merSETA
MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA
ISO 9001:2015

# Achieve

THOUGHT LEADER IN SKILLS DEVELOPMENT

DECEMBER 2020 | **ISSUE 46**

## The merSETA Welcomes its New CEO

## College of Cape Town: First Ever Race Car Roars on the Killarney Race Track

## RMI forms partnership with German Chamber of Crafts in the Eastern Cape

higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

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

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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.

**Contributors:**
Geozann Matthysen
Thando Ndlovu

# 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.

# CONTENTS

## FEATURED ARTICLES

**PAGE 06**
*Mahlogonolo Mokgolo (3rd from right) with Isaac Boshomane (4th from right) owner of Kgabo Cars and other female apprentices.*

**PAGE 14**
*College of Cape Town students working on the race car.*





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# TALKING NOTES

With more than 200 days of lockdown in the country due to the COVID-19 pandemic, South Africa, along with the rest of the world, is still in a danger zone. What is more disheartening is the fact that some parts of South Africa have recently experienced a second wave of the COVID-19 virus!

> More than 51 million people have been infected globally, and at least 1.2 million people have died. This is a great cause for concern as we head into the December holidays, which are normally filled with festivities and gatherings.

In his address on the national effort to contain the COVID-19 pandemic, President Cyril Ramaphosa alluded to the fact that although all of us wish to return to our normal lives, we need to be cognisant of the fact that the COVID-19 pandemic is worsening around the world.

He raised concern that many of us seem to have abandoned the safety precautions set by authorities to keep ourselves and those around us safe. More than 51 million people have been infected globally, and at least 1.2 million people have died. This is a great cause for concern as we head into the December holidays, which are normally filled with festivities and gatherings. These are abnormal times, which require that we all adapt to the changed circumstances and adjust what we regard as normal.

It is a known fact that many people have taken on heavy strain as a consequence of this pandemic, particularly those who have lost their jobs and are no longer able to provide for their families. According to Statistics South Africa, the country's unemployment rate increased by 7.5 percentage points to 30.8% in the third quarter of 2020 compared to the second quarter.

The results of the Quarterly Labour Force Survey report for the third quarter of 2020, showed that the number of employed people increased by 543,000 to 14.7 million compared to the second quarter. It also showed that unemployment increased substantially by 2.2 million to 6.5 million compared to the second quarter of 2020, resulting in an increase of 2.8 million (up by 15, 1%) in the number of people in the labour force.

With these statistics in mind, it is important that all sectors of the economy, private and public, work together to ensure the creation of sustainable jobs in the country. This is an area of highest priority for the merSETA as we continuously employ ways to fund training for learnerships and apprentices to create a skilled labour force for the country.

We recently welcomed the appointment of a new CEO, Mr Wayne Adams, who had been acting in this position before his appointment in November this year. In this issue of Achieve, Mr Adams speaks of the merSETA achievements over the past years and plans for the future.

Ms Kate Moloto, who is the recently appointed Chairperson of the merSETA, explains how the merSETA plans on working towards helping to bring stability to the ailing Automotive sector in the country.

Read more on these articles and others in this issue of Achieve.

We wish all our stakeholders a safe and joyous festive season!

**Temana Masekela**

# VIEW FROM THE TOP

As we enter the festive season, good news has come from the automotive industry which was knocked heavily by the COVID-19 lockdowns.

The automotive industry's latest sales figures for vehicles in November show the sector has rebounded to 70 percent of pre-COVID demand, according to the National Association of Automobile Manufacturers of SA latest statistics.

While there has been a dip in car sales, the demand for bakkies increased in November compared to the previous month, indicating consumer preferences for this type of vehicle.

At the merSETA, we recognise how important the auto industry is to the country's manufacturing base.

This sector contributes 6.4% to gross domestic product while about 460 000 jobs are catered for in the formal economy. The manufacturing component alone stands with about 100 000 jobs, from component manufacturing to assembly.

According to formal statistics, the automobile industry is the fifth largest exporting sector for our country.

Our industry is also happy with the long-term view of government policy.

All SETAs have now been relicensed to 2030 which creates a foundation for planning and policy certainty in the training sphere.

At the same time, the Automotive Production Development Programme Phase 2 will officially start on July 1 2021. This signals the launch of the automotive masterplan which aims to stimulate the sector to produce more than 1-million vehicles through massive investment stimulus from 2021 to 2035.

The masterplan allows the sector to also set long-term planning objectives, which will include massive investment in new skills to cater for the Fourth Industrial Revolution and the green economy.

**Mr Wayne Adams**
merSETA CEO

"While there has been a dip in car sales, the demand for bakkies increased in November compared to the previous month, indicating consumer preferences for this type of vehicle."

# A CAR NEEDS MORE
## THAN FUEL TO RUN

By Temana Masekela


*Mahlogonolo Mokgolo*

"I fix cars like I am the one who is going to drive them". This statement exudes the passion that 24-year-old Mahlogonolo Mokgolo has for her work.

Mokgolo is a Motor Mechanics apprentice at Kgabo Cars Mechanical workshop in Soshanguve. Her hard work and resilience saw the owner of Kgabo Cars, Isaac Boshomane, register a business for her so that she can run her own workshop upon qualifying as an artisan.

"I was ready to write a trade test earlier this year, but due to the COVID-19 restrictions, the test has been postponed to January 2021. Although this may have been a demotivating factor for many, I

*Mahlogonolo Mokgolo (3rd from right) with Isaac Boshomane (4th from right) owner of Kgabo Cars and other female apprentices.*

chose to look at it in a positive light because I get the opportunity to be thoroughly prepared for the test set by my mentors, Aubrey Sepeng and Emmanuel Boshomane," she explains.

In 2013, Mokgolo completed her matric at Ruabohlale Secondary School in Soshanguve. She went on to do NATED courses N1 to N3 in Motor Mechanics at Tshwane North College in 2015. She received an apprenticeship with Kgabo Cars in 2016, funded by merSETA.

"My journey with Kgabo Cars has been more than I had bargained for. Not only am I going to leave as a qualified artisan, but as a young and aspiring entrepreneur," she says proudly.

She plans to start running her workshop from home as soon as she is qualified, and later on, at a premises within her neighbourhood. She has already received a start-up kit from the Gauteng Enterprise Propeller (GEP), which will go a long way in getting her business on its feet. "I want to be able to offer learnerships and apprenticeship training opportunities to my community, particularly to women, so that I can be able to contribute to growing my township's economy," she explains.

"My journey with Kgabo Cars has been more than I had bargained for. Not only am I going to leave as a qualified artisan, but as a young and aspiring entrepreneur," she says proudly.

She continues to say, "I want to shift my focus more on women because, truth be told, the motor mechanics field is perceived as more of a challenge to women that to men. When I started, I found myself struggling with things that my male counterparts could easily fix, however I did not let this deter my ambitions but instead I learnt from them."

She explains that when someone has their *'eye on the ball'* like she has throughout her career endeavours, nothing becomes impossible. "There is a notion that working on cars is only suitable for men because it requires strength. I believe that it is not a question of strength, but working smart. One only needs to master correct techniques when working on cars and if we, as women, can understand that, we will be able to bridge the gender inequality gap that threatens development in our country."

"When I joined Kgabo Cars in 2016, I only had theoretical knowledge. Everything I know about cars today is owed to the patience and dedication my mentors invested in me. I want to give the same kind of investment back to my community," she added.

She is confident that she is already fully equipped to run her own workshop, as she has learnt most of the valuable lessons through working at Kgabo Cars. "My mentors taught me to provide a service to customers as if I was running my own business. Not only have I been taught to fix and service cars, I was also taught customer relations and administration skills, which are an integral part in running a successful business," she explains.

Mokgolo plans on also pursuing the diesel mechanics trade in the future. "I want my workshop to be able to service and fix both petrol and diesel vehicles. That is how it will grow to its full potential."

# FEMALE MOTOR MECHANIC

## REFUSED TO SUCCUMB TO FAILURE

By Geozann Matthysen


*Madira Cheze*

Madira Cheze is the definition of a humble woman who is determined to succeed regardless of her circumstances. Cheze is a qualified female motor mechanic who was trained by Kgabo Cars with funding from the merSETA.

She is now the proud owner of Dirankie Auto Services, a registered business with assistance from Kgabo Cars.

Upon completion of her matric in 2007, she studied mechanical engineering at Tshwane North College. Hit by her parents's inability to continue paying her tuition,

*Cheze (centre) with Isaac Boshomane (left) and other Kgabo Cars female apprentices.*

Cheze dropped-out of college to seek employment. But this did not deter her from pursuing her passion of studying an engineering-related course.

She worked at different companies in pursuit of getting trained and to qualify as a motor mechanic artisan. In 2012, her former lecturer referred her to Kgabo Cars, which offered her a motor mechanics learnership.

The same year, she was selected as one of the top three students and the only woman to be part of a sponsorship by GUD Filters to visit their plant in Cape Town to learn about making vehicle filters.

"This was a lifetime opportunity for me. The winds of change drifted me in the direction that I was desperately longing for and I could not believe my fortune," Cheze says.

She continues: "Being a female motor mechanic is challenging. I have come to learn that most customers prefer male motor mechanics to work on their cars, because they are not confident that a female motor mechanic can do the same quality job as her male counterpart. However, this is a stereotype that Kgabo Cars has dismissed and continues to dismiss."

"Being a female motor mechanic is challenging. I have come to learn that most customers prefer male motor mechanics to work on their cars, because they are not confident that a female motor mechanic can do the same quality job as her male counterpart."

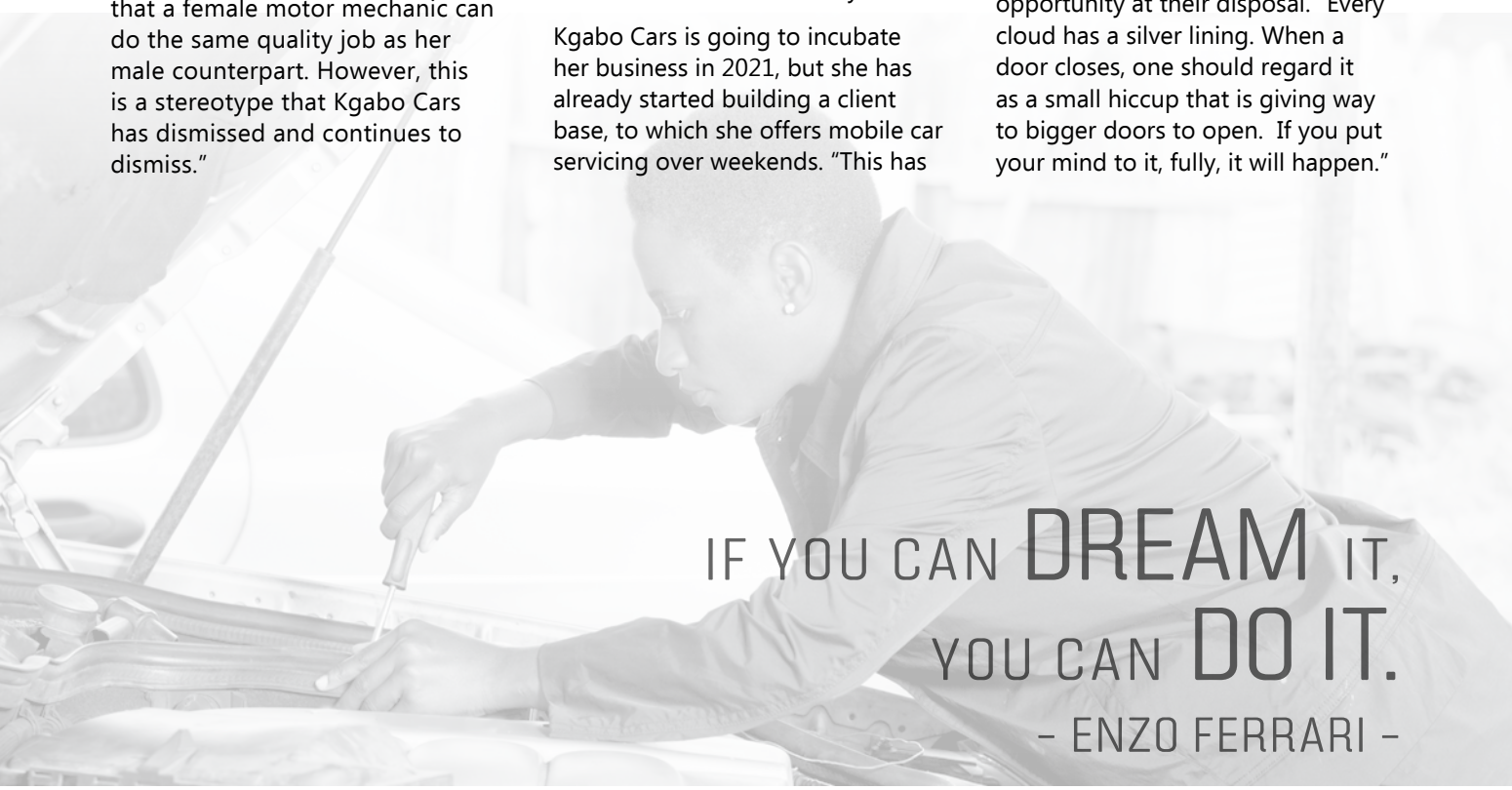
In 2014, Cheze qualified as a motor mechanics artisan and stayed on at Kgabo Cars as a mentor and assistant. She then joined Ekurhuleni West TVET College during early 2016 as a temporary training facilitator, which is where she currently works.

Kgabo Cars is going to incubate her business in 2021, but she has already started building a client base, to which she offers mobile car servicing over weekends. "This has its challenges, particularly with new male customers. As a female, one can never be sure of safety when going into the private space of a male customer, but I always ensure that I conduct thorough security checks on new customers and ensure the quality of the motor servicing.

She continues: "My future plan is to collaborate with companies such as First for Women, so as to provide their clients with training on fixing minor mechanical errors and small things such as changing tyres," she says.

Cheze believes her time at Kgabo Cars changed her life for the better. She says the personal and emotional growth she experienced there is invaluable. "Mr Boshomane, owner of Kgabo Cars, had faith in me when nothing seemed to go right. To date, I know the importance of trusting my capabilities and focusing on what is important for my future growth," she says.

Cheze encourages aspiring female apprentices to explore every opportunity at their disposal. "Every cloud has a silver lining. When a door closes, one should regard it as a small hiccup that is giving way to bigger doors to open. If you put your mind to it, fully, it will happen."



# IT'S ALL HANDS ON DECK – THE MERSETA WELCOMES THE APPOINTMENT OF ITS NEW CHAIRPERSON

By Temana Masekela

Kate Moloto joins the merSETA with a clear vision of where she plans to steer the organisation. Moloto is the newly appointed Chairperson and she has all her ducks in a row for her tenure as the leading lady!

"My role is to lead the merSETA board in setting the right tone at the top, especially with regards to service delivery focus and ethics. The merSETA plays a significant role in South Africa. The manufacturing/ value–adding sectors are the backbone of any self-respecting economy and the most struggling right now in our country, and we, as the merSETA, are in a position to ensure their survival, revival and growth," she explains.

Moloto's educational background is in financial management and services as well as auditing. This includes a B Com (Accounting), Certificate in the Theory of Accounting (CTA), Certified Internal Auditor (CIA), Investment Analysis and Portfolio Management Certificate.

She started her career in management and specialist roles within the manufacturing, infrastructure development, agriculture, small business development and related financing sectors. Moloto is currently the CEO of Moloto BEE, an accredited BEE verification agency, and Moloto Solutions, an empowerment and governance consultancy. She is also an Investment Advisor to Exeocapital.

Moloto has held a number of senior strategic positions, in both full time and part-time capacities; such as being the Information and Transformation Task Force Executive at the Development Bank of South Africa (DBSA), CEO of Ntsika (now Small Enterprise Development Agency), Project Manager (lead consultant) of the Mafisa Microfinance scheme, Interim CEO of Africa Institute of South Africa (AISA), and Acting CFO of Mine Health and Safety Council (MHSC) and Transport Education Training Authority (TETA).

She has served on different boards, such as the Services SETA, State Enterprise Finance Agency (SEFA), Pikitup and Land Bank.

Asked how the work of the merSETA impacts economic development in the country, Moloto says: "The manufacturing, engineering and related services delivered by our sector are very critical for the country to compete with others for the little we export and to stave off import competition. The better skilled our workforce is in the most relevant areas, the better positioned will be our industries."

She continues: "We also know that our country is critically short of relevant skills, especially on adaptations to COVID-19. These sectors are also strong job creators when functioning optimally".

With the automotive industry having taken a heavy blow due to the swift and severe impact of COVID-19 lockdown restrictions this year, Moloto says the merSETA has a big play role in helping to bring the industry back on its feet.

"There are new skills requirements that are more conducive to the new environment we find ourselves in. For instance, training needs to be made user-friendly and flexible. This is the time when 4IR technology is needed more than ever, to provide up-to-date solutions which will provide us with a fair chance of competing with our competitor countries," she says.

*Ms Kate Moloto, the merSETA Chairperson*

> "My role is to lead the merSETA board in setting the right tone at the top, especially with regards to service delivery focus and ethics."

She continues: "Covid-19 has brought about new ways of doing things -- new skills requirements, new industries and new tools. And this with regards to all intended beneficiaries of the merSETA, big or small and regardless of operational base (urban/rural/township)."

Moloto adds that the merSETA board, management and staff are aware of the important role they play in people's lives. "We plan to ensure that we conduct sufficient research on product offerings, ensure water-tight plans and stick to them, and not allow small distractions overtake those plans, with everyone focused on understanding their roles, as well as planning and performing them to the best of their capabilities," she concludes.


# WELCOME ABOARD CAPTAIN! – THE MERSETA WELCOMES ITS NEW CEO

By Temana Masekela

> A leader is one who knows the way, walks the way, and shows the way" – Lao Tzu

These sentiments describe the attributes of the newly appointed CEO of the merSETA, Mr Wayne Adams.

Mr Adams officially took over leadership of the merSETA in November this year. He shares milestones that the merSETA has achieved in the years that he served the organisation, having occupied roles such as Education and Training Quality Assurance (ETQA) Manager, General Manager, Chief Operations Officer and Acting CEO.

"The merSETA has the ability to foresee the future in terms of skills development and prepare for it. We began the implementation of 4IR initiatives long ago and believe that we are ahead of the curve from a SETA perspective. Near on five years ago, we conceptualised having a learning factory within private TVET Colleges and with the assistance of The Council for Scientific and Industrial Research (CSIR), established a learning factory within Eastcape Midlands TVET College and within CSIR."


*Mr Wayne Adams, the merSETA CEO*

The intermediary role between the merSETA and Public TVET colleges, according to Mr Adams, is one of the pillars within the National Skills Development Plan. "We had identified TVET colleges as a strategic priority years ago. The priority was to elevate the status of the colleges within our sector and to foster close relationships between them and the industry," he says.

The other important milestone the merSETA has achieved, he continues, has been around partnerships forged with institutions and organisations linked to the merSETA, which are the levy-paying organisations. "We have managed to raise around R600 million from levy-paying companies and generated training opportunities to the value of R600 million based on the kind of partnerships we have established," he adds.

In terms of where the organisation is headed, Mr Adams says: "The merSETA has identified initiatives that will continue to change people's lives through quality training. These include programmes and projects that will deal with issues of transformation, in terms of demographic profiles of the workforce and the inclusion of women in male dominated fields."

The challenge with bridging gender inequality, according to Mr Adams, is more at upper management levels than at the bottom. He says that as a country, we need to ensure black people, particularly females, are provided with equal opportunities through appropriate qualifications to be able to fill those vacancies. "As far as the merSETA is concerned in this aspect, we are making progress," says Mr Adams.

He continues: "The merSETA is actively supporting initiatives such as the Black Industrialists Programme. We are proactively looking at ways to promote black industrialists in terms of skills requirements to ensure that they are able to grow and sustain their businesses. Another way that the merSETA is doing this is looking at ways to become easily accessible to SMMEs, particularly those based in townships, through offering support to informal business structures".

With government ready to unleash infrastructure projects to a tune of R340 billion, Mr Adams says that for all those infrastructure projects to come to light, the country is going to need skilled artisans. He explains that in bringing these projects into fruition, the merSETA will continue working with the Department of Higher Education, Science and Innovation to align its projects around the department's processes and targets, which should culminate in creating an impact on society where there is a need to address the triple challenges of inequality, poverty and unemployment.

> "He says that as a country, we need to ensure black people, particularly females, are provided with equal opportunities through appropriate qualifications to be able to fill those vacancies."

Despite the high unemployment rate that South Africa is facing, the country employs skills from other countries in certain instances, because of the issue of skills mismatch in certain fields.

"Some of our infrastructure projects, such as new power stations that have to be built, need skills which have to be imported because they are not available in the country. The Industrial Policy Action Plan speaks to the importance of having relevant skills at the right time, and this is an area that we are closely scrutinising," says Mr Adams

*Mr Adams giving an address at a BRICS conference.*

As a qualified fitting and turning artisan with a mechanical engineering diploma, Mr Adams says that he got introduced to the education and training field at an early stage in his career and learnt to develop policies, procedures and quality management systems.

When SETAs were established in 2000, Mr Adams was seconded by Eskom to assist the Energy SETA set up an ETQA function, where he was able to put together all required policies and procedures to get the organisation running efficiently. This was after working for Eskom for 18 years in various roles.

He then joined the Transport SETA, a new organisation at the time, and was also entrusted in establishing policies and procedures for the successful operation of the SETA.

Mr Adams explains that what attracted him to the merSETA is the manner in which the organisation transforms the lives of ordinary citizens, particularly those who are from disadvantaged backgrounds. "Witnessing the impact our work has on someone's ability to not only look after their well-being, but those of their families, gives me great satisfaction," says Mr Adams.

He adds: "If we cannot address the challenges of inequality, poverty and unemployment, we are bound to be caught wanting. Tracer studies suggest that roughly 70% of our learners are unemployed. The learnerships and apprenticeships training we fund are the biggest contribution we provide to the youth in our country and we plan to continue doing so moving forward."

# TACKLING ALCOHOL ABUSE THROUGH SKILLS TRAINING AND COMMUNITY DEVELOPMENT

By Thando Ndlovu

"An idle mind is the devil's workshop." This is a sentiment shared by the Institute for Disability Innovations (IDI), whose objective is to foster skills training and community development in Carnarvon, a small rural Karoo town in the Northern Cape.

"When people find themselves sitting at home with nothing to do, they tend to find alternative (less productive) ways of investing their time. This is why skills development is important to ensure that they are building the skills that will allow them to secure jobs and establish sustainable careers for themselves in the future," says Hanlie Snyman, Managing Director at IDI.

He adds: "Our community, much like many others in the country, is faced with three challenges: Inequality, poverty and unemployment. Without skills development, these challenges will continue to exist."

One of the major problems that develops due to unemployment, according to Snyman, is alcohol and drug abuse. "Alcohol and drug abuse in Carnarvon and the entire region are high. We have found that many people even consume alcohol while they are pregnant, which results in Foetal Alcohol Syndrome (FAS).

> "When people find themselves sitting at home with nothing to do, they tend to find alternative (less productive) ways of investing their time."

There is no cure for FAS and if this problem is allowed to continue, we will have more young people with FAS, which will affect them in terms of career development in the future," explains Snyman.

It is for this reason, in addition to the high percentage of school drop-outs, that IDI embraces the partnership they have forged with the merSETA since 2013, to facilitate skills development in the area.

Through this partnership, IDI has been able to train 72 learners in different engineering-related fields since 2015. "We are proud to point out that 70 learners were found competent over the period. Most of our learners were able to obtain permanent employment in the region and some in Kimberley, Williston and Cape Town," Snyman explains.

**According to StatsSA, Northern Cape has a youth unemployment rate of**

**42.4%.**

**The total population in Carnarvon is**

**12 773,**

**with a total of**

**1 822**

**learners in both primary and high school. Around 30% of learners drop out of school and only 1% complete studies after Grade 12.**

The IDI has received further funding from the merSETA to train 25 learners in the 2020/21 financial year.

Snyman adds that their aim is to ensure they bring more partners on board in order to continue facilitating projects of this nature.

"Without skills development, the youth of our country have no future and this poses a serious threat for economic development," he concludes.


# COLLEGE OF CAPE TOWN:
# FIRST EVER RACE CAR ROARS ON THE KILLARNEY RACE TRACK

By Temana Masekela

Mechanical Engineering students at the College of Cape Town have built their first-ever race car which now roars on the Killarney race track. The race car was built under the Young Engineers Motor Development project, sponsored by the merSETA.

Initiated in April 2019, the project was aimed at developing a race team at the college to expose students to the racing sector. The objective was to put their practical and theoretical automotive training into practice, with the development and maintenance of a race car, as well as exploring different career paths within motor racing, and potentially growing their careers within the field.

> The campus has always tried to be involved with activities at the Killarney race track and they have been able to let us do some college promotion at their race events.

"The campus has always tried to be involved with activities at the Killarney race track and they have been able to let us do some college promotion at their race events. We have a few students involved in race scrutineering, and were part of a student exposure project with Buterluer Motor sport at the 2018

> A number of our students and facilitators are also involved in the Robot-to-robot drag races where they run their own modified road vehicles.

Mopar challenge event. A number of our students and facilitators are also involved in the Robot-to-robot drag races where they run their own modified road vehicles," explains Mogotsi Mokotedi, Senior Lecturer of Mechanical Engineering at the college.

Moketedi adds that exposure to the race track inspires students and gives them great potential for growth within the field.

Michaela August is a third-year Competency Based Modular Training (CBMT) level 2 Motor Mechanic student at the college, who wants to pursue the mechanical engineering field. She describes the opportunity of being part of the college's first car invention as "mind blowing".

"Seeing something as big as a race car being built from scratch and then hitting the race track was incredible. A lot of hard work and dedication was invested in this project and every track practice and race is an absolute adrenaline rush, which creates an exciting and positive energy for us as students."

"I am looking forward to building the next faster and modified race car so that more students can take part in races and test the car in different categories to get the best performance out of it. It is not always possible to be the best, but it will always be possible to improve our own performance. After all, practice makes perfect!"

A lecturer in the automotive workshop at the College, Lucin Downes, says that he was proud to see the students transform the car into a work of art. "We currently have a couple of vehicles that we plan to build for the circuit, but in a different category and form of racing," he explains.

Brenden Oostendorp is a Mechanical Engineering student, being trained in the automotive trade. He says that working on the race car was an overwhelming experience, which has motivated him to build his own race car in the future. "I was exposed to work that I would not normally do in my trade and found it very exciting," he says.

Mokotedi deems the project a great success, with the college having successfully built the race car, obtaining race licensing, club membership and series participation. "Our first race introduction to the Clubmans series during a drivers briefing was most exciting, and there was a lot of comaraderie amongst students and other participants.

"We are looking at expanding into other racing classes, so we can have more student exposure," he concluded.


*College of Cape Town students working on the race car.*


# FORD AND DEPARTMENT OF BASIC EDUCATION HAND OVER FIRST DONATED ENGINE TO PORT ELIZABETH TECHNICAL HIGH SCHOOL

By Automotive Business Review

- Ford Motor Company of Southern Africa (FMCSA) is donating 240 locally assembled engines to technical high schools across South Africa, in partnership with the Department of Basic Education.
- Valued at R7.8-million, the engines are produced at Ford's Struandale Engine Plant in Port Elizabeth, and will be used to promote skills development, training and youth empowerment in the automotive industry.
- First engine handed over to Otto du Plessis High School in Port Elizabeth with Deputy Minister of Basic Education, Dr Reginah Mhaule.

Ford Motor Company of Southern Africa (FMCSA) and the Department of Basic Education provided the first of 240 engines that are being donated to technical high schools across South Africa today.

> "Valued at R7.8-million, the donated engines will be used to promote youth skills development and training in the automotive industry."

Kicking off the donation programme, Otto du Plessis High School in Port Elizabeth was the first to receive the first engine at a media event hosted by Deputy Minister of Basic Education, Dr Reginah Mhaule, and Shawn Govender (the Plant Manager of the Ford Struandale Engine Plant).

Valued at R7.8-million, the donated engines will be used to promote youth skills development and training in the automotive industry.

"It is only through sustainable partnerships set in the premise of skills development, training and youth empowerment that we can truly seek to add value to the lives of our future leaders," Deputy Minister Mhaule said at the handover event. "These engines will go a long way in solidifying the Department's Three-Stream Model and truly enhance the teaching of Mechanical Technology

> It is only through sustainable partnerships set in the premise of skills development, training and youth empowerment that we can truly seek to add value to the lives of our future leaders.

(Automotive). For this we are truly indebted to Ford Motor Company of Southern Africa.''

The engines are assembled at the Struandale Engine Plant in Port Elizabeth, which currently operates two engine programmes: the first is for the new-generation 2.0 Bi-Turbo and 2.0 Single Turbo engine family, the other is the established 2.2 and 3.2-litre Duratorq TDCi units. These engines are produced for the domestic market and export customers around the world, and are used in a variety of models including the Ford Ranger pickup, the Ranger Raptor high-performance off-road pickup, the Everest seven-seater sport utility vehicle (SUV), as well as the European-built Ford Transit.

"We are exceptionally proud to be part of this initiative, which once again confirms Ford's commitment to empowering and uplifting the youth, and creating a brighter future for the communities in which we operate," says Plant Manager, Shawn Govender.

"The automotive industry is one of the largest employers in the country, and Ford alone contributes over 1-percent to South Africa's total GDP. The industry also plays a key role in the economies of the Eastern Cape and Nelson Mandela Bay in particular, so it's fitting that we are able to deliver the first engine today to Otto du Plessis High School, which is located very close to our Struandale Engine Plant where the engines are produced.

"We are confident that giving learners at the school level access to our world-class engines will foster new interest in automotive technology, and will inspire the next generation of engineers, designers and technicians who will lead future development and innovation in this sector," Govender states.

## Investing in the future of South Africa

Ford Motor Company of Southern Africa is proud to be one of the country's largest vehicle manufacturers and exporters with the exceptional Ranger, Ranger Raptor and Everest being produced at its Silverton Assembly Plant in Pretoria. All of the diesel engines used in the locally assembled vehicles are produced at Ford's Struandale Engine Plant, with fully assembled engines and components also exported around the world. FMCSA currently employs approximately 4 300 people and supports over 50 000 jobs in the total value chain.

Last year Ford launched a ground-breaking public-private partnership with national, provincial and local government in the establishment of the Tshwane Automotive Special Economic Zone (SEZ), adjacent to the Silverton Assembly Plant. This automotive supplier park will help unleash future expansion possibilities for Ford's operations, and will create thousands of additional jobs within the total value chain, providing a significant economic boost to the local communities.

Ford has various Learnership, Apprenticeship and Experiential Trainee programmes in place to drive skills development across various fields. Over the past five years at the Silverton Assembly Plant, Ford assisted 165 learners gain their NQF qualifications in Automotive Repairs and Maintenance, along with 220 in Autotronics, 765 in Business Administration, 34 in Fitting, 187 in Mechatronics. Additionally, over 1 800 learners attained their National Certificate in Automotive Manufacturing and Assembly.

Over 120 apprentices have completed their training as electricians, fitters, millwrights and motor mechanics, and almost 1 500 experiential trainees have completed programmes at Ford in administration and the wide range of engineering fields, including electrical, industrial, logistics, mechanical and mechatronics. More than 660 of these learners have subsequently been employed at Ford, with the remainder entering the broader industry with highly marketable and high-demand qualifications and skills sets that give them a solid footing for embarking on a future career.

The Struandale Engine Plant has numerous learnership, apprenticeship and experiential programmes in place. The Learnership Programme in conjunction with merSETA began in 2012 with 15 learners, and expanded to 104 learners by the end of 2018. The learnership covers National Certificate qualifications in Mechatronics, Automotive Manufacturing and Assembly, along with Millright apprentices, and experiential learners in the fields of Mechanical, Electrical and Administration. Many of these leaners have subsequently been employed at Ford.

The plant also has great relationships with its local high schools, TVET colleges and the Nelson Mandela University, with learners given the opportunity to visit the plant and gain valuable insight into the manufacturing process, and the job opportunities that the automotive industry presents.

# RMI FORMS PARTNERSHIP WITH GERMAN CHAMBER OF CRAFTS IN THE EASTERN CAPE

By Automotive Business Review

The Retail Motor Industry Organisation (RMI) and the Chamber of Crafts Erfurt, commonly known as Handwerkskammer Erfurt, have formed a partnership with the aim to help drive vocational training in the automotive aftermarket in the Eastern Cape.

Jakkie Olivier, Chief Executive Officer of the RMI says the partnership demonstrates the RMI's commitment to furthering training in the sector and equipping new entrants with the skills necessary to work on the constantly evolving modern vehicles. "Technological advances in the automotive after-market sales, repair, and maintenance sector continue to provide challenges for businesses to attract staff with the right kind of skills who can add value. The access to international trends will be invaluable for our apprentices, particularly in an environment where skills are valued and provide businesses with a competitive advantage," he says.

> "We are delighted with the progress technical schools like Newton Technical High School in the Eastern Cape are already making and our collaborative partnership will give this increased impetus."

Olivier says it is time to change the perception of trade qualifications and make them much more appealing to young people looking for a career. "We will be working with the Handwerkskammer Erfurt to uplift the perception of skilled crafts and we also want to see far more women coming into the profession. We are delighted with the progress technical schools like Newton Technical High School in the Eastern Cape are already making and our collaborative partnership will give this increased impetus."

Last year the German Craft Chamber embarked on diagnostic training with TVET and technical high school teachers in the region. According to the CEO, Thomas Malcherek,

“There is no doubt that the benefits of a well-run apprentice programme with a reputable skills development provider, accrue to the employer, the learner, the private or public training institution, and the economic growth of our country as a whole.”

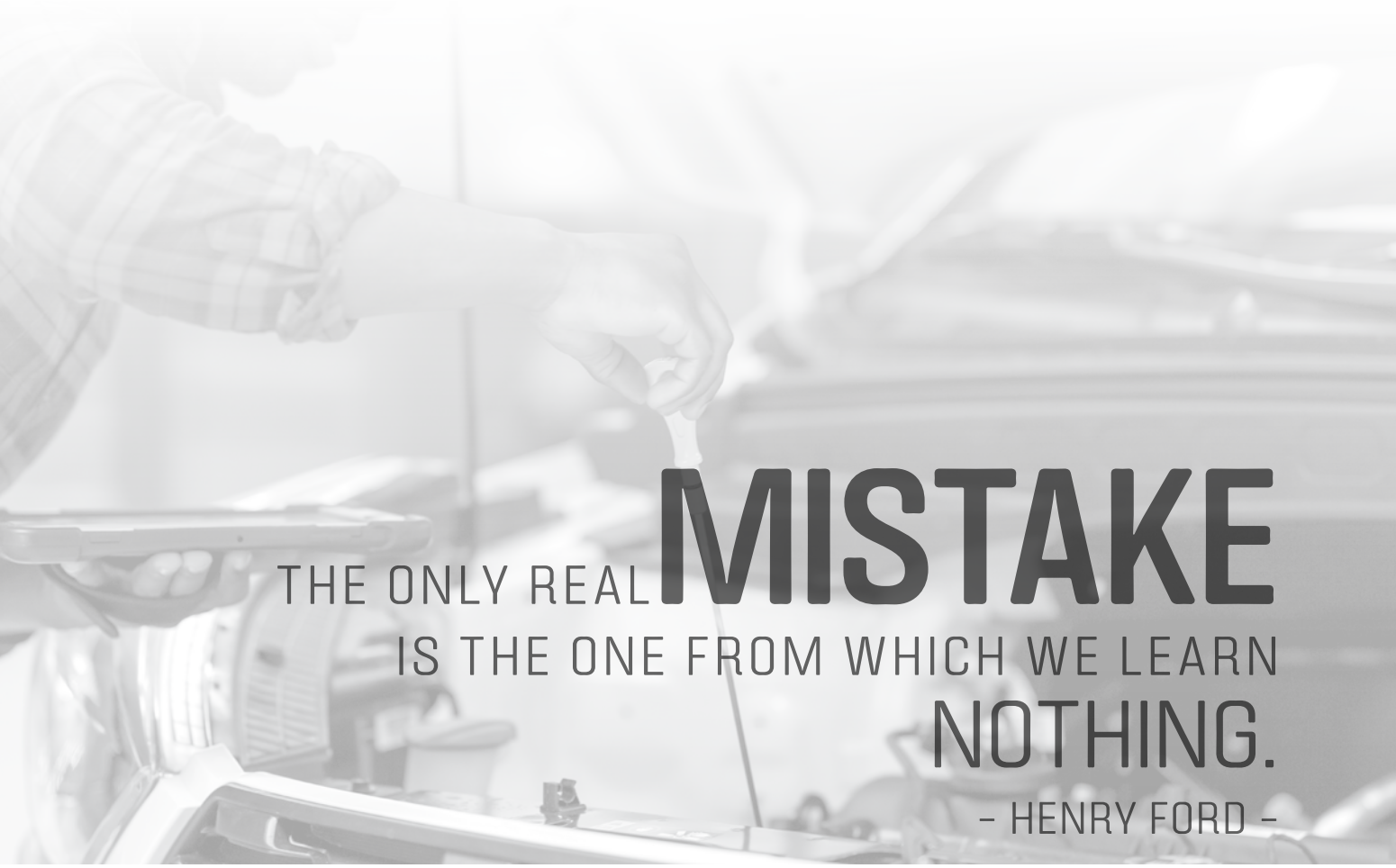
“We were looking to partner with a trade association so we can align our training with industry needs and also provide those companies with suitably qualified professionals. This cooperation between business and vocational training institutions makes for a far more stable outcome,” he says.

RMI’s Training Manager, Louis Van Huyssteen, agrees, confirming that the upskilling of apprentice facilitators and lecturers is crucial to train apprentices at institutions. “This partnership will also ensure the Department of Higher Education and Training TVET Centres of Specialisation benefit. Public and private collaboration can ensure greater success in the gradual expansion of these centres into other provinces,” he says.

Olivier confirmed that a strong team has now been put in place to interface with the Handwerkskammer Erfurt including RMI President, Mrs. Jeanne Esterhuizen in an advisory capacity, RMI National Director Training, Mr. Louis van Huyssteen (both Ministerial appointments on the manufacturing, engineering and related services Sector Education and Training Authority (merSETA), and Mr. Erwin Stroebel, RMI Regional Manager for the Eastern Cape. He also confirmed RMI members would be available to provide practical training in the Eastern Cape.

“If the model works we can think about extending it further into other provinces,” he says.

“There is no doubt that the benefits of a well-run apprentice programme with a reputable skills development provider, accrue to the employer, the learner, the private or public training institution, and the economic growth of our country as a whole. With 4IR and the many changes taking place, this is an exciting industry for young people to consider moving into,” concludes Olivier.




# FEMALE MECHANICS AIM FOR ENTREPRENEURSHIP

Kgabo Cars has taken a giant leap in pushing for women empowerment in township mechanics. What a phenomenal ideal considering the gender inequality gap that has dominated all industries and society!

In 2018, Kgabo Cars registered an individual business for each of eight female learners, and an additional one in 2020, all while they were still undergoing training in motor mechanics. Since then, the company has been applying for funding from different organisations to incubate these young women's businesses, and It was only late this year that the wheels of fortune started turning in a positive direction for them.

Five of these female entrepreneurs to be incubated are from the 21 apprentices trained by Kgabo Cars in collaboration with the Soshanguve Technical High School and in partnership with the merSETA and the Department of Basic Education.

> "The myth that women cannot make it in a traditionally male dominated industry/ sector has been proven to be a myth."

"The myth that women cannot make it in a traditionally male dominated industry/sector has been proven to be a myth. From Kgabo Cars (which is an SMME operating in the Soshanguve township), out of 71 qualified artisans, 16 of them were women and 15 more are set to qualify in the coming months. These ladies have been trained to operate in this male dominated industry, and for females to survive in this industry, more support is needed," explains Isaac Boshomane, Principal Member at Kgabo Cars.

He continues: "COVID-19 has had a negative impact on our operations. We have hope and trust that the positive relationship forged with the merSETA will continue so that together, we can make an impact in the advancement of young female entrepreneur development under these trying circumstances."

The registered companies, which are (Pty) Ltd individual businesses, will be incubated as a cooperative for a period of two years starting in 2021. They will run motor mechanics workshops that service, repair and maintain vehicles. The owners will also be trained on how to develop apprentices from TVET colleges and Technical High Schools.

> These ladies have been trained to operate in this male dominated industry, and for females to survive in this industry, more support is needed.

"Lack of employment suggests that training interventions should change to training for collective employment creation in the form of real cooperatives by qualified artisans and technicians. Those crafted employees can join hands and ideas with the entrepreneur minded ones to create additional jobs, thus reducing the amount of job seekers. This empowerment deals both directly and indirectly with Gender Based Violence and, most importantly, enhances a conducive family environment for children to grow up where both parents are able to provide," Boshomane explains.

He continues to say, "It is a known fact that women face more challenges in launching businesses than their male counterparts, due to traditionally defined gender roles for both sexes in society. This is one of the reasons Kgabo Cars decided to incubate the businesses. Many young female artisans struggle to start businesses after qualifying because they do not know where to start or how to find the necessary funding to kick-start their ventures. Providing an incubation-type model is the first step in addressing this challenge."

Boshomane explains that in Soshanguve, the unemployment rate is high, especially for women. "I use my workshop to provide opportunities for the youth, particularly young women, who are interested in becoming motor mechanics. Some of these women are the best mechanics I have ever seen," he adds.

To ensure the success of these businesses, Kgabo Cars partnered with the Gauteng Enterprise Propeller (GEP), a provincial agency that provides financial and non-financial support to Gauteng small enterprises and in November this year, GEP provided start-up tools and equipment for the companies.

SMME development is key for the economy of South Africa to grow. Kgabo Cars say they are hoping to enter into more partnerships with both government and the private sector to support this unique initiative. "This is a pilot project, and we need sponsors for additional tools and equipment in order to continue to assist other young female mechanic owned businesses," concludes Boshomane.

*From left to right: Isaac Boshomane (Principal Member, Kgabo Cars), Keneilwe Mabudusha (Regional Manager, GEP) and Dr David Molapo (Managing Director, I Can 4IR)*

*Boshomane (1st from left) with Dr David Molapo, Managing Director, I Can 4IR(last) and six female aspiring entrepreneurs.*

# COLLABORATIVE PROGRAMME ON ADDITIVE MANUFACTURING

Central University of Technology (CUT) in the Free State has partnered with the merSETA and the Department of Science and Innovation (DSI) to support Innovation and Commercialisation of Additive Manufacturing (also referred to as 3d Printing or Rapid Prototyping).

"The CUT's Additive Manufacturing activities date back to 1995, when it started through a research project in collaboration with the CSIR, that grew into a CUT/NRF research focus area, and led to the founding of the Centre for Rapid Prototyping and manufacturing in 1997, and an NRF-supported Integrated Product Development Research Niche Area," explains Prof. Deon Johan de Beer, DSI/merSETA Chair in Innovation and Commercialisation of Additive Manufacturing, Centre for Rapid Prototyping and Manufacturing, Faculty of Engineering, Built Environment and Information Technology at CUT.

The South African Additive Manufacturing strategy (following from a South African Additive Manufacturing Roadmap development) as accepted by the then Department of Science and Technology (DST, now DSI), recommended that specific attention be given to:

- Additive Manufacturing for impact on traditional manufacturing sectors through tooling and improved product development cycles and refurbishment of previously unserviceable parts for the local industry by means of powder deposition technology;
- New materials and technologies through development of Additive Manufacturing systems; Development of Materials for Additive Manufacturing and Development of new Additive Manufacturing technologies;
- SMME development and support to develop an Additive Manufacturing based SMME industry in South Africa based on / strengthened Additive Manufacturing technologies, including applications such as prosthetics, Dental, Hearing Aids, Jewelry and Creative arts.

Afore-mentioned are shown in figure 1, and indicates cross-cutting outcomes/foci, e.g.

- Enabling capability development such as Design and Design optimisation; Pre-processing; Process monitoring and control; Post Processing; Testing and analysis; Dimensional verification and reverse engineering, and Simulation; and
- An AM Education System, to create an enabling AM education environment, and AM promotion and Awareness.

Based upon the above-mentioned recommendations, and using the experience gained from successful programmes such as the Titanium


*Figure 1 – Recommendations from the SA AM Strategy*

Centre of Competence and Light Metals Development Network, it was proposed to the DST (now DSI), that a similar approach be followed, to create a Collaborative Programme on Additive Manufacturing (CPAM).

CPAM operationalises the objectives set within the South African Additive Manufacturing strategy through programmes focusing on Qualification of Metal Additive Manufacturing (MAM) for aerospace and medical applications, and establish local competence to produce final Ti6Al4V parts through Additive Manufacturing; Design for Additive Manufacturing through establishment of local design competence for Additive Manufacturing-produced parts in Polymer materials using Additive Manufacturing; and industry development through Industry support and improved awareness – each with a national leader, and in total, reporting to a CSIR appointed project manager.

Figure 2 shows the initial structure and participants of the Collaborative Programme in Additive Manufacturing.

Metal Additive Manufacturing (**MAM**); Polymer Additive Manufacturing (**PAM**) and Design for Additive Manufacturing (**DFAM**), which is a cross cutting focus area, as it is key to AM in any material as shown in figure 2 below. Of importance is the Industry Development focus, to support industry and improve awareness.

Within the structures developed for CPAM, the obligation lies within the participating institutions, to develop programmes with both a national and regional impact, and to position the host institutions accordingly. Therefore, each host institution's CPAM participation, its programmes and the focus thereof may differ in terms of the technologies used, its approach and composition of research teams, and the hosting department, unit of faculty. Within the CUT, the Centre for Rapid Prototyping and Manufacturing (CRPM) became a natural outflow of the initial Integrated Product Development Research Niche Area, as part of the Department of Mechanical Engineering's research focus. It was realised very early in its development that the research centre can accommodate multi-disciplinary research projects, opening participation beyond mechanical engineering for all engineering disciplines, medical and biomedical applications, applied- and health sciences, arts, and more. As such, the CRPM became one of the Central University of Technology's Research Centres, currently having 4 NRF rated researchers.

CRPM is best known for its contribution to the design and

Collaborative Programme in Additive Manufacturing

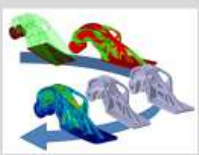
| | Qualification of MAM for Aerospace and Medical applications | Design for AM | Polymer AM | Industry Development |
|---|---|---|---|---|
| | Establish local competence to produce final Ti6Al4V parts through AM<br>• Fundamental understanding of MAM of Ti6Al4V<br>• Characterisation of parts as-built and after post AM processing<br>• Development of qualification procedures for medical and aerospace<br>  | Establish local design competence for AM-produced parts<br>• Establish Design for AM capability at participating HEIs, CSIR<br>• Evaluate potential design packages<br>• Design projects<br>  | Establish local competence to produce industrial parts in Polymer materials with AM<br>• Application in traditional manufacturing sector<br>• Process development in high end applications<br>• Local developed materials<br>• New PAM technology<br>  | Support industry and improve awareness<br>• Reduce entry barriers for new users of AM technology<br>• Commercialisation best practice<br>• Training programs<br>• Industry association support (RAPDASA)<br>  |
| | **CUT**, CSIR, SU, UCT, VUT, NWU, WITS | **CUT**, NWU, VUT, CSIR, Aerosud | **CUT**, VUT, NWU, CSIR, Aerosud | **CSIR**, CUT, SU, VUT, NWU |
| | Prof. Willie du Preez<br>wdupreez@cut.ac.za | Prof Deon de Beer<br>ddebeer@cut.ac.za | Prof Deon de Beer<br>ddebeer@cut.ac.za | Hardus Greyling<br>hgreyling@csir.co.za |

*Figure 2 – Collaborative Programme on Additive Manufacturing*

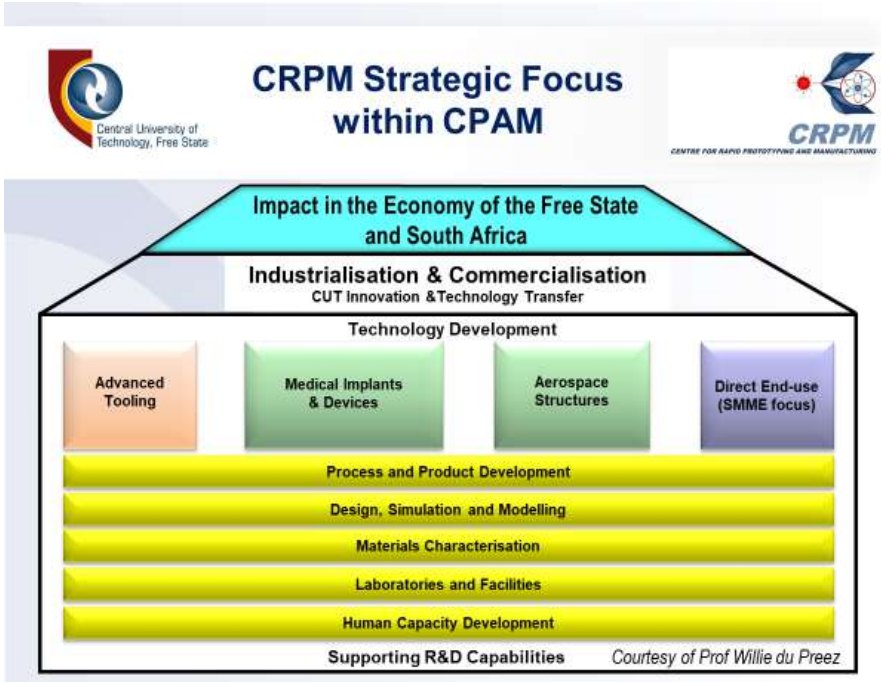



*Figure 3: CRPM's strategic focus within CPAM and the Free State*

manufacturing of customised patient implants and surgery guides / drilling guides, to create perfect fitments for the Direct Metal Laser Sintered (DMLS) Titanium (Ti) implants, and won many awards for this unselfish work to help patients in need with life-changing surgery support, under the Director: Dr Gerrie Booysen and the team of researchers. CRPM is ISO 13485 certified and registered with the South African Health Products Regulatory Authority (SAHPRA). The impact of this application area is recognised nationally and internationally and serves as a prime example of the original intention of CPAM and the Additive Manufcturing strategy.

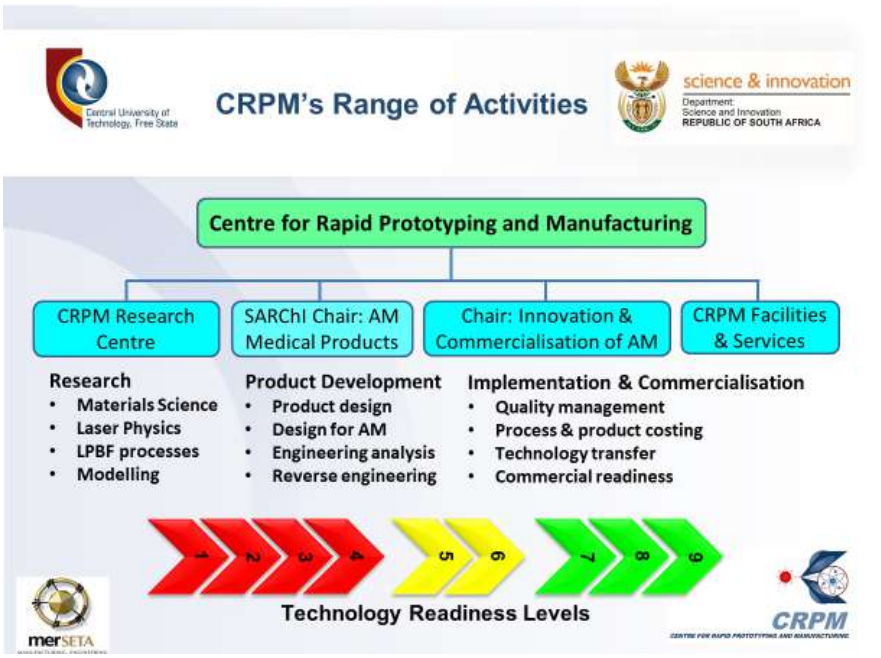



*Figure 4: CRPM's strategic focus within CPAM and the Free State*

Figure 3 shows the CRPM's strategic focus within CPAM and the Free State Region *(courtesy of Prof Willie du Preez),* making a unique contribution to the region's economy and job creation potential.

Afore-mentioned should be read in parallel with CRPM's range of activities, taking ideas and research from conceptualisation into commercialisation, by considering the product's or process's Technology readiness Level and Commercial Readiness Index/ Potential into account.

Figure 4 shows CRPM's range of activities, and the value chain of the different support structures.

merSETA's involvement supports the complete value chain, as it focuses on undergraduate student development, experiential learning, post graduate involvement, innovation in research, and dissemination of research results through conference presentations and journal publications, with the primary focus on innovation and commercialisation of Additive Manufacturing and Additive Manufacturing produced products or Additive Manufacturing Processes and Additive Manufacturing Process enhancement. As such, the technological readiness level and commercial readiness index or acceptance level of Additive Mnufacturing produced products (or the Additive Manufacturing process), is of extreme importance for the merSETA-funded project, as the aim is to see both the processes, and the products emanating from the process, being taken up in industry, and be commercialised. This led to the conceptualisation of the merSETA project, which was awarded to the CUT in 2018. It is a 3-year project, and commenced with my appointment on 1 September 2018, although much of the foundation work was in place, ready for implementation.

| Outcomes to be achieved include |
| --- |
| Annual presentation of research conference papers on innovation and commercialisation of Additive Manufactuing; |
| Annual publication of conference papers innovation and commercialisation of Additive Manufacturing in conference proceedings; |
| Annual publication of papers innovation and commercialisation of Additive Manufacturing in accredited journals proceedings; |
| Development of qualified implants; |
| Proof of commercialisation of qualified implants; |
| Process documents on commercialisation of qualified implants; |
| Research, development and implementation of Additive Manufacturing-specific approaches and procedures to commercialise Additive Manufacturing products and processes; |
| Application of existing CRPM, CPAM and SARChI knowledge and data to fully qualify medical implants; |
| Application of knowledge and experience with medical implants to qualify and commercialise selected components for aerospace applications; |
| Process documentation on qualification of aerospace components; |
| Research, develop and implement Additive Manufacturing-specific approaches, practices and procedures to commercialise Additive Manufacturing products and processes; |
| Implementation of a commercials Readiness Index system of implants to complement the (TRL) scheme; |
| Evidence of training sessions for practitioners in the AM field; |
| Select PhD/DEng students to enroll for studies in Innovation and Commercialisation of Additive Manufacturing; |
| Select Masters students to enroll for studies in Innovation and Commercialisation of Additive Manufacturing; |
| Select B/Hons students to enroll for studies in Innovation and Commercialisation of Additive Manufacturing; |
| Providing evidence of graduation; |
| Give evidence of training courses and curriculum development on innovation and commercialisation of AM for practitioners in the field; |
| Capacity building of Additive Manufacturing practitioners in the field; and |
| Growing the uptake of graduated students in Innovation and Commercialisation of Additive Manufacturing in B/M/D levels in industry and academia. |

# NAAMSA VEHICLE STATISTICS

Source: NAAMSA

Reflecting on the new vehicle sales statistics for the month of November 2020 NAAMSA said that, although the gradual monthly gains in sales growth by volume in the new vehicle market continued during the month, the year-to-date situation remained depressed. Aggregate domestic sales at 39 315 units reflected a decline of 5 355 units, or 12,0%, from the 44 670 vehicles sold in November last year. The trend was mirrored by export sales at 31 966 units which also declined by 2 622 units, or 7,6%, compared to the 34 588 vehicles exported in November 2019.

Overall, out of the total reported industry sales of 39 315 vehicles, an estimated 33 547 units, or 85,3%, represented dealer sales, an estimated 8,0% represented sales to the vehicle rental industry, 3,9% sales to government, and 2,8% to industry corporate fleets.

The November 2020 new passenger car market at 25 707 units had registered a decline of 5 696 cars, or a fall of 18,1%, compared to the 31 403 new cars sold in November last year. The car rental industry accounted for a sound 11,6% of car sales in November 2020. Domestic sales of new light commercial vehicles, bakkies and mini-buses at 11 243 units during November had recorded a welcomed increase of 567 units, or a gain of 5,3%, from the 10 676 light commercial vehicles sold during the corresponding month last year.

Sales for medium and heavy truck segments of the industry reflected a weak performance and at 664 units and 1 701 units, respectively, showed a decline of 70 vehicles, or a fall of 9,5%, in the case of medium commercial vehicles, and, in the case of heavy trucks and buses a decline of 156 vehicles, or a fall of 8,4%, compared to the corresponding month last year.

The November 2020 the exports sales number at 31 966 units represented a decline of 2 622 vehicles or 7,6% compared to the 34 588 vehicles exported in 2019. The performance for the year to date now reflected a fall of 122 987 vehicles, or 32,9% compared to the level of the same period last year.

A positive development is the steady small recovery gains in the new-vehicle market over recent months, however, real growth is still far away. The economic scars of the COVID-19

pandemic are extreme and the domestic as well as global economic environment would remain uncertain and volatile over at least the next six months until safe and effective coronavirus vaccines are available and rolled out in South Africa and around the world. With low inflation, marketing incentives available on new vehicles as well as interest rates expected to remain low for quite some time, it is actually a good time to purchase a new vehicle. However, consumer behaviour changes and short-term budget pressures could result in longer-term developments on the back of protracted COVID-19 concerns as consumers might have less need for mobility, despite improved new vehicle affordability.

Notwithstanding a solid monthly performance, exports of South African manufactured vehicles remained in arrears as a second-wave lockdown in major markets impact on consumer behaviour and demand. Vehicle exports are important to the viability of the domestic automotive industry. In 2019, the record 387 125 left- and right-hand drive vehicles exported supported record vehicle production of 631 983 vehicles as well as employment gains in the vehicle manufacturing side of the industry. For the year to date, vehicle exports, however, are still 32,9% below the level of the same period last year.

### Aggregate domestic sales

**39,315**
units reflected a decline of
**5,355**
units or 12,0% from the
**44,670**
vehicles sold in November last year.

### Total reported industry sales

Overall, out of the total reported industry sales of
**39,315**
vehicles, an estimated
**33,547**
units or 85,3% represented dealer sales.

### New car market

The November 2020 new passenger car market at
**25,707**
units had registered a decline of
**5,696**
or a fall of 18,1% compared to the
**31,403**
new cars sold in November last year.

# Introducing the merSETA Accounting Authority

**Ms Kate Moloto | Chairperson**

**Ms Ruth Ntlokotse**

**Mr Renai Moothilal**

**Dr Lesley Lee**

**Mr Jacobus de Beer**

**Mr Louis Van Huyssteen**

**Ms Thandeka Phiri**

**Ms Jeanne Esterhuizen**

**Mr Thapelo Molapo**

**Mr Siboniso Mdletshe**

**Mr Johan van Niekerk**

**Mr Elias Kubeka**

**Ms Kirtida Bhana**

**Dr Alex Mashilo**

# Artisans Graduation Ceremony for EPWP Beneficiaries

The department in partnership with the MERSETA, NYDA, BetterBest and NDPW awarded NQF4 certificates to 60 welding artisans who have since completed the course. This is government 's initiative to create professional artisans who can create own jobs and participate in the economy.








## Artisans Graduation Ceremony for EPWP Beneficiaries...*Cont*

## Artisans Graduation Ceremony for EPWP Beneficiaries...*Cont*

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MANUFACTURING, ENGINEERING AND RELATED SERVICES SETA
ISO 9001:2015

# LEADERS IN CLOSING THE SKILLS GAP.

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

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