



The International Network on Innovative Apprenticeship



## Apprenticeship in a Globalised World: Premises, Promises and Pitfalls

23 - 24 April 2013

Location:

Wits Professional Development Hub (PDH)

Johannesburg, South Africa

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# Between an 'inglorious' past and a 'precarious' future

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South African Apprenticeship in  
Transition



# This presentation

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AND RELATED SERVICES 2014

- q That 'inglorious' past

- n Response to a romanticis-(ation) of the past ...

oh! How good those old days were....

Understanding where we come from ..where we are...The VET  
Context

- q The Precarious future

- n Implications for current priorities

- n Key message,

- q Maybe that hankering after the past (which is itself pretty dodgy) might well be misplaced

- q We need to chart a new skills development present in a context of current context

- q Perhaps a review of our current trajectory called for

- n **Two things: Understanding where we come from...contextualising the current and providing the rationale for a new story to be crafted**



# Disclaimer

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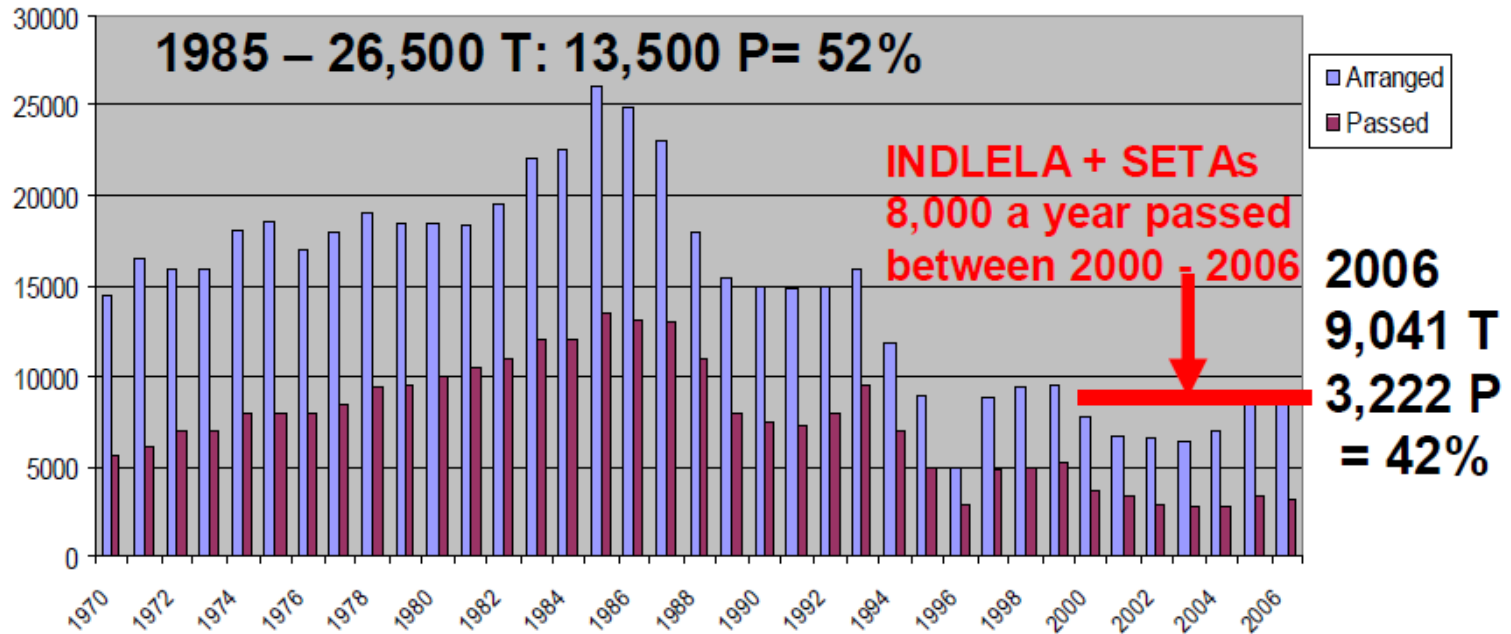
- n Not a merSETA position
- n Research conducted and undertaken wrt national development imperatives
- n A start of a process of re-thinking where we come from .... are ...and ....need to be....



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# The challenge identified (Prinsloo, 2007)

## TRADE TEST STATISTICS-COTT/INDLELA



# FINAL SKILLS ACCORD – 13 JULY 2011

## Aligning NAD Targets to National Priorities

<b>Ministers PME Outcome 5 &amp; NSDS III</b>	<b>New Growth Path Economic Development</b>
<b>10 000 artisans annually by 2014 Pass Rate from 46% to 60% by 2014</b>	<b>Artisans: 50 000 additional by 2015</b>

Year	2007-2008	2008-2009	2009-2010	2010 – 2011	2011 - 2012	2012 - 2013	2013- 2014	2014- 2015	2015- 2016
Registered	16 193	24 229	26 301	23 517	30 000	31 000	32 000	33 000	35 000
Certificated	6 030	8 935	8 238	11 778	11 759	16 500	18 600	20 800	23 100
Pass Rate ***	N/A	55%	34%	45%	50%	55%	60%	65%	70%
Cumulative numbers from 1st April 2011 onwards to meet NGP Target					11 759	28 259	46 589	67 659	90 759



**Actual (NSDS II)**



**Planned (NSDS III)**

\*\*\* Pass rate is staggered by 2 years (Assumed estimated average time to qualify considering both RPL (Section 28) and Full Time Learning (Section 13))

SETA / INDLELA LEARNER REGISTRATIONS ACTUALS VS TARGETS FROM 2007- 2016

Artisan Learners Registered		NSDS II				NSDS III						
SETA	SECTOR	2007-2008	2008-2009	2009-2010	2010-2011	2011 - 2012	4 Yr Ave.	2012 - 2013	Proposed 2013-2014	Agreed Targets 2013 -2014	2014-2015	2015-2016
CHIETA	Chemicals	11	550	1,905	2,176	1,756	1,597	1,800	1,872	2,000	1,947	2,025
FP&MSET A	Fibre Processing & Manufacturing	340	839	256	500	82	419	500	520	520	541	562
CETA	Construction	29	726	2,069	646	663	1,026	1,500	1,560	5,000	1,622	1,687
ETDPSET A	Education & Training	-	227	8	47	-	71	-	-	-	-	-
EWSETA	Energy	317	598	956	707	1,066	832	1,000	1,040	1,700	1,082	1,125
FOODBEV	Food Processing	190	333	253	138	42	192	200	208	208	216	225
CATHSSE TA	Tourism, Arts, Culture & Sports	-	-	-	-	163	41	100	104	104	108	112
MICT SETA	Media, Information , Communication	30	60	37	-	-	24	100	104	104	108	112
LGSETA	Local Government	133	402	283	504	914	526	600	624	624	649	675
MQA	Mining and Minerals	1,766	730	2,824	1,531	2,191	1,819	2,000	2,080	3,700	2,163	2,250
MERSETA	Manufacturing & Engineering	2,665	7,313	5,739	7,001	5,876	6,482	6,500	6,760	6,000	7,030	7,312
SASSETA	Safety & Security	-	-	118	370	947	359	1,000	1,040	1,050	1,082	1,125
PSETA	National & Provincial Government	-	-	-	-	27	7	500	520	520	541	562
AGRISETA	Agriculture	35	175	186	83	197	160	200	208	208	216	225
SERVICES	Services Sector	3,041	4,182	3,144	2,503	1,847	2,919	1,500	1,560	-	1,622	1,687
TETA	Transport	400	773	1,371	667	1,458	1,067	1,500	1,560	1,560	1,622	1,687
W&R SETA	Wholesale & Resale	-	-	-	-	20	5	100	104	140	108	112
HWSETA	Health & Welfare	-	-	-	-	-	-	300	312	312	324	337
INDLELA	Non SETA Candidates	7,236	7,321	7,152	6,644	7,129	7,062	5,600	5,824	2,250	6,017	6,178
	<i>Totals Registered =</i>	<i>16,193</i>	<i>24,229</i>	<i>26,301</i>	<i>23,517</i>	<i>24,378</i>	<i>24,606</i>	<i>25,000</i>	<i>26,000</i>	<i>26,000</i>	<i>27,000</i>	<i>28,000</i>

# The Vocational College - Something to smile about- From F to V .....

## Intentions

- VET Focus and apprenticeship
- Education and Training synergy
- Quality
- Reorganise and strengthen sector

## Initiatives

- National attention
- Cash injection, 2005 –  
Recapitalisation
- Current Turnaround strategy
- Curriculum review
- HRDC and attention to access into  
FETCs

## Achievements

1. Equity and open-ness
2. Enrolment demographics: white to  
black
3. Reorganisation or sector (post  
2001) – Mergers and rationalisation  
(150 – 50 colleges)
4. Campus focus
5. Target produce 30 000 artisan by  
2030 ...from current 10 000
6. On back of call by President for  
business to absorb 110000  
graduates facing placement





## Current Construction – responding to (dis)-Repair

The FET College System is not effective. It is too small and the output quality is poor.

Continuous quality improvement is needed as the system expands. The quality and relevance of courses need urgent attention. When quality starts to improve and the employability of graduates begin to increase, demand for FET services will rise automatically. Simply growing the sector without focusing on quality is likely to be expensive and demoralising for young people, further stigmatising the system. (NDP: 2012)





# Why the past!!!!

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The past fashions the present and shapes the future.  
Understanding it gives us perspective of what is,  
and can be, and locates what can, and needs to be.  
In a world characterised by so much uncertainty...  
...this is the only constant.

## Apprenticeship Responsiveness

### NEW APPRENTICES REGISTERED DURING 1971

	<i>Whites</i>	<i>Coloureds</i>	<i>Asians</i>
Building	607	1010	397
Diamond cutting	106	0	0
Printing	534	74	11
Hairdressing	409	0	1
Jewellers and goldsmiths	16	6	0
Metal (Engineering)	2607	135	18
Furniture	22	196	83
Motor	1944	161	89
Mining	595	0	0
Government undertakings	225	12	0
S.A Railways	1634	0	0
Other trades	441	2	5
	9140	1596	604

Source: Malherbe 1977

Akoojee (2013) Lessons from an Inglorious  
past



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# The Golden Age: Demand Responsiveness

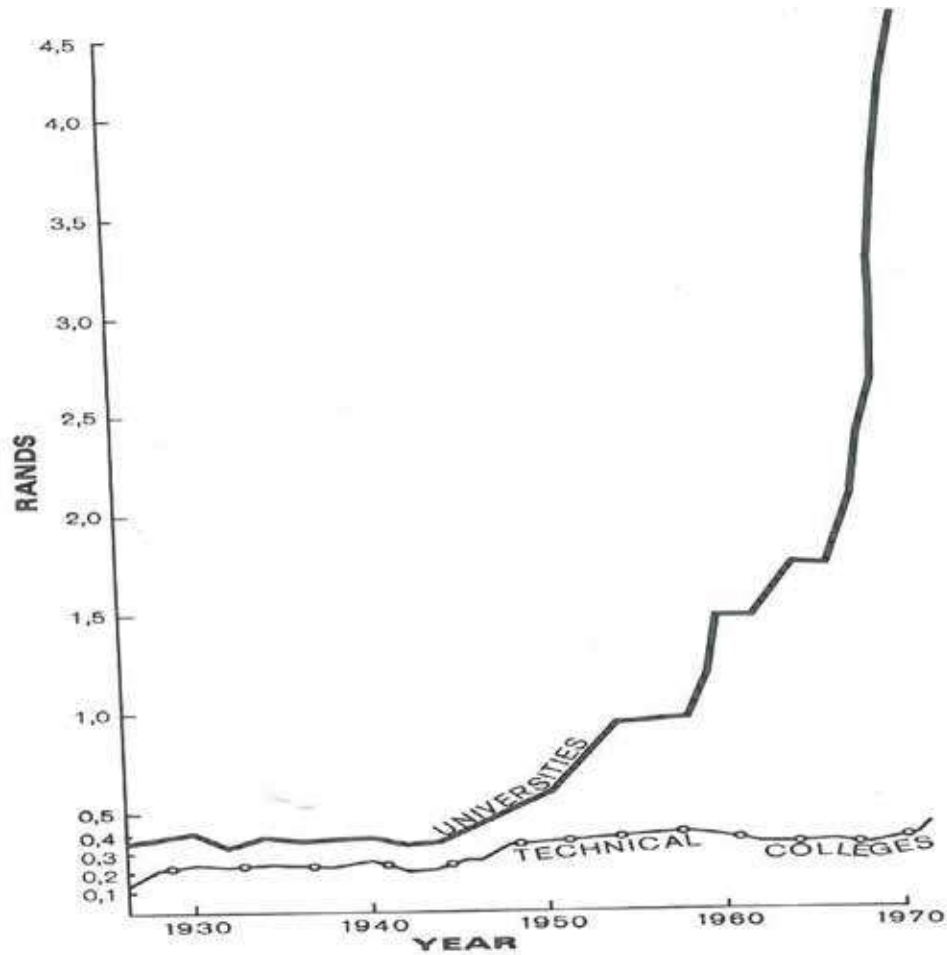
- **Transvaal Technical Institute**, a College of Advanced Technical Education, established in 1903, was one of the largest institutions, with budgets that exceeded that of “any but the two biggest universities” (Malherbe, 1977).
  - comprised **5 500 full-time staff**, **14 500 part time-staff** and 6 500 correspondence students, with a total **enrolment of 26 500 students**, it had **14 centres stretching across the Vaal**, with training in Mining, and teacher-training, art, commerce, nursery school work and domestic science
- VET gave rise to two leading universities, Wits and UCT derive their origins from a once-thriving (although exclusionary) college system.
- The value of the country’s mineral production grew from UK6 million pounds in 1891 to 17 million in 1911 and 130 million in 1936, with white employment increasing from 21 000 to 120 000 in the same period (p.168)



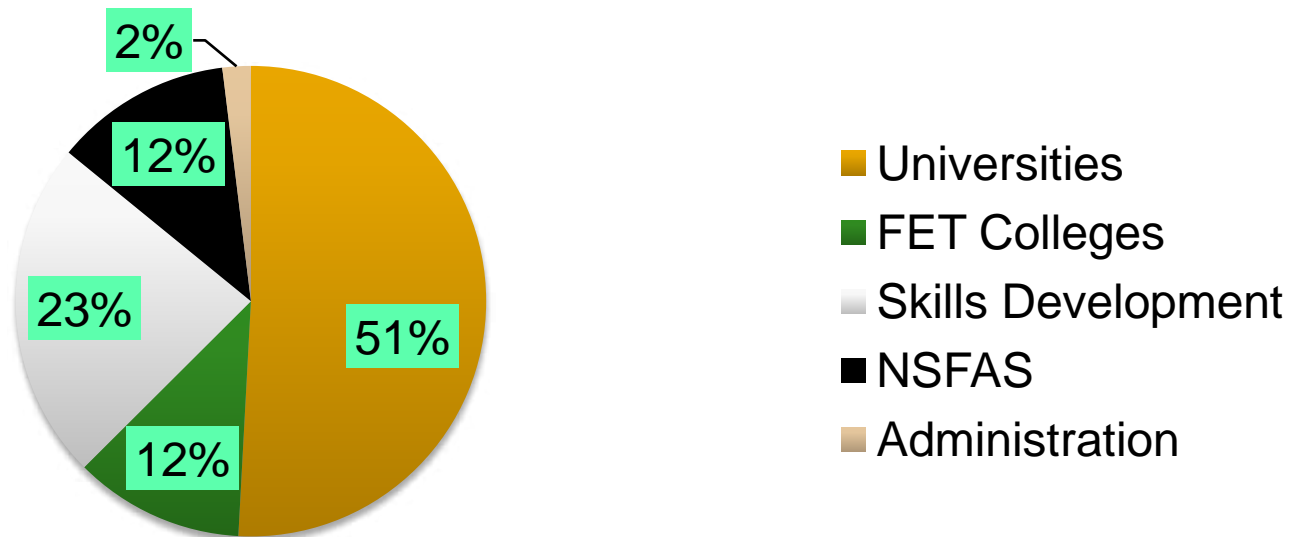
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## That ah-ha moment !!!

### STATE EXPENDITURE PER HEAD OF WHITE POPULATION ON UNIVERSITIES AND TECHNICAL COLLEGES

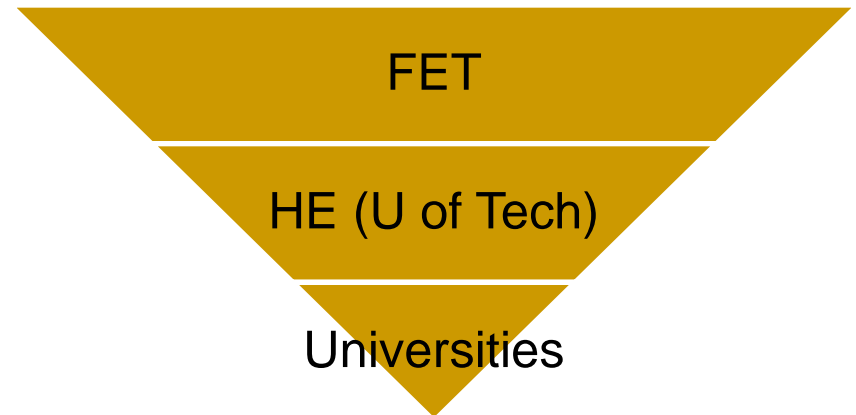
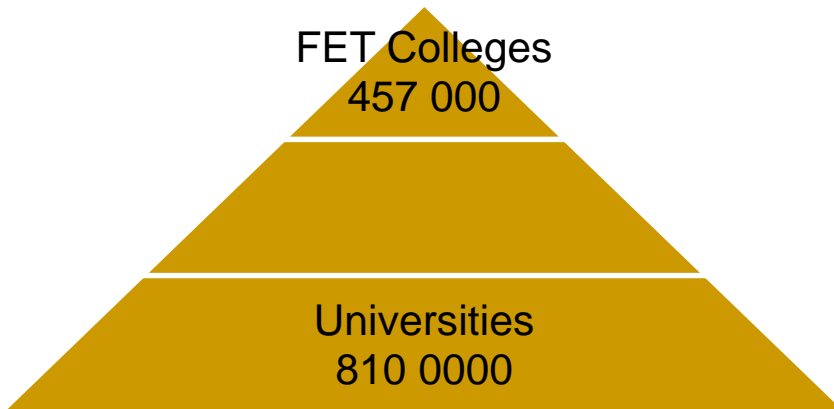


# DHET Budget (2012/3)



		ZAR (bill)	US\$ (bill.)
Universities	51%	20.9	2.6125
FET Colleges	12%	4.8	0.6
Skills Development	23%	9.6	1.2
NSFAS	12%	5	0.625
Administration	2%	0.8	0.1
<b>Total</b>		<b>41.1</b>	<b>5.1375</b>

# Post-School Enrolment

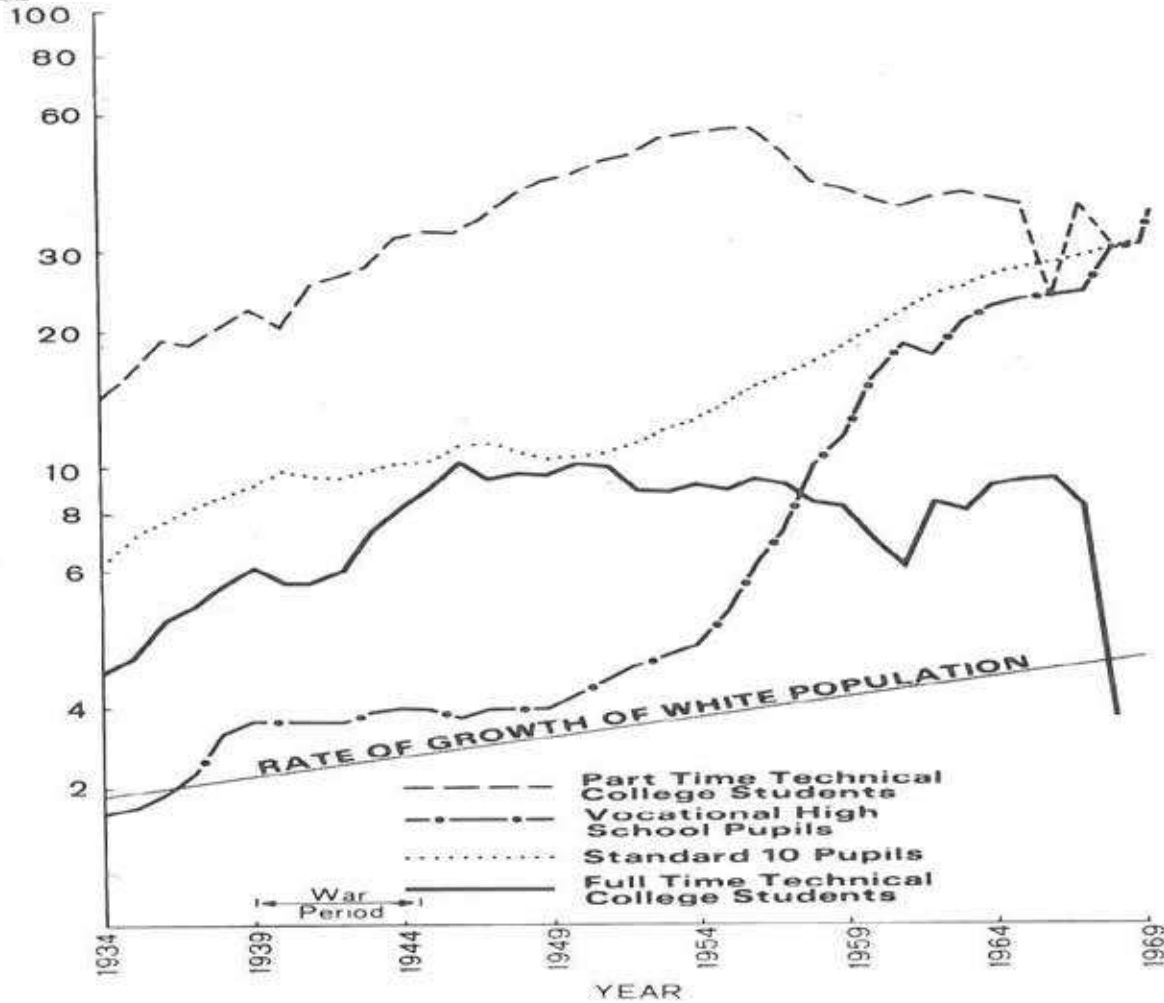


- n HE Dynamics 2000-7: 555 080 – 761 000 (4.6% Ave annual increase)
- n SET : circa 27% unchanged
- n FET – 2002-4-8: 406143 - 373 000 – 2011 359-457-550 000 – 2013 (340 000)



# COMPARISON OF THE RATE OF GROWTH IN ENROLMENT

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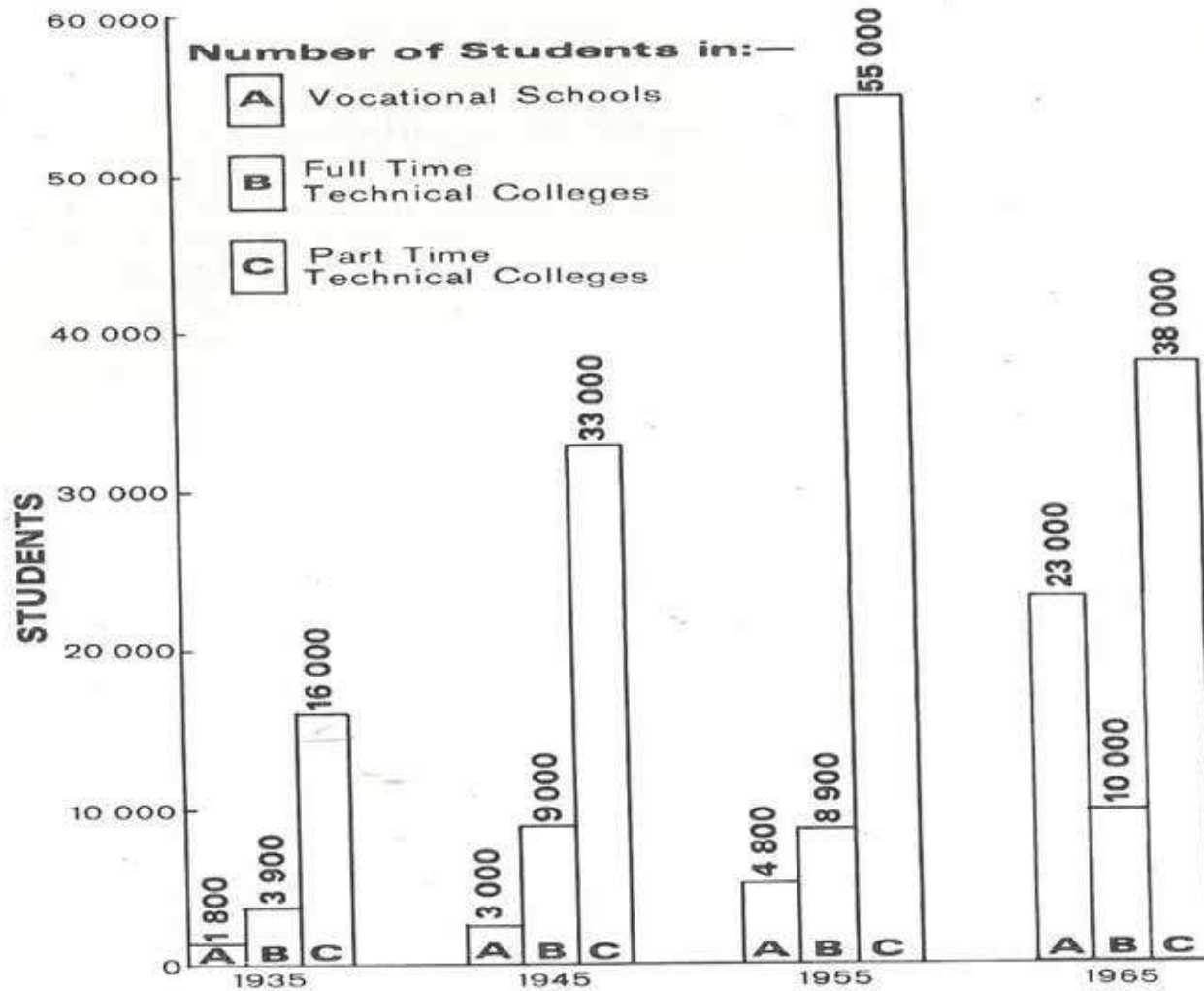




# GROWTH OF TECHNICAL AND VOCATIONAL EDUCATION (1935-65)



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Some DATA: Age of TECHNICAL COLLEGE STUDENTS (1937)

Ages	Full time					Part-time				
	Lower	Inter- mediate	Advanced	Total	Percentage	Lower	Inter- mediate	Advanced	Total	Percentage
Under 15	335	89	0	424	8.47	171	93	0	264	1.4
15	504	353	0	857	17.12	325	327	0	652	3.47
16	484	773	0	1257	25.11	735	975	0	1710	9.09
17	348	777	4	1129	22.55	911	1721	27	2659	14.14
18	179	440	59	678	13.55	771	1944	91	2806	14.92
19	51	237	54	342	6.83	569	1967	124	2660	14.15
20 and over	14	200	105	319	6.37	807	6140	1106	8053	42.83
Total	1915	2869	222	5006	100	4289	13167	1348	18804	100
Median Ages	16.2	17.3	19.9	17	0	18	19.7	Over 20	19.5	0

# Age Profile

Comparative Data: Technical College Students then (1937) and now (2007-10)									
	1937					2007			
	F/T		P/T			Age Profil	F/T		
Under 15	8.47		1.4						
15	17.12		3.47						
16	25.11		9.09						
17	22.55		14.14						
18	13.55	61.21	14.92						
19	6.83		14.15			15-19	20		
20 and over	6.37		42.83			20-24	56		
						25-29	14		
						30-34	5		
						35-39	3		
						40+	2		
<b>Total</b>	<b>100</b>		<b>100</b>				<b>100</b>		
Source: Malherbe (1977)						HSRC (2008)			

## NUMBER OF ARTISAN IMMIGRANTS

Year	Artisan Immigrants
1946	5 335
1947	16 606
1948	18 113
1949	7 406
1950	6 257



# Some reflections

- n The period before 1948 could well be termed the 'golden' age of technical education and training.
- n The development of the Technical and Vocational education coincided with the country's economic trajectory.
- n The expansion of the technical colleges sector accompanied economic growth
- n The National Party victory in 1948, with its driving ideological race-based separate development policy, laid the basis for the post-apartheid TVET and apprenticeship context.
- n Funding regime favoured increased per capita state expenditure on universities rather than colleges.
- n The turn of the century saw tremendous economic development, occasioned by the mineral revolution up until the 1930s- with subsequent impacts on TVET system
- n Status and (lack of ) parity of esteem reinforced post- 1948
- n Where we are is result of where we've come from.....

# Lingering Legacies – Not new



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- n Notion of Work
- n Complaint from a parent that kids not sent to do manual labour...but to work...(academic)
- n Might well explain the context of our ‘qualification-fetish’
- n Shortages (even at that time)
- n Dual System (we’ve always had it)
- n Perhaps need a new story to be crafted....



# What are we up against?

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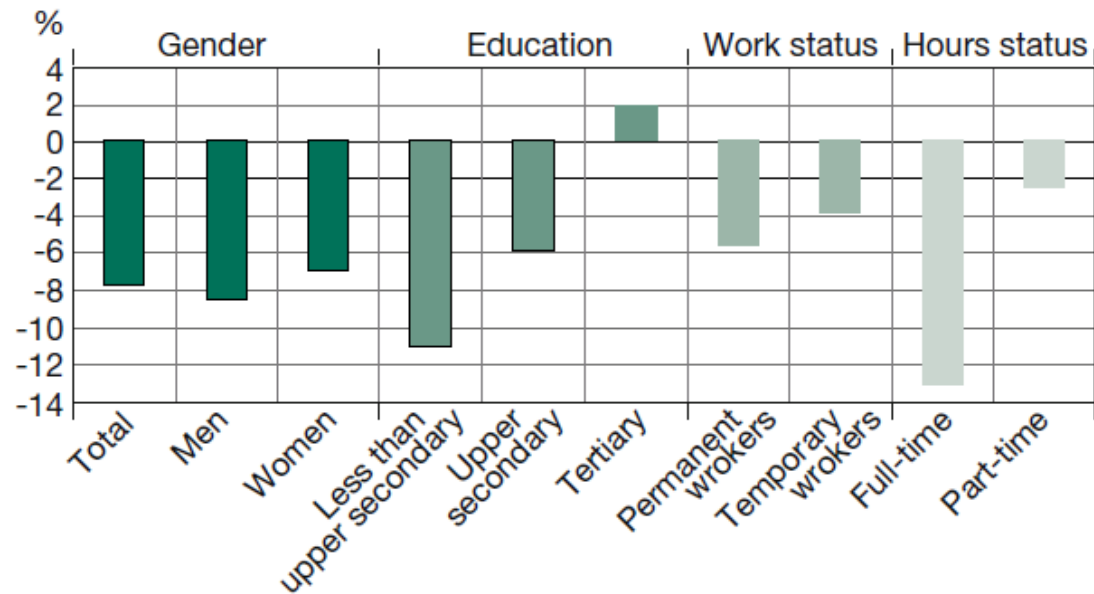
- Increased 'precariat-isation'
- Increasing unemployment
  - Economic Crisis: mid 2008
  - Described as 'greatest catastrophe since depression' Varghese, 2009),
  - Need to 'avert the human crisis'...ILO/World Bank/OECD
- According to estimates by the ILO, **51 million people likely to lose their jobs**, and according to the World Bank, an additional **46 million will be pushed below the poverty line**
- Impact greatest on most vulnerable' (Youth, women, less skilled) developing countries, impact considerable (commodity prices)  
eg. Developing world - ILO (2008) finds that the poorest households in Uganda spend about 60% of their income on food



# Some data..... Scarpett and Sonnet 2012

## Youth (15/16-24) Employment Has Been Particularly Hit During the Crisis, OECD Area

Percentage changes in employment, 2008-2010<sup>1</sup>



<sup>1</sup> Data by educational attainment refer to 2007 and 2009.

Source: European Union Labour Force Survey and national labour force surveys.





# Inequity

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- n the triumph of globalization and market capitalism has improved living standards for billions while concentrating billions among the few. It has lowered inequality worldwide but raised inequality within most countries

(The Conference Board, 2011) – Richard Freeman (Harvard)

# In a class of their own

Malema's marchers make peaceful foray into leafy suburbs



CENTRE STAGE: As "economic freedom" marchers pass the Hyatt Hotel in Rosebank, Joburg, yesterday, residents gawked and snapped pictures with their cellphones.

PICTURES: CHRIS COLLINGRIDGE

Akojee (2013) Lessons from an Inglorious  
past



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# The notion of Precari-ty

The Precariat: The New dangerous class (Guy Standing 2011)

- n Described as a 'neologism that combines an adjective 'precarious' and a related noun 'proletariat'.
- n Precariat - a growing number of people across the world living and working precariously, usually in a series of short-term jobs, without recourse to stable occupational identities or careers, stable social protection or protective regulations relevant to them
- n 'precariat' was first used by French sociologists in the 1980s, to describe temporary or seasonal workers. ..although Standing uses "a different notion.... temporary labouring status comprises a central aspect of the precariat"
- n Described by what they are NOT .....a society consisting mostly of workers in long-term, stable, fixed-hour jobs with established routes of advancement, subject to unionisation and collective agreements, with job titles their fathers and mothers would have understood, facing local employers whose names and features they were familiar with
- n New 7\*stream Class structure: from Elite, Salarariat, Proficians, Manual Employees, Pracariat, Unemployed, to Socially ill Misfits



# The Precariat

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- n people who have minimal trust relationships with capital or the state, making it quite unlike the salariat. And it has none of the social contract relationships of the proletariat, whereby labour securities were provided in exchange for subordination and contingent loyalty, the unwritten deal underpinning welfare states. Without a bargain of trust or security in exchange for subordination, the precariat is distinctive in class terms. It also has a peculiar status position, in not mapping neatly onto high-status professional or middle-status craft occupations. One way of putting it is that the precariat has 'truncated status'.
- n class of people could produce new instabilities .... 'incipient political monster'..voiceless



# Unemployment in SA

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from 2000 until 2012 specifically, the unemployment Rate averaged **25.49%** reaching a high of **31.2 %** (March 2003), and a record low of **21.9%** (Dec. 2008). In the last quarter of 2012, the South African economy lost 320 000 jobs only in the last quarter..(in terms of the narrow definition)

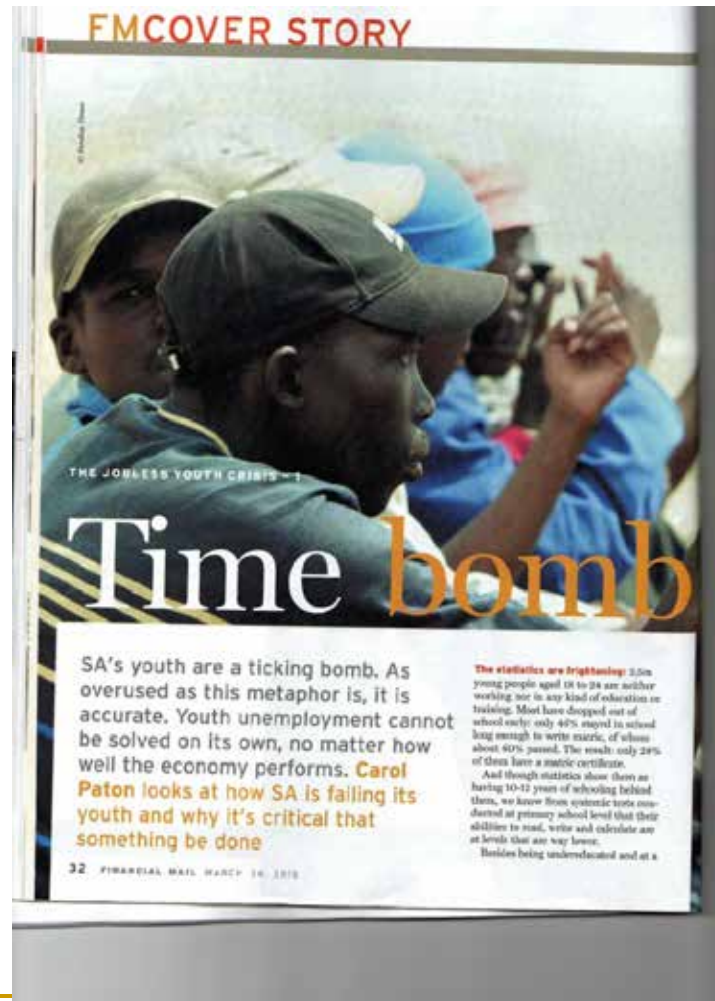
# We live in different times...Time for Youth or The Youth Time-Bomb

Source:

Financial Mail (March 26 2010)



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# The Changing Labour Market



**Zapiro is on leave. This is a classic rerun.**

# Latest News The Star 13.04.2013

vacant jobs and 105 400 people in training programmes.

However, because about 70 percent of the nation's economy is in the hands of the private sector, WorkSA is calling on private enterprises to work with the government on creating jobs.

Motlanthe encouraged the

entire private sector to throw its support behind The Star's internship pledge.

He said between 11 000 and 14 000 recent graduates had failed to gain employment.

"We have been talking ourselves into a depression," Motlanthe said of frequent critiques of the job market

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THE STAR Friday, April 13, 2013

**DISSATISFIED: Mabopane residents block a road during a service delivery protest yesterday.**

PICTURE: OUPA MOKOENA



## Unemployed youths rampage

**NTANDO MAKHUBU**

CHAOS reigned yesterday as young people embarked on a service delivery protest, and three main access roads in Mabopane, and parts of Soshanguve, Tshwane, were blocked off.

The youths – who started to put their plan into action just after midnight – burnt tyres, and placed rocks across the roads to prevent motorists from using them.

They were protesting against the high unemployment rate in their areas. They blamed this on nepotism, the failure by community leaders to involve them in development projects and a general attitude of neglect towards them.

The protesters vowed that the service delivery action would go on until the end of today.

About 10 people were arrested for public violence and malicious damage to property.

They had stoned passing cars and tried to force their way into the Soshanguve Plaza, police said.

Police said they would spend the night behind bars.

"We were up at midnight, and we immediately started blockading the roads into and out of Block AA, BB and SS," protester Siphon Ndlazi said.

Tshwane metro spokesman Elias Mahamba said the situation had got out of control, forcing police to use rubber bullets and teargas.

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# PRETORIA NEWS

R5,30 (annual subscribers R4,64)

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**OKAH GUILTY**  
- PAGE 2

**CITY GEOLOGIST HAD WIFE KILLED** - PAGE 4

**ALL THE AFCON ACTION** - PAGE 20

# Thousands scramble for jobs

## Jobless 100 000 go for 1 000 metro cop posts

LALI VAN ZUYDAM and MUSI KAHIMBAARA

**T**HOUSANDS of the city's unemployed youth have been queuing in the Tshwane Metro Police point in Mofika (Vermeulen) Street in the hope of becoming metro cops. More than 100 000 desperate job-seekers have responded to the Tshwane Metro Police's advertisement for 1 000 jobs.

The desperate job-seekers have been queuing at the metro police point to hand in their applications since January 14, when the advertisement for the jobs was published.

A similar situation has been playing itself out in many parts of the country where thousands of desperate job-seekers have queued for a few advertised jobs, perpetrating serious acts of "social unrest" if the government fails to address the high unemployment crisis.

Last week, seven young people died while protesting in front of fitness tests for jobs with the KwaZulu Natal Road Traffic Inspectorate. More than 10 000 applicants took part in the test, to assess them for only 50 jobs.

More than 130 000 people had applied for the 50 jobs, and 34 000 of them were sent text messages on Christmas Day telling them to report to the Harry Gwala stadium.

A total of 230 people collapsed with heat exhaustion and dehydration during the run. Six of them died, while a seventh man slit his throat and later died - when he learnt he had not finished the race within the required time.

This tragedy came a few months after chaos erupted when more than 40 000 job-seekers lined up for 30 leadership positions advertised by the eThekweni Municipality's fire department.

Superintendent Isaac Mahamba, of the Tshwane Metro Police, said police had to print more application forms after the 100 000 printed were finished in four days.

The city's emergency line has been clogged by calls from job-seekers eager to join the metro police.

"The emergency line is always engaged and emergency calls cannot get through," said Mahamba, who urged the applicants not to use the emergency number (011 356 7055), but to contact one of the regional metro stations directly.

He said the numbers for the stations were given on the job application forms.

Mahamba warned the public against coming at the queue in Mofika Street. He said people posing as metro policemen and offering help with applications, should not be trusted.

"No money should be paid at any point during the application



Thousands of hopeful job-seekers queue in the hope of landing a job with the Tshwane Metro Police.

PHOTO: FREDERICK

process. These people claim to have connections and ones to help the public get a job if they pay a certain amount," Mahamba said.

Applications opened on January 14 and close at noon on Friday, January 27. The fees will be collected on a rolling contract for a period of 18 months. On completion, the employment as a metro police constable will be considered. A monthly payment of R1 000 will be paid for the duration of the contract.

Applicants must submit the application form, a copy of their ID, a copy of their driving licence and a copy of their smart card photo.

Applicants must be under the age of 45, have no criminal record and be South African citizens.

Mahamba said that by last Friday, just five days after the advert had been placed, the metro police had received "50 000 applications."

"We printed 50 000 forms and by Friday, there were no more. We had

to print more for this week," said Mahamba.

Yesterday the queue snaked along more than two city blocks.

Isando Peko, from Sunnyside, was one of the hundreds in the queue by 8am. He said: "I just took work. I applied because I like working with vehicles. Alas, I can serve my community which is good. I am justice and self-interest, so I am 80 percent sure I'll get the job."

Paul Makulela, from Pretoria,

could, said the metro police were doing a great service for individuals who didn't have higher education qualifications. "I think it's really great, because you only need grade 12 to apply," she said.

"It's a good job. You get R4 000 a month for an 18-month fixed contract. I mean, if you are unemployed, you have been nothing going on, so why not?"

Rogwaino Tshapo, from Tlokweng, thought if successful it would create

opportunities for him. "It could open doors for me. It's a good experience. It's a life saver, and everyone has to earn an income. I have to believe in myself because I have a dream. Everybody has a dream."

Mahamba said it had yet to be determined how many applicants would be shortlisted. A fitness test and medical test would be conducted as part of the selection process.

Successful applicants will be contacted by January 30.



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# That Precarious Present-Future

- n There is a need for an understanding of an international new order that can (or unable to) create employment
- n The economic crises have shown that we need to reconfigure our understanding of the labour market; this includes education and training systems.
- n The accelerating rate of unemployment shows the unwillingness or inability of the economy to generate employment as a response to mechanisation brought by technological developments that require fewer, but more sharply skilled employees.
- n The implications of this reality has not yet been thoroughly examined but will become the focus of attention as the reality of precarious employment practices become more ingrained and its skills development implications realised.

# The reality: Capital Intensive Manufacturing



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AND RELATED SERVICES 3634

# The New Power Plant

TIME 13.04.2013p. 22/23



## POWER PLANT

GE'S \$170 MILLION BATTERY FACTORY IN SCHEENECTADY, N.Y.

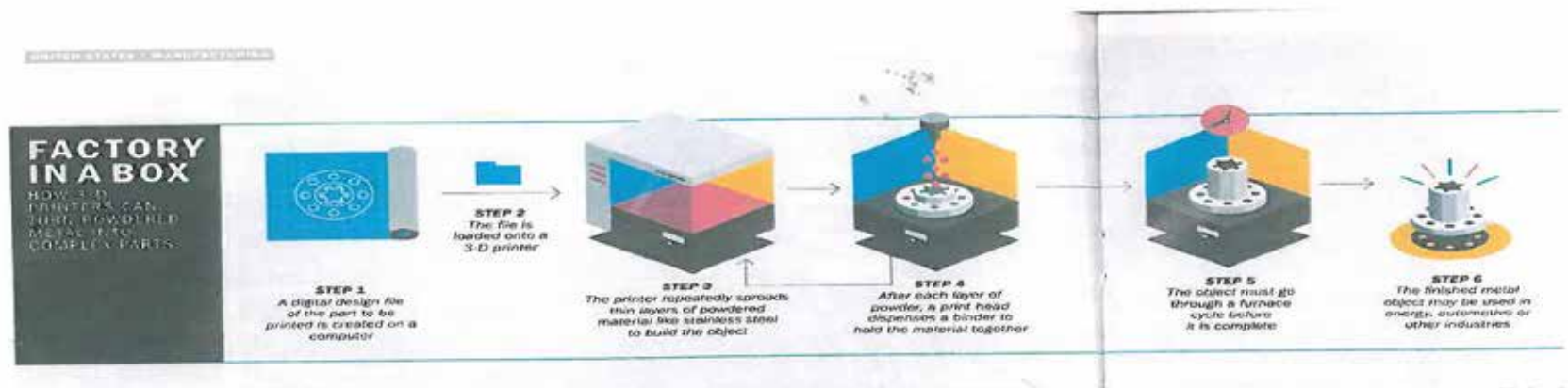
Large batteries that can power wind turbine towers at remote sites of the world—or where the grid is unreliable—are produced in GE's Scheenectady factory. It's a 200-year-old, 1-million-sq-ft facility built by 370 workers. Each GE's Guardian sodium battery takes about three weeks to make. The process starts with raw chemical powder that is mixed and pressed into a tubular shape. In this part of the factory, the tubes are loaded onto cars (1), with 600 tubes per car, and the cars roll into a kiln (2) of a fire. The kiln (2) fires the tubes, giving them a hard, ceramic finish. Afterward, the tubes cool outside the kiln (3). Then the cars travel to the loading station (4), where a worker puts the finished ceramic assemblies into plastic totes. A process engineer (5) monitors the manufacturing on his iPad with data from more than 20,000 sensors embedded in the plant. Getting real-time information, such as time and temperature readings, means engineers can troubleshoot potential problems as they arise. Elsewhere, metal components, chemicals and housing are added to the ceramic assemblies, turning them into battery cells. The cells are assembled and loaded into a metal box about the size of a carry-on bag. After an initial charge-and-discharge cycle, the Guardian batteries are ready to ship.

Photograph by David Leventi for TIME

# The New Factory in a Box

How 3-D Printers can turn Powdered Metal into Complex Parts

(REF. TIME: April 22, 2013 (p. 24-25))



# The 'New' Manufacturer

(Ref. Time. April 22, 2013 P.24/5)

## THE MANUFACTURER

FROM EDUCATION TO EQUIPMENT,  
TODAY'S WORKER HAS COME A LONG WAY

THEN

---

Built product **MANUALLY** on assembly line

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Earned average **HOURLY WAGE** of  
**\$2.57**  
in 1960;  
today it is  
**\$24.11**

---

Top Industries  
Included **CARS,**  
**APPLIANCES** and  
**TEXTILES**

NOW

---

Manages **AUTOMATED** factory line

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**53%**  
have at least  
some **COLLEGE**  
**EDUCATION**;  
nearly  
**1 IN 10**  
has a graduate  
or professional  
degree

---

Top three  
industries: **FOOD,**  
**CHEMICALS** and  
**COMPLEX**  
**MACHINERY**



# In conclusion

- n Need for understanding the new labour market
- n Need for ensuring that we deal with past as it needs to be dealt with....de-romanticisation called for...
- n Understanding that much of our training and ethic has been result of that past
- n The new order needs to be understood...
- n Implications for skills and precariat labour market
- n Urgent need to understand limitation of the apprenticeship numbers game being played



merSETA  
MANUFACTURING, ENGINEERING  
AND RELATED SERVICES

# Convinced that....

- n We need a to do different things differently if we are to get anywhere..this means we need to interrogate purpose, means and ends
  - n Do the same things in the same way, expecting different results.....a sign of madness

*Einstein*



# The TVET-LM Linkage



# Role of Education and Training

