



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2015

Achieve

THOUGHT LEADER IN SKILLS DEVELOPMENT

SEPTEMBER - DECEMBER 2019 | ISSUE 43



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**South Africa Scoops First
Ever Podium Medal in
Future Skills**
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**Mechatronic Engineering
to Change the Future
of Manufacturing and
Production in South Africa**
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**Slight Upward Trend in
the Volume of Passenger
Car Segment**
—



**higher education
& training**

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

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



merSETA

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AND RELATED SERVICES SETA

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VALUES

WE CARE:

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

WE BELONG:

It's about working together with colleagues.

WE SERVE:

It's about going beyond the call of duty.



VISION

Leaders in closing the skills gap.

MISSION

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

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TALKING NOTES



October marks the start of the merSETA Annual General Meetings (AGMs), which take place across the country.

We are pleased to announce that the organisation received its 19th unqualified audit from the Auditor-General of South Africa. This is indeed a reflection of success in our work and reiterates the fact, we ARE the SETA that works!

Among other achievements, the merSETA boasts an increase in levy income by 4.6% this financial year, compared to the previous year. Discretionary grants and project expenses rose by a staggering 10.7%.

Our investments go a long way in helping the youth unleash their full potential. We cannot keep telling the same story of the rising unemployment rate year after year. For this reason, the merSETA has partnered with public and private sector organisations to create employable youth, who will contribute to economic development. After all, the biggest investment a country can make is in youth development.

Our success stories support this statement by showcasing the fruits of our labour. Gone are the days when learners are trained in order to add volume to the increasing pool of job seekers in the country – it is now about making a tangible difference to the employability of South Africa's youth.

We strive to create a generation of entrepreneurs skilled enough to become employers. This is a necessity, taking into consideration

the increasing rate of unemployment in the country.

And, in this edition, the story of Chumane Chumane speaks volumes in this regard. This is a young man from Welkom in the Free State whose career goal is to not only qualify as an artisan, but to also build his own business.

Providing training opportunities for young people to qualify as artisans remains our top priority as it fulfils our vision of becoming "Leaders in closing the skills gap". This is particularly important when considering the high demand of skilled artisans in the labour market.

To this end, we have partnered with TVET colleges around the country, in collaboration with the Department of Higher Education and Training (DHET), to train 30 000 artisans by the year 2030, under the Artisans of the 21st Century programme (A21). One such partnership has been forged with Northlink College in Cape Town in the field of mechatronics.

In this edition, we also tell the story of Jacques Welgemoed, a student at Nelson Mandela University who flew the country's flag high by winning a medal at World Skills competition in Russia.

Read more on these stories in this issue of Achieve!

Temana Mabula

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Providing training opportunities for young people to qualify as artisans remains our top priority as it fulfils our vision of becoming "Leaders in closing the skills gap".

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CHAIRPERSON'S OVERVIEW



On the cusp of the end of the 2018/19 financial year, a promulgation by the Ministry of Higher Education and Training has charted a course for certainty in the Sector Education and Training Authorities' sphere.

This is, indeed, good news for the merSETA, which ended the year under review, as before, in a sterling manner.

In terms of the March 2019 announcement, the new National Skills Development Plan (NSDP) cements the role of the SETAs as they will now have an unlimited lifespan, with the Accounting Authorities in existence for five-year cycles.

The NSDP maps out the intersecting economic role of the SETAs and their stakeholders in a concise but determined light.

On their demand side, the SETAs will:

- Conduct labour market research and develop Sector Skills Plans (SSPs);
- Develop Strategic Plans (SPs);
- Annual Performance Plans (APPs) and Service Level Agreements (SLAs); and
- Submit quarterly reports on progress.

On the supply side; the SETAs will:

- Address sector skills needs and priorities;
- Address scarce and critical skills (PIVOTAL) through implementation of learning programmes (i.e. Artisans and Learnerships);

CHAIRPERSON'S OVERVIEW *contd*

- Facilitate easy access and different entry points (Articulation and Recognition of Prior Learning); and
- Collaborate with the relevant Quality Councils, especially the Quality Council for Trades and Occupations, to ensure quality and provision of learning programmes.

In tandem with this mapping is the confidence that structural economic reforms will generate critical and faster growth, resulting in higher employment levels.

This is an important milestone for effective long-term planning and implementation of programmes.

The NSDP is a cascade from the National Development Plan.

In the year under review, South Africa experienced protracted economic weakness, mainly as a result of domestic constraints. This was reflected in low levels of private investment, growing unemployment and declining real per capita income in recent years.

South Africa experienced a recession that spanned the first two quarters of the year, with the economy shrinking by 2.7% in the first quarter and contracting by a further 0.5% in the second.

However, positive growth in the third (2.6%) and the fourth (1.4%) quarters was just enough to push overall economic progress for the year to 0.8%.

The manufacturing sector, a key stakeholder of the merSETA, grew by 1.0% and contributed 0.1% to GDP growth.

Financial Management

The merSETA's levy income was slightly above R1.45-billion. Budgeted levy income exceeded

actual levy income by 2%. The budget anticipated a 6% increase but the actual levy income only increased by 4% over the previous year.

The breakdown of levies received per chamber shows a similar pattern as in the previous year with the Metal Chamber contributing the largest share at 57%. The largest number of contributing companies is in the "small" category with 13 403 companies contributing levies.

Most active and contributing companies were based in Gauteng and the North West province.

Strategic Initiatives

In response to some challenges and opportunities presented by industry-specific and national economic policy imperatives, the merSETA implemented several strategic initiatives in the 2018/19 financial year.

These projects addressed areas such as youth empowerment, community development, structural transformation, sustainability (Green and Blue economies) and the Industry 4.0.

Projects included:

- Supporting the introduction of Industry 4.0 in TVET Colleges through the acquisition of tools and equipment, the introduction of new curricula and the provision of lecturer training in new technologies;
- Improving TVET quality through the professionalisation of TVET college lecturers through bursaries for advanced diploma, postgraduate diploma, master's and PhDs;
- Supporting Black females employed in merSETA companies

to advance along management paths through the formal acquisition of HEI management qualifications;

- Funding bursaries for undergraduates through to PhD level in high-level engineering skills to advance manufacturing industries;
- Establishing research chairs to address changes in manufacturing, including advanced manufacturing, and Industry 4.0;
- Partnering with provincial government departments to address province-specific needs with a particular focus on youth unemployment;
- Conducting research to provide evidence for the skills development needs of Black Industrialists in the context of supporting structural transformation;
- Enhancing youth employment, empowerment and training of marginalised youth;
- Improving the utilisation of data and new technologies through developing a digital eco-system for post-school education and training (PSET) to ensure better planning and efficiency;
- Using a 4th Industrial Revolution Paradigm to re-imagine and develop a technology-based, high quality new apprenticeship skills development process;
- Conducting research and developing The Atlas of Occupations (future skills) which aim to provide learners, workers, employers and skills planners with a reference guide to occupations and jobs that are in demand now and in the future; and
- Researching and modelling innovative ways of responding to youth unemployment, work-based learning and the development of

cooperatives among TVET college students.

The merSETA also conducted research to assess stakeholders' interpretation of concepts related to the green economy. This was to establish a baseline of the skills requirements needed by stakeholders now and in the near future to keep pace with the demands of the green economy.

New Initiatives

Against the backdrop of a significantly improved political environment, research indicates that the outlook for our economy improved considerably, impacting positively on consumer, business and investor sentiment.

As the merSETA moves forward in the coming financial year, the organisation will spearhead further research that seeks to understand economic complexity in the manufacturing space.

We will shine a light on the role that SMMEs can play in achieving better economic outcomes in job creation, transformation, decent livelihoods and long-term sustainability for the sector.

The merSETA will also conduct a Workplace-Based Learning (WBL) tracer study to understand the outcomes of WBL-learning programmes. This will be done through the tracking and tracing of learners supported within the mer-Sector.

Accounting Authority

The Accounting Authority appointed in the 2018/19 financial year conducts oversight and supports strategic imperatives that are responsive to the needs of the sector and national priorities.

It plays a critical role in promoting good governance and the effective use of resources to deliver the merSETA's mandate.

The following committees were established in terms of the merSETA's mandate:

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

All committees have been conferred with specific delegated powers outlined in their terms of references and these are regularly reviewed by the Accounting Authority.

The term of office of the previous Chief Executive Officer, Dr Raymond Patel, expired on 30 September 2018 in line with the directive from the DHET that all SETA CEOs' contracts would be extended for six months from 1 April 2018.

The Accounting Authority expresses gratitude for his role in steering the merSETA since 2006 and wishes him the best in the future.

A new CEO will be appointed in consultation with the Ministry.

I also pay tribute to the erstwhile Accounting Authority member, the late Sabelo Gina, who passed on in the year under review. Representing the Liberated Metalworkers Union of SA, Mr Gina's leadership and guidance was crucial to the merSETA's strategy.

The Accounting Authority also expresses appreciation to the

following members who resigned in the course of the financial year:

- Melanie Mulholland, who represented the Steel and Engineering Industries Federation of South Africa; and
- Manglin Pillay, the former representative of the South African Institution of Civil Engineering.

Conclusion

The merSETA's success in the year under review shows the organisation goes beyond mere training and upskilling.

It is etching a course that will see the manufacturing, engineering and related sectors harmonise their approaches to the unpredictability of the 4th Industrial Revolution.

The new economy demands that stakeholders be innovative and solution finders.

The NSDP now assures us that the merSETA will highlight the development of the new economy.



Lebogang Letsoalo

Accounting Authority Chairperson

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VIEW FROM THE TOP



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By March 2019, the merSETA had entered into 1 609 partnerships with government departments, TVET colleges, universities and employers to support education and skills development.

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As we reflect on the strides made by the merSETA in the year under review, it is dear that the organisation is adept at weathering volatility in the skills, training and employment-creation environment.

Innovation and determination have been key to this success in the 2018/19 financial year.

This arises from the core component of our strategy, which is to have a skilled and capable workforce in the manufacturing, engineering and related sectors in line with President Cyril Ramaphosa's vision.

The merSETA charts this course through:

- Designing and delivering accredited learning programmes;
- Implementing learnerships, apprenticeships, internships, skills programmes and professional learning programmes;
- Improving school-to-work transitions by linking skills development to career paths, workplace integrated training and theoretical learning as well as promoting sustainable employment and in-work progression; and
- Establishing training partnerships to increase the number of trainees on PIVOTAL programmes.

These programmes are critical in driving the pipeline of skills supply for our sector.

Thus, we state proudly that in the year under review, the merSETA supported 19 826 employed learners in enhancing their skills, thus enabling better productivity and addressing workplace shortages.

The merSETA further supported 13 739 unemployed learners in various programmes to address scarce skills and development in the mer-sector.

Our commitment to the post-school education sector also came to the fore in the year under review.

By March 2019, the merSETA had entered into 1 609 partnerships with government departments, TVET colleges, universities and employers to support education and skills development.

Further to these partnerships, 3 963 higher education students and lecturers were assisted through short-learning programmes, master's and PhDs, and postgraduate diplomas. Civil society also benefitted from our strong engagement.

In the 2018/19 financial year, the merSETA supported 693 civil society, community-based organisations (CBOs), trade unions, small businesses and other non-levy-paying entities (NLPEs) to promote skills development and training in different skills.

In addition, the merSETA supported 10 814 members of trade unions in basic, intermediate and advanced shop steward training. These programmes were initiated by the National Union of Metalworkers of SA, the Liberated Metalworkers Union of SA, Solidarity, UASA (formerly the United Association of South Africa) and the Motor Industry Staff Association.

These training interventions saw a marked drop in disputes related to skills training, and we thank the labour constituency on the merSETA Accounting Authority for their contributions.

During the year under review, the merSETA increased responsiveness to the mer-sector through the provision of sector-endorsed occupational qualifications and part qualifications.

Financial Year 2018/19

Levy income increased by 4% over the prior year to reach R1.484 billion.

Of the 4 206 mandatory grant applications, 3 721 companies were successfully approved, amounting to R252 million compared to R250 million in the previous year. This is a 0.8% increase.

Disbursements of discretionary and project grants increased by 9.6%, from R736 million in 2017/18 to R807 million in 2018/19.

This significant increase reflected the increasing drive by companies and training providers to implement memoranda of agreement (MoA) deliverables more effectively and to make a significant contribution to the achievement goals of the SSP and APP.

During the year under review, we withdrew R444 million from employers who failed to implement programmes, some due to rescindment of learner agreements. These withdrawals significantly impacted our disbursement rate and will be a consideration for future grant allocation.

The discretionary grant reserves of R3.5 billion are 83% committed to multi-year learnerships, apprenticeships and projects stretching over an average of four years. Any commitments beyond the merSETA licence, set to expire on 31 March 2020, will be subject to Accounting Authority ratification.

Information Technology

The year under review saw the second submission of mandatory and discretionary grant applications via the electronic grant application system. This system has enhanced features based on user feedback.

The new information technology (IT) system affords ease of use and quicker payments of grants, while ensuring compliance and accountability.

This technology allows our stakeholders to apply wherever and whenever they wish and is a torchbearer in our engagement with the fourth industrial revolution.

As leaders in closing the skills gap, our goal is to ensure a 'stakeholder-centric' experience that is bold and groundbreaking.

The mer-sector

The mer-sector remains largely untransformed in gender, race and disability.

It is male dominated, with 76.4% males and 23.6% females. In terms of race, 58% of mer-sector employees are African and almost a quarter (24%) are white. Indians/Asians constitute 5%, while coloureds constitute 13%.

Thus, there is an over-representation of white people based on the South African racial profile (9% of the total population). Black Africans remain under-represented, as they make up 77% of the national population.

In management and professional categories, black Africans are also under-represented, constituting 19% and 33% respectively. White people tend to dominate the higher occupational categories, constituting 63% and 49% respectively in the management and professional categories.

People with disabilities represent less than 2% of the total working population in the sector, against the background of a national disability prevalence rate of around 7.5%.

merSETA interventions in education and training are, thus, predicated on achieving not only quantitative targets but on improving the quality of our programmes to address sectoral and national skills challenges.

Skills development interventions are planned with the demographics of the mer-sector in mind.

National Skills Development Plan

The NSDP promulgated by the DHET in March 2019 offers a fresh opportunity for the merSETA to engage its stakeholders in the skills development arena.

The NSDP maps the outcomes for SETAs as:

- Understanding the demand and signalling the implications for skills supply and demand;
- Steering the system to respond to skills supply and demand; and
- Supporting development of the institutional capacity of public and private education and training institutions.

There has been no change to the 1% skills development levy, with 20% of this levy going to the National Skills Fund and 80% to SETAs. SETAs will also continue to have accounting authorities, with business, labour and government nominating representatives equitably across the three parties.

With the NSDP, we will be able to plan more effectively and efficiently, with budgets being allocated over a longer term. This will allow for better evaluation and monitoring, including tracking and tracing the impact of our programmes for merSETA beneficiaries.

We agree with the DHET that the NSDP plots a new focus with significant and radical improvements in the quality of education and training the years ahead.

'Tis the season of optimism in skills development.



Mr Wayne Adams

Acting CEO, the merSETA

AUTOMOTIVE MACHINIST APPRENTICE ASPIRES TO BECOME A SUCCESSFUL ENTREPRENEUR

By Alice Mamabolo



» Chomane with his employer and trainer, Frank McNicol, and fellow apprentices at Almo Engineering

South Africa is in dire need of entrepreneurs who are not only skilled and have the attributes needed to succeed in their businesses, but will positively impact and transform their communities.

Chomane Chomane, a young man from Welkom in the Free State, aspires to be such an entrepreneur. He is an Automotive Machinist apprentice at Almo Engineering, trained by Managing Director Frank McNicol. His training is funded by the merSETA.

Chomane's entrepreneurial aspirations were evoked by the need to start his own business. "Mr McNicol combines apprenticeship training with an element of entrepreneurial training, which I believe will add value to my career in the future," says Chomane.

He plans to launch an engineering workshop, where he will not only be



» Chomane re-boring a block



» Chomane reconditioning a cylinder head

in a better position to support his mother and four siblings, but also to transfer the skills he received from Almo Engineering to the youth in his community.

Chomane currently supports his family with the stipend he receives from Almo Engineering. "Since my father's passing, I became the only breadwinner at home and this has compelled me to work hard and grab every opportunity at my disposal," Chomane explains.

He adds: "With the quality of training and mentorship I receive from Mr McNicol, there is no excuse for me not to realise my dream."

McNicol says: "I always tell my apprentices that laziness is a choice. My aim is not only to teach them the necessary skills to become qualified artisans, but to create a fertile ground for them to become successful entrepreneurs."

He explains that he noticed the hard work and dedication Chomane puts

“ Since my father's passing, I became the only breadwinner at home and this has compelled me to work hard and grab every opportunity at my disposal,” Chomane explains.

into his work and decided to help him hone his skills.

Chomane says he is privileged to be trained by a man of McNicol's calibre, with his supreme experience in the field of engineering.

Apart from running Almo Engineering, McNicol is the

Chairperson of World Engine Remanufacturers Council, Chairperson of the Engineering Reconditioning Association (ERA) for Bloemfontein and Northern Cape, Chairperson of ERA National Executive Committee, Executive Committee Member for Bloemfontein and Northern Cape as well as board member of the Retail Motor Industry Organisation (RMI).

There is no wonder Chomane sings McNicol's praises. "Mr McNicol is my biggest inspiration. Although he is very knowledgeable and experienced, he never stops learning. He keeps telling me that he does not study to gather certificates, but does so to keep abreast with the latest trends and technological advancements," he says.

Chomane studied Boiler Making up to N5 at Goldfields College in Welkom. His plan is to study further to advance his knowledge in engineering and run a successful business.

FORMER MERSETA-FUNDED LEARNER PROMOTED TWO TIMES IN TWO YEARS

By Temana Mabula



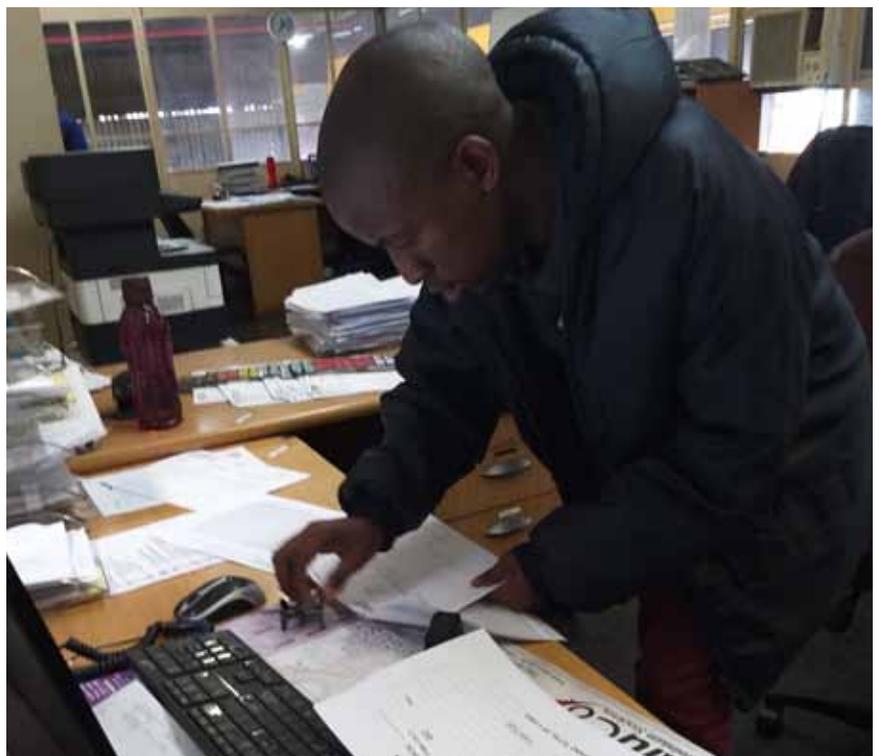
» From left to right: Koketso Malapela and Akhona Ngoma

“Impossible is a word to be found only in the dictionary of fools” – Napoleon Bonaparte.

This is a quote used by Akhona Ngoma to describe people who regard their disability as an obstacle for not building successful careers.

Ngoma has a chiari malformation disability (structural defects in the base of the skull and cerebellum, the part of the brain that controls balance). Diligence and ambition saw him promoted twice within two years. He is currently an Operations Assistant at Wispeco Aluminium in Alberton.

“I had a great deal of support from when I started my training to where I am today. Melissa Botha, who is the Training Manager at Wispeco Aluminium, thoroughly prepared us for the road ahead before we started



» Ngoma going through client invoices

the training. She also ensured staff knew that although we had different disabilities, we also had different abilities in our individual ways," says Ngoma.

This, he says, ensured smooth sailing and that they gelled easily into the working environment. "They did not guarantee us jobs at the end of our training, but trained us in a way that we could find employment at any company," he adds.

At 34, Ngoma says he was worried about finding employment after sitting at home for a long period without a job. In 2014, he received a learnership opportunity at Wispeco Aluminium, funded by the merSETA.

"The merSETA changes people's lives. I wish other organisations could also invest in training people with disabilities, not only to tick boxes, but to ensure that they realise their abilities," Ngoma explains.

He adds: "The training was a stepping stone for me. I worked very hard during my training. This was not to prove a point to anyone but myself, that with hard work and determination, anything is possible," says Ngoma.

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Upon the completion of his learnership in 2015, Ngoma was employed permanently as a Material Handler, promoted to Distribution Assistant in 2016 and in 2017, he was promoted to Operations Assistant.

"I always wanted to learn every aspect of operations within the company." His manager, Keketso Malapela, describes him as a hard-working person, who strives to do

his best at all times. "He is a very dedicated individual who gets work right the first time," he says.

Ngoma studied high school until Grade 11 in 2006 but did not pass matric the following year. He says he did not consider this a failure, but rather an opportunity to explore other avenues.

"I walked through any door that was open for me – from studying short courses, working as a driver at my father's small courier service company, to being a general worker at a farm in the Eastern Cape," he explains.

He continues: "My goal was to be independent and not rely on my parents to provide for me while I had the ability to provide for myself".

He says his biggest achievement was buying a car for himself. "People tend to have a 'shame' attitude towards people with disabilities. I want to eradicate this stereotype by showing that having a disability is not an excuse for self-pity and should not be a deterring factor to building a future for themselves," he concludes.



Ngoma preparing trip sheets for deliveries

MY HANDS DO THE TALKING

By Mbofholowo Maphidzhe



» Kyle Keightley, Workshop Manager at Glow Innovations in Cape Town, Western Cape

“I was never geared towards white collar jobs, so I built a career with my hands.”

These are the words of Kyle Keightley, Workshop Manager at Glow Innovations in Cape Town, Western Cape.

Keightley qualified as a welding artisan in 2015, funded by the merSETA. He explains that his passion for engineering spans from as far back as his high school years. “I am fortunate to have figured out that my passion was in engineering, so I chose engineering subjects and as I had expected, cruised through them up to when I dropped out of high school in Grade 11,” he explains.

In 2012, Keightley enrolled for a mechatronics course at Falsebay College and studied up to level 3. His career prospects appeared to take a “downward spiral” through



» Kyle Keightley and his team

a series of events which tested his will power. His brother was killed in a car accident and his father lost his company in 2014. He could not pay his tuition fees.

“My mother became the only breadwinner and I could see that the burden was too heavy for her. The only thing that kept me going during that time was the desire to see my parents retire comfortably – this is still my dream, and I see it becoming more tangible with each day,” says Keightley.

None of his family misfortunes, Keightley explains, were strong enough to drag him down. He started a small woodwork business, servicing communities in his area.

He says: “If hell had a name, it would be the period when my father lost his company.”

However, this did not deter Keightley’s ambitions. He programmed his mind to the notion that failing does not make one

“
My mother became the only breadwinner and I could see that the burden was too heavy for her. The only thing that kept me going during that time was the desire to see my parents retire comfortably.
”

a failure, but rather presents an opportunity to “dust yourself off”, learn and most importantly, try again.

From the funds he received from his woodwork business, Keightley decided to continue studying mechatronics while still running

the business. When he received the learnership, he decided to put the woodwork business on hold to concentrate on learning welding.

“The merSETA handed me a stepping stone through this learnership. It was through this opportunity that I rose my head above water and kept afloat,” says Keightley.

He stayed home for two years after completing his learnership. “I knocked from door to door and none opened. At the beginning of 2019, I handed out over 20 CVs to different companies. Little did I know that I would be hired straight into a managerial position,” he says.

Keightley adds that he is grateful to Glow Innovations for having given him the opportunity to unleash his potential. “I am particularly grateful to my managers, Michael McLaren and Daniel Enticot, who invested heavily in me and taught me how to become a good manager,” Keightley concludes.



»» Glow Innovations workshop team



MECHATRONIC ENGINEERING TO CHANGE THE FUTURE OF MANUFACTURING AND PRODUCTION IN SOUTH AFRICA

By Temana Mabula

Is Mechatronics the long-awaited answer to improving the engineering field, advancing manufacturing and production processes and boosting economic growth in South Africa?

A partnership between the merSETA, Northlink College in Cape Town and the Chinese Culture and International Education Centre aims to explore the possibility.

The partnership supports Northlink College in teaching mechatronic engineering to their unemployed graduates.

“This is a pilot programme informed by the need to tackle the challenges that industry and

technology, particularly Industry 4.0, is placing on the current generation of learners,” says Mark Corneilse, Northlink Wingfield Campus Manager.

Mechatronic Engineering is a new field which is important for the future of the country and the world at large as it combines mechanical engineering, electronics and computer systems.

“The training combines an element of design with fault finding and repair, which will germinate a generation of simpler, more economical, reliable and versatile systems,” says Corneilse.

He continues: “A mechatronic

engineer will be able to work on modern and sophisticated production line processes because mechatronics is characterised by the interaction of mechanical components, electronic sensors, mechanical and electronic actuators and computer controllers.”

According to Corneilse, the difference between mechanical engineering and mechatronics is that mechanical engineers are equipped to develop mechatronic systems with existing controllers (e.g. computers, PLCs, etc.), while mechatronic engineers are also equipped to develop specialised controllers and the relevant electronics themselves.

“
 Ten high performing students will be given an opportunity to study a mechatronic engineering degree in China upon completion of this programme.”

“This is a three-year programme which started in April this year and has a versatile mix of male and female learners,” he says.

He explains that the students are offered theoretical and practical training at the college and many are placed within companies, enabling them to apply the knowledge gained at their respective workplaces.

Mawabo Khanye is a 40-year-old mechatronic engineering learner who studied auto electrical engineering at Northlink College. He resigned from his role as an Investigating Officer at the South African Police Service to study engineering. “My passion for engineering became stronger than earning a salary. This is when I realised that I would not be doing myself justice if I did not pursue it,” he says.

Nicole McPherson and Nokunwabo Sambu are female mechatronic engineering learners. They both agree that Mechatronic Engineering is the future and their dream is to become mechatronic technicians.

“I have lived in the Middle East and was intrigued by how advanced their engineering systems are. When I heard of this training opportunity, I took it with both hands because I am confident it will brighten my future, says McPherson.

Their lecturer, Onke Mbetse, says learners will not only be qualified artisans, but also have the confidence to penetrate industry.

“South Africa does not refine its own raw materials. Providing training in mechatronic engineering will nurture a generation of young people who will be able to build refinery machines and boost economic development,” he explains.

Mechatronic engineering learners, according to Corneilse, are highly sought after by industry. “The college recently held a business breakfast to brief companies on the programme so that more students can be placed in workplaces,” he says.

He concludes: “Ten high performing students will be given an opportunity to study a mechatronic engineering degree in China upon completion of this programme. Two Chinese lecturers will also be joining the college to ensure our training is up to international standards”.



Mark Corneilse, Northlink Wingfield Campus Manager



Nicole McPherson



From left to right (back row): Onke Mbetse and Mark Corneilse with apprentices



KNOWLEDGE MANAGEMENT SOUTH AFRICAN CONVENTION 2019

The merSETA took part in the 2019 Knowledge Management South Africa Convention (KMSA) held in Durban on the 13th to the 15th of August 2019.

The theme for this convention was: “leveraging the 4th Industrial Revolution Knowledge Management (KM) systems to meet South Africa’s sustainable development goals”. The convention provided an ideal opportunity to share knowledge, ideas and research amongst professionals in the Knowledge Management (KM) environment. KMSA 2019 was attended by a mix of private and public sector knowledge workers.

“
The theme for this convention was: “leveraging the 4th Industrial Revolution Knowledge Management (KM) systems to meet South Africa’s sustainable development goals”.”

With the merSETA currently in the process of digital transformation through Enterprise Content Management (ECM), the convention was an ideal platform to share and learn from other organisations going through digital transformation journeys. A number of discussion panels and presentations highlighted the potential that KM has to play in digital transformation.

Some of the interesting topics covered, which may guide organisations seeking to shift to digital transformation, included:

- Leadership focus on the development of a knowledge management culture;

“

One of the key lessons coming from the convention is the manner in which technology and the internet have impacted on organisational culture, communication and change.

”

- Unlocking knowledge to enhance the culture of innovation;
- Identifying the new technology disruptions such as Artificial Intelligence (AI);
- Information management in the 4th Industrial Revolution;

- Knowledge sharing barriers and solutions;
- Transformational change management;
- How technology impacts on the use of knowledge.

One of the key lessons coming from the convention is the manner in which technology and the internet have impacted on organisational culture, communication and change. Through the use of new technological tools, social media and podcasting, organisations are

and knowledge in a manner that leverages digitisation.

The message from the KMSA convention given to knowledge management professionals was to make business leaders and staff understand the notion of 'knowledge management', not just as a discipline or a separate business unit within an organisation, but as a business practice which integrates and encourages the collaboration necessary in digitally transforming organisations.

KNOWLEDGE MANAGEMENT



PROCESS



ADVICE



IMPROVEMENT



PEOPLE





SOUTH AFRICA SCOOPS FIRST EVER PODIUM MEDAL IN FUTURE SKILLS

By Achieve Correspondent

“ Welgemoed was awarded a bronze medal after three days of a challenging competition, going head-to-head with industry giants such as Russia and China. ”

Jacques Welgemoed, a 22-year-old, fourth-year Bachelor of Engineering (mechatronics) student at Nelson Mandela University put South Africa on the map at the 45th biennial World Skills competition hosted this year in Kazan, Russia.

Welgemoed was awarded a bronze medal after three days of a challenging competition, going head-to-head with industry giants such as Russia and China.

“I have always been interested in robotics, which became the reason

for me choosing mechatronics as a course. Being selected to represent my country was the greatest honour for me,” says Welgemoed.

He adds: “preparation for this competition was extremely intense and took place over a period of four months. This required that I invest extra time and effort, so I trained even during June school holidays.”

Kazan was South Africa’s seventh participant representation at World Skills, with previous attendance at the Abu Dhabi, Sao Paulo, Leipzig, London, Calgary and Shizuoka

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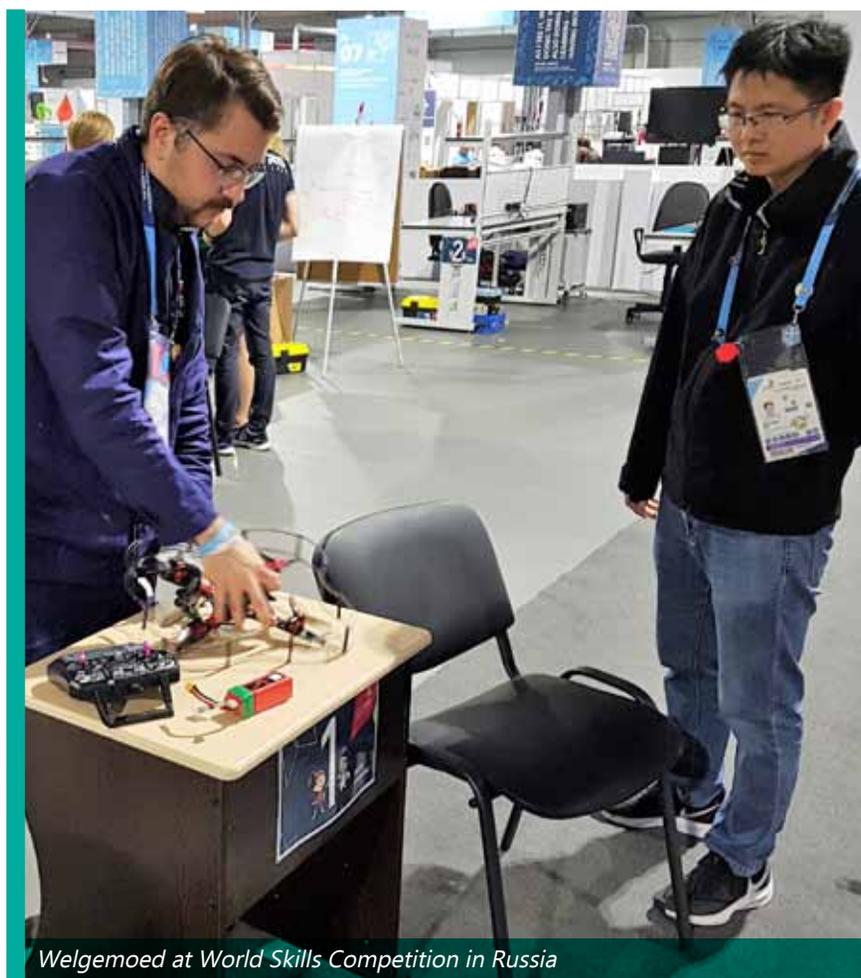
South Africa supported 22 competitors competing in World Skills and one competitor competing in Future Skills.

”

competitions. This year’s event included 1,350 competitors from 63 countries taking part in 57 skills at the event, supported by 270,000 visitors.

South Africa supported 22 competitors competing in World Skills and one competitor competing in Future Skills. It was in Future Skills, Drone Operating, that South Africa achieved its first ever podium medal since joining World Skills in 1990.

Welgemoed received drone training as a volunteer apprentice with the MandelaUni Autonomous



Welgemoed at World Skills Competition in Russia



MandelaUni Autonomous Operations group team at Nelson Mandela University



Jacques proved to have the perfect balance of knowledge, lateral thinking and calm professionalism throughout the three days of exhausting competition. He proved that South Africa is relevant in this emerging industry.



Operations (MAO) group. His mentor and South Africa's Expert representative for Drone Operations, Paul Mooney, says that he was extremely proud of Welgemoed's hard work and dedication in the

lead-up to the competition, and his achievements at the competition.

"Although the Advanced Mechatronics Technology Centre team prides itself in the knowledge and experience it has made available to students and researchers through the drone technology hub, success comes down to the personality of the students and how effectively they use those learnt skills," says Mooney.

He continues: "Jacques proved to have the perfect balance of knowledge, lateral thinking and calm professionalism throughout the three days of exhausting competition. He proved that South Africa is relevant in this emerging industry."

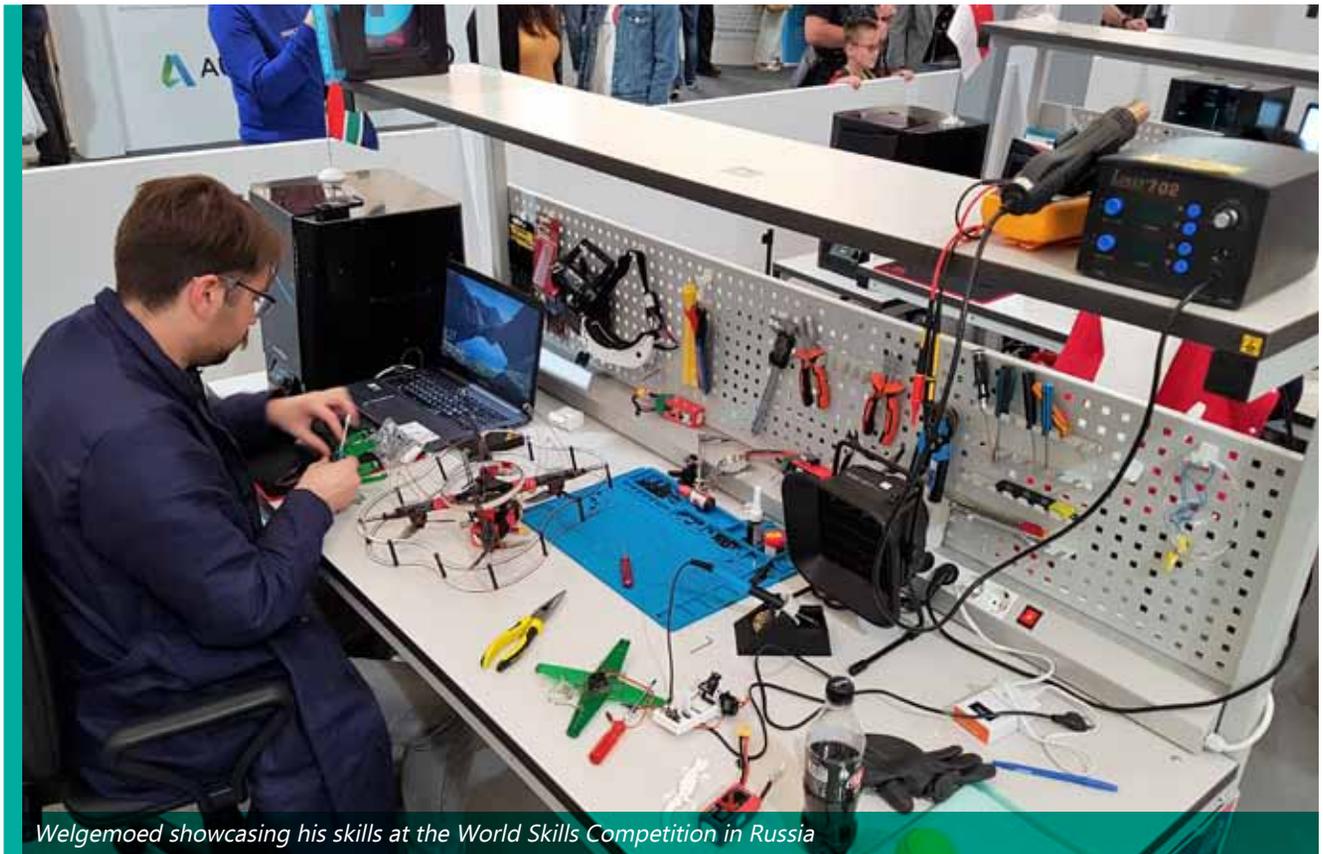
Mooney praises the merSETA for making their participation in the competition possible. "The merSETA was an integral part of the success we attained in the competition. It was through their sponsorship support that South Africa was

represented in Kazan," explains Mooney.

More importantly, he adds, without the merSETA, there would not be a dedicated drone operating training facility at the university, to disseminate the knowledge necessary for this future skill.

Mooney further explains that the ongoing support that the merSETA provides to the Advanced Mechatronics Training Centre at Nelson Mandela University has given rise to the MandelaUni Autonomous Operations group, a training and support facility for drone operating technology.

He concludes by saying: "It is through this group that future relevant equipment and skills have been made available to students from local high schools to PhD candidates. The Autonomous Operations group have made drone development a new career choice for learners as well as defining a new industry standard for South Africa."



Welgemoed showcasing his skills at the World Skills Competition in Russia

SLIGHT UPWARD TREND IN THE VOLUME OF PASSENGER CAR SEGMENT

Source: NAAMSA

The passenger car segment reflected an unexpected but welcome uptick in September 2019, largely supported by strong sales to the car rental industry during the month.

Reflecting on the new vehicle sales statistics for the month of September 2019, the National Association of Automobile Manufacturers of South Africa (NAAMSA) confirmed that aggregate domestic new vehicle sales, at 49,191 units, reflected a decline of 439 units or 0,9 % from the 49,630 vehicles sold in September last year.

Monthly export sales had registered a modest decline compared to the high base level of the corresponding month last year but the upward momentum remains strong.

Overall, out of the total reported industry sales of 49,191 vehicles, an estimated 37,707 units or 76,7% represented dealer sales, an estimated 18,9% represented sales to the vehicle rental industry, 3,1% to industry corporate fleets, and 1,3% to government.

The September 2019 new passenger car market reflected a welcome surprise on the upside and, although only modest, increased by 358 cars or 1,1% to 33,139 units compared to the 32,781 new cars sold in September last year.

The car rental industry continued to support domestic volumes, accounting for a substantial 27,3%, or more than one out of every four new cars sold, in September 2019.

Domestic sales of new light commercial vehicles, bakkies and mini-buses at 13,473 units during September 2019 had recorded a decline of 894 units or a fall of 6,2% from the 14,367 light commercial vehicles sold during the corresponding month last year.

Sales in the medium and heavy truck segments of the industry reflected a mixed performance and at 790 units and 1,789 units, respectively, reflected an increase of 97 vehicles or an improvement of 14,0%, in the case of medium commercial vehicles, and, in the case of heavy trucks and buses, at 1,789 units, the exact same number of vehicles were sold during the corresponding month last year.

The September 2019 export sales number at 35,657 vehicles reflected a decline of 1,097 units, or 3,0%, compared to the high base of 36,754 vehicles exported in the same month last year. For the first nine months of the year, vehicle exports, at 297 065 units, are now 47,050 vehicles or 18,8% higher than the corresponding period last year and well on track to achieve another record in 2019.

Consumers and businesses will continue to delay purchasing decisions on big items such as new vehicles until there is greater economic stability all around and they are more optimistic about their economic future.

Although the economy grew in the second quarter of the year off the first quarter's very low base, the underlying pace of activity remains weak. The second consecutive large fall in the ABSA Purchasing Managers' Index (PMI), from 45,7 index points in August 2019 to 41,6 index points in September 2019, reiterated the weak underlying demand conditions.

The ABSA PMI index tracking business conditions in six months' time also declined, expecting the environment to worsen further going forward. Vehicle sales speak volumes and as a good leading indicator of the economic climate in the country is mirroring the ongoing low business and consumer confidence levels at present.

Although vehicle exports declined during the month compared to the corresponding month of last year, exports remain the main driver of vehicle production activity in the domestic market. The vehicle export momentum remains upward with the industry on track to achieve a new record in 2019.

Aggregate domestic sales

49,191

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439
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49,630
vehicles sold in
September last year.

Total reported industry sales

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New car market

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LAUNCH OF KATLEHONG ENGINEERING SCHOOL OF SPECIALISATION WITH A FOCUS ON MANUFACTURING, LOGISTICS AND TRANSPORT

MEC for Education, Mr Panyaza Lesufi, officially launched the Katlehong Engineering School of specialisation with a focus on manufacturing, logistics and transport. The launch took place in August this year and is a partnership between the Department of Higher Education and Training, the merSETA, Ford Fury and Nissan South Africa.



MEC Lesufi with Mr Edward Mosuwe at the Launch of Katlehong School of Specialisation



MEC of Gauteng Mr Panyaza Lesufi after unveiling the plaque



Over 500 grade 10 – 12 students gathered at the Launch of Katlehong Engineering School of Specialisation



MEC Lesufi looking at some of the equipment the learners are trained on



Sheryl Pretorius, the merSETA Acting Chief Operations Officer



Master of Ceremony, Kekeletso Tshiloe, a learner at Katlehong School of Specialisation



A learner presenting a poem during the event



Mr Edward Mosuwe, Programme Director at the launch of Katlehong School of Specialisation



City of Ekurhuleni Metropolitan Municipality Mayor Mzwandile Masina, giving a vote of thanks at Katlehong Engineering School of Specialisation



Katlehong Engineering School of Specialisation students inside the merSETA career bus



Learners performing in Katlehong Engineering School of Specialisation launch



Learner presenting a poem



Entertainment at Katlehong Engineering School of Specialisation launch



Mr Joe Mpisi, Chairperson of the Portfolio Committee at Katlehong Engineering School of Specialisation



School choir showcasing choral skills

AUTOMECHANIKA

Over Six Hundred exhibitors from 27 countries participated in the 2019 Automechanika event. The event was hosted in Nasrec, Johannesburg from 18-21 September. The merSETA Acting CEO, Mr Wayne Adams, addressed some delegates on 'The cost of not training'.



A thrilling VR experience at the merSETA stand



Exhibitors visit merSETA Virtual Reality Stand



A workshop on Industry 4.0



Workshop participants



Mr Dal Corso, one of the speakers, giving a presentation on Skills Development



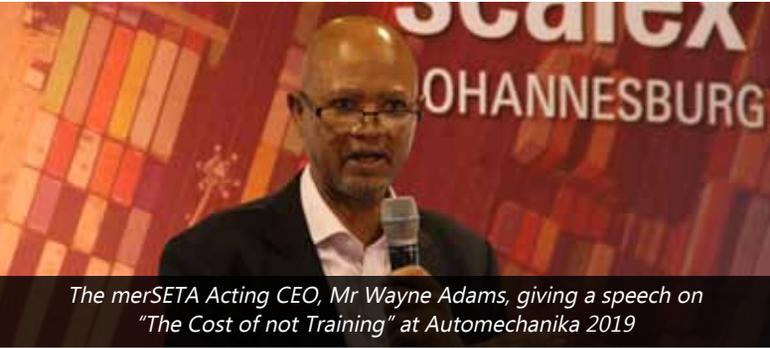
Attendees at Automechanika Exhibition 2019



Exhibition visitor exploring skills of the future at the merSETA Virtual Reality stand



Exhibitors from China at the merSETA VR stand @Automechanika 2019



The merSETA Acting CEO, Mr Wayne Adams, giving a speech on "The Cost of not Training" at Automechanika 2019

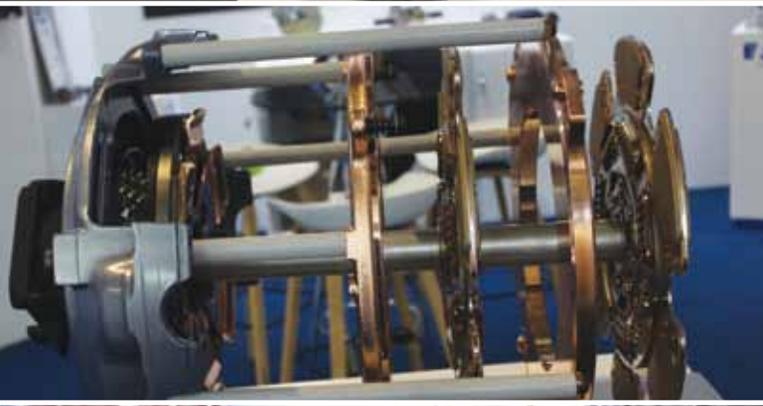
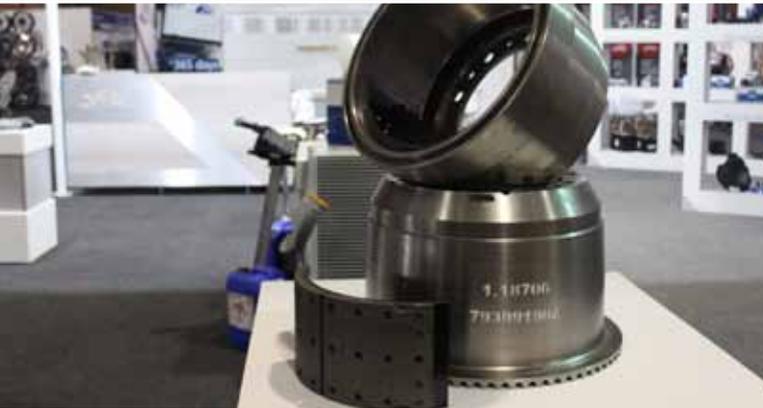


Delegates during discussions on the importance of 4.0 and where South Africa is in the wake of new technological trends



College students explore the merSETA Virtual Reality stand

AUTOMECHANIKA *contd*



Some of the equipment showcased at the event

DECADE OF THE ARTISAN

The Deputy Minister of Higher Education and Training, Mr Buti Manamela, addressed over 1 000 learners at the Decade of the Artisan event hosted by the department in collaboration with the merSETA. The event was hosted under the theme "it is cool to be a 21st Century Artisan".



Deputy Minister of Higher Education and Training Mr Buti Manamela



President of False Bay College Ms Pamela giving vote of thanks



Ms Florence Masebe giving words of encouragement for a brighter future to the learners of False Bay College



Lee-Ann Andrews, False Bay College Alumna, giving testimonial of her experiences as a student at False Bay College

DECADE OF THE ARTISAN *contd*



1000 students gathered at Decade of the Artisan at False Bay College



Estrolete Julies, a Lecturer at False Bay College, demonstrating welding techniques to the students



Deputy Minister Buti Manamela having the VR experience at the merSETA stand



Deputy Minister Buti Manamela with learners at the merSETA stand



It is indeed cool to be a 21st century artisan, so the learners agree

World Skills South Africa

The Department of Higher Education and Training held a ceremony to bid farewell to 22 highly skilled young people, who were going to represent South Africa in the 45th World Skills International Competition. The competition took place in August this year in Kazan, Russia.



World Skills International competition team South Africa, facilitators, DHET representatives, the merSETA representatives and other conference delegates

World Skills South Africa *contd*



World Skills International competition team South Africa, facilitators, DHET representatives, the merSETA representatives and other conference delegates

Western Cape Annual General Meeting

The merSETA kicked-off its Annual General Meetings in October this year. The meetings will take place across the country.



The merSETA Acting CEO, Mr Wayne Adams, addressing delegates



Prof. Rene Pellissier, Cape Peninsula University of Technology



The merSETA Chairperson, Ms Lebogang Letsoalo



The merSETA CFO, Ms Disa Mjikeliso



Western Cape region merSETA staff



Delegates



The merSETA Cape Town team

Mpumalanga Annual General Meeting



Delegates



The merSETA Chairperson, Ms Lebogang Letsoalo



The merSETA Acting CEO, Mr Wayne Adams



The merSETA CFO, Ms Disa Mjikeliso



Prof. John Odiyo, University of Venda



The merSETA Senior Manager (Administration) addressing delegates



Mpumalanga regional office staff

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merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2015

LEADERS IN CLOSING THE SKILLS GAP.

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

