



New Tyre Industry
Career Pathing Research

16 April 2019

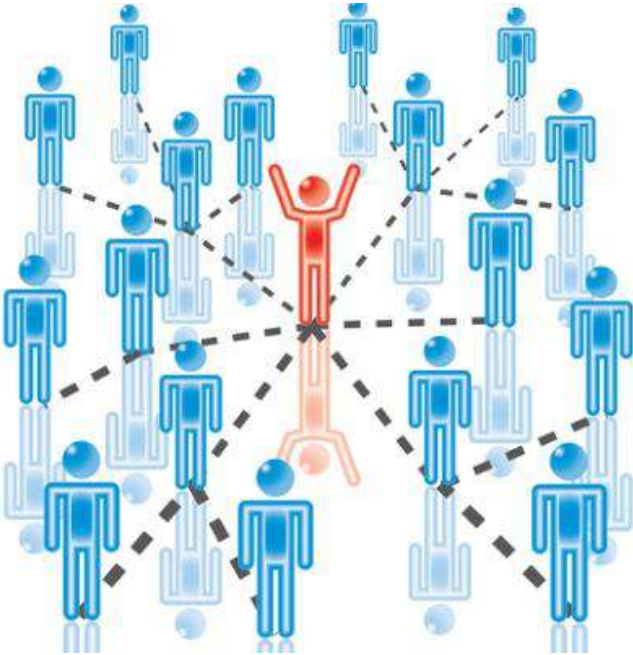
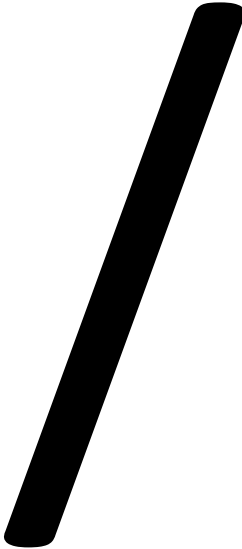
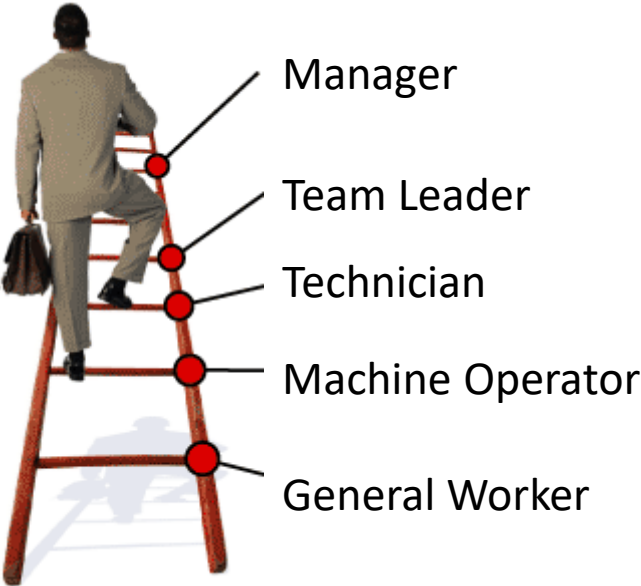
Scope

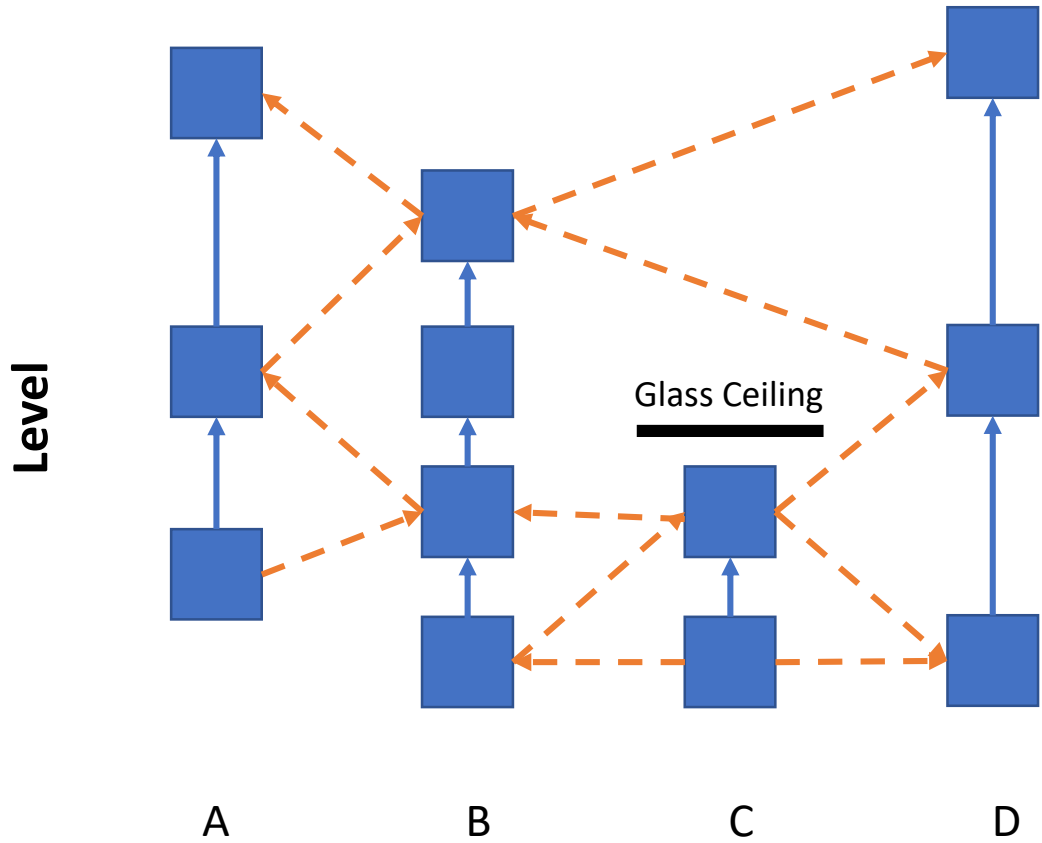
1. Develop a catalogue of production jobs within the new tyre industry
2. Map jobs to OFO, where gaps exist
3. Map career lattices based on the job profiles that exist in the industry
4. Develop a prototype tool that can assist workers to identify potential career paths

Purpose

- Profiles key elements of identified jobs in New Tyre Manufacturing Industry
- Consistent information and common understanding- e.g. Provide common language and understanding of main functions within the tyre manufacturing industry
- Enhance access to careers information by all - management, existing workers, prospective jobs applicants
- Enhance efficient, integrated, effective career planning & other transformative hr practices

TRADITIONAL UNDERSTANDING OF CAREER OPTIONS





Technical or Operational Stream

—————▶
Career Ladders

- - - - -▶
Possible Career Lattices

**CAREER LADDER
VS
CAREER LATTICE**

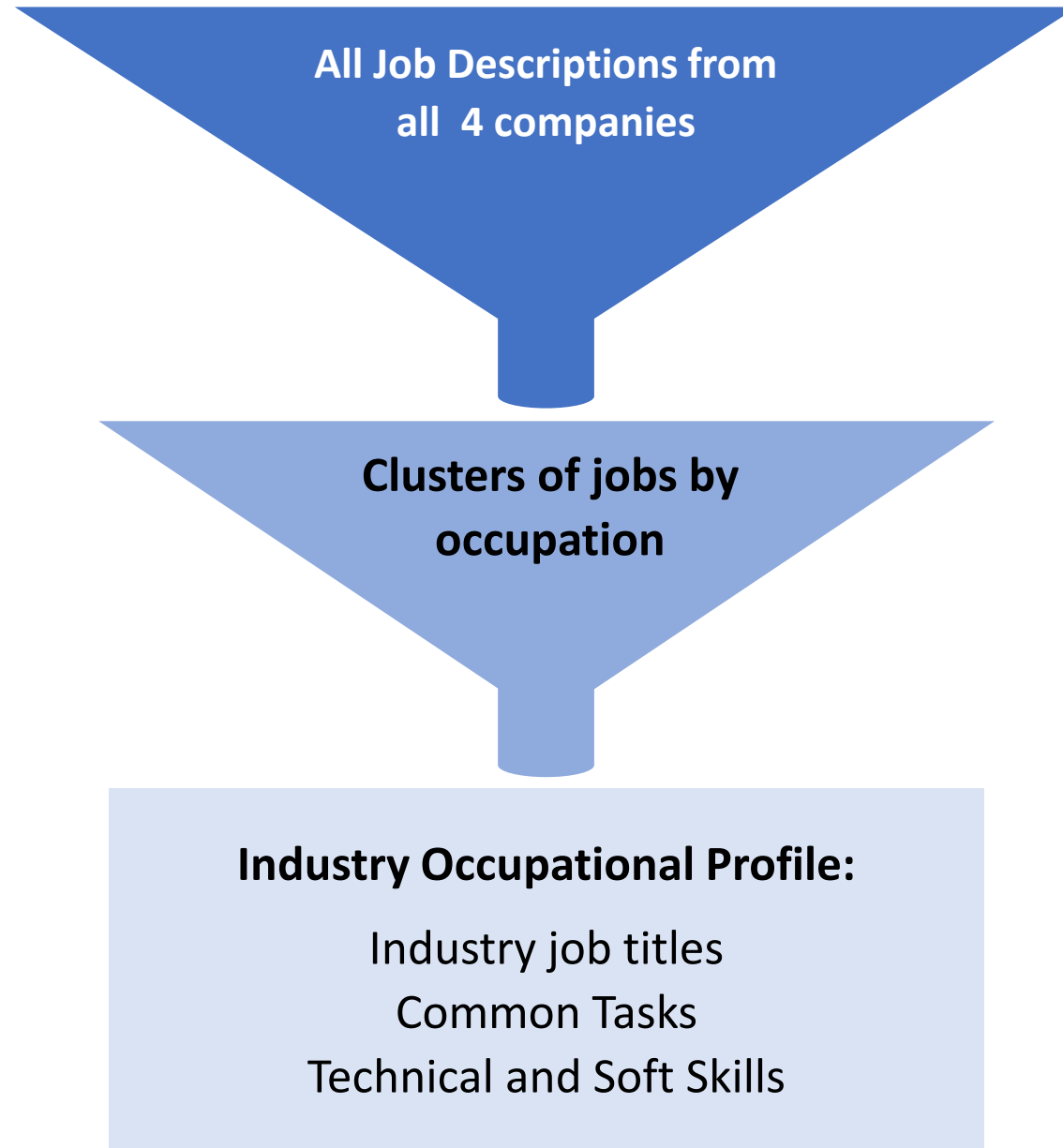
Basis for analysis

- Received 223 Job Descriptions across all four companies
- WSPs provided by all companies (OFO codes used to clarify job titles that aren't obvious)
- Organograms or organisational charts

Varying levels of detail: not all provide information on minimum education/experience, other skills requirements, reporting lines, OFO codes, etc.

Definitions

- A **job** is a set of tasks and duties carried out or meant to be carried out, by one person for a particular employer, including self-employment.
- An **occupation** is a set of jobs whose main tasks and duties are characterised by a high degree of similarity (skill specialisation).
- A **skill** is defined as the ability to carry out the tasks and duties of a given job. Skills are further defined in terms of two dimensions: skill level and skill specialisation. Skills level refers to the level of complexity and range of tasks to be performed within an occupation. Skill specialisation relates to the level of expertise in respect of knowledge required, tools and machinery used for that occupation, materials worked on or with, and the good or services produced.



OFO title and code

Occupation: Production / Operations Manager (Manufacturing) - 2015-132102

Min education required

Education - Common entry level range: Grade 12 to relevant Tertiary qualification

OFO title and descriptor

Production / Operations Manager (Manufacturing) Plans, organises, directs and controls the manufacturing activities of an organisation including physical and human resources. Measures performance, quality and implements continuous improvement strategies.

Actual job titles

- Other titles:**
- Product Manager
 - Production Department Manager
 - Area Manager-Production
 - Business Team Manager
 - Business Unit Manager

Industry specific common tasks

- Common tasks between Production / Operations Manager (Manufacturing)**
- Manage production quantity; efficiencies and quality
 - Ensure that all new machinery and equipment is commissioned as per the set standard
 - Check and confirm that all safety standards are followed on daily basis
 - Create a system through which effective communication can take place on the shop-floor
 - Ensure awareness, compliance and continued improvements to the ISO, Environmental Policy, OHSAS-Occupational Health & Safety Management Systems and other legal requirements
 - Manage budget and cost control
 - Plan and manage employee development and training with HR department as required

Industry specific tech skills (incl. exp.)

Technical skills:
 8 years manufacturing environment or related industrial experience, (Tyre or rubber experience preferred)
 Good technical back ground

Soft skills:
 Driving operational excellence across the m environment with measurable results
 Good working relationship with people
 Leadership skills

Industry specific or generic



Current Job

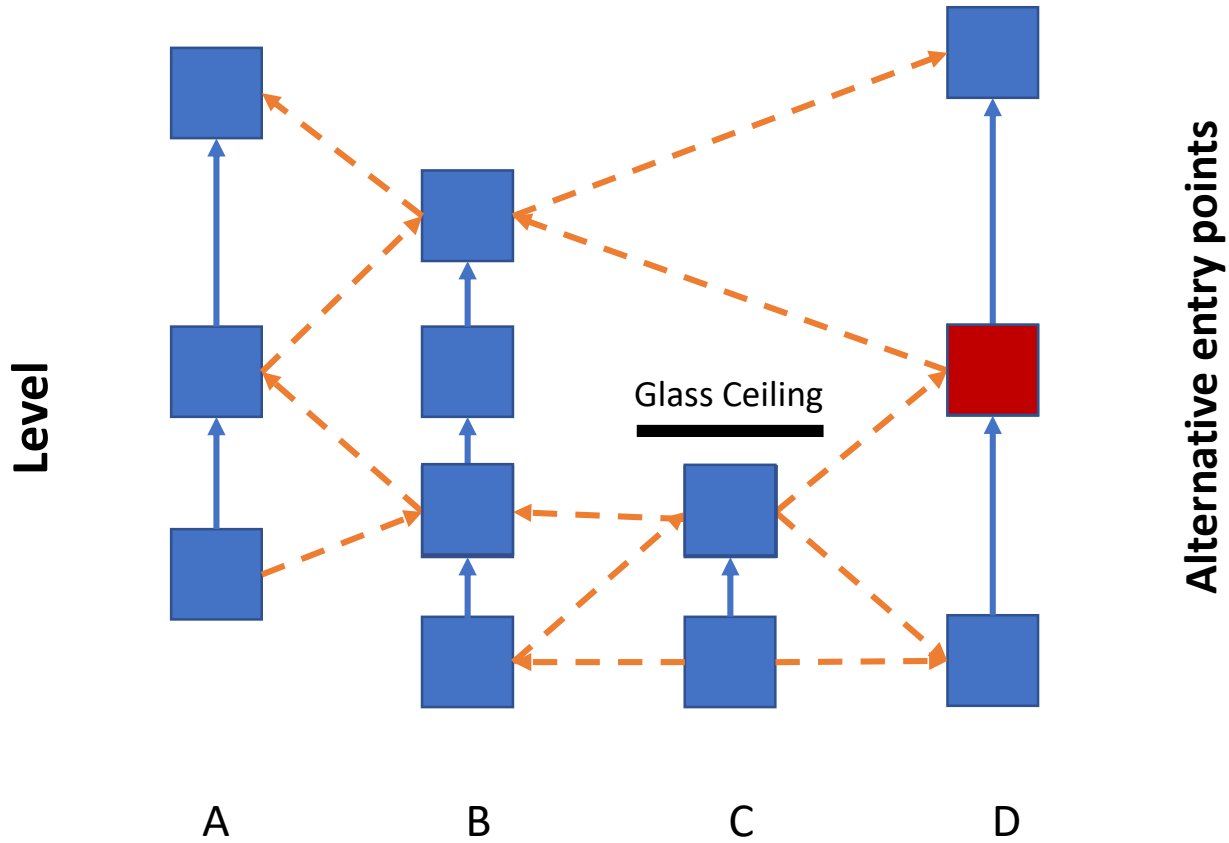
Current Skills / Qualifications

Potential Job 1

Required Skills / Qualifications

Potential Job 2

Required Skills / Qualifications



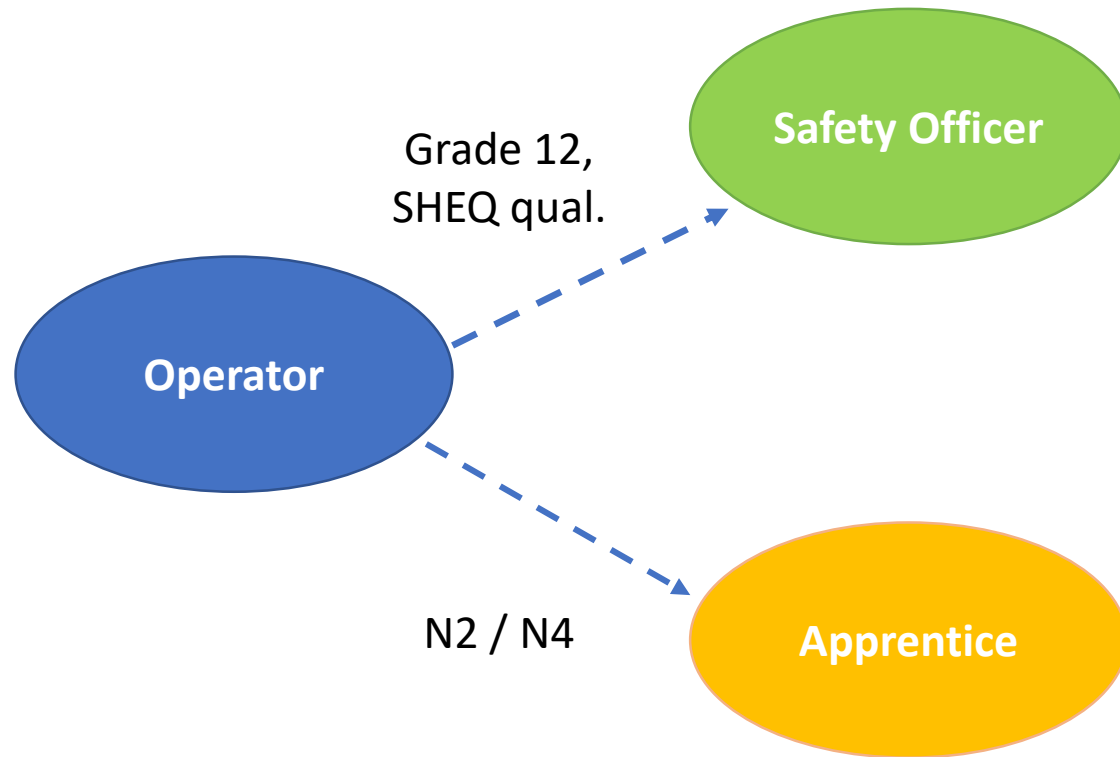
Alternative entry points



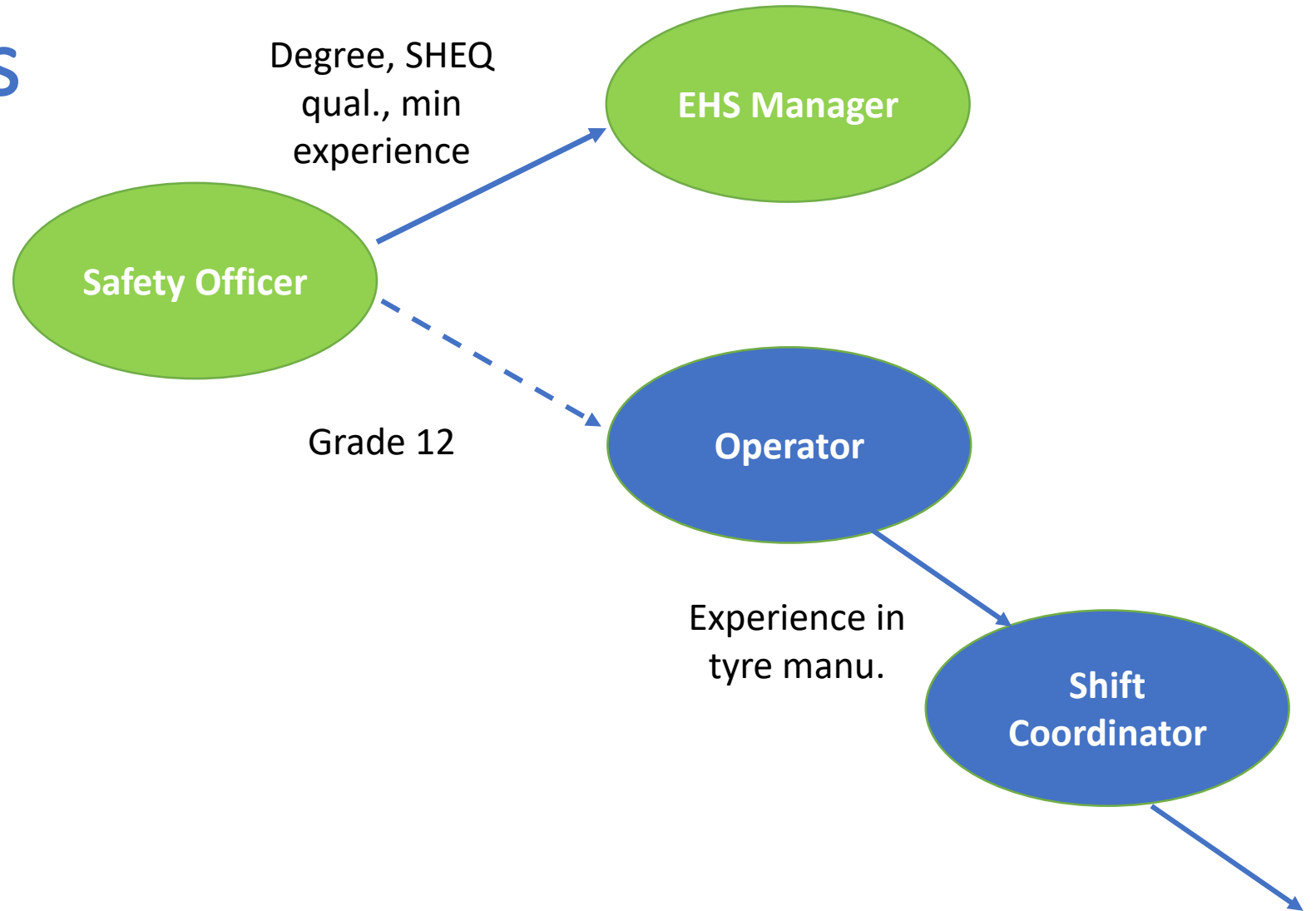
Technical or Operational Stream



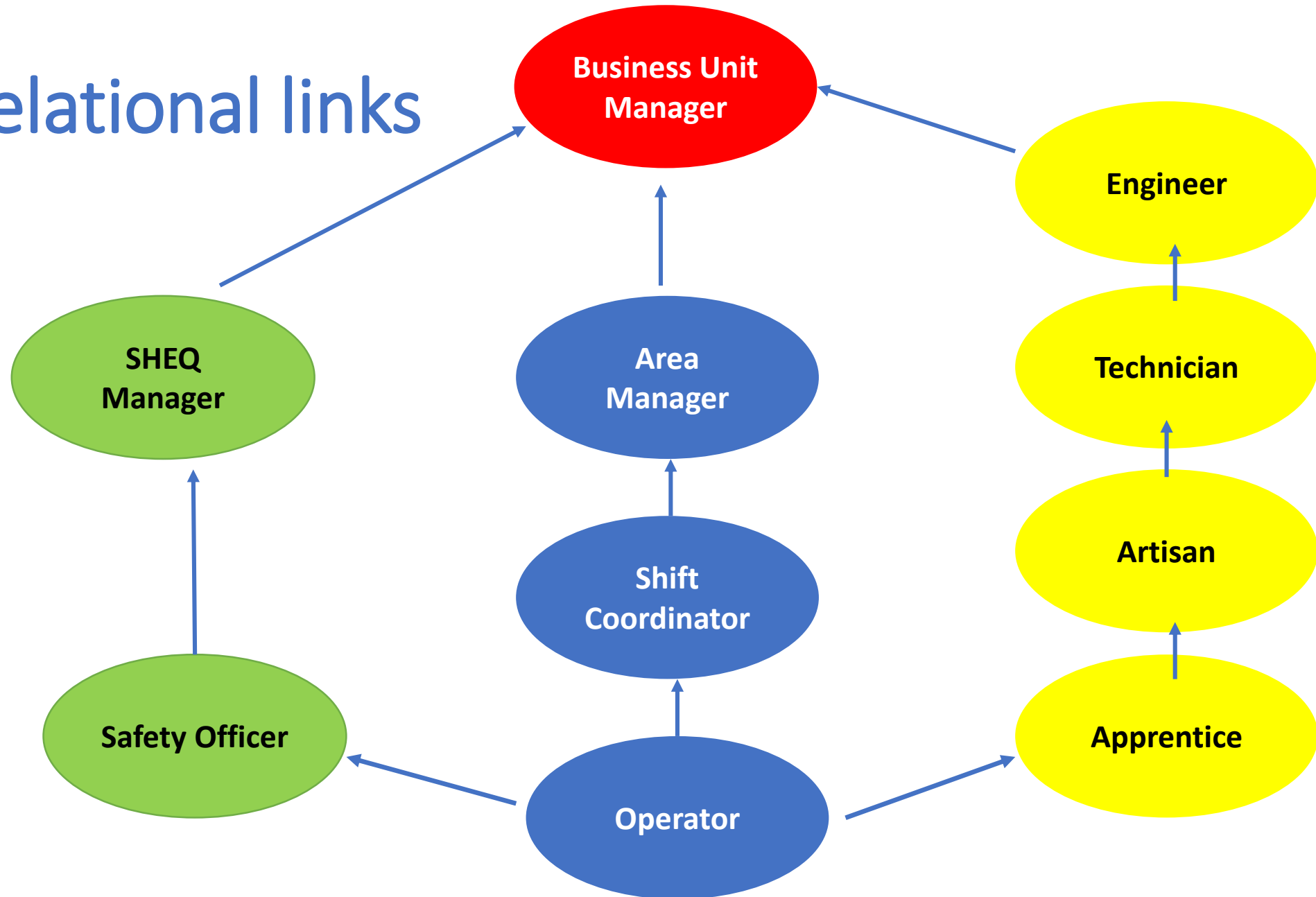
Relational links



Relational links



Relational links



Demo of career mapping tool

- <http://careermap.technostatic.co.za/>

Demo of career mapping tool

JOBS ?

PRODUCTION ×

- Rubber Production Machine Operator
- Production Coordinator
- Machine Setter and Minder
- Forklift Driver
- Plastics, Composites and Rubber Factory Worker
- Dispatching and Receiving Clerk

ENGINEERING +

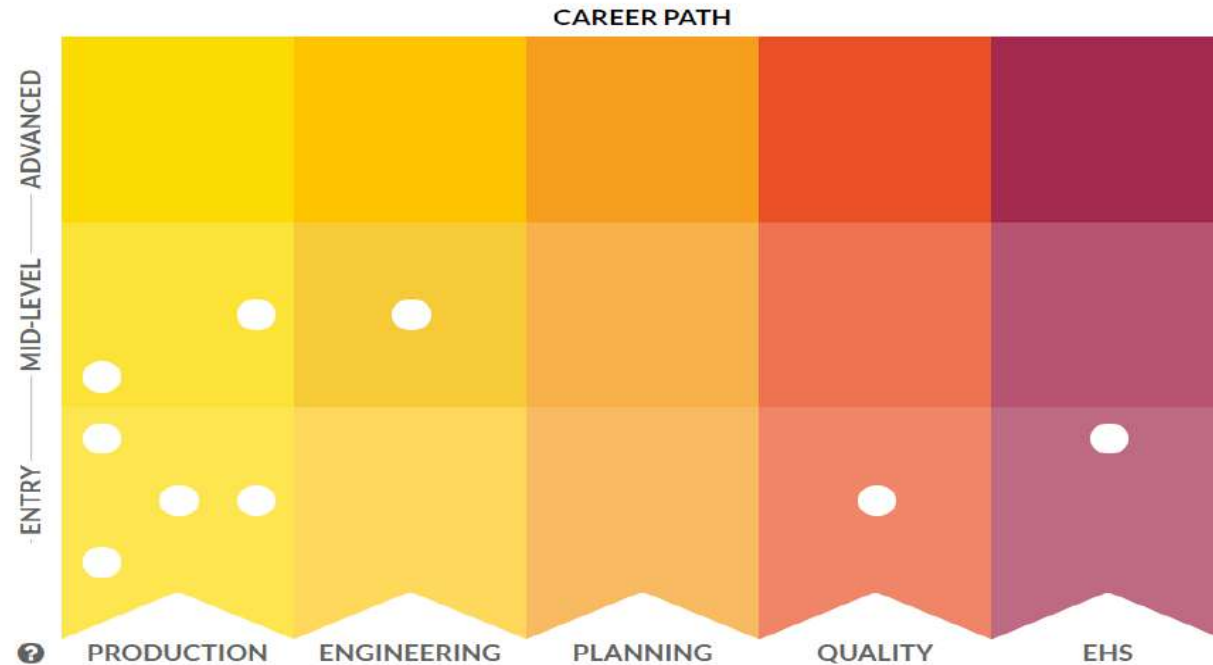
PLANNING +

QUALITY +

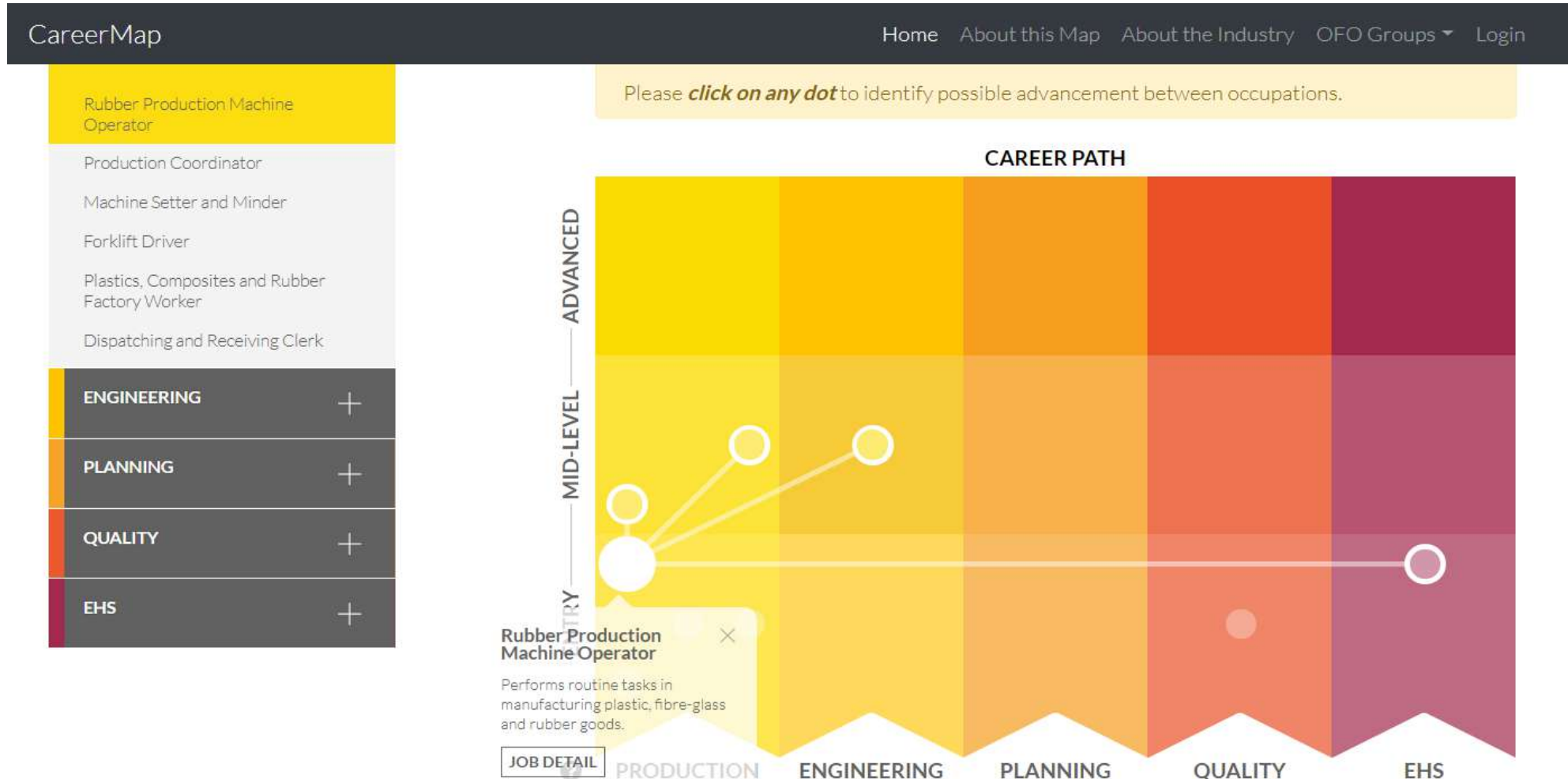
EHS +

This map explores multiple careers in the tire industry; These jobs have been deliberately grouped by these occupational classifications, as they represent the most reliable way of documenting the career opportunities available in the industry.

Please **click on any dot** to identify possible advancement between occupations.



Demo of career mapping tool



Demo of career mapping tool

CareerMap

Home About this Map About the Industry OFO Groups Login



RUBBER PRODUCTION MACHINE OPERATOR

2017-714101

JOB DESCRIPTION

Operates machines to manufacture rubber products such as tyres.

WHAT YOU WILL DO

- Test all safeties on the machine at the beginning of every shift and check that they are in working order
- Shift information reviewed/shared- (Reads operators log book and bladder size sheets)
- Assemble components according to specification
- Inspect components during assembly for conformance to quality requirements
- Make raw covers; fill out lot traceability sheet after every roll change
- Record keeping; Write breakdowns, Book defect tyres on the system, Records all tyres done per shift and submit records
- Report all Production, quality, irregularities and defective equipment
- Conduct house-keeping, keeps work area clean and tidy at all times

DEPARTMENT

Production

OTHER TITLES

Tyre Builder | Tyre trimmer | Steel Body Ply Cutter |
Serviceman | Booms operator

EDUCATION - COMMON ENTRY LEVEL

Grade 10 to Grade 12 (NQF 4)

WORK EXPERIENCE

Not specified

TECHNICAL SKILLS

Passing trainability & medical test

Walk along license

SOFT SKILLS

Basic to intermediate computer skills

Able to work standing for long hours

Communication skills

Good eyesight

Demo of career mapping tool

- Shift information reviewed/shared- (Reads operators log book and bladder size sheets)
- Assemble components according to specification
- Inspect components during assembly for conformance to quality requirements
- Make raw covers; fill out lot traceability sheet after every roll change
- Record keeping; Write breakdowns, Book defect tyres on the system, Records all tyres done per shift and submit records
- Report all Production, quality, irregularities and defective equipment
- Conduct house-keeping, keeps work area clean and tidy at all times
- Transport or store casings according to standard practice

CAREER PROGRESSION OPTIONS

Safety Inspector

Description not available.

Production Coordinator

Records and coordinates the flow of work and materials between departments or sub-sections, examines orders for goods and prepares production schedules for production units.

Die Mechanician

Description not available.

Machine Setter and Minder

Prepares, sets and runs and monitors rubber manufacturing machinery and equipment to produce rubber products.

Demo of career mapping tool



Way forward

- Finalise job catalogue – integrate feedback
- Workshop in June to map remaining occupations
- Finalise career mapping tool – integrate feedback

THANK YOU