



**merSETA**

MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA

## **MerSETA: Press Release**

**Attention: Business Editors; Education and Training Editors; Labour Editors**

### **MerSeta and Dorbyl Automotive Success Story A Case Study for Skills Development**

**For immediate release,**

Automotive system is not a system of training for the sake of training people but it is a system that allows people to be employable because of the skills they possess, said merSETA's Client Relations Manager Mr. Zwelethemba Ngayeka on his key note speech address during the automotive Component Manufacturing and Assembly NQF Level 3 graduations held in PE recently.

The partnership between merSETA and Dorbyl pioneered by EDC and its training department is a way to go, this relationship started in 2002. It is one of the first organization's to produce a 100% pass rate. Portia is a living testimony that is never too late to learn at age 56 she was among the learners who graduated, with tears of joy said "being able to learn what you taught you wont be able to learn is a tremendous experience, I have proven that it is never too late to learn and I would also like to encourage youngsters to cease such opportunities" Portia said. She was a machine operator when she started with Dorbyl and now she is a team leader. If you taught training and personal development is not for you think again, it is not only about the job but also how to better yourself Portia concluded.

The same sentiments were shared by Lesley, one of the graduates who said he didn't know much about automotive system but it is amazing how much he has leant. MerSETA's role in this programme was to ensure that there is a workplace approval in place and accrediting the company to be a service provider. Mr. Ngayeka said this helps the company to plan and use its resources cost effectively. He also said they are continuing to help and support the company with administration and registration of apprentices, merSETA is also planning to assist the company by extending the scope of accreditation to cover Level 4 so that these learners will continue with the Automotive Component Manufacturing and Assembly NQF Level 4.



Mr. Johan Steyn, the General Manager at Dorbyl said their commitment when it comes to training and development is unquestionable as they have opened their own accredited training centre, furthermore to that is their commitment to sustainability as all the unemployed learners they had are now all employed. Indeed learners have learners have learnt the trade and not the tricks, out of tricks is a disaster, but at the end of a learning is a recognized certificate of competence. The only way to foster skills development in our country is to make conditions conducive for learners with a view of producing better and skilled labour force. In a country where training and development is yet to become a norm, young people have made themselves available, whereas employers are queuing for skilled employees, the fundamental question is how do we alleviate the shortage of skills in our country when other employers cannot learn from companies such as Dorbyl? Mr. Ngayeka said Learnership works and it has proven that there's benefits for both the employer and the employee. You must start looking at a Learnership as a menu with many merSETA's products and services, such as Learnership, apprenticeship, skills program, abet and experiential training amongst other things, Learnership can also be used as a tool for social development, where employees can be developed to enhance their skills in order to meet the challenges faced by our country. He said Learnership provide opportunities, permanent employment, promotions, opportunities for further education.

The success of Dorbyl is a good case study in a sense that the majority graduates are women, balancing the employment equity in the workplace and the fact that their learners started as unemployed and today all of them are employed need to be applauded. MerSETA also need to be congratulated for the unwavering support they have given Dorbyl in pursuit for excellence.

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