployed learners or a letter confirming the employment status of the employed learner (whichever is applicable), must be submitted together with the workplace based learning programme agreement including originally certified identity document and highest educational qualification to the merSETA regional office.</li> </ul>
Requirements for registration:	<ul style="list-style-type: none"> <li>• The merSETA may register an agreement if it has received the signed agreement within 30 days of the date on which the learner signed the agreement;</li> <li>• The merSETA may register an agreement if the employer falls within the merSETA scope, as established or re-established by the Minister in terms of Section 9 of the Act;</li> <li>• The employer has entered into a contract of employment of the learner if the learner is not employed with the company at the start of the workplace based learning programme agreement; and</li> <li>• The provider is accredited by the relevant Quality Council.</li> </ul>



<p>Additional requirements for a group of employers:</p>	<p>The merSETA may register the agreement to which a group of employers are party only if:</p> <ul style="list-style-type: none"> <li>• One employer is identified in the agreement as the lead employer and is geographically located within South Africa;</li> <li>• All other employer parties have signed an annexure to the agreement;</li> <li>• All parties to the agreement are approved for the structured work experience component; and</li> <li>• The lead employer undertakes to ensure compliance with the employer’s duties and ensures implementation of the agreement at the workplace of the other employer parties.</li> </ul>
<p>Additional requirements for a group of providers:</p>	<p>The merSETA may register the agreement to which a group of providers are party only if:</p> <ul style="list-style-type: none"> <li>• One provider is identified in the agreement as the lead provider and is geographically located within South Africa;</li> <li>• Every provider who is party to the agreement is accredited for the components and who have signed an annexure to the agreement;</li> <li>• The lead provider undertakes to ensure compliance with the provider’s duties and ensures that provider parties provide the relevant curriculum components; and</li> <li>• Ensure that the accreditation status of the provider parties are maintained for the duration of the agreement.</li> </ul>
<p>Registration decision by merSETA:</p>	<ul style="list-style-type: none"> <li>• The merSETA must register the agreement within 30 working days of receiving the agreement once it has verified that the relevant requirements are met;</li> <li>• The merSETA will record the date of registration and issue a learner agreement number;</li> <li>• Proof of submission will be submitted to the parties concerned and copies of the agreement will be made available upon request; and</li> <li>• The agreement start date is the date which the merSETA registers the agreement.</li> </ul>
<p>Amendments to agreement:</p>	<ul style="list-style-type: none"> <li>• Prior approval must be obtained from the merSETA prior to any mutually agreed amendments; and</li> <li>• Amendments must be recorded as annexures to the agreement and signed by all parties.</li> </ul>
<p>Substitution of agreement:</p>	<ul style="list-style-type: none"> <li>• The merSETA may approve an application from an employer for the substitution of the employer or provider upon receipt of a written application in the form of an annexure. The employer or provider is required to capture the request for substitution on NSDMS, download the addendum, sign and upload the completed documents.</li> </ul>
<p>Suspension of agreement:</p>	<ul style="list-style-type: none"> <li>• The merSETA may suspend a learning programme agreement for a specific period upon receipt of the request from either an employer or learner, on good cause, and the other parties have been afforded the opportunity to make representation as to why the agreement should not be suspended; and</li> <li>• The reasons for suspension must be submitted to the merSETA; and proof that the other parties have had the opportunity to make representation as to why the agreement should not to suspend must be submitted.</li> </ul>

Termination of agreement:	<ul style="list-style-type: none"> <li>• The merSETA may only approve the termination if an employer, learner or provider has made a written request and the other parties have had the opportunity to make representation;</li> <li>• The learner has terminated a contract of employment with the employer and another employer has not been substituted or the employer has been unable to arrange for another provider to substitute the existing provider; and</li> <li>• The decision of the termination must be communicated to each party in writing by the merSETA and the agreement must be de-registered.</li> </ul>
Certification of learner achievements:	<ul style="list-style-type: none"> <li>• A certificate must be issued by the Quality Council, within 30 working days after the assessment and verification (external moderation) process has been concluded.</li> </ul>
Completion of agreement:	<ul style="list-style-type: none"> <li>• Once the end date specified in the agreement has been reached, the merSETA must inform the learner and employer that the agreement has been completed and advise on any outstanding matters relating to it; and</li> <li>• If the learner has completed the workplace based learning programme, inform the Department after a period of six months in a format determined by the Department if the learner was employed full time or part time by an employer.</li> </ul>

The merSETA is currently utilising the Seta Management System (SMS) for all learner registration and until further notice, employers and providers are advised to apply to access the system and upload all learners on learning programmes. The access forms are available on the merSETA website and must be submitted to MISsupport@merseta.org.za.

The merSETA is in the process of preparing for the switch over to the newly developed National Skills Development Management System (NSDMS). Stakeholders will be advised once the change occurs and how to register themselves on the system to gain access. All capturing after the "go live" will be on the NSDMS system.

*Should you require clarity or assistance, you are required to contact the merSETA regional offices or call centre.*

## IMPLEMENTATION OF WORKPLACE BASED LEARNING PROGRAMME AGREEMENT REGULATION

### Pre-requirements for learner registration

Lead and host employers to be workplace approved.  
 Lead and host providers to be accredited.  
 Identify the learner.

### Conditional placement of learner

Include the original start date of the learner on the learning programme and make reference that commencement date of learning programme is based on registration date.

### Getting started on the Seta Management System

Capture the agreement information on the Seta Management System.  
 Upload supporting documents.  
 Download completed agreement and all parties to sign.

### Submission to the merSETA

Submit original agreement and supporting documents to merSETA within 30 working days from date signed by learner.

### merSETA responsibility

Register agreement within 30 working days from date of receipt, once requirements are met.  
 The commencement date of learning programme is determined by the registration date of the agreement by merSETA.



# NEW CAR SALES SHOW A DISAPPOINTING TREND

Source: NAAMSA

The National Association of Automobile Manufacturers of South Africa (NAAMSA) has reported a disappointing trend in new car sales for January 2019, which continued into February 2019.

The continued lower-than-expected car sales were, however, offset by fairly strong commercial vehicle sales.

Aggregate domestic sales at 43,251 units had declined by 3,016 units or 6.5% from the 46,267 vehicles sold in February last year.

Export sales registered a strong growth, reflecting a substantial improvement of 6,202 vehicles or a gain of 22.5% compared to the 27,529 vehicles exported in February last year.

Overall, out of the total reported Industry sales of 43,251 vehicles, an estimated 35,760 units or 82.7% represented dealer sales, an estimated 10.0% represented sales to the vehicle rental Industry, 3.9% to government and 3.4% to industry corporate fleets.

The February 2019 new car market had, for the second consecutive month, been particularly weak and at 27,000 units, had registered a substantial fall of 4,139 cars or a

decline of 13.3% compared to the 31,139 new cars sold in February last year.

The new car sales figures confirmed that consumers generally were under pressure and lacked a willingness to invest and purchase. As had been the case for most of 2018, the car rental Industry continued to make a major contribution accounting for 14.3% of new car sales in February 2019.

Domestic sales of new light commercial vehicles, bakkies and mini buses, at 14,123 units during February 2019, had recorded an improvement of 932 units or a gain of 7.1% from the 13,191 light commercial vehicles sold during the corresponding month last year. NAAMSA expected the light commercial vehicle market to continue to register growth over the medium term.

Sales in the medium and heavy truck segments of the Industry had performed remarkably well and at 662 units and 1,466 units respectively, reflected a significant gain of 83 vehicles or an improvement of 14.3%. In the case of medium commercial vehicles, and, in the case of heavy trucks and buses, a good improvement

of 108 vehicles or a gain of 8.0% was recorded, compared to the corresponding month last year.

The February 2019 export sales number represented another stellar performance with export sales at 33,731 vehicles, reflecting a substantial improvement of 6,202 units or a gain of 22.5% compared to the 27,529 vehicles exported in the same month last year. The momentum of vehicle exports over the course of 2019 should increase further and industry export sales for the year could reach 400,000 units compared to the 351,139 vehicles exported last year.

It was expected that the low growth environment would continue until after the general election. Post-election policy reforms and governments' commitment to revitalise the South African economy with the aim of achieving a substantially higher economic growth rate should translate into improved domestic sales numbers during the second half of 2019.

Overall, an improved second half performance in terms of sales was expected. Furthermore, Industry vehicle production levels would continue to benefit from strong vehicle export sales.

## Aggregate domestic sales

**43,251**  
units had declined by  
**3,016**  
units or 6.5% from the  
**46,267**  
vehicles sold in  
February last year.

## Export sales

registered a strong growth,  
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**27,529**  
vehicles exported in  
February last year.

## New car market

particularly weak at  
**27,000**  
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new cars sold in February  
last year.



# THE MERSETA AND WISPECO ALUMINIUM ‘TURNING TIDES’ IN THE ALUMINIUM INDUSTRY

By Temana Mabula



Not only has WISPECO Aluminium opened its doors to training and employing Deaf people, we negotiate employment opportunities on their behalf with our clients.



The “silent” world between the Deaf and the hearing has been ripped to pieces through a partnership between the merSETA and WISPECO Aluminium.

This was achieved through the training of Deaf learners in Aluminium Fabrication and Distribution by WISPECO Aluminium, funded by the merSETA. The training programme, which takes up to one year, started in 2007 and has been running annually ever since.

“The merSETA and WISPECO Aluminium aim to eradicate the stigma and myths surrounding Deaf people and mainstream them into

communities,” says Melissa Botha, Training Manager and Head of the College at WISPECO Aluminium.

WISPECO Aluminium is the largest aluminium extruder in Africa that manufactures and supplies aluminium profiles for industrial and architectural applications. According to Botha, WISPECO Aluminium is of the view that learners with impairments are “differently abled”, as opposed to the popular belief that they are ‘disabled’.

“A disabled person is one who is not able to perform any task. Our learners are able to perform many tasks. They just need to be trained



and skilled so that they can be able to work and provide for their families, just like any other person," explains Botha.

Botha goes on to add that although communication poses a major challenge between the Deaf and hearing people, WISPECO Aluminium has been proactive in dealing with this challenge.

"We have ensured that WISPECO hearing employees get trained in Sign Language, to enable a smooth flow of communication between them and Deaf employees," Botha says.

Many of the Deaf learners they train get employed by WISPECO, Conways and other companies. "Not only has WISPECO Aluminium opened its doors to training and employing Deaf people, we negotiate employment opportunities on their behalf with our clients," Botha explains.

Nonhlanhla Ximba is a former fabrication learner who got permanently employed by WISPECO Aluminium as a Sample Maker. She has worked for WISPECO Aluminium for eight years and says: "The training opportunity and employment that was offered to

“  
It is easier to run programmes such as these when you have support from organisations such as the merSETA. This goes a long way to ensuring the development of people.”

me by WISPECO has ensured that I build a house for my family and support my unemployed husband and four children."

In addition to training Deaf people, WISPECO Aluminium also runs a distribution learnership for persons living with light mobility impairments such as epilepsy, post-polio and hemiplegics. "We work together with the Gauteng Provincial Association for Persons with Disabilities (GPAPD) and Epilepsy SA, who advises us

regarding the recruitment of these learners," explains Botha.

Jacqueline Mguga is a 43-year-old Material Handler who has been living with epilepsy. She explains that the training she received from WISPECO has enabled her to support her 13-member family. "Before I received this training, my family relied on my grandmother's pension for survival. I have since been able to provide some relief for her because I am permanently employed," she says.

WISPECO Aluminium also runs a Spazal programme, which trains learners on entrepreneurship skills. "We train and assist them in opening aluminium fabrication businesses and so far, we have 13 small aluminium fabrication businesses running across the country. One of our learners, Sabelo Mkhonto, was responsible for providing aluminium doors and windows for the 2010 FIFA World Cup offices," says Botha.

She concludes: "It is easier to run programmes such as these when you have support from organisations such as the merSETA. This goes a long way to ensuring the development of people".



Jacqueline Mguga, Material Handler at WISPECO Aluminium.



Melissa Botha, Training Manager and Head of the College at WISPECO Aluminium.

## WORLD SKILLS SOUTH AFRICA

The third World Skills South Africa competition kicked-off at the Durban Convention Centre in KwaZulu-Natal earlier this year, hosted by the Department of Higher Education and Training (DHET).

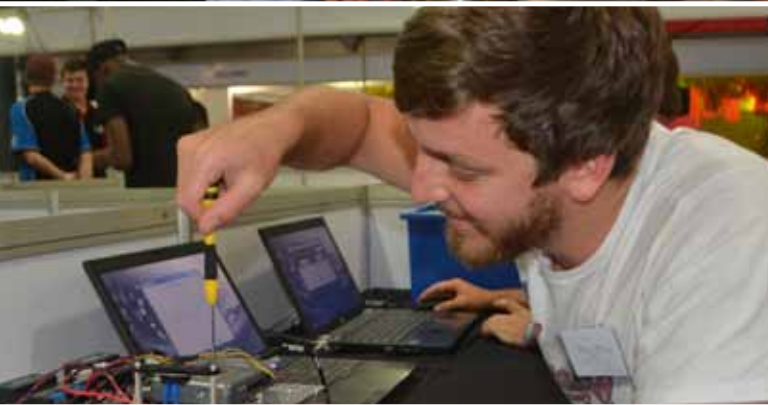
The competition hosted a series of skills for apprenticeships, training artisan development and vocational education and training.

Competitors went head-to-head competing in fields varying from: bricklaying; plastering & dry-walling; plumbing & heating; refrigeration & air-conditioning; electrical installations; graphic design technology; IT network systems; IT software solutions; web design; CNC turning; mechatronics; mobile robotics; welding; aquatronics; beauty therapy; cooking; hairdressing; restaurant services; auto-body repair; automobile technology; and car spray painting.



*World Skills South Africa delegates and participants during induction, the opening ceremony, challenge sessions and certificate ceremony.*





*World Skills South Africa participants engage in different challenges.*



**World Skills South Africa** *contd*



*World Skills South Africa delegates and participants during the closing ceremony, challenge sessions and handing of certificates.*



## THE 2019 NATIONAL SKILLS CONFERENCE AND AWARDS

The National Skills Authority and the Department of Higher Education and Training hosted the 2019 National Skills Conference and Awards at the Birchwood Hotel in Boksburg from 14-15 March 2019.

Under the theme: *“Building a demand-led skills development system that focuses on inclusive economic growth”*, the conference sought to bring together all education and training and skills development role players to solicit solutions to the challenges and blockages experienced in the implementation of skills development interventions.

The objectives of the conference were to: communicate the new National Skills Development Plan (NSDP) and the SETA landscape beyond March 2020; align skills development strategies with national key priorities and Fourth Industrial Revolution by strengthening collaborations of labour market institutions with education

and training institutions (TVETs, CETs and Universities); fast track occupations in high demand and encourage international best practice on skills development; give social partners a platform to pledge support and commitment to implement the strategy; and create a platform for skills development stakeholders to showcase their organisations and to disseminate information.

Some of the conference outcomes, through discussions by various committees were to devise strategies to secure work placement opportunities for 20,000 learners and graduates from Universities, TVET Colleges, Community Colleges, and Private Institutions annually. This initiative is to be facilitated and financially supported by SETAs with business, government, trade unions and community constituents collaborating in opening up workplaces. All SETAs, Employers, Organised labour and State were to pledge their support in taking the recommendations of the conference forward.



*Different dance groups entertaining delegates during the conference.*



## The 2019 National Skills Conference and Awards *contd*



*Left to right: Minister in the Presidency: Planning, Monitoring and Evaluation, Nkosazana Dlamini-Zuma, and Minister of Higher Education and Training, Naledi Pandor during a walkabout at the exhibition hall.*



*The merSETA staff, Geozann Matthysen, giving information to learners from different schools in Gauteng.*



*Minister Nkosazana Dlamini-Zuma and Minister Naledi Pandor observing a demonstration at the merSETA stand.*



*Minister Naledi Pandor giving an opening address.*



*Entertainment galore: Conference delegates were kept glued to the stage with different performances.*



*Never a dull moment: Traditional dancers giving a sterling performance.*



*High School learners receiving information at one of the stands in the exhibition hall.*



*Director General at the Department of Higher Education and Training, Mr Gwebinkundla Qonde.*





Minister Nkosazana Dlamini-Zuma delivering a speech at the conference.



Statistician-General of South Africa and Head of Statistics South Africa, Mr Risenga Maluleka, giving a Stats SA perspective on the "Implication of Fourth Industrial Revolution for Understanding Skills Supply and Demand".



Head of Skills Development, Mustak Ally.



Dr Vijay Reddy from the Human Sciences Research Council presenting a paper on Labour Market Intelligence Partnership.



Conference presenter.



Minister Dlamini-Zuma receiving a gift from conference organisers.



Minister Naledi Pandor receiving a gift from conference organisers.



The merSETA executive (from left to right): Ms Sebolelo Nomvete, Strategy and Research Executive; Ms Ester Van der Linde, Corporate Services Executive; Mr Wayne Adams, Acting CEO; and Ms Disa Mjikelis, CFO.

## Proudly South African Buy Local Summit and Expo

The merSETA took part in the 8th Annual Proudly South African Buy Local Summit and Expo which took place from 12-13 March 2019 at the Sandton Convention Centre.

The event follows the South African Government's recognition that local procurement is a stimulus for job creation and has developed and implemented a number of strategies to assist the local manufacturing industry with a renewed drive towards local procurement.

Recognised for its work and its ability to influence procurement in favour of domestic production, Proudly SA partners with public and private sector entities and civil society to drive the Buy Local message. By buying locally grown, produced or manufactured goods or services, businesses grow, thereby stimulating economic growth and job creation.

The objectives of the Buy Local Summit and Expo are to promote locally produced products and services using

an exhibition and event platform; ensure that all national government departments purchase locally produced office consumables; ensure that every provincial government department, metro and local municipality uses local suppliers for all goods and services and adheres to legislation in this regard; and to educate consumers to check Country of Origin labels, which all products are compelled to carry, ensuring they buy items Made in South Africa.

Running alongside The Buy Local Summit was the Expo component which gave an opportunity for 200 Proudly South African member companies to showcase and promote their products and services.

The entire event forms part of Proudly South African's commitment to promote sustainable economic growth through job creation and to contribute to the socio-economic welfare of South Africa.

Local is lekker!



*The merSETA staff, Felicia Madi and Geozann Matthysen providing information at the merSETA stand.*



*Conference delegates.*



*Deputy Minister of Small Business Development, Cassel Mathale.*



*Conference delegates.*



*Conference delegates.*



*Programme Director, Ayanda Alle Paine.*





*Thebe Ikalafeng, Founder and CEO of Brand Leadership Group giving a presentation on: "How African Brands are challenging global brands".*



*Conference delegates.*



*Conference delegates.*



*Conference delegates.*



*Conference delegates.*



*Conference delegates.*



*Conference delegates.*



*Deputy Director-General at the DTI, Malebo Mabitje-Thompson giving a presentation on the Black Industrialist Programme.*

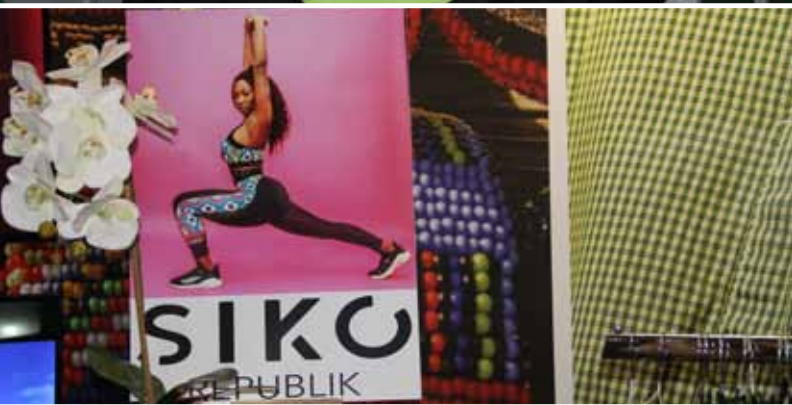


**Proudly South African Buy Local Summit and Expo *contd***



*Conference delegates during an 'introduction session' facilitated by Deputy Director-General at the DTI, Malebo Mabitje-Thompson.*





*Exhibitors showing off and demonstrating their products in the exhibition hall.*



**Proudly South African Buy Local Summit and Expo *contd***



*Exhibitors showing off and demonstrating their products in the exhibition hall.*



# REGIONAL OFFICES

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 [www.merseta.org.za](http://www.merseta.org.za)

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**merSETA**

MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

ISO 9001:2015

# LEADERS IN CLOSING THE SKILLS GAP.

The merSETA is one of the 21 Sector Education and Training Authorities (SETAs) established to promote skills development in terms of the Skills Development Act of 1998 (as amended). The 21 SETAs broadly reflect different sectors of the South African economy. The merSETA encompasses Manufacturing, Engineering and Related Services. The various industry sectors are covered by five chambers within the merSETA: Metal and Engineering, Auto Manufacturing, Motor Retail and Components Manufacturing, New Tyre Manufacturing and Plastic industries.

