

ISSUE 11 MARCH 2011

Achieve

LEADERS IN CLOSING THE SKILLS GAP

NSDS III: OUT WITH THE OLD, IN WITH THE NEW

SET: Simply distinctive



merSETA
MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA
ISO 9001:2008

Vision

Leaders in closing the skills gap.

Mission

To facilitate sustainable development of skills, transformation and accelerate growth in manufacturing, engineering and related services.



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2008



ON THE COVER

LETQA Senior Manager,
Christo Basson



PG. 6

Forging the future



PG. 24

merSETA Bursary Scheme
shows its class



PG. 26

Murray & Roberts accelerate
skills development

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TalkingNotes

I trust you had a well-deserved break and are looking forward to this year. The break gave us time to reflect on the year that was and look ahead to a new year. It also gave us time to be with our families and friends. Welcome back -- it is through the grace of God that we came back safe and sound.

ACHIEVE MAGAZINE congratulates the class of 2010. Despite the challenges, they were able to defy all odds. It goes without saying that determination and zeal played a prominent role in their quest for victory.

Talking about the class of 2010, it is befitting to welcome on board the new merSETA bursary recipients. We are proud of you and we hope you will use the opportunity to fulfil your dreams and aspirations.

2011 promises to be a sizzling year, a year in which service delivery will not be negotiable but will be a MUST. NSDS III is out and the Minister of Higher Education and Training has made it known that SETAs need to intensify their training efforts and work closely with Further Education and Training Colleges.

At merSETA, we welcome the new SETA landscape and the new NSDS and we promise to deliver on the new mandate in line with Government's objectives.

Looking at this edition of Achieve, we navigate the theme of NEW ERA; we closely examine and unpack the newly released NSDS III. We speak to the LETQA Senior Manager, Mr Christo Basson.

Following the AATP Project profiled in Achieve's September edition, we visit the Medupi power station, where we spoke to AATP apprentices who are doing a sterling job in ensuring we avert another crisis in power supply. They state their views on the project and the experience gained. We also touch base with Murray & Robert's management with regards to progress on the project.

Barbara Sher says as soon as you start to pursue a dream, your life wakes up and everything has a meaning. We speak to young people who dared to dream in their

quest to make a meaningful contribution to South Africa. These learners are gems produced by our Science, Engineering and Technology Project (SET).

We also celebrate the success of Corli Leonard, who graduated with a Masters Degree in Industrial Engineering at the University of Stellenbosch. She is the first merSETA bursary scheme recipient to graduate with a Masters Degree -- it is true that people write their own script in life. Young people should take a leaf from such inspiration.

In closing, as a SETA and as a country we have a responsibility to ensure we entrench a culture of training and development. I urge our member companies to do more this year in helping us to Close the Skills Gap.

Be blessed!



Sibongiseni
Zinjiva Ka-Mnguni
Editor



A view FROM THE TOP

These are crucial times in the post-school educational and training spheres. For the major educational institutions, including the SETAs, have to face down a radical shake-up of its previous modus operandi.

NO MORE IS IT business as usual. The NSDS III, the restructuring and amalgamation of some SETAs and the hiving of certain sectors to other SETAs means we have to find innovative ways to ensure we deliver a better product with, in many stances, less resources.

In the case of merSETA, we are set to lose the Fuel Retailers Sub-sector, which although a small blow to our training output, nevertheless lessens our ability to quality assure across all our current and former stakeholders.

Minister Blade Nzimande is adamant that the SETAs are here to stay – a vote of confidence that proves we have been delivering to the economy of the country.

Yet we have so much more to do. Apart from the realignment of the SETAs, we will also have to focus on improved quality control standards which will shortly fall under the Quality Control and Occupations Council.

So much needs to be done. The good news is that the SETA's mandate has been extended to 2016, which allows for extensive iteration and reiteration of new processes and innovate techniques.

Stakeholders can be rest assured that, as in the past, the merSETA will be at the cutting edge of new projects and programmes aimed at ensuring a well-trained and adequate supply of skilled labour in the country.

It will not be easy. We have to come up with programmes specific to the unique requirements of our nation.

But with the staunch support of all stakeholders, government, the ministry and various other entities and institutions, we will win the battle for top quality attributes among our workforce.

Thank you.

Sincerely,



Dr Raymond Patel
CEO
merSETA



FORGING THE FUTURE

By Independent Correspondent

The current term of the present Board comes to an end on 31st March this year; Achieve looks back at the previous year's performance of merSETA and attributes its success to our outgoing Board. The new Board will resume its functions and responsibilities in April. Let's reflect on the year that was under the auspices of the present Board.

A FINANCIAL OVERVIEW
merSETA CEO Dr Raymond Patel explains that the merSETA levy income grew by 2.6 percent to reach R715-million, despite the agonising economic downturn. The merSETA had expected a large drop in levies due to the negative impact of the economic crisis on the manufacturing, engineering and related services sectors and had budgeted levy income at R669-million. The levy income instead exceeded budget by 6.9 percent. In terms of discretionary expenditure the merSETA achieved 68 percent of budget in this regard.

The current Board careful and determined analysis of the economic situation and its calculated responses to this enabled the organisation to grow, says Dr Patel.

Total discretionary grant expenses including project expenses were 85 percent above the prior year at R521-million. The response to the Workplace Skills Plans submission call was excellent, leading to a 73 percent mandatory grant claim ratio. The merSETA expended R334-million in mandatory grants in the year 2009/2010 financial year.

ACCELERATED ARTISAN TRAINING PROGRAMME (AATP)

A total of 2 521 apprentices were registered with the AATP with 649 successfully passing the designated Trade Test. Another significant development included

collaboration with the Public Sector by sharing systems, platforms and coaching of project staff in support of their implementation efforts.

NEW VENTURE CREATION (NVC)

A total of 560 learners were enrolled for training in learnership and skills programmes (based on skills sets) at NQF Level two. Six FET Colleges participate in this programme. The learners are spread across all provinces and are from previously disadvantaged communities.

VOUCHER IMPLEMENTATION PROGRAMME (VIP)

The Voucher Implementation Programme (VIP) is in its fourth phase. The primary objective is to implement a focused, integrated and sustainable three-year strategy for small, micro and medium enterprise development in the metal, engineering and related services sector.

TOOLBOX PILOT PROJECT

merSETA introduced the Toolbox Pilot Project to members who pay levies or who are exempted by SARS and employ 49 or fewer permanent employees. These companies apply for the free supply of trade specific toolboxes as shown on the toolbox project website. A total of 391 small companies were supported.

Adult Basic Education & Training (ABET)

ACCELERATED ABET

Utilising advanced approaches to ABET provisioning,



“A total of 2 521 apprentices were registered with the AATP with 649 successfully passing the designated Trade Test.”

merSETA Chairperson, Jeanne Esterhuizen.

curricula, methodologies and the scheduling of learning, (including blended learning and modular approaches), the project reached 2 500 learners.

BUSINESS ABET

This project provides a bridging qualification in the form of a GETC Business practice learning programme at NQF one as an alternative to traditional ABET training.

OCCUPATIONAL ABET

Building on learning in context theory, this project develops and provides five sets of ABET curricula and learning materials customised to each of the merSETA chambers in order to build a closer fit between ABET and the occupational needs of those sub-sectors.

BURSARIES PROJECT

More than 420 unemployed learners received bursaries in the disciplines dictated by the Sector Skills Plan. The students are carefully monitored for progress. The 2010 academic intake was the second year merSETA used psychometric testing to help shortlist bursary applicants.

The testing this year was more comprehensive than before and merSETA was able to advise unsuccessful candidates what field of study would be more suitable for them.

merSETA also provided assistance to a further 200 people employed by merSETA-linked companies to embark on specific management training and development. The course was tailored to meet the needs of the motor industry, and the success rate was 85 percent.

SCIENCE, ENGINEERING & TECHNOLOGY PROJECT (SET)

Under the Science, Engineering and Technology (SET) Project, the merSETA funded 900 learners at grades 10, 11, and 12 (300 at each grade) for enrichment, weekend and holiday classes in Mathematics, Science and English. Project results were excellent: the overall pass rate for Grade 12 was 98 percent and grades 10 and 11 were 100 percent, across all six centres (Johannesburg, Vaal, and Durban, Richards's Bay, Cape Town city and Mowbray).



Above left: merSETA Deputy Chairperson Mr Xolani Tshayana, Chairperson Ms Jeanne Esterhuizen and Board Member Mr Pieter Welgemoed; Above right: The merSETA governing board.

Performance against targets

In terms of the National Skills Development Strategy (NSDS) II 2005-2010 targets, the merSETA was able to prioritise and communicate critical skills for sustainable growth, development and equity. The updated merSETA Sector Skills Plan was submitted to the Department of Labour by 30 August 2009 and was accepted by said Department.

A sector guide covering the five sub sectors was produced, with 1893 Skills Development Facilitators and Sector Specialists being trained in the period under review.

In promoting and accelerating quality training for all in the workplace, the target for large firms was set at 383 while the target for medium firms was placed at 453 in the year under review. The merSETA exceeded these targets, with 711 large firms having received Workplace Skills Plans/ Annual Training Report grants for 2009/2010 financial year and 1112 medium firms receiving WSP/ATR grants in the year under review.

8079 small levy paying firms were provided with skills development support interventions during the 2009/2010 financial year. The target for the number of small firms was 2739.

On the Black Economic Empowerment front, 82 small BEE firms and 10 BEE cooperatives were supported by skills development during the financial year with the NSDS II not specifying targets for this programme.

The merSETA also exceeded targets for the Adult

Basic Education and Training (ABET) Level 4. While the department's quota for the sector for the period 2009/2010 was 4240 learners to enter ABET and 2658 to achieve ABET, 5165 entered and 2711 achieved positive results.

This is a clear evidence that the merSETA's achievements are crucial to forging the future of a sound industrial and production knowledge base.

We also achieved sterling results in our learnership and apprenticeship programmes. In the 2009/2010 financial year, 18860 people entered formal learnerships with 8822 successfully completing the process. This exceeded the government-set targets of 5030 entries and 2515 successes. More than 5000 people entered our various ABET programmes, including Business ABET and Occupational ABET.

In assisting designated groups, including new entrants in accredited work, integrated learning and work-based programmes to acquire critical skills to enter the labour market and self-employment, merSETA enrolled 9084 unemployed learners with 5221 unemployed learners completing their training and studies. The social impact of this programme exceeded government targets by more than 100 percent on each score.

In addition, in those critical skills programmes covered by sector agreements with FET and HET institutions, it will take the shape of survey questionnaires and qualitative interviews with a sample participants.

The merSETA also entered into an agreement with the Human Science Research Council (HSRC), which was

“It takes a powerful and visionary Board to lead an institution like the merSETA and ensure that it lives out to its vision of Closing the Skills Gap...”

commissioned by the National Board of FET Colleges (NBFET), to undertake a governance and capacity audit of FET Colleges.

The Organising Framework for Occupational Annual update

Project involves an annual update of the Organising Framework for Occupations (OFO), an occupational codes list that resides with the Department of Labour. SETAs are required to assist industry employers to identify, implement and evaluate the OFO codes. This involves conducting workshops and training sessions with merSETA stakeholders.

The HIV & AIDS Review explores HIV & AIDS prevalence in member companies of the merSETA. It is expected to provide a review of available evidence on HIV prevalence in the sector. A round table of key stakeholders is to be held in the next financial year to ensure appropriate quality assurance. This will be used as a means of ensuring that appropriate national and international literature has been consulted.

Similarly, the Project for People with Disabilities is aimed at developing a strategic and implementation plan to promote training and placement for the disabled in certain occupations in the manufacturing and engineering context. The project comprises a research and development phase to match disabilities against occupations. The first phase of implementation focuses on learning material and interventions for 50 disabled learners. **A**

CEO's Message to the outgoing Board

I take this time to pay tribute to the outgoing Board for a sterling job they have put in ensuring that merSETA becomes a SETA of choice and delivers on its mandate. merSETA has grown in leaps and bounds over the years and credit should go to the Governing Board for the strategic interventions they have made.

The Board was instrumental in ensuring that as a SETA we overcome myriad challenges of combining different approaches: from a strategic level, envision the future, and map out specific plans about how to get there; to assemble and organise the people, implement policies, programmes and principles.

It takes a powerful and visionary Board to lead an institution like the merSETA and ensure that it lives out to its vision of Closing the Skills Gap in the manufacturing and engineering sector.

The commitment showed by the Governing Board is unmeasurable and ensured that we are key partners with government, big business and other sectors in advancing skills development interventions.

As Albert Schweitzer put it, at times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.

Gratitude is indeed a poor man's payment and as a merSETA CEO and on behalf of the Senior management and staff we wish to express our great appreciation to the Governing Board and its committees for a sterling job they have done in ensuring that we forge the future of a sound industrial and production knowledge base and became the catalyst in skills development.

Thank you

Dr Raymond Patel

TRAINING PLANS HELP PASDEC WIN CAR WIRING CONTRACT

By Alexander Parker

PASDEC Automotive Technologies, a car component manufacturer based in Brits, North West, has won a contract from Renault-Nissan SA to produce wiring harnesses. The harnesses would go into the Renault Sandero and the NP200 half-ton bakkie, the company said.

PASDEC Automotive Technologies, a car component manufacturer based in Brits, North West, has won a contract from Renault-Nissan SA to produce wiring harnesses. The harnesses would go into the Renault Sandero and the NP200 half-ton bakkie, the company said.

Pasdec, which also does work for Nissan and Mitsubishi, was creative in its use of sector education and training authorities (SETAs), the Unemployment Insurance Fund and the Commission for Conciliation, Mediation and Arbitration to help it win the contract, CEO Kevin Pather said.

Instead of retrenching staff as the company waited for news of the tender, Pasdec applied for assistance in terms of the government's Training Layoff Scheme.

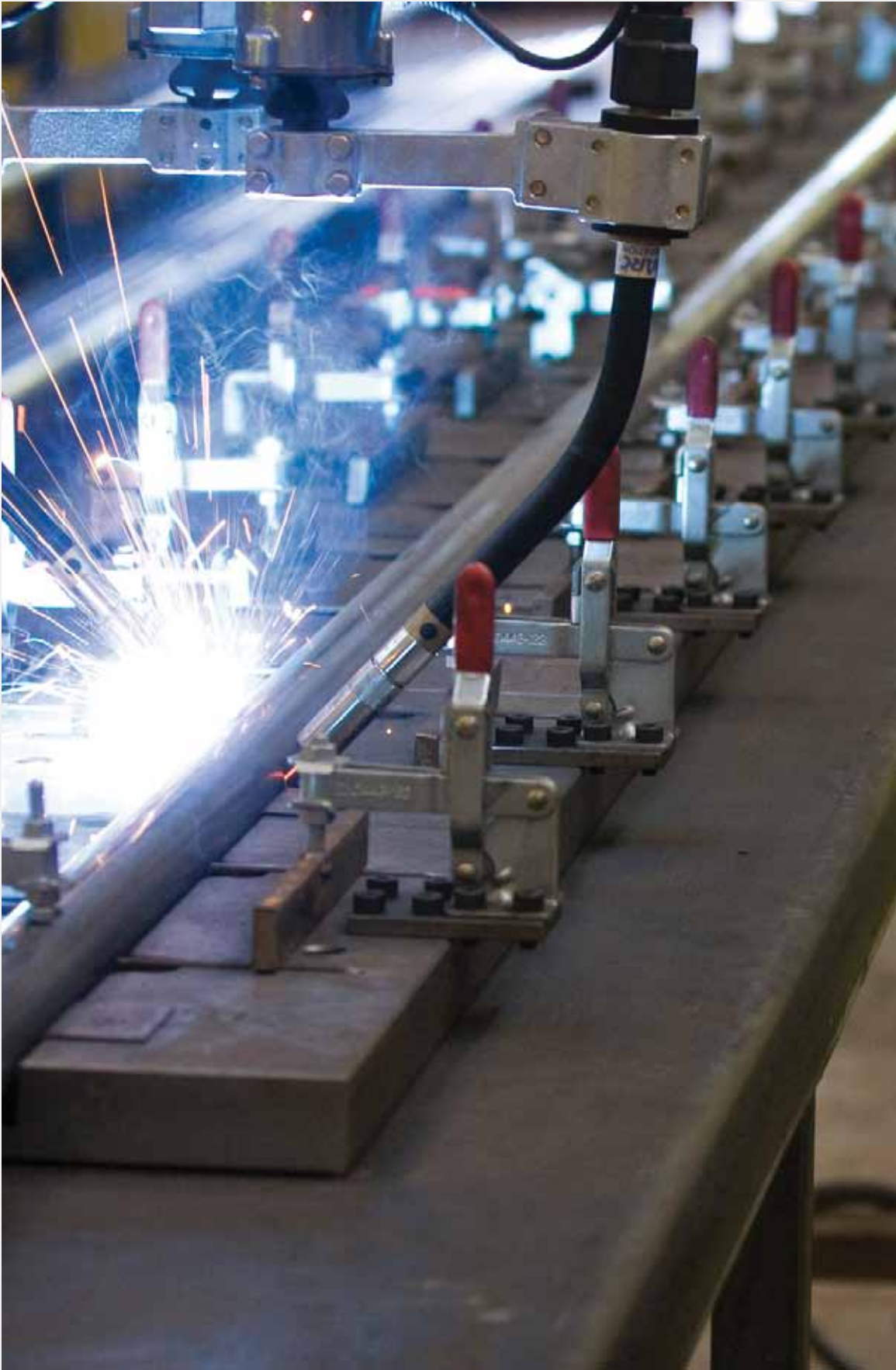
"The scheme allowed for the training of suitable new candidates, as well as existing staff, so that they could immediately provide the increased capacity required should the tender be awarded."

Under the scheme, the company said, "Training costs were borne by the Manufacturing, Engineering and Related Services SETA (merSETA) while learner allowances for the duration of the training layoff period were paid by the Unemployment Insurance Fund".

Wiring harnesses are what Mr Pather described as "the nerves of a car" - in fact all the wiring between a car's engine, engine control unit, dashboard, headlights and so on.

"We normally work on Japanese products, but this is our first entry into a European product," said Mr Pather.

The contract to produce the harnesses had previously been held by a Botswanan company, so benefits to Renault-Nissan in the contract would also have been an increase in local content, for which the company will receive relief in terms of the Automotive Production and Development Programme, and also in terms of its broad-based black economic empowerment procurement. **A**



merSETA TO PLAY LEADING ROLE IN PROMOTING MOTOR TRADES AT AUTOMECHANIKA SA 2011

The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) will be a major role player in using the upcoming Automechanika South Africa (AMSA SA) event in offering motor trade career advice and industry exposure. This international trade fair for the automotive aftermarket will be staged at the Johannesburg Expo Centre from March 9-12.

“**T**HE MAIN OBJECTIVE of participating in this event is to encourage learners to take up artisan trades in the motor industry, where there is a widespread need for skilled workers and qualified artisans,” explained the merSETA Career Development Project Manager, Carmen Adams

“There are two major facets to our involvement at Automechanika, with one being the showcasing of a skills competition for three motor trades and the other to take about 6 000 learners to the interactive, practical skills arena at Expo Centre, which highlights career opportunities and learning pathways in a variety of motor trades.

“The skills contest is for automotive body repairers and painters/reprayers and automotive technicians under the age of 23. This is a joint venture with the Retails Motor

Industry (RM). AutoZone have generously sponsored high quality Ampro tool sets for all 18 finalists participants, with top line sets for the top three in each of the categories. The finalists have been selected from more than 70 entries. Finding contestants under the age limit of 23 is a problem and this highlight the need for attracting young people to artisan trades in the motor industry,” added Ms Adams.

“We are delighted that the SA Army has agreed to be part of this important project and they will have a very impressive and interesting display in addition to ongoing demonstrations by their apprentices. The Army will have a number of mobile workshops on display as well as a heavy duty recovery vehicle and a sectioned, working Rooikat wheeled armoured fighting vehicle.

“However, our major activity will be in bringing more than a thousand Grade 9 and 11 Gauteng Mathematics,



This is what learners can expect at the Automechanika Trade Show.

Science and Technology learners and educators a day to the AUTOMECHANIKA SA 2011 and exposing them to the career possibilities in the motor trades. Besides the learners from Further Education and Training (FET) Colleges and Technical High Schools there will also be some from schools for deaf learners, as well as entrepreneurs with potential to grow a business."

"The learners will be accompanied by educators and chaperones with technical acumen will conduct the visits to the skills arena, concluded Ms Adams.

CONTACT DETAILS:

info@merseta.org.za and www.merseta.org.za. A

"We are delighted that the SA Army has agreed to be part of this important project and they will have a very impressive and interesting display in addition to ongoing demonstrations by their apprentices."

NEW MILESTONE FOR MANDATORY GRANT SUBMISSIONS

By Independent Correspondent

merSETA is embarking on a massive revamp of its Management Information System (MIS) to improve performance and efficiency. According to MIS Manager, Mr Siphon Mlotshwa the move is necessary to improve technology in line with industry trends.

“We have partnered with Deloitte to implement the new system. The new system is code named Seta Management System (SMS). A similar system has been implemented in 17 SETAs.

The implementation of the system has reached major milestones of implementation”.

The first module that has been developed and is currently being rolled out is the Skills Module. Skills Development Facilitators (SDFs) will use this module to update details of the companies and to submit mandatory grants. Datanet will no longer be used to apply for mandatory grants with effect from the current submission year; instead the SMS will be used for submissions.

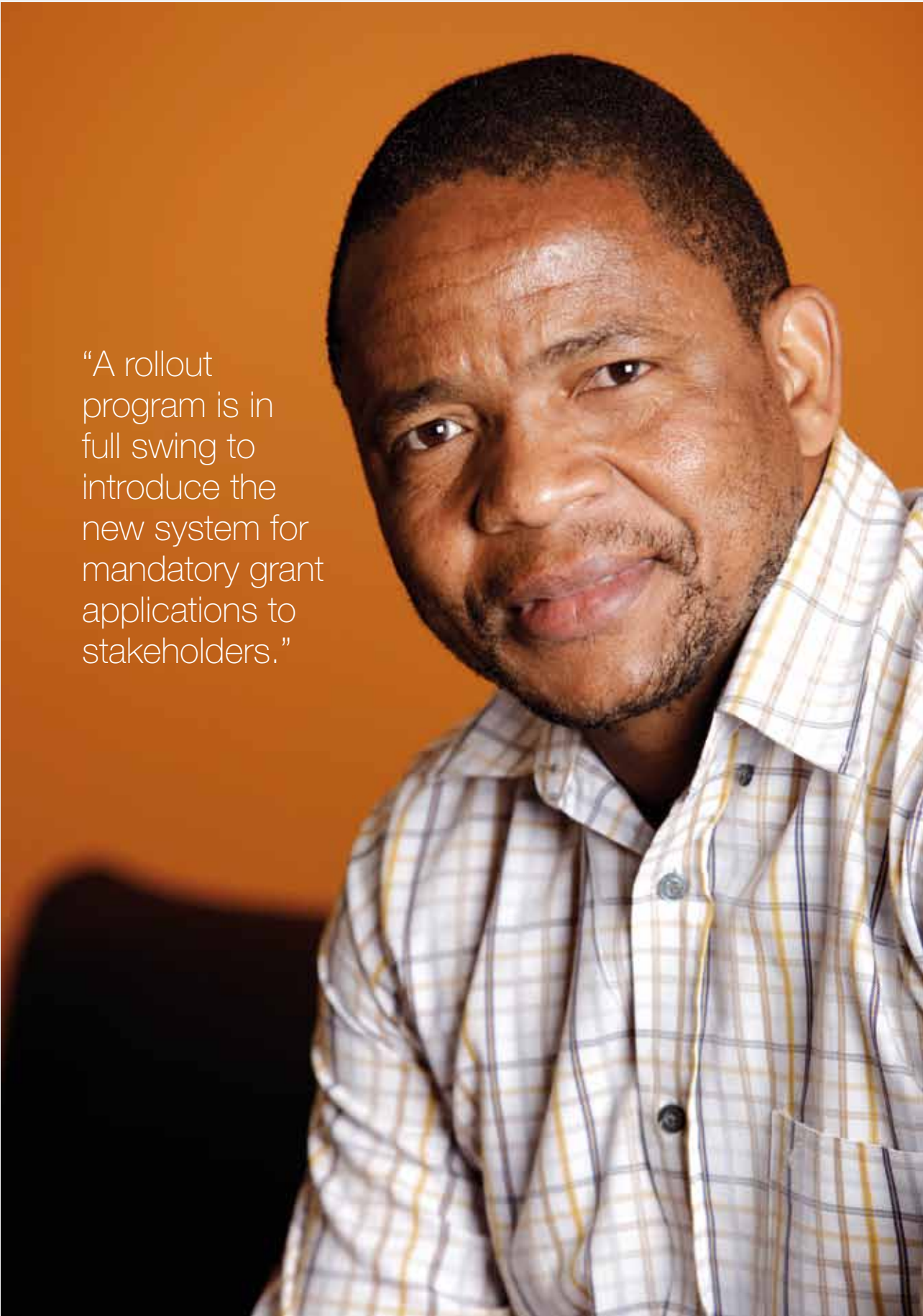
The window for submissions of mandatory grants opened on the 1st February 2011 for SMS. “This is a fulfillment of our undertaking to stakeholders that we will open up the system early for their convenience. This is a trend that we aim to maintain and improve going into the future. Skills Development Facilitators have started utilising the

new system to apply for mandatory grants. A rollout program is in full swing to introduce the new system for mandatory grant applications to stakeholders,” explains Mr Mlotshwa.

Development of other modules is continuing and is expected to be completed at the end of March. The new system is expected to be fully operational by 1st April 2011 and a comprehensive rollout program will then take place.

He further pointed out that these changes are expected to positively improve the service delivery to all the stakeholders in line with the merSETA mandate of leading the skills development revolution.

Stakeholders are requested to contact the regional offices for assistance with the new system and the submission of mandatory grants or visit www.merseta.org.za. **A**

A close-up portrait of a man with short dark hair and a light beard, wearing a white and yellow plaid button-down shirt. He is looking slightly to the left of the camera with a neutral expression. The background is a solid, warm orange color.

“A rollout program is in full swing to introduce the new system for mandatory grant applications to stakeholders.”

MIS Manager, Siphon Mlotshwa

OUT WITH THE OLD, IN WITH THE NEW

By Sibongiseni Zinjiva Ka-Mnguni

Having ushered in the National Skills Development Strategy III (NSDS III), we look at the changes that might affect the functioning of the Learning Education and Training Quality Assurance (LETQA) at merSETA and how LETQA will respond to the changes.

LETQA IS TASKED WITH the responsibility of ensuring that qualifications, skills programmes and learnerships of a quality standard are developed, and that providers and companies are supported and monitored to adhere to quality standards for delivery of skills.

LETQA Senior Manager Mr Christo Basson says it is important for LETQA to embrace the envisaged changes, both described in NSDS III and envisaged in the Quality Council for Trades and Occupation (QCTO) draft regulations, and to change and be pro-active in taking up the challenges of the new systems.

“NSDSIII is asking Sector Education and Training Authorities (SETAs), and therefore LETQA to take a different approach to skills development. LETQA will be affected in that we will have to provide evidence of outputs and impact made as a form of ‘return on investment’,” says Mr Basson

“LETQA and the SETAs will become responsible for tracking the progress of learners. LETQA will also ensure that relationships between Public Further Education Training Colleges and Universities are formed, assisting in access and articulation,” elaborates Mr Basson.

Functions and responsibilities of ETQA in terms of the redundant South African Qualifications Authority (SAQA) Regulation R1127:

- accredit constituent providers for specific standards or qualifications registered on the National Qualifications Framework;
- promote quality amongst constituent providers;

- monitor provision by constituent providers;
- evaluate assessment and facilitation of moderation among constituent providers;
- register constituent assessors for specified registered standards or qualifications in terms of the criteria established for this purpose;
- take responsibility for the certification of constituent learners;
- co-operate with the relevant body or bodies appointed to moderate across Education and Training Quality Assurance Bodies including but not limited to, moderating the quality assurance on specified standards or qualifications for which one or more Education and Training Quality Assurance Bodies are accredited;
- recommend new standards or qualifications to National Standards Bodies for consideration, or modifications to existing standards or qualifications to National Standards Bodies for consideration; and
- maintain a database acceptable to the Authority.

The above mentioned responsibilities and functions remain intact until such time as the QCTO replaces the Regulations with new policy. Mr Basson pointed out that in future, the focus will shift from accreditation of providers to monitoring of providers for outputs and impact. He further revealed that Accreditation and Certification will be taken over by the QCTO. These functions have however in the interim been delegated back to the ETQAs of SETAs.

The submission of data to the National Learner Record Database (NLRD) will remain as well as recommendations of new and fit-for-purpose qualifications. However, the method and criteria for qualification development will change, he said.



LETQA Senior Manager, Christo Basson

On what milestones LETQA has achieved, Mr Basson said a high level of quality delivery had been established throughout all sectors within the merSETA. The ETQA Quality Assurors assure this quality by continuous monitoring. Statistics on work places, provider accreditation and Decentralised Trade Test Centre (DTTC) were also augmented.

Asked what accreditation is all about and who gets to be accredited, Mr Basson explained that accreditation is about setting an acceptable quality standard for the delivery of skills training throughout the merSETA sector. It is about applying standards in a consistent manner, and to monitor the standard of all delivery of providers and at companies.

“An individual, company or organisation that wishes to apply for accreditation with merSETA may do so”. There are clear criteria for applicants to evaluate themselves against, using the self-evaluation form as per the merSETA web site. The ETQA Quality Assuror in their region is available to assist as well as the Client Liaison Coordinators. Once ready, the applicant will request the ETQA Quality Assurors to conduct a site visit to verify that all sections of the criteria have been met, whereafter the merSETA review committee will approve or reject accreditation.”

ETQA accreditation criterion:

- The necessary financial, administrative and physical resources.
- Human resources, e.g. facilitators, merSETA registered assessors and moderators.

“It is envisaged that the new changes will fast track the processes and deliver a quality service to all the merSETA clients...”

- Policies and practices for staff selection, appraisal and development.
- Policies and practices for the management of off-site practical or work site components.
- Policies and practices for the management of assessment and moderation.
- Reporting and record keeping procedures.
- The ability to achieve the desired outcomes, using specified resources and procedures to develop, deliver and evaluate learning programmes, which lead to specified unit standards and/or qualifications.

Should an individual, company or organisation meet all the prerequisites and satisfy all the necessary requirements, the ETQA Quality Assuror will conduct a site visit to evaluate provider against the above mentioned accreditation criteria. If all the criteria are met, the accreditation can be awarded within six weeks based on the internal processes.

Like any other implemented system the process will have its glitches; the accreditation process is not immune to these challenges. “Challenges in the system would include ensuring there is consistency in the implementation of accreditation standards according to merSETA policy and procedures across 14 ETQA Quality Assurors on a National level. A further challenge is to ensure quick turn-around times and a high level of client service. Lastly to balance quality with over-cumbersome and beurocratic processes” elaborate Christo.

In his closing remarks, Mr Basson says LETQA is an integral and important part of the merSETA in ensuring quality qualifications, learnerships, skills programmes are developed with supporting learner and facilitator material.

It is envisaged that the new changes will fast track the processes and deliver a quality service to all the merSETA clients and reduce the strain on all the service providers and organisations. **A**

merSETA would like to extend and express its heartfelt congratulations to all the merSETA Bursary Scheme recipients who graduated in 2010:

Olivia Shihambi
B Tech - Chemical Eng.
Cape Peninsula University of Technology

Ashraf Scullard
B Tech - Chemical Eng.
Cape Peninsula University of Technology

Samuel Motaung
B Tech Electrical Eng.
Central University of Technology

Drew Van Der Riet
B Eng Megatronics
Nelson Mandela University of Technology

Brian Thanjekwayo
B Tech Industrial Eng.
Nelson Mandela University of Technology

Sazi Vanda
B Eng Megatronics
Nelson Mandela University of Technology

Hendrik Odendaal
BSc Mechanical Eng.
University of Stellenbosch

Percival Mngayi
B Tech Mechanical Eng.
Tshwane University of Technology

Martin Tsoenyane
B Tech - Chemical Eng.
Cape Peninsula University of Technology

Llwellyn Cupido
B Tech - Mechanical Eng.
Cape Peninsula University of Technology

Nonhle Sibiyi
B Tech Electrical Eng.
Central University of Technology

David Minne
B Eng Megatronics
Nelson Mandela University of Technology

Brett Steynberg
B Eng Megatronics
Nelson Mandela University of Technology

Corli Leonard
M Industrial Eng.
University of Stellenbosch

Tebogo Molele
B Tech Metallurgical Eng.
Tshwane University of Technology

Budi Ncongwane
B Tech Electrical Eng.
Tshwane University of Technology

Rebe Mafura
B Tech Electrical Eng.
Tshwane University of Technology

Sindile Tsoliwe
B Tech Mechanical Eng.
Tshwane University of Technology

Andrew Tucker
BSc Mechanical Eng.
University of Cape Town

Makgole Namanyane
B Tech Mechanical Eng.
University of Johannesburg

Joseph Diphare
B Tech Chemical Eng.
University of Johannesburg

Makgole Namanyane
B Tech Mechanical Eng.
University of Johannesburg

Robert Raphunga
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University of Johannesburg

Vicent Maluleke
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University of Johannesburg

Elizabeth Moloi
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University of Johannesburg

Thabo Kwena
B Tech Chemical Eng.
University of Johannesburg

Collins Seleme
B Tech Industrial Eng.
University of Johannesburg

Tshepiso Ramushebi
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Siyabonga Madikane
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Teboho Mokhena
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Free State University

Nikiwe Mdlangazi
B Tech Mechanical Eng.
Walter Sisulu University of Technology

ARE PEOPLE WITH DISABILITIES GETTING A RAW DEAL?

By Sibongiseni Ziinjiva Ka-Mnguni

Achieve Newsletter caught up with Romiela Pillay, Project Manager at merSETA to get her thoughts on how people with disabilities are coping with the job market in South Africa.

TRADITIONALLY there have been many hurdles to overcome when hiring someone with disabilities. For many years legislation making the workplace accessible to people with disabilities was severely lacking and South Africa lagged behind the rest of the world in efforts to change this.

Today, the situation is changing. But is it changing fast enough?

Mrs Pillay believes there are two main obstacles preventing people with disabilities from contributing to the South African economy in a meaningful way.

The first of these is that there is a lack of structured skills training in the school curriculum. The academic-driven curriculum marginalises People with Disability (PWD) and Learners with Special Educational Needs (LSEN) as they experience learning difficulties due to their disability.

The second challenge is the lack of direction provided to learners once they have completed schooling. The South African labour market that is unforgiving with regard to the plight of people with disabilities and there is no mechanism to up skill them in order to make them competitive in the labour market.

The net effect is that many learners retreat into a non-productive existence with little means and no assistance in improving their situation. The merSETA experience has demonstrated that the reality could be very different.

“If people with disabilities are made aware that there are organisations and individuals advocating on their behalf, the reaction is immediate, their enthusiasm is incredible and the effort that these previously marginalised job seekers put into their studies is overwhelming. “Their will to succeed is unparalleled and leaves one with a sense of despair at the lack of effort that is put in by the powers that be to cultivate their undoubted ability and talent,” says Mrs Pillay.

When questioned about what interventions should take place to address the training needs and promote the employment of people with disabilities, Mrs Pillay has concrete suggestions.

“While disability does not hinder employment and while not all types of employment are suitable for certain disabilities, there is still a varied career path available for any disabled person. Matching career paths with disabilities and exposing the disabled to it at an early age is key to assisting the disabled to be competitive in the open labour market,” remarks Mrs Pillay.



merSETA Project Manager, Romiela Pillay

Commenting on the role that the SETAs have in the process of promoting the employment of those with disabilities, Mrs Pillay says SETAs have a responsibility to engage in a greater understanding of the plight of PWD and in engaging their respective stakeholders to increase their awareness. This will increase the range of opportunities for people with disabilities.

“The merSETA is a pro-active player in this respect but in order to tackle this problem, a larger collective effort is required. Ideally, a collective effort by all SETAs in the areas of research, investment and the cooperative rolling out of projects would go a long way to ease the lack of employability of PWD,” says Mrs Pillay.

This issue is much larger than SETAs meeting of respective targets; it is a problem that affects human beings that can be addressed effectively with a collective effort.

Mrs Pillay was asked how far we have come in terms of exposing people with disabilities to the workplace and giving them opportunities which can contribute significantly to their quality of life.

She commented that although the efforts of the merSETA were commendable, they were still a drop in the ocean of

“If people with disabilities are made aware that there are organisations and individuals advocating on their behalf, the reaction is immediate.”

required interventions. It is the hope of all the participants in this pilot project that there will be an ever increasing effort to transfer skills to PWD.

Current statistics show that 80% of people with disabilities are unemployed. With South Africa's severe lack of skills in sectors like engineering, this is an extremely worrying statistic. The availability of PWD's to address this lack of skills is one that South Africa must come to grips with.

“The initial reaction of employers is that there is an extra capital outlay to integrate PWD into their workforce. The advantages of employing PWD far outweigh the cost of any infrastructural alterations, the incentives to the workplace providers and employers range from SARS rebates, DG’s, BBBEE scorecard points and EE targets.”

The question is how can PWD be absorbed into the workforce?

In the opinion of Mrs Pillay, the easiest way to accomplish this is to expose PWD to the workplace. This exposure allows the interaction of PWD with fellow employees and employers. This in turn highlights any challenges or positives and this data can be used to continuously improve conditions.

The Employment Equity Act stipulates that two percent of a companies’ workforce must be represented by people with disabilities. However, it seems that companies in South Africa are not in compliance with the legislation. But the blame cannot be laid entirely at the feet of business.

In order for companies to effectively comply with the targets, there has to be a pool of capable employees and proper structures to integrate the employees into the workplace.

Mrs Pillay remarks that currently the responsibility of ensuring the proper structures and pool of employees, with the exception of the merSETA pilot project, is being shirked by the responsible bodies.

There seems to be a misconception amongst employers that bringing people with disabilities into the workplace is too costly, for an example the employer has to change the physical structure to accommodate a person with disability. However, as Mrs Pillay observes this view is erroneous.

“The initial reaction of employers is that there is an extra capital outlay to integrate PWD into their workforce. The

advantages of employing PWD far outweigh the cost of any infrastructural alterations. The incentives to the workplace providers and employers range from SARS rebates, DG’s, BBBEE scorecard points and EE targets,” she says.

There is also a small minority of business owners who seem to think that employing PWD’s would adversely affect the productivity of the organisation, Mrs Pillay is scathing in dismissing this misconception.

“Disabled people may be disabled but they are not incapable. A properly trained worker, disabled or not, is an asset to any organisation or company,” says Mrs Pillay.

When asked about merSETA’s current activities Mrs Pillay revealed that there are currently 59 PWD (deaf learners) on a learnership that lead employers have agreed to employ on a minimum three-month contract after the completion of their learnership. Learners who do not receive permanent employment after the contract will be placed in the next level of learnership for the following year.

The legislation has been put in place and targets have been set by the Government to address challenges faced by people with disabilities. The question remains -- have we done enough as a country to help disabled people?

Mrs Pillay dismisses the idea that what has been accomplished has made any appreciable difference.

“Done enough? What have we done? Legislation and targets are well and good. However, that is just the start of the process,” she remarks.



When asked what she would like to say to PWD's in South Africa and what advice she can give to employees regarding their reluctance to employ PWDs, Mrs Pillay remarked: "After years of being marginalised from the South African workforce by lack of structure, investment and opportunities, organisations like merSETA are finally stepping up to the plate and beginning to provide opportunities for the Disabled community.

"My advice to any disabled person interested or afforded the opportunity is to take it and make a success of it as this will lead to more investment and opportunities being created.

"To employers averse to employing PWD, take your concerns to the SETA involved. Concerns by all relevant parties be it employees, employers or the PWD need to be addressed in order to make a success of the project." **A**

"My advice to any disabled person interested or afforded the opportunity is to take it and make a success of it as this will lead to more investment and opportunities being created."

merSETA BURSARY SCHEME SHOWS ITS CLASS

The merSETA bursary scheme continues to produce one gem after another. The scheme recently produced its first Masters student since its inception, writes Sibongiseni Ziinjiva Kamnguni.

MERSETA'S LATEST STAR grew up on a farm in Heidelberg in Gauteng and comes from a family where education is not an option, but a must. Her older sister is a qualified Chartered Accountant and her younger brother is pursuing his honours in B.Com Accounting at the University of Johannesburg.

Corli Leonard wasn't sure what to study after matriculating at Hoër Volksskool in Heidelberg. But after aptitude tests, she was pointed in the direction of Industrial Engineering.

"Other opportunities that I considered were Landscape Architecture and Quantity Surveying. I've always liked to figure out problems and find solutions that are logic and practical. It is gratifying to see when you try different solutions to a problem and it improves the situation magnificently," explains Corli.

merSETA funded her studies from the second year of undergraduate studies through to her MSc Engineering Management at the University of Stellenbosch, specialising in aerospace quality assurance.

She recently upgraded the quality system of a South African third-tier supplier to Boeing and Airbus, to the AS 9100 Revision C Standard. She has just returned from Sweden where she was a member of a team investigating the localisation of Volvo Aero Company's supply chain network.

Excited about the prospects of her recent appointment by the Centre for Renewable and Sustainable Energy Studies, Corli says her responsibilities will include streamlining internal processes, monitoring the project and determining which areas the Centre for Renewable and Sustainable Energy Studies should focus their resources.

"I will also attend some of their short courses to be able to broaden my knowledge in the renewable energy field. This field has a lot of potential in South Africa and will make a large contribution to the country as a whole," she says proudly.

"Industrial Engineering is all about allocating the right resources to the right places at the right time, managing and monitoring these, as well as continually improving it in order to achieve the optimum revenue in the least time. It is streamlining processes and procedures for the most effective outcome," elaborates Corli.

Industrial engineering deals with the optimisation of complex processes or systems. It is concerned with the development, improvement, implementation and evaluation of integrated systems of people, money, knowledge, information, equipment, energy, materials, analysis and synthesis, as well as the mathematical, physical and social sciences together with the principles and methods of engineering design to specify, predict and evaluate the results to be obtained from such systems or processes.



Above and top right: Corli Leonard in Sweden; Middle right: Corli with a friend; Bottom right: Corli at heidleberg farm.

Corli says you need to have a logical approach to a problem and Industrial Engineering teaches you a mindset of problem solving. The combination of the two is the recipe for effective problem solving.

“After starting my studies, I often wondered whether I have chosen the right path. The wide field which Industrial Engineering covers makes it difficult to decide on your area of interest. When I look back now, I don’t regret my decision, and I’m glad that I’m in a position that I can choose my focus area as my interests develop and change over the years.

“merSETA granted me a bursary from my second year of studies right up to completion of my Masters Degree. I have worked quite well with merSETA and developed a cordial relationship in the process. I am truly grateful for the support they gave me.”

Balancing her studies with the activities of the residence where she stayed as an undergraduate student, keeping up to date with all the projects in the later years of her studies, as well as coping with pressure were some of the challenges Corli had to deal with. She, however, thanked her family and friends who stood by her throughout her studies. She didn’t hide the fact that her recipe for

success was self discipline and knowing what she wanted in life.

There is always a pressure associated with every job.

“Yes, there is pressure to perform in this field -- you really have to earn your keep if you want to survive. It is so much more rewarding if you know you are doing a job and performing at your best and as a bonus that you were appointed on merit. In my final year of my degree, we were about 40% females and 60% males.” She strongly recommends Industrial Engineering as a field for females.

Corli had an opportunity to visit Trollhattan in Sweden for two months last year. She went to do research for her thesis at the Production and Technology Centre at the University West. “I learned a lot and experienced a whole different culture and language over there.

“My advice to young people who feel that the system has failed them is to keep their head up, stay focused on your main goal, do your best and also remember -- the world doesn’t owe you anything. It is up to you to make the choice not to give up. It is a privilege to be alive and a blessing to be able to study. Do the best with the talents God gave,” concludes Corli. **A**

MURRAY & ROBERTS

ACCELERATE SKILLS DEVELOPMENT

The building of a new power station in Lephalale in Limpopo by Eskom is a catalyst for Murray & Robert's commitment to accelerating skills development in the country. The power station is to supply millions of South Africans with electrical power, writes Sibongiseni Ziinjiva Ka-Mnguni

THE POWER STATION is being built in Lephalale and the project is called Medupi, Medupi, meaning "the rain that soaks parched lands" – the builders know that this mammoth power station will ease the tight squeeze on power output in the near future.

This project is part of the strategic foundation of the country's economic development.

Passionate about accelerating skills and people development, the Human Resource Manager at Murray & Roberts Projects, Cornel Van der Watt, says the focus is on people development.

Noted management expert Clay P Bedford says: You can teach a student a lesson for a day; but if you can teach him to learn by creating curiosity, he will continue the learning process as long as he lives."

Van der Watt agrees: "if all companies develop a growth strategy and pull together in developing skills as opposed to buying the skills, the national and global skills shortage will be eliminated. Therefore, we have adopted a growth strategy where we develop opportunities for people to learn across the various sections of the business."

Murray & Roberts Projects is engaged on the Medupi project for detail design and fabrication of structural steel

and ducting components and erecting of both steel duct work and mechanical components in collaboration with Eskom and other stakeholders where a pool of skills will be utilised even after completion of the construction phase of the project.

Through collaboration, the emphasis is on community upliftment in terms of Maths, Science and English Literacy, with the basic objective to provide additional classes for students, upliftment opportunities for teachers as well as creating awareness of subject choices at a young age.

Asked about the danger to the environment during the rollout of the project, Project Director Mr Bruce Neave says they are building a state of the art utility that won't harm the environment.

He went on further to say the utility will supplement the existing power supply and go beyond by increasing economic development of the country, which will have a knock-on effect on investment in the region.

The utility is designed to produce 4 764 megawatts (MW) of electrical power, using 6 X 794 MW turbines. The total tonnage per boiler unit is estimated at 34 000T which includes structural steel ducting components and pressure parts.



Apprentices at Murray & Roberts training centre.

Murray & Roberts is a living testimony of what skills development can do for the country -- not only leaving a lasting legacy, but also creating a pool of artisans through apprenticeships, and focus on local upliftment.

Through merSETA's Accelerated Artisan Training Programme (AATP) initiative in response to the Joint Initiative on Priority Skills Acquisition (JIPSA), Murray & Roberts has been able to train scores of apprentices.

"We have 422 learners in the system currently and aim to have 650 learners through the Programme, with the objective of a 100% pass rate," says van der Watt.

One of its success stories in mechanical fitter Vincent Khalo, who earlier attended high school at Knowledge Virtue Academy and then completed his N4 at Central Johannesburg College.

Vincent says he found the theory more difficult than the calculations; and that this is where the passion and love for the career of Mechanical Fitter was born.

The young man sees himself as a Supervisor or an Engineer within the next five years. "A person must love and enjoy what he does. Being able to build something from scratch brings satisfaction and fulfillment."

As Vincent has to do practicals during the day and study

at night, this could be a daunting task for any aspiring engineer.

Vincent says working with people comes with much pressure as people do not share the same views all the time.

At the time of the interview, Vincent was currently based at the training centre, and was left with two weeks to go onsite. "Being on site broadens your skills and you can see exactly what you are building, and once that is put to use, you feel great," explains Vincent.

This is the sentiment shared by Takalani Nephawe, who is also an apprentice at Murray & Roberts as a rigger. When asked about the differences between institutional training and being exposed to the workplace, Takalani says: "Being at the training centre is more about harnessing your skills and less about production, whilst at the workplace, production is key, targets are set and they have to be met."

Takalani passed her matric in 1999 and did fitting and turning at Vhembe Technical College. She chose rigging as a career as she needed to blaze a new trail.

Amongst her accolades, she was recognised as Murray & Roberts's best rigger of the year in 2009. "Rigging



Clockwise from left: Apprentice at training centre; Power supply towers; Apprentice Takalani Nephawe, Training Manager Pieter de Villiers and Apprentice Hendrica Mogale; A group of apprentices.

doesn't only require physical force, but it also requires a lot of intelligence. Thank goodness modern technology has simplified things."

Asked what she is doing to market rigging as a career of choice, Takalani proudly says she has co-founded a forum called Phenomenal Women that helps to motivate and advise young girls about career options, including, rigging.

Murray & Roberts is in a class of its own. They have produced another gem, Hendrica Mogale, who recently participated in the Young Welder of the Year Competition.

Hendrica says entering the competition was a wonderful experience and she learned a lot. She was exposed to greater knowledge materials being used and also received exposure when preparing for the competition.

"I was quite excited to be chosen from 80 apprentices at Murray & Roberts to represent my company at the Young Welder of the Year Competition."

Hendrica said being a part of this huge project is something she would treasure for the rest of her life.

With Murray & Roberts Projects specifically focusing at balancing industry and individual needs, there are opportunities for fulltime bursary holders, apprenticeship in service training as well as Personal Development of employees.

Van der Watt says learning interventions include in-service training for students to complete their practicals in order to obtain degrees and diplomas in the engineering fields.

Furthermore, he adds that they aim to give 50 technicians the opportunity to complete P1 & P2 on this project. Such opportunities are also available on the Kusile project, another power station in progress.

Full-time bursaries are awarded in the fields of Quantity Surveying, Mechanical Engineering, Civil Engineering & Construction Management, forming the feeder stream for future engineers and ensuring orderly succession. Talent management is a basic engineering principle of mass balance – you cannot take out more than what is put in. "We have a strong focus on developing and growing people. Our team's objective is to have an environment where each person performs to their full potential in achieving aligned business and personal goals."

To ensure retention, Murray & Roberts is focusing on the following:

- Promoting a safe working environment through strict safety principles and support interventions (e.g. induction and safety training);
- Integrating learning and development with talent management and succession thus creating sustainability through the pipeline system;
- Capacity building – although this is not fully



implemented yet, the process of developing career paths in order to create a culture where people build a career and focus beyond the limited duration of a project is on the drawing board;

- Attraction and recruitment processes have been changed as the chain really starts with recruitment, in order to appoint committed, engaged and competent employees;
- Efficiency in boarding and orientation will be a main focus in the retention of employees, also supporting the values and desired culture; and
- Focus on getting the basics right, ensuring that fairness and equality are the cornerstone of our conduct.

“All of the above interventions will be implemented and driven through the Leadership Pipeline. I believe you will create sustainability through integrating talent management with learning and development,” says van der Watt.

On the question of interventions to deal with the generation that is nearing retirement, Van der Watt says it remains a challenge to bridge the generational gap. However, the company should promote knowledge transfer throughout business.

“Our leadership fully endorses the concept of knowledge sharing and therefore the approach works, as it is a principle of leading by example.

“In our apprenticeship programme, we have each learner on a buddy system where he/she is linked to a mentor, who is a seasoned artisan. In this approach, we have a formal system in the form of logbooks that need to be signed off for certain tasks that are compulsory during the training progress of a learner.”

“Also, our GDP programme has a structured rotation format and every young engineer is linked with a mentor, the candidates also have a structured program where they have specific projects to be completed in which they receive feedback,” says van der Watt. **A**

“A person must love and enjoy what he does. Being able to build something from scratch brings satisfaction and fulfillment.”

SET: SIMPLY DISTINCTIVE

By Palesa Ubane

Simply distinctive is an apt way to describe the zeal and tenacity displayed by the Science, Engineering and Technology (SET) Project learners spearheaded by the merSETA. Despite the odds and numerous challenges, SET learners showed their class and fortitude by overcoming the myriad challenges.

SPEAKING AT THE press briefing on the release of the matric results, Minister of Basic Education, Mrs Angie Motshekga, said her Department was motivated by the call made by President Jacob Zuma that they should prioritise education to boost society as a whole.

A whopping 642 001 learners registered for last year's National Senior Certificate examinations, showing an increase of 21 809 compared to December 2009.

And the pass rate for 2010 exceeded expectations. In 2008, the pass rate was 60.6%, in 2009 it was 62.5% and in 2010 the pass rate shot up to 67.8%. It represents an impressive increase of 7.2%, with a total of 364 513 learners passing out of 537 543.

Among the reasons for the success rate was the strategic interventions made by the SET Project. The project is aimed at developing Science, Engineering and Technology capacity-building in the Further Education and Training Colleges (FET) sector. The increased morale displayed by learners in the class of 2010 has made merSETA proud of its investment in the Star school's project.

SET Project Manager Mr Azwifaneli Tshisikamulilo couldn't hide his excitement about the project's success. "We had 100% pass in grades 11 and 12. In grade 12, we received 115 distinctions and more than 83% of learners achieved university entrance while 55% received University of Technology entrance.

"This shows the support we are giving to these learners has a positive impact in the sector and the country as a whole. A planned exit strategy to support the 2010 learners with bursaries has been achieved. We will have a more militant stance for career guidance this year."

Passionate about rural development and the prospects of the project, Azwifaneli says the next step is to roll it out to rural areas. "Rural Development is where we are shifting all this support to in aligning ourselves to the NSDS III. We really need to have a look at the accessible infrastructure available in the provinces and the public FET Colleges, universities and Universities of Technology for the survival of this project."

In light of the FIFA World Cup that graced our shores, the Provincial Education Departments worked tirelessly from the beginning of the year, and placed serious emphasis on Saturday and holiday programmes. With the partnership between merSETA, Wits Education School, South African Women in Engineering and Star Schools, Saturday programmes played a significant role in the whopping increase in the matric pass.

Amongst the smartest minds that came through the project is Refilwe Mokhotho who hails from the Vaal Triangle. She attended the Suderlig High School in Vanderbijpark. Showing leadership qualities, Refilwe was elected the Deputy President of the Representative Council Leadership (RCL). "I have always been a hard worker which can be explained by my competitive nature. I strive to do well at all things I have interest in," says Refilwe.

She has enrolled at the University of the Witwatersrand (WITS), where she is studying towards a Bachelor's Degree in Medicine and Surgery.

"The reason I chose to study medicine is because of the passion I have for helping those who are less fortunate and the love I have for working with people. This will give me a chance to make a positive contribution to my community."

Refilwe achieved seven distinctions in Mathematics,

“We had 100% pass in grades 11 and 12. In grade 12, we received 115 distinctions and more than 83% of learners achieved university entrance...”

Physical Science, Life Sciences, Accounting, English, Afrikaans and Life Orientation. “It is a dream come true for me as I did not expect seven distinctions – I expected three or four distinctions. It all came as a wonderful surprise to both me and my family,” says Refilwe proudly.

She says 2010 was a challenging year for her and all matriculants because of the teacher’s strike that took place after the FIFA World Cup. Despite all odds, she studied hard and remained resolutely calm and positive.

On what motivated her to do well, Refilwe alluded to the fact that not having a financial backer and having to get a financial sponsor to pay for her studies motivated her to do well.

“I had to stay up at night while people were sleeping, but I am grateful for all these challenges as they taught me to work even harder and I have learned to cope well under pressure.”

Away from the books, Refilwe takes part in athletics and cross-country marathons.

SET learners showed a spirited performance that has never been seen before and which has set a tone for the class of 2011. It will be to their detriment should they fail to emulate the class of 2010.

merSETA congratulates all our teachers, parents, School Governing Bodies and Star Schools for their unwavering support, guidance and the resources they allocated to helping our learners.

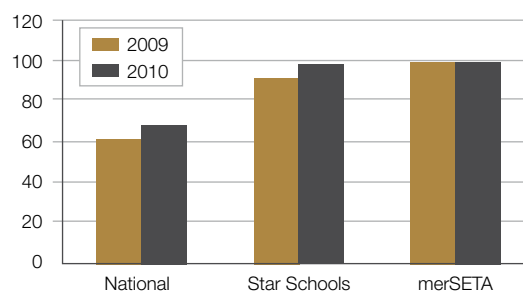
Refilwe’s advice for the class of 2011 is to work hard and study smart from the first day at school as this will lessen their study load at the end of the year.

“merSETA is indeed emboldened by the outstanding morale learners have displayed, with many having sacrificed and ended up burning the midnight oil, in their quest for honour and victory like Refilwe,” concluded Project Manager, Azwifaneli Tshiskamulilo. **A**

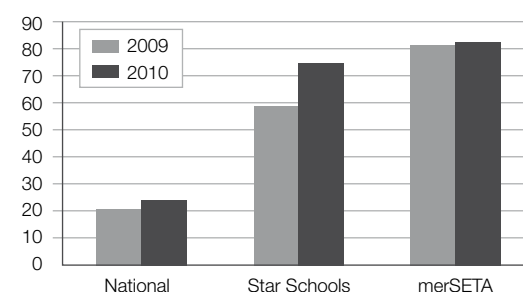


SET Project Manager, Azwifaneli Tshiskamulilo

PASS RATE ANALYSIS			
	National	Star Schools	merSETA
2009	60.6	91	99
2010	67.8	98	100



UNIVERSITY ENTRANCE ANALYSIS			
	National	Star Schools	merSETA
2009	19	58	81
2010	23.5	75	83



CJC JOB FAIR CREATING SOLUTIONS

By Independent Correspondent

"For the youth of South Africa to fully realise their potential, it is imperative to address the issues of poverty alleviation and job creation in the country," said David Mabusela, Deputy Principal of the Central Johannesburg College (CJC) at the opening of the "Discovering Potential" CJC Job Fair 2010 in Johannesburg.

RECENT RESEARCH has indicated that 2, 8 million young people in South Africa are categorised as NEETs (Not in Employment, Education or Training). In addition, approximately 1.5 million lost employment opportunities since the downturn of the economy, leaving a lot of South Africans in desperate need of employment.

As a Further Education and Training (FET) institution, CJC's mandate is to help people on the margins of society by bringing them into the mainstream through vocational training. Vocational Education Graduates are faced with the age old problem of gaining experience in order to get a job but needing a job in order to gain experience.

The Job Fair, an activity of the CJC Centre for Employment and Entrepreneurship Development (CEED) creates a platform for youth with vocational qualifications to meet prospective employers in a neutral environment. "CJC encourages private and public employers to work with our graduates.

You may not give them a permanent job," says CJC Principal Motsumi Makhene, "but give them an

opportunity to learn from you through an internship or career relevant volunteer placement, to gain confidence in themselves and more importantly, to assist them in completing the required work integrated learning that leads to a National Diploma."

What made this year's Job Fair unique was the event sponsorship by the Manufacturing, Engineering and Related Services (merSETA) and the partnership with the Association of Personnel Service Organisation (APSO) and their network of partners. "APSO is delighted at the opportunity to work with CJC CEED in building bridges between the college environment and the world-of-work. As part of our mandate, APSO is committed to empowering work seekers to understand their rights and show them how to be 'job ready' so as to make the most of their engagements with the recruitment industry, one of the key entry points into the world-of-work. The 2010 Job Fair was a great success and we look forward to building a long-term relationship going forward" said Natalie Singer, Executive: Operations at APSO.

The College continues its partnership with APSO and looks to extend its collaboration with more SETA's for the May 2011 Provincial Job Fair for all 8 Gauteng Further Education and Training Colleges. An exciting highlight



Clockwise from top left: Joseph Peele and Aretha Williams; Winston Adams helping visitors at CJC Job Fair; merSETA sponsored the event.

at the opening ceremony of the job fair this year was the donation by ZF Friedrichshafen AG South Africa, of a number of CNC machines to CJC. ZF is one of the world's leading automotive industry suppliers specializing in driveline and chassis technologies with a workforce of about 100 000 employees operating 119 plants in 25 countries.

These machines will be strategically used by CJC to develop a skilled labour force of CNC technicians within South Africa. "This is not just a donation of equipment," said Dieter Kreissel, Plant Manager of ZF Auto Industrial Brakes and Chassis, "we want to make a difference to the youth of the country and are able to do so through our relationship with CJC."

Over 80 members of private and public employer sector exhibiting at the fair and invited guests were delighted with the finale of the CJC Job Fair 2010 Opening Ceremony with the presentation of an impressive birthday cake to commemorate the centennial anniversary of Clonave, the former home of Sir Percy Fitzpatrick, author of *Jock of the Bushveld*.

A heritage building based on the Parktown Campus, Clonave is now the home of CJC's CEED, the Centre

behind the Job Fair and Workforce Development initiatives.

The CJC CEED stand at the Job Fair 2010 provided a brilliant illustration of the restoration efforts, including renders and plans for green retrofitting of the 100-year old heritage house.

"We have an exciting restoration plan for Clonave and welcome the participation of private and public sector partners to contribute to this effort either financially or through participation in our project to document and archive the stories around this beautiful house" said Principal Makhene. **A**

For more information regarding restoration efforts of Clonave and the archive project, please e-mail clonave@cjceed.com.

For more information about CJC CEED or Job Fair 2010 please e-mail jobfair2010@cjceed.com or alternatively contact Koki Kassaye, CEED Workforce Development Director on 011- 642-1993

Events of the Quarter



Anti clockwise from top left: Naphtally Mokgotsane and Friendly Twala; SETAs signing MOU with FET Colleges; Learners at the National Youth Development Agency Roadshows.





leaders in closing the skills gap.

The merSETA is one of the 23 Sector Education and Training Authorities (SETAs) established to promote skills development in terms of the Skills Development Act of 1998. The 23 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, New Tyre and Plastic.



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2008

*facilitating sustainable
development of skills,
transformation and
accelerating growth in
manufacturing, engineering
and related services.*



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