



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2015

Achieve

THOUGHT LEADER IN SKILLS DEVELOPMENT

SEPT/OCT 2020 | ISSUE 47



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**merSETA Annual Report:
Chairperson's Foreword
CEO's Overview**
—

**Artisans Took over Ownership
of an Engineering Workshop
and Delivered it to Great
Heights**
—

**Top Shop - Ross Champion
A Huge Success Story**



**higher education
& training**

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

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merSETA

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AND RELATED SERVICES SETA

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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.



VISION

Leaders in closing the skills gap.

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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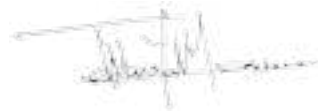
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TALKING NOTES



Temana Masekela

This dark cloud that has been hanging over our heads, and the rest of the world will someday be a thing of the past and things will return to normal. As the saying goes “every cloud has a silver lining”.

Much like many other organisations, the merSETA has been working tirelessly to keep operations running smoothly throughout the lockdown period. Whether onsite or remotely, we continue to deliver services to our stakeholders, with utmost professionalism.

We continue to forge and maintain partnerships that ensure our youth receive funding for skills development. One such partnership is with Queenstown Engineering CC, who will train six apprentices in fitting and turning, automotive machining and diesel mechanics.

The appointment of our new Chairperson, Ms Kate Maloto, along with the new board is an achievement we are proud of. This new board has ensured that the merSETA boat continues to float, even in the midst of COVID-19 challenges.

We are also proud to announce the appointment of Mr Wayne Adams as the Chief Executive Officer of the merSETA from 1 November 2020. Mr Adams previously acted as CEO until he was appointed to the position in October 2020.

We trust that Mr Adams will continue to lead the merSETA amicably.

Enjoy reading this issue of Achieve!

Eased COVID-19 lockdown restrictions over the past months have seen many industries and businesses move to having the majority of their staff back to the workplace, although some continue to work from home. It is with no doubt that the effect of this pandemic has had and will continue to have a severe impact on world economies, such as on the globally integrated automotive industry.

The automotive cluster is an important industrial sector in South Africa, contributing 6.9% to the Gross Domestic Product (GDP). This is the reason that the recent concern by the National Association of Automobile Manufacturers of South Africa about the impact of grey imports in South Africa (NAAMSA) is qualified.

The good news is that the association has reported improvements in aggregate domestic sales and a bit of recovery in the sales of other components, following eased lockdown restrictions.



Now, more than ever, skills development must fulfil its potential as one of the most influential levers to unlock economic opportunities for previously marginalised groups.

CHAIRPERSON'S FOREWORD

The 2019/20 financial year was a testing time for the merSETA. Already operating under the dark cloud of a seriously ailing economy, albeit not alone, the SETA experienced resource and systems constraints that affected its ability to meet targets against certain strategic objectives.

The situation was exacerbated towards the end of the last quarter of the year, when the world was plunged into an unprecedented social and economic crisis with the outbreak of the Covid-19 pandemic.

With the South African state of national disaster taking effect as our financial year ended, all minds had to stop what they were thinking and planning to focus on what the restrictions and economic shutdown would mean for the country. The manufacturing sector, locally and globally, was forced to take a hard look at its prospects, as one of Covid-19's significant victims.

Economic woes

Already in the midst of an economic depression, South Africa was hoping to clutch onto the fragile straw of 0.9% growth to end-2019, against an inflation rate of around 4.5%. The economy, instead, contracted by 1.4% in the fourth quarter of 2019 (Statistics South Africa, 2020).

Contributing factors included the revenue shortfall, debt and persistent electricity shortages. The effects of these have sent tidal waves across the manufacturing, engineering and related services sector. Against the country's marginal growth in the last three years, manufacturing has contracted by 8.8% due to declines in petroleum, transport, wood and paper industries.

Furthermore, the Industrial Development Corporation ([publication or report name to come](#)) reports that manufacturing will be forced to lick its wounds for the foreseeable future, business confidence having plunged to just 16 points in the third quarter of 2019, a 20-year low.

Manufacturers, it states, are pessimistic about investment activity in the coming year. Worsening global conditions caused by Covid, trade wars and a looming global recession cast doubt on favourable export prospects.

To add to its current burden as a global citizen, South Africa has to contend with worsening levels of unemployment, poverty and inequality at home.

New skills landscape

It is here that a glimmer of hope exists - in the National Skills Development Plan (NSDP), which replaces the National Skills

Development Strategy from 2020/21 and has been crafted to address the priorities of the National Development Plan (NDP) and the White Paper on Post-School Education and Training (WP-PSET). The NSDP comes with heavy responsibility, as it seeks to ensure that South Africa has adequate, appropriate and high-quality skills to stimulate economic growth, employment creation and social development.

The onus is on the SETAs to do so through meaningful and effective initiatives that walk the skills development talk and deliver the goods for those deserving of an opportunity to participate in the mainstream economy, with all the benefits that come with it.

Now, more than ever, skills development must fulfil its potential as one of the most influential levers to unlock economic opportunities for previously marginalised groups.

Several merSETA interventions respond directly to this imperative, designed as they are to support black-owned enterprises and promote entrepreneurship. These activities are described in this annual report.

Financial management

The merSETA maintained its sound financial footing during the review year, with total revenue of R1.8 billion, which was in line with budget and 2% above that of 2018/19. Total revenue comprises mainly levy income, interest income and penalties. Levy income received for the year was R1.47 billion, which, again, was on budget.

The pattern of levy breakdown per chamber remained almost unchanged from that of previous years, with the Metal Chamber contributing the largest share, at 57%. Most contributing companies are in the 'small' category, with 13 403 companies paying levies, mostly in Gauteng and North West.

The announcement by government of a four-month levy-payment holiday for all companies from 1 April 2020 will undoubtedly impact merSETA activities into the new year, but to what extent is still to be assessed.

Accounting authority

At year-end, the tenure of the Accounting Authority that had taken the SETA through the final two years of its NSDS mandate, from 1 April 2018 to 31 March 2020, ended.

Ms Lebogang Letsoalo was the Chairperson of the Accounting Authority during the year under review, with Mr Xolani Tshayana and Ms Jeanne Esterhuizen both having served as deputy chairpersons.

On 22 July 2019, the Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, extended the SETAs' licences for a further 10 years to 2030 in line with the NSDP. The extension will bring stability and long-term focus to the merSETA's planning and strategic projects and will enable it to build on good work done over two decades.

The incoming Accounting Authority will play a pivotal role in guiding management to achieve its stated outcomes and the need for continuity led the Minister to reappoint some of the previous members for another term.

My appreciation for a job well done goes to the outgoing Accounting Authority members for their strategic guidance in confronting the issues faced by the sector and guiding the merSETA team to address them through appropriate programmes.

During the review year, the efforts of the Accounting Authority were strengthened by the work of the various committees that continued to operate in terms of the Skills Development Act, the Public Finance Management Act and the merSETA Constitution, being:

- Executive Committee (Exco)
- Audit and Risk Committee (ARC)
- Human Resources and Remuneration Committee (HRRC)
- Finance and Grants Committee (FGC)
- Governance and Strategy Committee (GSC)
- Chamber Committees and Regional Committees, and
- ETQA Committee.

I thank the independent members of these committees for their part in ensuring the merSETA adheres to good governance principles such as those contained in King IV.

Ambitious strategy

Into 2020/21, the SETA has an ambitious new five-year strategy (2020/21 to 2024/25), developed with the NSDP, sector and national priorities as its backdrop.

The pillars of this strategy are its five strategic outcomes:

- Ethical governance and resourced, capable operations;
- Skills for productive enterprises within the social economy;
- PSET education, training and skills development responsive to changing occupations and skills demand;
- mer-Sector industry skills for employment equity demographics transformation, changing business models and diversification of ownership, control and management, and
- A skilled, agile and flexible current and future workforce for emerging and future occupations and employment opportunities.

The new Accounting Authority has its work cut out for it to steer the SETA through a new chapter in the skills development story of the country, while a pandemic continues to run riot across the globe. But the tools are in place in the NSDP and new merSETA strategy and I am confident that we will succeed in leaving South African society better for our contribution.

We eagerly await the appointment of a permanent Chief Executive Officer, who will bring much stability to the organisation as it sets off on new journeys and touches more lives.

Finally, without relationships and partnerships with those whose interests we serve and who look to us for assistance to develop their businesses through skills, our SETA cannot hope to make a lasting impact. Thus, to our stakeholders throughout South Africa, thank you for your support over the years.

Now, let's head into the future with resolve, optimism and the fighting spirit for which South Africans are known.



Kate Moloto
Chairperson



A large measure of our 2019/20 success arose from the policy certainty associated with the NSDP, which aims to ensure the country has adequate, appropriate and high-quality skills for economic growth, employment creation and social development.

CHIEF EXECUTIVE OFFICER'S OVERVIEW

In spite of sluggish economic growth for South Africa in 2019, the year under review proved the resilience of the merSETA in post-school education and training.

The world economy endured the weakest expansion in a decade in 2019 and there was a risk of the slowdown turning into outright contraction in 2020. The United Nations Conference on Trade and Development (UNCTAD) noted that warning lights were flashing around trade wars, currency gyrations, the possibility of a no-deal Brexit and movements in long-term interest rates.

Yet weak employment and market demand did not impare the merSETA's efforts to upskill and train entrants for the new economy. We are proud of our achievements under trying circumstances.

A large measure of our 2019/20 success arose from the policy certainty associated with the NSDP, which aims to ensure the country has adequate, appropriate and high-quality skills for economic growth, employment creation and social development. Further, the extension in 2019 of the SETAs' licences to 2030 by the Minister of Higher Education, Science and Innovation provided an anchor for our strategic planning and interventions in the manufacturing, engineering and related sectors.

Unemployment remains high, reflecting skill shortages, weak investment and inequalities in opportunities and incomes.

However, supportive economic policies and programmes, such as the Automotive Investment Scheme, the Manufacturing Competitiveness Enhancement Programme and the Manufacturing Investment Scheme, contributed to the resilience of the sector.

The policies have seen major multinational companies in the auto and new tyre sectors invest billions of Rands in South Africa.

The year under review saw the development of the Sector Skills Plan (SSP) aligned to NSDP 2030. The 2019/20 SSP formed the basis for the five-year Strategic Plan and the Annual Performance Plan (APP), whose development included extensive consultation with stakeholders and thorough primary and secondary research.

Skilling the sector

In the 2019/20 financial year, the merSETA provided support to 6 867 employed learners to promote skills development in the workplace. interventions included learnerships, apprenticeships, bursaries, recognition of prior learning and skills programmes.

Support was provided to 9 630 unemployed learners through similar learning interventions.

We entered into 1 434 partnerships with government departments, technical and vocational education and training (TVET) colleges, universities and employers in support of education and skills development. This year, responding to the growing scourge of gender-based violence, we used existing relationships and forged new ones to focus the spotlight on the plight of women and children in South African society. We subscribe to and support the Department of Higher Education and Training (DHET) Policy Framework to address Gender-based Violence in the Post-School Education and Training System.

Some 1 671 university students, lecturers and TVET students benefitted from short learning programmes, PhDs, master's scholarships, and other postgraduate bursaries. This is a significant increase compared to the prior financial year.

Our support for TVET centres of specialisation was ramped up during the year, in line with the DHET's focus on establishing these structures which dedicate themselves to the delivery of specific occupational qualifications and the quality of apprentices exiting the system. This activity becomes a performance target from 2020/21, when support must be provided to two centres of specialisation.

The merSETA reached 1 822 civil society organisations, including 10 non-governmental organisations (NGOs), 10 community-based organisations (CBOs), six trade unions, 20 cooperatives, 1 503 small businesses and 267 non-levy-paying entities (NLPEs), providing training and support.

The merSETA is also finalising key partnerships/projects in its innovation portfolio. Among these is a project to develop Faculty of Engineering lecturers at Walter Sisulu University. This partnership also supports engineering-related small and medium enterprises in the Eastern Cape.

The ICT4APP project with the Council for Scientific and Industrial Research (CSIR) was delayed and the project plan was revised. The ICT4APP is a mobile application allowing distance learning on a step-up basis. Once completed, the mobile application will allow students who have completed their mobile courses to search for practical training in their specific areas with the support and guidance of a trained technical mentor.

The TVET college quality improvement project, which develops engineering diploma graduates as TVET college technical mentors and lecturers, now has all recruits on board. Nelson Mandela University has registered the student-lecturers for an advanced diploma and is supporting them via e-learning. The candidates have been provided with information and communication technology (ICT) support equipment and facilities.

Our partnership with the Department of Employment and Labour's Supported Employment Enterprises unit for people with disabilities is progressing well. Facilities at 13 factories countrywide could become centres of excellence for this training. The Black Female Management Development project for National Qualifications Framework levels 6 and 8 candidates is scheduled for completion in September 2020. This will provide industry with more graduates ready for middle to senior management positions, thus helping to transform the South African workplace in line with national imperatives.

During the year, steering committee meetings were held with the offices of the premiers in the Western Cape, Eastern Cape, KwaZulu-Natal, Limpopo, Free State and North West.

The merSETA took part in 50 nationwide career development events, including career expos, which provided career guidance to school learners, out-of-school youth and the unemployed in urban and rural areas, and promoted skills development.

Financial highlights

Management accounts show total revenue for the year to 31 March 2020 slightly below R1.8 billion. Total revenue is made up mainly of levy income, interest income and penalties. Levy income received for the year was R1.466 billion, which is in line with budget.

Total expenses are made up of mandatory, discretionary and administration costs. Total expenses were below budget, notwithstanding a second discretionary grant window opened in November 2019. This is because no discretionary grants were allocated for February and March 2020 due to the Business Unity South Africa (BUSAs) court ruling, which created uncertainty around mandatory grant disbursements (BUSAs argued for the retention of the 50% mandatory grant). Although the court ruling is open to interpretation, the merSETA Accounting Authority decided to continue with the 20% allocation.

Discretionary grant withdrawals for the year – at R227 million – dropped by 50% compared to 2018/19.

Information technology

The year under review saw the third submission of mandatory and discretionary grant applications via the electronic grant application system, the National Skills Development Management System (NSDMS). The system is constantly being enhanced for easier use and quicker payments of grants, while ensuring compliance and accountability.

The merSETA issued 1 934 memoranda of agreement (MoAs) electronically to companies by the end of March 2020, 1 604

of which were accepted. Some 1 361 MoAs were signed and first tranche payments to the value of R169 million processed paperlessly through the NSDMS.

The Covid-19 pandemic and subsequent lockdown delayed second tranche payments.

The mer-Sector

We remain confident about transformation in the manufacturing and engineering sectors in the light of structural reforms led by government. These include major reforms of key state-owned enterprises and opportunities associated with recent master plans for the automotive sector and the poultry, clothing, textiles, leather and footwear industries.

The public sector's localisation drive, including improved enforcement of product designations, is also set to increase local business confidence and investment.

Way forward

The declaration of a national state of disaster just before year-end affected all SETAs, not least through the four-month levy-payment holiday. We began a deep-dive into the effect on our mandatory and discretionary grant disbursements as well as our administrative costs. We are monitoring these costs closely.

In minimising the impact of this unprecedented event, the merSETA provided tools and capabilities for employees to work remotely and continued most of its operations

The lockdown, in fact, allowed the SETA to strengthen monitoring and evaluation systems, digital ecosystems, innovation systems, research and labour market intelligence and governance, risk management and compliance structures.

We also conceptualised the Viro-vent Skills Innovation Challenge, a partnership with five higher education institutions (HEIs)

linked to the National Research Foundation and the National Ventilator Project. This merSETA-funded project will provide skills development and skills transfer through designing, developing and testing prototype products, particularly high-technology ventilators.

Two fast-track research concepts were developed to prepare the merSETA for post-Covid-19 initiatives - one for simulated training to counteract the lack of work-based learning spaces, and the other to improve the skills of community-based entrepreneurs and use TVET college infrastructure after hours for services to communities.

We also began to realign our strategy and plans, considering the gradual reopening of the economy to come and the launch of our sixth chamber, the Automotive Components Manufacturing Chamber.

The coming financial year will be a steep learning curve for the merSETA, as South Africa, hopefully, begins to see the light at the end of the bleak tunnel down which the economy has travelled in recent times. This reality shows clearly in our performance in the review year.

However, the promise of a new SETA landscape with its NSDP, a reconstituted Accounting Authority at the start of its tenure and a carefully thought-out and well-formulated five-year strategic plan, the merSETA - in its well-entrenched Tradition - is ready for whatever challenges arise.



Wayne Adams
Acting Chief Executive Officer





ARTISANS TOOK OVER OWNERSHIP OF AN ENGINEERING WORKSHOP AND DELIVERED IT TO GREAT HEIGHTS

They both qualified as artisans, worked as foremen, and now, Andre Roux and Leon Olivier, are proud owners of a successful engineering workshop in the Eastern Cape, Queenstown Engineering CC.

Their workshop specialises in engine reconditioning, fitting and turning, engine assembling and mechanical repairs as well as general engineering.

“We took over the business from previous owners who had reached retirement age. And through hard work and going the extra mile to ensure customer satisfaction, the business has grown from strength to strength,” explains Roux, one of the Managing Directors and partner of Queenstown Engineering CC.

Queenstown Engineering CC recently entered into a partnership with the merSETA. Through the merSETA funding, they will train six

apprentices in fitting and turning, automotive machining and diesel mechanics this year.

This, they say, is a great initiative which they welcome with both hands as it will give young people, particularly those from previously disadvantaged backgrounds, a chance to obtain valuable skills in engineering fields.

“The previous owners gave us a lifetime opportunity, from the knowledge and skills they imparted to us to trusting us with running this business successfully. We therefore do not only want to continue with their legacy and make them proud, but also give back and share this knowledge with young and upcoming artisans, so that they may also launch their own businesses in the future,” explains Olivier, the other Managing Director and Partner.

Queenstown Engineering CC currently employs 20 people. The pair say they always encourage employees to work hard and show commitment and dedication in their work so that they can achieve their goals and ambitions.

“We started off as apprentices and never in our wildest dreams did we imagine we would make it this far. However, we looked up to the previous owners and constantly drew wisdom from them. This is an indication that with focus, hard work and determination, anything is possible,” they both explain.

Roux is a qualified Automotive Machinist and Olivier qualified as a diesel mechanic. They both went to Molteno High School in the Eastern Cape and studied up to Grade 10, before training as apprentices.

“We both had passion for mechanics and always liked to work with our



hands. This is the reason we pursued the fields we are in," they say.

The pair conclude: "The most important strategy when starting or running a business is to ensure customer satisfaction. This is an aspect which we attribute the success of our business because it was through word of mouth that we experienced growth at a fast pace".

"We started off as apprentices and never in our wildest dreams did we imagine we would make it this far. However, we looked up to the previous owners

and constantly drew wisdom from them. This is an indication that with focus, hard work and determination, anything is possible"





NEW VEHICLE STATISTICS

NAAMSA is deeply concerned about the impact of grey imports in South Africa because approximately 300,000 of the 12.7m cars on our roads are illegally imported vehicles. The number of grey imports is growing at 30,000 vehicles per annum. Without doubt, grey imports displaces new car sales. Based on the suite of taxes applicable to new car sales locally, NAAMSA estimate that this is costing the fiscus R3,8bn per annum.

Grey imports have a negative impact on the automotive ecosystem because they rob the fiscus of the much needed tax revenue; they hurt job creation; they aid criminal activity; and undermine road safety initiatives. To put into perspective, the monthly average new vehicle market for 2020 is 28,500 units. Grey imports represent an extra months sales per annum, which represents

7.5% of total market and would be the third largest brand in SA by volume.

Reflecting on the new vehicle sales statistics for the month of September 2020, NAAMSA confirmed that aggregate domestic sales at 37 403 units continued to improve in line with lower lockdown levels over recent months but still reflected a decline of 11 737 units, or 23,9% from the 49 140 vehicles sold in September last year.

Export sales at 28 704 units also registered a fall of 7 566 units or a decline of 20,9% compared to the 36 270 vehicles exported in September 2019. Vehicle export numbers continue to recover to some extent as the automotive industry's major export destinations are starting to ease their lockdown restrictions. Going forward, South African vehicle exporters will be required to consider various

scenarios for the world economy and global trade patterns in the short to medium term.



TOP SHOP – ROSS CHAMPION A HUGE SUCCESS STORY

By Automotive Refinisher

Ross Champion have recently moved their operation to a new site based in Flanders Road, Umhlanga, Durban. The all-new body shop features some state-of-the-art workflow designs to minimise vehicle movements in the process of repairs.

With nine national full collision repair centres in the group operations the company which was started way back in 1939 is gearing up to world standards of body repair as vehicles become ever more complex to fix.

They have full approval from all major motor manufacturers for major structural repairs and are also fully supported by the large insurance companies. The Ross Champion group now employ in excess of 600 skilled people across 12 branches nationally, and the operation is owned by female business interests. They also have a

full Merseta training centre to assist staff development with a regular intake of apprentices, both male and female to join the ranks to become the best-of-the-best in body repair.

To keep pace with the company philosophy of eco-friendly operations their refinish system of choice is the full water-based PPG Envirobase® HP user friendly paint system. Envirobase High Performance waterborne basecoat is a fast, easy-to-use waterborne basecoat that provides a perfect colour match every time.

The newly installed Italian FAM SRI combination downdraft spraybooths are contributing to a 30% reduction in overall energy costs as well as boosting production output with a faster production output capability.

Sherina Vinden, general manager of the Umhlanga branch, says the booths deliver a full four metre working oven and can comfortably

include the hang-on and plastic parts that need to be sprayed at the same time. This is coupled to a full new ring fast delivery compressor package which powers another spray booth and two other preparation areas which are used in express primer repairs and small area repair.

Major body damage is handled with Celette jigs to ensure all repairs are carried out to original manufacturers dimensions as a peace of mind added repair value.

The company offer a raft of service add-on activities such as vehicle diagnostics, auto valet, mag wheel repairs, wheel alignment, towing and recovery. Automotive air conditioning services as well as a comprehensive dent and scratch removal package are available in this new 4 000 square metre centre in Umhlanga.



VDQ CELEBRATES 10TH ANNIVERSARY

By VDQSA

Little over 10 years ago and after much debate and unsuccessful attempts, a collective effort from key industry stakeholders identified a need to formalise the quantification process within the motor industry. The importance of these roles within the vehicle repair process that includes the safety specification of the modern vehicle, client satisfaction and the effectiveness and efficiency of the repairer operations became the base of an informed decision to collaborate on design of a formal qualification and governance structures as non-negotiable. The business plan was presented at a meeting where to all industry stakeholders was invited. (SAARSA, SAIA, SAMBRA, RMI, INSETA, MERSETA, DTI, IISA, IMA, etc.) In principle, all agreed to the concept, as it is today, a committee with representation from all Industry sectors whom were elected to implement the VDQ Governance Body of South Africa.

It is with pride to look back at what has been achieved over the past

10 years and take into account that most of these achievements were completed by a committee that have volunteered their time and effort because they believe in the initiative and strive to leave a legacy for future generations.

Some highlights

- The VDQGBSA is registered as a non-profit company,
- To pioneer the development of a national VDQ occupational qualification in conjunction with education authority at QCTO and MERSETA,
- VDQGBSA was mandated as a professional body by SAQA to manage success and professionalism of their members.
- An infrastructure was created to develop a membership administration portal, web based structured information and support base and which currently employs three permanent employees tasked with advice on academic standards, qualifications and skills

development for members in the motor assessment industry or motor body repair estimating industry and promote the profession and career guidance of vehicle damage quantification.

- Currently boast 1500 registered practicing members on the data base
- 150 Members are accredited with professional status after having completed their VDQGB internal RPL process accreditation.
- There are 13 learners from previously disadvantaged groups from the insurance sector that are in the final stages to complete the qualification

The main focus of the VDQGBSA is to develop Assessors and Estimators, manage the national VDQ qualification, educate members through continuous training on changing technology in new vehicles, apply ethics and good governance and ensure they stay relevant within industry requirements, as confirmed by the South African Qualifications



Authority (SAQA). The outcome is a qualified VDQ (Estimator and Assessor) with a Professional VDQ Designation which we trust in the future will become an industry standard being the catalyst which determines the quality and cost of vehicle repairs between the Client, OEM, MBR and Insurance Company.

It is extremely important to note that there are a large number of persons operating in this career choice that have a huge amount of experience and acumen in the field of damage quantification and that they will be recognised for their skill and will be afforded the opportunity to obtain professional status through the internal RPL (Recognition of Prior Learning) process of the VDQ Governing Board.

The requirements to be awarded professional status are dependent on certain criteria of expertise and/or artisan qualification. Detailed application and information is

available through the VDQGBSA office via e-mail contact at info@vdqgbsa.co.za.

The resulting change due to the COVID 19 pandemic is a new method of assessing and estimating of vehicle damages has emerged together with the use of artificial intelligence it is important to guarantee there are professional individuals that operate in the value chain to take accountability of their conduct. The VDQGBSA is the independent facilitator that can assure proper governance.

What is the VDQGBSA strategy?

Education of Members

- Apply VDQ internal RPL accreditation for all members that qualify before the authorities close the grace period and require members to complete the full qualification.
- Subscribe to Continuous Development Programs to ensure a Professional member remains

knowledgeable on new technology and repair methods.

Growth of VDQGBSA

- Grow the membership and promote the VDQ to become strengthened in the industry.
- Position the profession that the VDQ concept becomes self-regulated in the industry
- Position the VDQGBSA in the industry to act as a catalyst between the motor manufactures, motor body repairs and insurance industry.

Governance

- Imbed the governance structure in business to insure Professional Members operate in the ambit of Constitution of the VDQGBSA

Apply for Membership at the following link: <https://vdqgbsa.co.za/apply-membership/>

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MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

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LEADERS IN CLOSING THE SKILLS GAP.

The merSETA is one of 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 six chambers within the merSETA: Metal and Engineering, Auto Manufacturing, Motor Retail and Automotive Components Manufacturing, New Tyre Manufacturing and Plastic industries.

