Achieve

LEADERS IN CLOSING THE SKILLS GAP

September 2014 ISSUE 25

Africa's first Accelerator Mass Laboratory launched

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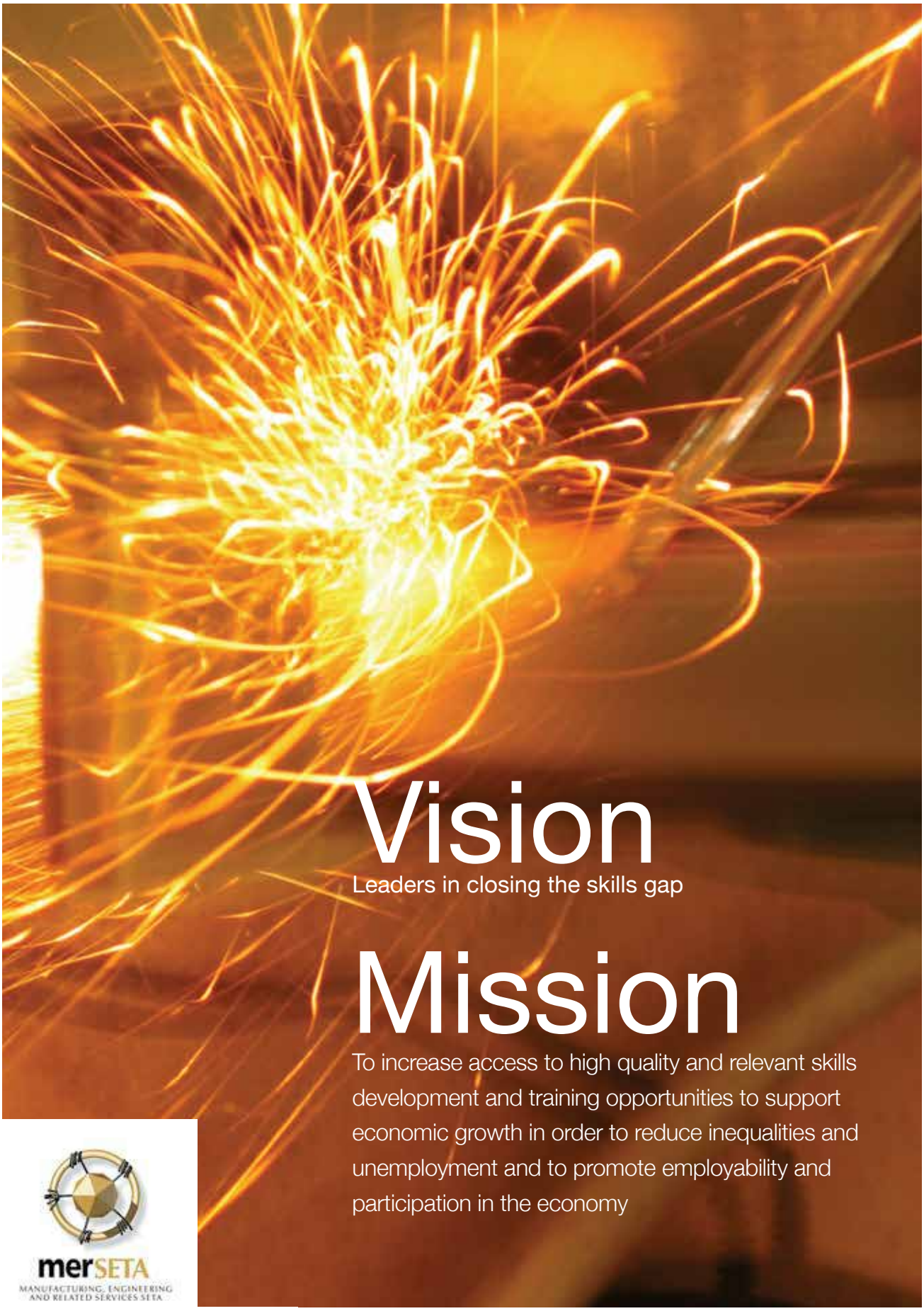
merSETA
MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA



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

merSETA

MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA

ON THE COVER

Science and Technology Minister Ms Naledi Pandor with iThemba LABS's Dr Simon Mullins.

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TALKING NOTES

Although women are making their presence felt in all spheres of the economy, glaring under-representation in sectors such as manufacturing and engineering is still a major concern

As we marked Women's Month in August, it was imperative we recognised and celebrated all women who have contributed to shaping the future of South Africa.

These are women who have refused to be put down by the gloom and doom predicted by many sceptics and naysayers. At the same time, it is important for all to acknowledge the entrenched challenges faced by women in our society, especially those in rural areas.

The daily struggles they face require comprehensive, substantive and sustainable support by both the government and the corporate world.

The under-representation of women in the manufacturing and engineering sector, as well as in the finance arena, is unacceptable. More needs to be done to address this glaring anomaly in these sectors. However, as a young democracy, we are making significant strides.

Malibongwe igama lamakhosikazi!

This edition of ***Achieve*** is dedicated to all South Africa's wonderful women and the crucial role they play in building a strong, prosperous and successful country.

In keeping with our theme – "Celebrating Women of Substance and Character in Engineering" – we look at the role women have played and continue to play in the engineering space.

In one of our profiles, rock engineer Lelani Prinsloo relates her amazing and challenging journey in what was until now considered a man's world.

Top engineer and researcher Ashley Kleinhans speaks about the challenges facing women in the engineering field and how to overcome them.

We also profile Women in Engineering (WomEng), a non-governmental organisation whose objective is to increase the pool of women engineers.

Cape Town was a hive of activity as newly qualified welders and boiler-makers from the merSETA-accredited Damen Shipyards Cape Town Apprentice Training Centre received their certificates. This welcome development comes at a time when South Africa is faced with a dearth of artisans.

In Middelburg, Mpumalanga, Columbus Stainless – Africa's only manufacturer of stainless steel flat products – presented certificates to 125 learners who had successfully completed a Foundational Learning Competency (FLC) Level 2 training course. Learners were on cloud nine. Find out more about this and other stories we have packaged for your reading pleasure.

Our career guidance campaign is in full swing. We had our hands full participating in a number of career expos during the past quarter. We used this platform to lobby youth around career guidance and the opportunities available. It will be interesting to see our young people carve a niche for themselves in the engineering sector in the near future.

Should you have graduation ceremonies, project launches or interesting skills development stories and pictures, kindly send them to: smnguni@merseta.org.za.

Disclaimer: Please note that the editor reserves the right to withhold articles due to space limitations or for any other reason.

Be blessed!

Sibongiseni Ziinjiva Ka-Mnguni

A view from THE TOP

The unfavourable economic conditions have not prevented the merSETA member companies and stakeholders from providing training

South Africa's manufacturing sector has beaten the odds by increasing output in the face of the worldwide economic gloom.

This bodes well for future output as there are still many positive factors in the sector's favour.

According to the latest information from Statistics SA, production in the plastics, rubber, petroleum and chemical products arena showed a 0,5% year-on-year increase in June 2014 compared with the same period last year.

Manufacturing is the second-largest sector in the country. However, production of motor vehicles, automotive parts and accessories was a poor contributor to these statistics, largely as a result of the labour unrest in the steel and engineering sector, which led to several manufacturers curtailing production while component manufacturers shut down their doors. This dispute and the protracted platinum strike are now both off our radar.

General consensus is that our manufacturing production is still weak and demand still low despite the weak rand, which favours exports, particularly to consumers on the African continent.

This has, however, not prevented the merSETA member companies and stakeholders from utilising the opportunities for greater training.

Our assessment of the 2013-2014 financial year shows that the merSETA facilitated expanded training opportunities in all fields under its umbrella. More artisans, particularly those with scarce and critical skills, are coming onto the market.

The merSETA is still the largest facilitator of education and training in the manufacturing, engineering and related sectors, and our annual report, due soon, proves this.

Dr Raymond Patel

CEO
The merSETA

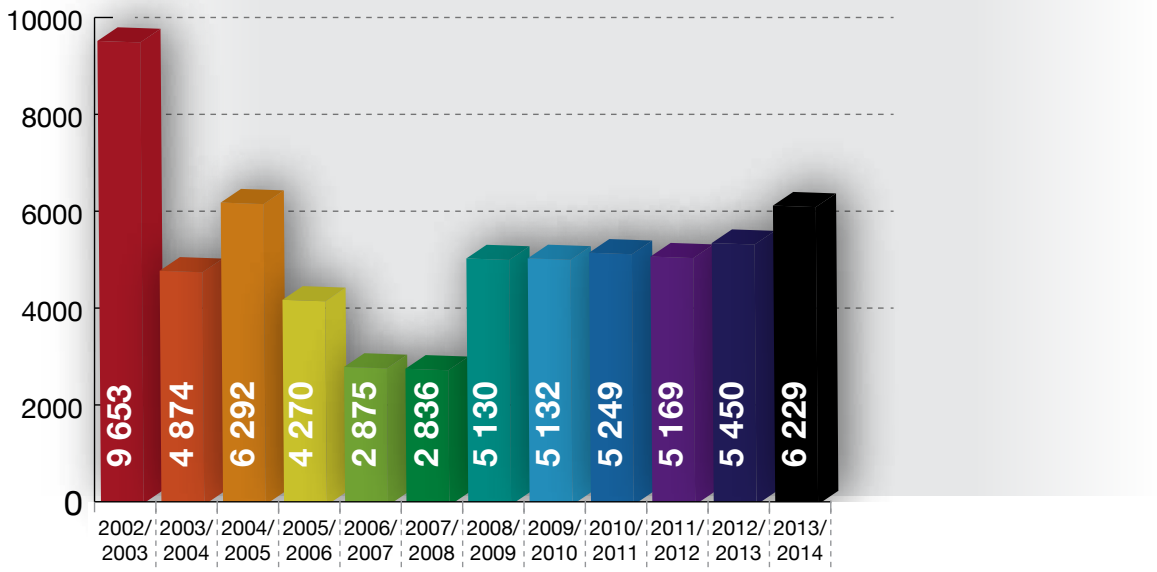
POSITIVE INDICATORS DEVELOPING FOR QUALITY ARTISAN TRAINING

Ms Helen Brown, Senior Manager: Projects Development

By Helen Brown

Over my 10 years' service to the merSETA's mandate, I have witnessed some of the most remarkable examples of world-class artisan training practices. Despite the challenges of labour unrest, industrial competitiveness, margin shrinkage and the availability of suitably qualified skilled workers, there are pockets of excellence that inspire me to continue this journey. It is encouraging to note that in this environment, employers continue to increase their commitments to training apprentices, as our statistics in the accompanying tables indicate.

Table 1 – Trend for apprentice registrations from 2003 to 2014
Apprentice Registration (excludes trade related learnerships)



Employers continue to embrace the challenge

In some of my most recent site visits to do project-related work, I have noted that some employers insist on "pre-apprenticeship" practical certification courses. This works well for welding apprentices, who have to be certified on, for example, F1 and F2 positions before they can be considered for selection as an apprentice. Basic fitting and machining courses have been used for the same purpose. TVET colleges accredited in these programmes offer this as a pre-employment service to potential employers in their region.

The motor retail sector has used a similar approach with accredited basic vehicle servicing skills as a prerequisite to successful appointment in an apprenticeship. When the merSETA started its Accelerated Artisan Training Programme (AATP) in 2007, this approach was adopted by employers. But now I note that groups of employers in the same sector that do not have in-house training capacity cooperate in resolving this through their local TVET college.

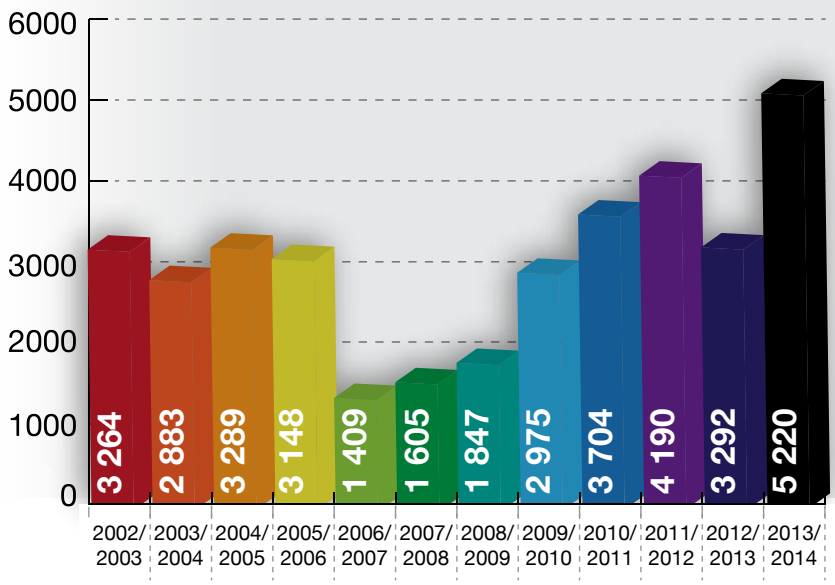
Many adopt new approaches to measuring the labour hour's benefit of their apprentice training efforts. In some instances, employers mitigate the benefit against hours spent in institutional learning and simulated practicals to ensure that the increasing complexity of skilled work is incorporated into the competencies of the apprentice. These employers confirm that the higher the quality of training, the better the financial return on their training investment.

In measuring the progress of an apprentice against the trade training schedule, many employers place emphasis on the old style "phase tests", which measure progress against the modules of the trade.

This is strengthened even further by accredited training providers that mix the integrated assessment practice with these "phase test" milestones. The outcome is that the apprentice learns to apply his or her knowledge in determining "how" and "why" the challenges associated with their craft are resolved.

Table 2 – Trend for successful trade test passes from 2003 to 2014

Apprentice Completion (excludes trade related learnerships)



At a recent meeting with a fabrication company, the owner explained that the number of supervisors employed against that of skilled workers is critical in competitive bidding for new work assignments. He explained that he had to employ one supervisor for every 20 skilled workers instead of the sector average of one to five to remain competitive. His skilled workers, once certified, need to be able to work independently in solving problems associated with the task, to justify lower supervision costs.

Also noteworthy is that employers establish routine contact with their local college or technical school for "talent-spotting" purposes. Most teaching institutions are responding well to these approaches.

Institutional learning/training centres set a new standard

One of the key features of the current artisan training landscape is the adoption by TVET colleges of the New Curriculum (Vocational) or (NCV) with world-class technical equipment for simulated practical instruction. Technical teaching equipment for simulated practicals includes the most advanced three-axis computer, numeric-controlled milling machines, lathes and their digital or manual derivatives, mechatronics teaching platforms and, in the case for foundries, various furnaces, equipment for modern moulding technologies supported by sand and metal testing laboratories.

Though NC(V) students' performance has been disappointing, trends show positive improvements over the past few years. I have observed that where a TVET college has developed sustained industry partnerships, it becomes an important source of candidates for the artisan training pipeline.
A few selected colleges are also responding well to the merSETA's COMET Project to understand how to adjust their teaching to the real world of work. Teaching improvements that support competence development are measured through the annual COMET test opportunity over the three-year vocational programmes.

COMET is becoming a catalyst for more focused work-integrated learning and adjustment of teaching to standards practised by partner employers. This is probably one of the most exciting developments in vocational education and there is no doubt about these colleges' commitment to participation.
Dual System Apprenticeships (DSA) are also a new and very promising pathway to employment. This approach is piloted by two TVET colleges, with another three coming on stream early next year. The system allows students to be indentured by a company as an apprentice over the three-year NC(V) programme period. They attend classes two days a week, with the remaining part of the week dedicated to practical workplace experience.

The pilot project is championed by the National Artisan Moderating Body and is designed to ensure the active integration of institutional training and authentic workplace experience so that the training has direct and immediate relevance to the needs of industry and the economy. The merSETA has already noted improvements in teaching practices and curriculum alignment at these colleges.

Standardised, streamlined regulatory environment guiding artisan qualification awards

A positive development emanating from the Artisan and Technician Development Technical Task Team are the reforms that will standardise the funding and administration of all artisan trades listed in Gazette No. 35625. A new policy to this effect was signed by the Minister. The merSETA has implemented the provisions through its Grants Policy and the new prescribed Apprenticeship Contract format.

This means that whatever the economic sector, the apprenticeship registration and certification process remains the same, thus ensuring that all artisan development stakeholders collaborate to drive a single national artisan development system. There may be a few transitional challenges between sectors but these are expected to settle down over the next few months. There is also the proposed new trade test regulations put out for comment by the Minister and expected to be promulgated within the next six months. These regulations set the standards for entry into the trade test.

Young aspirant artisans

The most important stakeholders in artisan development are the vast numbers of aspirant young students demonstrating resilience in their ability to work towards the minimum mathematics, science and communication industry skills requirements. There are many examples of students "lifting their game", in which minimum standards are set for their access to an apprenticeship opportunity.

A positive development emanating from the Artisan and Technician Development Technical Task Team are the reforms that will standardise the funding and administration of all artisan trades listed in Gazette No. 35625.

South Africa has had some of the most remarkable examples of world-class artisan training over the past 10 years.

I noted with interest when the first NC(V) 2 group was being prepared for the first DSA intake at West Coast College in Malmesbury, Western Cape. They requested that practicals workshops remain open until 6pm and that additional evening classes be held for mathematics.

During the following six months, average class marks improved by 10% and the campus manager remarked that the general discipline of students had improved and that educators had started enjoying working with them.

Special mention also needs to be made about the new efforts towards career advice support to young school-leavers and unemployed youth. The merSETA has already started a YouTube channel profiling the various scarce skills in short clips.
These clips are integrated into a number of career awareness initiatives, such as support websites, the merSETA mobile career bus and a dedicated career guidance app linked to social media. These efforts are supported by Deputy Minister Mduduzi Manana's "It's Cool to be an Artisan" and "Decade of the Artisan" campaigns.

Call 0861 637 736 for a merSETA call centre agent to guide you to your nearest client liaison officer, who will be able to assist you in your apprentice training efforts. If you are an employer interested in joining the special quality artisan training initiatives in cost benefit analysis, COMET or DSA, please email me on *Hbrown@merseta.org.za* or Tsholo Mungoni on *Tmungoni@merseta.org.za*

This Engineer Rocks

By Sibongiseni Ziinjiva Ka-Mnguni

Lelani Prinsloo relates her amazing and challenging journey in what was until now considered a man's world

Not in my wildest dreams did I ever think that I would one day work underground or become a Rock Engineer. I did not even know that there was something called rock engineering.

After school, I studied towards a BComm degree at Unisa. Naturally, of course, I ended up working for a chartered accountant. I quickly came to realise that even with my degree I was still going to do the same thing I was doing day in and day out.

I decided that I needed something interesting to study. So I chose all sorts of really "nice" subjects, which included Geology. I could, however, not major in Geology but ended up with a BSc degree in Archaeology and Geography.

I later saw a newspaper advert inviting people to apply for a Geological Assistant position at Sasol Mining. It sounded like a job in a laboratory. So I applied, not knowing it was an underground position. I waited for four months for an answer. When I finally got it, I was told I got the job.

I had to take it. For starters, it came with medical aid, housing and pension — benefits I never had in my previous jobs. One thing led to another and I ended up with a Blasting Ticket, a certificate of competence as a miner, which opened more doors for me than my BSc degree ever did. So, when an opening occurred in the Rock Engineering Department, I applied and, guess what, I got the job.

Lelani Prinsloo never dreamt that one day she would work underground.

But it was scary. The only thing I knew about rock engineering was that it was difficult and that only a few people made the grade.

In April 2001, I passed the Strata Control exam and was appointed as a Strata Control Officer. I obtained the Rock Engineering Ticket in October 2003 and

started working as a Rock Engineer at Sasol Mining. A daunting task indeed!

I enrolled at the University of the Witwatersrand for a Graduate Diploma in Engineering, applied for the Advanced Certificate in Rock Engineering and, after obtaining it, completed a Master's degree in Engineering (Rock). Of course, the same Shaft Manager who advised me to go for it became my mentor and guided me to also obtain a Mine Manager's Ticket, which I did in 2009.

I remained at Sasol Rock Engineering Department until October 2012 as the "second in charge". I left Sasol Mining to join Glencore Optimum Coal to gain open-cast mining experience.

My work day starts at 5am. If I am not going underground, I am at the office by 6:45am.
Work entails risk assessment underground with associated problem solving, planning and approving of high layouts, inputs on new projects, revising COP and SOPs, building systems, specialised training, and risk assessment with respect to under-mining applications, new shafts, mine design and support designs.
Rock engineering is a very diverse job. There is never a dull moment but always a very high level of accountability — people's lives depend on the decisions you make.

To practise as a Rock Engineer you need to have a Certificate of Competence in Rock Engineering – Coal/ Metaliferous/Surface Mining etc. But, of course, you need all sorts of other skills to survive in the tough mining world.

Besides knowledge and understanding of people, mining practices and rock mass behaviour, you need to be humble, tough, assertive, confident, energetic, good-natured, convincing, brave, determined and very patient.

I must say, though, that I prefer the physical job underground to office work. I am very inquisitive by nature: I want to know, investigate and see everything. But I found it was more difficult for men to adjust in this environment than it was for me.
I think that some men might have felt threatened by my presence and were probably saying: "What is this woman thinking taking a job that is meant for a man? Does she not know her place?"
Other men were, however, outright protective. In the end, most of them, when they finally realised I was there because I was able to do my job and that I did not need special favours, accepted it. This was in 1997.

It was mostly the older generation who felt a mine was not a place for a woman. But these were also people who cared. They made sure I understood the safety rules, among other things.
Yes, there are difficult men, just as there are difficult women. But I realised early on that I had to adapt and that I could not expect hundreds of men to change overnight to accommodate one woman.

I have had situations in which, when attending meetings, people thought I was there because something needed to be typed. Sometimes, when I stood up to pour myself a cup of coffee at a meeting, a man would turn around and hold out his hand, assuming I had poured it for him.

On the technical side, it really took time for many men to trust my judgment. Even after I had qualified as a Rock Engineer, they would phone my boss to confirm whether my recommendations were valid.

It took time to prove that my brain actually worked and that I could work as well as any man.
There are still some problems, though. Women tend to be appointed as heads of non-technical departments. If you are appointed to a technical position, you are watched very closely to see whether you can cope.
As a woman, I decided I just needed to continue with what I have to do and not allow people's attitudes to get to me. Eventually they would realise I was in a specific job, that I could do my job to the best of my ability and that I was actually good at it.

I have to say, though, that the new generation, especially black men, has provided me with a great deal of support.
In my opinion, women work much harder than men. They mostly bring a bit of balance to most workplaces. Women tend to look at different "things" than men — sometimes these "things" are just where the problems or solutions lie. My advice to young and up-and-coming women is to have the right attitude.

As Victor Frankl once said, "the last of human freedoms is the choice of attitude".
For me, famous archaeologist Mary Leakey put it succinctly when she said: "What I have done in my life, I have done because I wanted to do it and because it interested me. I just happen to be a woman and I don't believe it has made much difference."

Learners urged to study engineering

Science and Technology Minister Naledi Pandor has urged high school learners – especially those in grades 10, 11 and 12 – to consider taking mathematics and physical science so they can study engineering at tertiary level.

Speaking at an Africa Engineering Week seminar at the University of Johannesburg recently, Minister Pandor expressed concern about the low number of engineers the country was producing.

She said South Africa produced about 1 500 engineers a year and that not all of them ended up practising as engineers.

Some of them, she said, branched out to the banking arena and other sectors. The Minister said the government had to make sure this did not happen.

"We have to make sure that all those who enrol for engineering succeed. We cannot afford to lose one of them. The future of our country lies in engineering. South Africans, especially our youth, need to understand the extent to which engineering, science and technology have benefited the economy," Minister Pandor said.

She said South Africa needed to quadruple the number of engineers and added that, although the number of students enrolling for engineering courses at universities and technikons had increased, it was not significant.

Ms Pandor also expressed concern about the recent incident in Ekurhuleni, where a building collapsed and people were killed as a result of what appeared to be poor workmanship.

"We have to have more qualified engineers and project managers," she said.

Africa Engineering Week is a collaboration between the United Nations Educational, Scientific and Cultural Organisation (UNESCO), the Department of Science and Technology and the Engineering Council of South Africa.

The week, this year themed "Engineering is a Life-Changer", is aimed at highlighting the important role engineers play in everyday life. It also encourages the youth to pursue careers and fields related to science, mathematics, engineering and technology.

The University of Johannesburg's engineering faculty at the Doornfontein campus and the Built Environment also participated in the week's activities.

The activities included a conference on sustainable engineering, a four-day career exhibition showcasing the various engineering disciplines, a photographic exhibition, learner and teacher workshops and a Women in Engineering breakfast workshop. – *SAnews.gov.za*

Ashley Kleinhans breaking barriers

Sibongiseni Ziinjiva Ka-Mnguni speaks to top engineer and researcher **Ashley Kleinhans** about the challenges facing women in the engineering field and how to overcome them

Sibongiseni Ziinjiva Ka-Mnguni (SZM): Where did your career start?

Ashley Kleinhans (AK): I previously worked at Volkswagen SA as a Think Blue Engineer. At present, I work for the Council for Scientific and Industrial Research (CSIR). I completed my master's degree in Neuromorphic Engineering at the University of Cape Town. I am currently doing my doctorate through the Mechatronics Department of the Nelson Mandela Metropolitan University.

SZM: What do you enjoy most about your job?

AK: I enjoy research; every day is different. You go to work with the most interesting and intelligent people. Each day brings new challenges that push you to new levels of understanding. I enjoy every second of my work.

SZM: What are some of the challenges you face and how do you overcome them?

AK: It is challenging when I have to find new ways of presenting concepts and ideas that make sense to both research and industry, which is where the CSIR sits. I found that the more I practise, the better I get.

SZM: The engineering sector is still male-dominated. How are you being treated by your male counterparts?

AK: It is hard to pinpoint exactly why women are treated differently to men in a male-dominated environment. Sometimes, I believe men have a way of treating one another that women find hard to get used to.

Being a woman in engineering means you have to find a way to deal with diversity. For someone who is just starting out, the landscape is changing, and the more women we have, the better things get for all of us because we bring good ideas and sound work to the table.

SZM: Women are of the opinion that they have to redouble their efforts to be taken seriously by men. What is your view?

AK: This is often the case. Not as much is expected of a woman in the same situation. I believe men are more willing to make mistakes, whereas women can

> "I enjoy research; every day is different. You go to work with the most interesting and intelligent people"

Ashley Kleinhans

take criticism personally. Accepting and using constructive criticism is a life skill … some are better at it than others.

SZM: We have seen women emerge as gender issues are being addressed at government level. What can the corporate environment learn from this?
AK: I think having a diverse team is a strength; it's the only way to forge ahead and support innovation. If the government has managed to truly embrace a diverse environment, then great. Yes, it's a good lesson for all those who want to progress and make South Africa a better place for all.

SZM: What is your perspective on training and the role that women can play in the manufacturing and engineering sector?
AK: Quality training and testing are essential criteria for transformation, regardless of gender. The more diverse our teams are, the better equipped we are to handle new types of challenges coming our way.

SZM: What is your view of women participation in the mainstream economy?
AK: It is becoming increasingly important for women to play a leading role in society. Some of the most significant barriers preventing young women from going into engineering, though, include balancing work with family life, fighting to gain credibility and respect from their male peers, dual careers, a lack of mentors due to small numbers of women engineers, a lack of access to networks, salary disparities and limited promotion opportunities.

SZM: What is your advice to young women who are still at school?
AK: No matter what anyone says, no matter what anyone thinks, don't give up. Learn how to recover after failure and know that you will be stronger and more capable with hindsight.

SZM: How do you celebrate Women's Month and how significant is it to you?
AK: I find other women in my sector and tell them what a good job they are doing.

SZM: What legacy would you like to leave one day as a woman?
AK: It should be about the good work I do. I would like to inspire future generations to try the impossible and not fear failure.

“No matter what anyone says, … don't give up. Learn how to recover after failure and know that you will be stronger and more capable with hindsight”

Hyundai to assemble delivery vans in SA

By David Furlonger

South Korean car manufacturer Hyundai is preparing to build vehicles in South Africa.
The Seoul-based company's local representative has confirmed it will assemble light delivery vehicles in Gauteng from next year and might manufacture sedans in South Africa at a later stage.

Despite not officially releasing sales figures, Hyundai is generally considered a strong third in the South African new-car market, behind Volkswagen and Toyota. It also has a growing presence in many African countries, notably Angola, where it is a market leader.

The Korean parent company has repeatedly said there is no need to build in Africa and that it is more cost-effective to supply the continent from existing car plants.

Hyundai also has operations in North America, India, the Czech Republic, Pakistan, China and Turkey.
Hyundai SA Managing Director Mr Alan Ross confirmed that his company was establishing a factory in Benoni, on the East Rand, to build 500 to 600 delivery vans a month, mainly from imported kits.

Assembly is expected to start in January next year. If the venture is a success, the company will progressively increase local content.

Mr Ross said Korean officials had also visited the East London Industrial Development Zone (IDZ) to discuss the possibility of building cars at a proposed multi-brand assembly plant.

The IDZ — home to 16 component makers servicing Mercedes-Benz's East London assembly plant — floated the multibrand idea four years ago after the government announced the 2013-2020 Automotive Production and Development Programme, under which assembly plants must build at least 50 000 vehicles a year to qualify for production incentives.

IDZ executive manager Tembela Zweni said the organisation hoped to attract three or four companies to collectively build about 80 000 vehicles, and wanted assembly to begin within the next year or two.
Although it is not certain Hyundai will sign up to this plan, Mr Ross said: "It's possible. Hyundai has been to see them."

Other companies targeted by the IDZ include French car maker Peugeot Citroen.
Local MD Francis Harnie said: "The East London IDZ can be an opportunity for the future."

In his budget vote speech in the National Council of Provinces recently, Trade and Industry Minister Rob Davies said the East London IDZ's support for original equipment manufacturers (OEMs) had

> "To date, the IDZ has been able to attract about R1.7 billion worth of investment while creating more than 1700 jobs"

> Africa has more than a billion consumers desperate to raise their standard of living

attracted seven new investors as part of industrial clustering in the automotive sector.

"To date, the IDZ has been able to attract about R1.7 billion worth of investment while creating more than 1 700 jobs," Mr Davies said.

Last month, Chinese company First Automobile Works opened an assembly plant at the Coega IDZ. The estimated R600 million investment will initially target the production of 5 000 trucks and light commercial and passenger vehicles.

A report earlier this year by international business consultancies PwC and KPMG said though South Africa's motor industry was expected to expand, it would be overshadowed in the near future by activities in other emerging countries.
The balance of power was shifting irrevocably in the global motor industry, with four emerging Brics countries — Brazil, Russia, India and China — set to build 45% of the world's cars by 2020, the report said.

Africa has more than a billion consumers desperate to raise their standard of living. But unlike China, with its single government and clear industrialisation purpose, the continent is fragmented and lacks any economic coherence.

PwC and KPMG said these barriers might be why Chinese and Indian motor companies were downgrading their investment commitment to South Africa, after initially trumpeting it as the gateway to Africa. According to KPMG's Global Automotive Executive Survey, "South Africa has lost its position as the third-most important (emerging) market for ambitious Bric auto makers, replaced by Russia and Brazil".

Foundational Learning Competency course arms 125 students with skills

By Sibongiseni Ziinjiva Ka-Mnguni

This group of Mpumalanga learners completed their Foundational Learning Competency Level 2 training supported by Columbus Stainless Steel and the merSETA

There was an euphoric atmosphere in Middelburg, Mpumalanga, when Columbus Stainless — Africa's only producer of stainless steel flat products — presented certificates to 125 learners who had successfully completed a Foundational Learning Competency (FLC) Level 2 training course recently.

The course, which includes critical subjects such as Mathematics and Communications, is aimed at equipping learners with a set of skills transferable to a variety of vocational qualifications.

It could be obtained as a once-off certificate but a learner would still be required to obtain a fully-

fledged occupational qualification at NQF Level 4. The objective of FLC training is to provide opportunities for existing as well as new employees to obtain levels 3 and 4 qualifications by linking them to a career path.

A new employee would first have to obtain his or her FLC certificate during institutionalised training and before he or she enters the plant and starts working. When progressing to a NQF Level 3 or 4 qualifications, the need for institutionalised training is eliminated since FLC does not need to be repeated.

The graduation was another milestone in the longstanding relationship between the merSETA and Columbus Stainless as far as the championing of skills development in the manufacturing and engineering sector is concerned.

Speaking at the graduation, Mr Derrick Peo, the merSETA's Strategy and Research Executive, congratulated the learners, saying he was aware that the road they had travelled had not been easy, and that their determination and attitude needed to be commended.

"We acknowledge your efforts and achievements. It has been a challenge and you met it. Be aware that you are helping change the nation by contributing to economic and employment growth," Mr Peo said.

He pointed out that the legislation aimed at transforming the economy demanded that the number of historically disadvantaged South Africans in the more highly skilled occupations be increased. These included managers, professionals, technicians and artisans in particular.

"Employment at these levels requires people with relevant qualifications as a starting point. This means that the rate of transformation is dependent on sufficient numbers of black graduates emerging with technical degrees, learnerships and apprenticeships.

"Furthermore, many positions, including those at management level, demand not only a relevant qualification but also many years of work experience in the sector.

"At present, the demand for qualified and experienced black South Africans in the sector considerably outstrips the supply available, and places a premium on their cost of employment," he said.

The merSETA Strategy and Research Executive Mr Derrick Peo and Constance Ndwandwe.

Ms Bea Coetzee, a Human Resources Executive at Columbus Stainless, said this move would allow Columbus to achieve sustainability and progression to create a career path linked to national qualifications.
She explained: "The ultimate objective of taking part in the FLC pilot is to get all learners externally certified, while assessing how best to align Columbus with new developments in the training and development sphere."

One of the graduates, Constance Ndwandwe, could not contain her excitement at having successfully completed the course. She attributed her success to hard work and determination. "It feels good to graduate today; the course was challenging and required a lot of thinking. Employees should take their personal development seriously. Thanks to both Columbus and the merSETA for the opportunity presented to us," she said cheerfully.

WomEng targets dire shortage of women engineers

By Achieve Correspondent

Learners attend a WomEng workshop.

Women in Engineering (WomEng), a non-governmental organisation (NGO) previously known as the South African Women in Engineering, has taken a giant step towards assisting the government in the fight against the critical shortage of women engineers in the country.

The NGO has been at the forefront of tackling the under-representation of women in the engineering sector. Last year, it was named the top NGO at the Top Women Awards in recognition of the sterling work it had done to increase the number of women engineers in the sector.

Run by a group of 120 volunteers, the NGO focuses on:

- Engineering education;
- Attraction and retention of women in the engineering sector;
- Skills development, including leadership development;
- Innovative problem solving; and
- Mentorship.

The percentage of women graduates in engineering is below 20%.

According to commentators, growth in science, engineering and technology could be the catalyst to job creation, social upliftment and economic development. It could also give companies a much-needed competitive edge in the global economy.

To address the dire situation of under-representativity, the NGO has drawn up a set of interventions to attract, develop and nurture the next generation of women engineering leaders.

WomEng's Managing Director, Ms Hema Vallabh, says through its GirlEng Programme, the organisation aims to channel girl students proficient in maths and science into studying engineering,

Girl learners participate in workshops and exhibitions organised by WomEng.

and nurture and mentor them.

"We also have the WomEng Fellowship Programme, an annual initiative that challenges the best and brightest female engineering students to find technical solutions to global problems, and to develop and prepare them for the industry," says Ms Vallabh.

The NGO has also established what it calls @Network, a platform that gives both male and female engineers the opportunity not only to network but also to engage in pertinent topics affecting the engineering industry as well as to seek new opportunities.

Ms Vallabh describes mentorship as "the golden thread that ties all our programmes together".

"It is a pivotal component of every programme currently run at WomEng," she states.

For it to fulfil its mandate, the NGO has established partnerships with critical players in the industry, including the merSETA, to advance the interests of women engineers.

"Together, we are revolutionising the face of engineering and positively influencing thousands of learners," Ms Vallabh concludes.

Africa's first Accelerator Mass Spectrometry Laboratory launched

By Achieve Correspondent

Science and Technology Minister Naledi Pandor recently launched an Accelerator Mass Spectrometry (AMS) facility at the iThemba Laboratory for Accelerator-Based Sciences (iThemba LABS) in Gauteng.
This is the only AMS facility of its kind in Africa.
AMS is used mainly for radio-carbon dating or determining the chronological age of historical artefacts, geological and hydrological samples (e.g. of rocks and rainwater) or biological material such as bone or tissue.

This makes it particularly useful in the fields of archaeology and palaeo sciences. However, it also has a number of other important applications in biomedicine (Alzheimer's and cancer research as well as drug discovery), earth sciences and climate and environmental research.

In the biomedical field, AMS can be employed in a variety of applications, including the measurement of the effects and dosages of pharmaceuticals on specific organs of the body, such as the brain; the absorption of aluminium-26 in patients affected by Alzheimer's disease; and, through the use of 41Ca (calcium) isotopes, in studying bone changes in patients suffering from skeletal diseases such as osteoporosis.
It has also been used in drug discovery and development as it allows for the analysis of metabolic drug distribution in a living organism, with few or no side-effects on the subject being studied.

Speaking at the event, Minister Pandor welcomed the launch of the facility, stating that it put South Africa "in a position to produce more and more cutting-edge research in critical areas" and was "a valuable research and knowledge-producing facility for domestic and international users".
Dr Albert van Jaarsveld, Chief Executive Officer of the National Research Foundation (NRF), said: "The launch of this facility provides another stepping stone towards building a South Africa that derives sustainable benefits from science, technology and innovation."

In keeping with the NRF's mandate to support knowledge creation and human capital development, the new AMS lab will be a valuable resource for the research community as well as for training purposes.
"The facility will not only benefit local researchers and students but also the continent's research community, which too will have access to a faster and more efficient method of sample analysis."

Dr Simon Mullins, who heads iThemba LABS's Gauteng facility, explained: "While Africa does host a number of accelerator facilities outside of South Africa, including Nigeria, Egypt and Algeria, iThemba LABS is the only facility on the continent currently hosting its own AMS lab. Previously, any research requiring the use of AMS warranted shipping the samples to an overseas facility. By hosting a lab locally, iThemba LABS now enables

> "With the launch of the new AMS lab, South Africa again places itself among world leaders in accelerator-based research"

Minister Naledi Pandor takes a tour of the Accelerator Mass Spectrometry facility at iThemba LABS.

the continent's research community with a faster and more efficient method of sample analysis.

"With the launch of the new AMS lab, South Africa again places itself among world leaders in accelerator-based research. It addresses the need for both the continued development of a dynamic research environment as well as a rich training ground for technicians and next generation researchers.
"Many of the 100 or so AMS facilities worldwide cater mainly for radio-carbon dating on a commercial basis. We have chosen to focus on a research-oriented approach to the operation of our AMS lab, offering a wider range of isotope analysis, which will go hand in hand with postgraduate training for master's and doctoral degrees.

"For example, we will be able to accommodate 10Be radio-isotopes, which are commonly used in the analysis of ice cores. This is of particular importance to South Africa's Antarctic research programme for studies into areas such as climate change. The lab will

also be used for biomedical research applications, as well as for archaeology and palaeosciences in which Wits University is a leading research institute that hosts the Centre of Excellence in Palaeosciences, the Evolutionary Studies Institute and the Rock Art Research Institute,"added Dr Mullins.
The new facility is funded by the Department of Science and Technology, the NRF and the International Atomic Energy Agency.

Newly qualified artisans honoured in Cape Town

By Independent Correspondent

Newly qualified welders and boilermakers from the merSETA-accredited Damen Shipyards Cape Town (DSCT) Apprentice Training Centre received their certificates from the Dutch Minister of Foreign Trade and Development Cooperation, Ms Lilianne Ploumen, recently.

The Dutch trade delegation visited DSCT with a view to getting first-hand experience on how South Africa, Dutch companies and entrepreneurs worked together and to honour the newly qualified artisans.
The proceedings started with a tour of the yard. It included the viewing of the ATD2909 (Azimuth Tractor Drive) currently under construction for the South African Navy; the impressive FCS 5009 patrol vessel; and Shed 6, which is also being constructed and is due to be completed in the last quarter of 2014.

The addition of Shed 6 to the DSCT's collection of production halls will add 1 280m² of invaluable floor space to its production facilities.

The 20 apprentices who passed their welding and boilermaker trade tests were presented with certificates.

The centre trains new generations of practitioners each year. In total, there are 39 employees who have benefited from the centre, some of whom are apprentices and some are yet to qualify.

Speaking at the ceremony, DSCT Human Resources Manager Mrs Heather Dukas said the company's aim was to be a learning organisation that attracted, trained and retained the best in the field.

"The company invites and encourages employees to improve their skills to get maximum benefit from shared knowledge, competencies and talents. Training does not stop at artisan level. The company offers its employees training in budgeting, safety, First Aid, firefighting, scaffolding, crane driving and more.

"We believe in constant self-improvement for a healthy and competitive company, and so various training courses are offered at all levels within the organisation," she said.

DSCT builds offshore patrol vessels, dredgers, tugs, naval craft and platform supply vessels, especially for clients on the African continent.

Front row, from left: Sefale Montsi-Zuma (of Damen Shipyards Cape Town), Ms Lilianne Ploumen (Dutch Minister of Foreign Trade and Development Cooperation), Sam Montsi (Damen Shipyards Cape Town) and Bonnie Horbach (Consul-General of the Netherlands). Back row, from left: Friso Visser (Damen Shipyards) and Ambassador Andre Haspels.

It also offers repair services and fleet maintenance programmes. In addition to shipbuilding and ship repair, DSCT structurally invests in skills development.

DSCT's apprentice training centre trains boiler-makers and welders and has facilities for about 40 men and women.

Front row, from left: Sam Montsi (Damen Shipyards Cape Town), Ms Lilianne Ploumen (Dutch Minister of Foreign Trade and Development Cooperation), Sefale Montsi-Zuma (Damen Shipyards Cape Town) and Dederick Ross (Damen Shipyards Cape Town) with (at the back) Damen Shipyards Cape Town Training Centre apprentices Nazir Thys, Stephanie Juries, Aysha Gafoor, Nuraan Moses, Wayne Reginald, Lee-Roy Petersen, Duwayne Williams, Shadrek Mlangabezi, Nathan Jantjies, Granwell Kwak, Nyameka Nogoba, Noreen Borchards and Donovan Booysen.

THE merSETA STAKEHOLDER EXPERIENCE SURVEY

1. BACKGROUND

As part of the merSETA's commitment to providing quality service, we run periodic stakeholder experience surveys to determine and track stakeholder satisfaction with service delivery levels. The most recent survey was conducted in April 2014 and focused on values and services, communication, systems and processes, learning programmes, and projects and programmes.

The objective was to gather feedback that would inform the development of a systemic Stakeholder Experience Management (SEM) programme and better meet the needs of clients.

2. METHODOLOGY

The study targeted stakeholders nationally, and across the different stakeholder groups. Stakeholder segments included registered learners, moderators, decentralised trade test centres (DTTCs), active companies, assessors, organised employers, organised labour, board and sub-committee members, skills development facilitators and training providers. A total of 468 telephonic interviews were conducted. We wish to express our sincere thanks to all who participated in this important process.

3. KEY FINDINGS

Stakeholder's overall ratings of the merSETA

The merSETA received an overall rating of 7.4 out of 10, although organised employers were less satisfied in comparison to other stakeholder segments, giving the merSETA a mean score of 5.9 out of 10.

3.1 Benchmarking the merSETA performance against stakeholders' expectations

The overall customer experience score of 7.4 fell short of the level of 8.9 that stakeholders would ideally like to experience from the merSETA, representing an overall stakeholder satisfaction deficit of -1.5. However, this score was still above the minimum acceptable score of 6.1 and thus within the acceptable range. Consistent with their lower overall satisfaction levels, the biggest satisfaction deficit (-2.8) was among organised employers.

3.2 Values and services

Most of the stakeholders were content with the services they received from the merSETA staff, especially pertaining to professional behaviour, including being polite and respectful towards stakeholders.

However, attributes such as being responsive to the needs of organisations tended to get slightly lower ratings. The overall satisfaction with values and services from the merSETA staff was 7.6 on the 10-point scale.

3.3 Communication

Though clients tended to be content with the ease of getting through to the merSETA, there was less satisfaction around getting regular feedback or updates on queries. The overall satisfaction with communication from the merSETA was 7.3 out of 10.

3.4 Systems and processes

Overall satisfaction with the merSETA systems and processes was 7.1, with most stakeholders generally content with the user-friendliness and reliability of the systems but less so with the speed with which some of the processes, such as learnership registration and certificate generation, were completed.

The merSETA received an overall rating of 7.4 out of 10

In comparison to results of the last survey in 2013 stakeholder satisfaction levels have by and large remained constant over the past 12 months.

3.5 Learning programmes
Most of the stakeholders found the available learning programmes to be sufficiently beneficial to employees. Some felt the merSETA could do better by providing and making available generic learning material and assessment guides for qualifications. Overall satisfaction with the learning programmes was 7.3 out of 10.

3.6 Projects and programmes
The merSETA projects and ongoing programmes received relatively high ratings. The overall satisfaction with the projects and programmes was 7.0 on the 10-point scale.

4. CONCLUSIONS

Stakeholders were asked to rate the merSETA on a variety of service delivery attributes grouped into six major pillars. The merSETA was rated the highest in relation to values and services (7.6). Notably, even the lowest-rated pillar – projects and programmes (7.0) – was still rated satisfactorily when viewed against the often-used lower cut-off satisfaction limit of 7 on the 10-point scale, in similar surveys of this nature.

Customers' levels of satisfaction are usually in direct proportion to the gap between the service quality they expect to receive and what they perceive to be receiving. In this respect, stakeholders felt that though the merSETA was at present performing at an acceptable overall level of ±7 out of 10, this still fell short of the 9 out of 10 level which they considered the ideal scenario.

Though the overall stakeholder experience ratings were in the 7-10 range, perceptions of the organisation tended to vary across the various stakeholder segments, consistent with the diversity of profiles and interests. This is exemplified by organised labour on one hand, rating the merSETA relatively high at 7.9 and organised employers on the other, giving a rating of only 5.9.

Overall, 21% of stakeholders reported experiencing some service problem of one type or another and of these, about 70% felt the problem had still not been resolved to their satisfaction.
Analysis by company size suggests that the larger the companies the more likely they were to give lower ratings, although the overall rating by large companies was still at 7.0.

In summary, in comparison to results of the last survey in 2013, stakeholder satisfaction levels have by and large remained constant over the past 12 months.

5. WAY FORWARD AND IMPROVEMENTS

The merSETA believes that the amendments to the grant regulations, and the impact of reduced discretionary funds available for disbursement, as a result of the increasing imperatives to respond to national development imperatives via its line Ministry, the Department of Higher Education and Training may have had some negative impact, particularly in the perception of employers, but further investigation of this factor needs to be determined by more specific research.

With regards to lingering service delivery problems, we are committed to identifying and resolving these. In addition to the periodic stakeholder experience surveys that are conducted, stakeholders are advised to make use of the platforms for raising service delivery related challenges as they take place.

Good deeds in **honour of Madiba**

By Sibongiseni Ziinjiva Ka-Mnguni

Top 100 learners in the Vaal Triangle area to be offered full bursaries to study at TVET colleges and universities

Minister of Higher Education and Training Dr Blade Nzimande at the Mandela Career Festival in Sebokeng.

Sebokeng, a sprawling township south of Johannesburg, came alive when the Department of Higher Education and Training (DHET) held its annual Mandela Day Career Development Festival at the Sedibeng FET College in honour of the late president, Nelson Mandela, on International Mandela Day.

July 18 – the birthday of the late internationally revered statesman – was declared International Mandela Day by the United Nations in November 2009 to honour his legacy and values through volunteering and community service.

The merSETA's hosting of the careers festival was to expose local learners, particularly those from impoverished schools and backgrounds, to career opportunities in the manufacturing and engineering sector.

The learners were also provided with information on how to access post-school education and training institutions.

In his address, Higher Education and Training Minister Dr Blade Nzimande encouraged learners to follow the footsteps of the iconic Madiba and use education as a weapon to advance their careers.

> We are a department for those who have passed and for those who have failed
>
> **– Dr Blade Nzimande, Minister of Higher Education and Training**

Unathi Msengana, Jimmy Tau and Robert Marawa at the Mandela Career Festival in Sebokeng.

"We want to expand post-school education and training opportunities so that everybody can participate. There is no dustbin to throw a human being in. We are a department for those who have passed and those who have failed.

"Together, let's push back the frontiers of poverty. It is through education that we can break the shackles of poverty. Working with the government, TVET colleges and private sector partners, sector education and training authorities (SETAs) — including the merSETA — continues to make a significant difference in the national and provincial economies by providing funding, career guidance, workplace-based training, apprenticeships, artisanship training, learnerships and other sector-focused interventions," he said.

In keeping with the spirit of International Mandela Day, Minister Nzimande committed himself and his department to awarding 100 full bursaries to the top 100 learners in the Vaal Triangle area, where Sebokeng is situated.

He said 50 bursaries will go to learners who want to study at Technical and Vocational Education and Training (TVET) colleges. The rest will be awarded to those who want to study at universities.

Summit calls for more artisans

By Sibongiseni Ziinjiva Ka-Mnguni

Hundreds of artisans, aspiring artisans and engineers recently converged on Port Elizabeth in the Eastern Cape to attend the sixth annual Learner Summit and Career Expo. Hosted jointly by Volkswagen SA and the National Union of Metalworkers of South Africa (NUMSA), the summit put the dire shortage of skills and the soaring youth unemployment rate in South Africa under the microscope.

The annual event sought to find ways to unlock potential among the youth and encourage them to take up artisanship as a career

The merSETA Deputy Chairperson and NUMSA Training Committee Chairperson, Mr Xolani Tshayana, said the biggest challenge facing South Africa was the inflexibility of the labour space to assist out-of-school youth to enter the market.

To grow the economy and supply the labour market with the most sought-after skills, he said, young people needed to follow Technical Vocational Education and Training ((TVET).

South Africa's attempts to achieve accelerated and shared growth over the past decade had been thwarted by shortages of artisanal, technical and other vocational skills. He said South Africa's schooling system lacked diversity of appropriate and socially acceptable education pathways after Grade 9.

The merSETA Deputy Chairperson Mr Xolani Tshayana

Some of the learners at the career expo.

Mr Tshayana said education systems in many countries were suitably diversified to help learners find their niche. These were also countries with relatively low school drop-out and low youth unemployment rates.

"Education is a societal issue and it needs all of us to play a role. As members of society we need to play a role in uplifting our communities by acquiring skills that will benefit South Africa.
"Statistics suggest that there are more learners at our universities than at our TVET colleges. If we are to become a competitive superpower on a global stage, we need artisans and engineers.
"Learners and parents need to be sensitised that it is 'cool to be an artisan' — artisans and engineers are the cornerstone of any successful nation."

Mr Tshayana added that more advocacy was needed to communicate the importance of artisanship, hence the summit was running concurrently with a career exhibition.
Mr Tshayana, said the government's policy interventions were aimed at transforming the education system to overcome the legacy of apartheid and colonialism and to confront racial, gender, class and other forms of inequality.

Mr Tshayana said though the government had scored some victories, there were still hurdles to be overcome.

He pointed out that Volkwagen SA was also not immune to these challenges, which included:
- The shrinking of the manufacturing sector, with no new permanent jobs being created as the economic focus now fell on the financial sector;
- Low productivity, with manpower being reduced through lean manufacturing processes;
- The conversion of permanent positions into temporary occupations; and
- Weaknesses in the implementation of the employment equity plan, especially in relation to the promotion of black artisans.

"We cannot stop the intake of new learners as we have unemployed youth who want to be trained as artisans. All we need to do is to discuss what it is that we can do to address these challenges. We need to state that the intake of learnerships and apprenticeships is not based on the demand and supply principles. Placement is also not guaranteed after training. The supply is always more than the demand for jobs available," said Mr Tshayana.

Artisans and engineers listen attentively to the speakers at the summit.

Prison inmates given **a new lease on life**

By Achieve Correspondent

The merSETA has poured R1,5 million into a training initiative aimed at equipping inmates at Grootvlei Prison in Bloemfontein, in the Free State, with skills to enable them to confidently face the world of work on their release.

The significant skills development intervention is a partnership between the merSETA, Grootvlei Correctional Services and the Goldfields Technical, Vocational and Education and Training (TVET) College.

About 40 inmates will be trained in Welding Application and Practice Learnership NQF Level 2. The first initiative, conducted in 2012, had a 100% pass rate.

Mr Christo Basson, Mr Gustav Wilson, Ms Subashini Moodley, two beneficiaries of the learnership, Dr Lynette Fourie and Mr Bob Tladi.

> We are grateful to the merSETA for showing its unwavering commitment to changing the lives of our people …

The intention of the programme is to equip inmates who are about to receive their parole with the necessary skills, place them at the merSETA's member companies and assist those who want to start their own businesses upon release.

The training takes place on site at the Grootvlei Correctional Services Centre.
The Department of Correctional Services screens learners and provides administrative information for their registration so they can be released at pre-agreed times for the training.

The Goldfields TVET College provides the training, while the merSETA will, as a certification authority, ensure that the qualification is registered with the South African Qualifications Authority (SAQA).

On completion of the programme, all learner inmates receive the National Certificate in Welding Application and Practice.
The programme also increases character building in line with other rehabilitation programmes, and provides hope for the inmates.

Speaking at the launch, the merSETA Senior Manager, Mr Christo Basson, said the SETA had a social responsibility to restore the dignity and self-worth of all South Africans.
"Firstly, we believe in the dignity of all our people and by investing in this learnership, we are ensuring that when these inmates are released, they become responsible citizens and contribute to the greater good of the country. Integration can only become a reality if we join hands and assist them for the good of the country.

"Secondly, this will go a long way in addressing scarce and critical skills, and welding remains one of them," he said.

Mr Bob Tladi, Chief Director in the Department of Education in the Free State, congratulated the merSETA for reaching out to the Grootvlei Correctional Centre. He said inmates were sometimes forgotten by the general public.

"We are grateful to the merSETA for showing its unwavering commitment to changing the lives of our people. This goes a long way to correcting the very sad return rate of inmates."

Innovative move to grow SA's engineering skills base

By Achieve Correspondent

City & Guilds, a leading London-based vocational education and training institution, is to launch a set of new engineering qualifications in South Africa to address the dearth of skills in the sector.

The move followed a recent conference hosted by the merSETA and City & Guilds SA in Johannesburg to exchange ideas and experiences on how to grow South Africa's engineering skills base.

Among high-profile guests and speakers were Dr Raymond Patel, CEO of the merSETA; Mr Makano Morojele of the National Business Initiative; Chris Jones, CEO of the City & Guilds Group; Pulane Musabe, Director in the Department of Trade Industry; and Mr Adrian Young, PDG Member at the Hatch-Goba Group.

The conference highlighted concerns that the South African education and training system was not producing sufficient candidates with the right skills to meet the engineering sector's demands.
Some of the constraints noted were:

- South Africa's inability to retain and import skilled people;
- A globally mobile engineering workforce;
- Competition from other sectors;
- Changes in the economic, technological and socio-political landscape, and the need to respond to them;
- Urgent competing demands, for example, equity and how to balance these;
- The general poor quality of training;
- A mismatch between course content and industry needs;
- The inability of large numbers of people at lower levels of the engineering workforce to access mainstream training;
- Limitations in the industry's ability to provide proper orientation and mentoring of candidate engineers; and
- Limited provision of work experience opportunities.

Several speakers stressed the need for the industry to become directly involved in developing skills. This would include influencing the scope and content of institutional training and providing support to improve the quality of delivery.

A common thread running through the discussions was the goal of developing an integrated and holistic education and training system. This education and training system would:

- Prepare the next generation with quality teaching, training and learning;
- Align educational provision (from primary school to university, including private and public service providers);
- Promote and gain recognition for workplace learning;
- Support the portability of skills and a variety of progression pathways for the current generation, including improving recognition of prior learning;
- Recognise the value of practical vocational pathways; and
- Build a whole citizen.

Such a system would require fundamental changes in a wide range of areas that would take time to become established and yield the desired results.

Many of the recommendations emphasised the need to do something quickly as the industry and economy could no longer wait for fundamental changes to filter through as improvements.

In their presentations, the representatives of City & Guilds, which has a presence on most continents, told the conference that some of the qualifications would offer more specialised routes and would be supported by comprehensive learning materials.

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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 Plastics Manufacturing.

www.merseta.org.za

merSETA
MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA

ISO 9001:2008

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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