



merSETA

MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

ISO 9001:2015

Achieve

THOUGHT LEADER IN SKILLS DEVELOPMENT

JUNE 2021 | ISSUE 48



**Youth Power in the
Midst of COVID-19**

**A True Example of a
Great Success Story**

**Training Educators
the Fourth Industrial
Revolution Way**



**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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AND RELATED SERVICES SETA

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VALUES

WE CARE:

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

WE BELONG:

It's about working together with colleagues.

WE SERVE:

It's about going beyond the call of duty.



Contributors:

Geozann Matthysen
Thomas Lethoba

VISION

Leaders in closing the skills gap.

MISSION

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

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TALKING NOTES



We have celebrated Youth Month this year under the theme: “The Year of Charlotte Mannya Maxeke: Growing youth employment for an inclusive

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Our success stories, such as those of Phillip Tsoane, Vuyokazi Ncediwe, Viwe Mzinzi and Thandeka Jojwana are testimony to our commitment to fostering skills development in the country.

”

and transformed society.” What a relevant theme, considering the country’s fight against an escalating unemployment rate, fueled by business closures in the wake of the COVID-19 pandemic.

President Cyril Ramaphosa’s announcement to move the country back to lockdown Level 4 is disheartening, although necessary, considering the rising rate of infections and deaths in the country.

The battle against this pandemic can only be won if all citizens heed the call to observe all protocols put in place by authorities to flatten the curve, lest we find ourselves in an even harder lockdown.

The COVID-19 pandemic has resulted in devastation around the world, with many likening its consequences, fatalities in particular, to those of World War II or even worse. At the rate that businesses and companies are collapsing, many people will continue to find themselves unemployed, with dire consequences such as poverty.

According to the Quarterly Labour Force Survey (QLFS) Q1: 2021 conducted by Statistics South Africa, the expanded definition of unemployment increased by 0, 6 of a percentage point to 43, 2% in quarter 1 2021 compared to quarter 4 2020.

The number of employed people remained almost unchanged at 15 million (a decrease of 28 000) in the

first of quarter 2021. The number of unemployed people also remained almost unchanged at 7, 2 million compared to the fourth quarter of 2020 (increased by 8 000).

These statistics are evidence that more than ever, collaborations between business, private and public sectors are integral to creating employment opportunities in the country. This is an area that has always been a priority for the merSETA.

The partnerships we have forged with institutions such as the University of the Free State, the Western Cape Education Department, the Saldanha Bay Industrial Development Zone and many others have enabled us to ensure South Africa’s Youth receive education and training so that they may launch careers.

Our success stories, such as those of Phillip Tsoane, Vuyokazi Ncediwe, Viwe Mzinzi and Thandeka Jojwana are testimony to our commitment to fostering skills development in the country.

We share their stories and many others in this issue of Achieve.

Temana Masekela

VIEW FROM THE TOP

Amidst the fearsome COVID-19 pandemic, a shot of confidence has emerged in our economy.

Mercedes Benz SA has announced a further R3-billion outlay in its East London plant, bringing investment since 2018 to more than R13-billion. Production of the new C-class at the plant, one of only three in the world, includes a plug-in hybrid.

The pipeline for job creation and training is enormous. Six-hundred jobs have been created by MBSA under the new investment, but this excludes automotive suppliers which will be able to boost component production via more opportunities.

To cope with higher export volumes, the company is also negotiating with Transnet on expanding and deepening the local harbour.

Downstream apprenticeships and learnerships will increase significantly as will high levels of specialisation across the value chain.

The plant aims to be 100 percent green by next year, creating new learning and training spaces in this sector of our economy. This green project will cover the base load at the facility.

Opportunities through the merSETA's apprenticeship and learning programmes abound and learners and companies, especially small and medium enterprises, are urged to contact us to facilitate funding.

The majority union in the auto sector, the National Union of Metalworkers of SA, has welcomed the growth in the auto manufacturing, retail and supplier chains and is working closely with the merSETA to make available more specialist training opportunities.

East London and the Eastern Cape's economic boost comes on the heels of the vast localisation and transformation drive by government through the Automotive Production and Development Programme which takes effect on July 1.

MBSA East London's plant now occupies more than 70 percent of the East London Industrial Development Zone, which is a boon for training in the vastly rural province.

Every day, the auto sector announces new investments, models, ranges and downstream supplier opportunities. Ford, Nissan, Toyota and the People's Republic of China have all expressed confidence in our economy through higher investment levels.

This is good tidings for us amidst the bleak flow of COVID-19 news.

And the merSETA is intent on keeping the skills pipeline flowing as the country gears towards greater export volumes.



Mr Wayne Adams



“ Every day, the auto sector announces new investments, models, ranges and downstream supplier opportunities. ”

A TRUE EXAMPLE OF A GREAT SUCCESS STORY

By Ncamsile Ntshangase



His mother passed away when he was only five, followed by his father and three siblings, but for Phillip Tsooane, this misfortune did not impede him from achieving his ambitions, he is now an Auto Electrician at Queenstown Auto Electrical.

Tsooane explains that he initially wanted to become a Professional Nurse, and that working on cars was not something he dreamed of doing. "I had thought that fixing cars would be a difficult job. It was my father, a Diesel Mechanic, who introduced me to this field and as soon as I got into the swing of things, I fell in love with it," he says.

His passion for the field first blossomed when he studied Autotronics at Northlink College in Cape Town. He went on to study



» Phillip Tsooane at Queenstown Auto Electrical.

Engineering and Related Designs at Ikhala TVET College in Queenstown, which he completed in 2013.

While studying at Ikhala TVET College, Tsooane was placed at Queenstown Auto Electrical for workplace training and this marked the beginning of his career development. "I learned problem solving skills and the ability to work under pressure. I was taught to work on customer cars as if I were working on my own car, and that kept our clients satisfied," explains Tsooane.

Jacques Iveson, Managing Director at Queenstown Auto Electrical, describes Tsooane as hard-working and ambitious. "When we saw that he was an enthusiastic young man who enjoyed hands-on experience, that's when we realised that he would add value to the company," says Iveson.

Upon completion of his studies at Ikhala TVET College, Tsooane registered as an apprentice at Queenstown Auto Electrical, funded by the merSETA. "Our partnership with the merSETA dates back many years. All of our apprentices have been registered through them and have thus far proved to be some

“ I was able to buy a car within four months of employment, and I've recently bought a house. These are major achievements for me, and I am just getting started. ”

of the finest auto electricians in the field," Iveson adds.

Tsooane completed his trade test through the Mercedes Benz Learning Academy in East London and was later permanently appointed as an Auto Electrician by Queenstown Auto Electrical. "He has grown from strength to strength through the years and has become one of our best auto electricians," says Iveson.

Tsooane explained that getting employed was a life changing experience for him. "I was able to buy a car within four months

of employment, and I've recently bought a house. These are major achievements for me, and I am just getting started," he says proudly.

He added that working in the automotive field requires not only physical strength, but also the mental capability to deal with the ups and downs of the job. "We learn different things every day. One has to be able to work smart and always bring their 'A game' into their work," he says.

Tsooane cites his family as his biggest motivation and says he wants to build a legacy for them. He regards his late father as his mentor, who taught him values, to never lose focus and avoid things that would be detrimental to his career development and life. His other mentor is his workshop manager, Angus Barber. "My colleagues and I secretly call him Macgyver because he possess great wisdom and taught me everything I know about this field," he says.

Tsooane dreams of launching his own business one day, drawing on the skills and experience he has learned from Queenstown Auto Electrical.



» Tsooane busy with a starter repair.

YOUTH POWER IN THE MIDST OF COVID-19

By Thando Ndlovu



» Vuyokazi Ncediwe, Welding Artisan at DSCT.

Three remarkable young people have qualified and have been employed as artisans despite having written their trade tests during the COVID-19 pandemic!

The trio, Vuyokazi Ncediwe, Viwe Mzinzi and Thandeka Jojwana, began their training funded by the merSETA at Damen Shipyards Cape Town (DSCT) Training Centre in 2018 and qualified in 2020.

"The core values of Damen Group are Fellowship, Craftmanship, Stewardship and Entrepreneurship and these are deeply entrenched in everything Damen employees do. Our aim is to produce a high calibre artisans for the blue oceans economy in South Africa," explains Dederick Ross, Training Officer at DSCT.

Vuyokazi Ncediwe qualified as a welder following completion of her Level 4 qualification at False Bay TVET College, which she obtained in 2018.



» Viwe Mzinzi, Boiler Making Artisan at DSCT.

"Becoming a qualified welder and getting employed by Damen has been the biggest highlight of my career. Being part of the ship-building process daily is very exciting and I want to add my skills and high-quality welding to every ship that is being built at DSCT," explains Ncediwe.

Ncediwe grew up in a family of eight, in the small town of Cofimvaba in the Eastern Cape. Her mother passed away when she was young, and her elder brother took care of her and her other siblings. She describes that her upbringing was challenging, but interesting. "I was taught from an early age that with hard work, one can achieve anything," she says.

Ncediwe regards her brother as her biggest mentor, having taught her the true meaning and value of family unity. "Now that I am qualified and employed, I am determined to help my brother support my other siblings, not only financially, but in all aspects of life. My plan is to continue with my studies and become an engineer so that I can serve as a living example for them," explains Ncediwe.

Her peer, Thandeka Jojwana, whose mother also passed away when she was young, says that she has always had a passion for welding and aims to become a master welder in the future. Jojwana has also received her qualification as a Welder.

She matriculated in 2014 and received her N2 welding qualification from Westcoast College. Born and raised in the Eastern Cape, she explains that although growing up without a mother was difficult, she was fortunate to have a father who mentored and coached her.

"Welding in the shipbuilding industry has been a challenging but enjoyable experience. I passed my trade test due to the support I received from DSCT, thanks to the many people who took me under their wings and taught me everything I needed to know," says Jojwana.

“ I believe that apprentices should be given the opportunity to do certain jobs on their own for them to learn as much as possible. ”

She adds; "My goal is to study further, become a welding specialist one day, and continue studying so that I can cement my skills in the field."

Viwe Mzinzi completed a Level 4 boiler making qualification at Northlink College, Belville, in 2014. Manzini describes his training at DSCT as exciting. "At the start of my training, I would request extra work

from qualified boiler makers and ask them to correct me where I would go wrong. This accelerated my learning in such a way, that I was able to pay it forward and teach other apprentices' things that they needed to know," Mzinzi explains.

"I believe that apprentices should be given the opportunity to do certain jobs on their own for them to learn as much as possible. The trick is to take our time to read and understand drawings carefully, then organise all the necessary tools needed to complete the task at hand."

So far, DSCT Training Centre has trained 125 apprentices. "We thrive in the tradition of training, growing careers and empowering the youth in South Africa. This mission continues in 2021 as we celebrate three apprentices who have recently qualified in their chosen trade despite the challenges posed by the COVID-19 pandemic," explains Ross.



» Thandeka Jojwana, Welding Artisan at DSCT.



FIT-FOR-PURPOSE TRAINING PROGRAMMES IN THE OIL & GAS SERVICES AND MARINE FABRICATION & REPAIR

By Geozann Matthyssen

A skills development collaboration between the merSETA and the Saldanha Bay Industrial Development Zone (SBIDZ) has seen the funding and placement of 384 learners in various training programmes within the Saldanha Bay municipality.

The partnership started with the merSETA providing funding of Phase 1 skills programmes, which focused on the development of basic technical skills and attributes as well as the creation of an adequate and sustainable pool of candidates who met entry requirements for various training programmes.

"The merSETA has been our strategic partner in the skills development and training area since 2015. The success of Phase 1 resulted in the implementation of Phase 2 skills development and training initiatives in the fields of electrical, rigging, pipefitting, mechanical fitting, boiler-



Female learner doing her workplace practical training on a vessel in Saldanha Bay.

“

Seeing the value and success of our training programmes, the merSETA stepped up once again and committed R7.9 million on a co-funding basis towards skills programmes and apprenticeships.

”

making and welding,” says Patrick Lakabane, Executive Development Programmes at SBIDZ.

He continues; “The strategy for Phase 2 was designed to build particular competencies to enable candidates to progress on to increasingly demand-driven, more advanced and ‘fit-for-purpose’ training programmes in the Oil & Gas Services and Marine Fabrication & Repair to meet investor workforce demands.”

The SBIDZ is a strategic government initiative linked to the broader framework of expanding the industrial base, exports, trade and investment.

“The cornerstone of our skills development and training strategy is based on the formation of sustainable partnerships with like-minded institutions in the areas of funding and skills development as well as training implementation that supports industrialisation, exports, trade and investment,” explains Lakabane.

Lakabane leads the development programmes business unit within the SBIDZ.



Rigging learners working on a vessel in Saldanha Bay.



Male learners working on a vessel in Saldanha Bay.



Welding & Bioluminescence Learners with their Facilitator (far right).



Learners working on a vessel in Saldanha Bay.

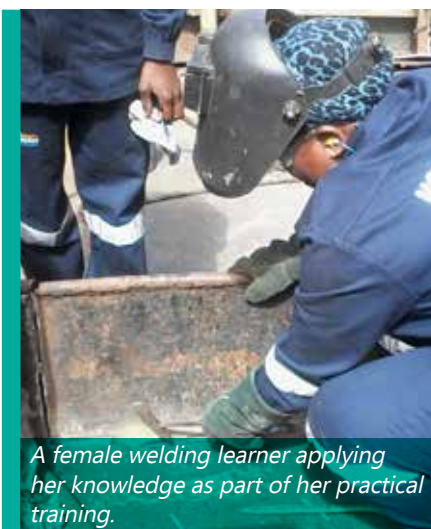
He explains: "Seeing the value and success of our training programmes, the merSETA stepped up once again and committed R7.9 million on a co-funding basis towards skills programmes and apprenticeships. This benefitted 250 learners, the majority of who were recruited from the Phase 1 training initiative."

Lakabane adds that the SBIDZ attracts domestic and international investors within the marine and energy clusters, and these investors require specific local skills and expertise to support their supply chain requirements and local staffing requirements.

Many of the learners from this initiative have been placed in various



Boilmaking learner.



A female welding learner applying her knowledge as part of her practical training.



Boilmaking learners applying their knowledge at the training center workshop.



A welding learner during practical training.

“

The partnerships we built with the merSETA advanced our development programmes significantly.

”

jobs around Saldanha Bay, including at mega projects such as the crude multi-billion-rand oil tanker projects in Langebaan.

“The partnerships we built with the merSETA advanced our development programmes significantly. Through their funding, we managed to make significant contributions to the development of a talented workforce in the Saldanha Bay area, given the current low socio-economic standing of the region. Our training initiatives are also linked to Operations Phakisa Marine Manufacturing Skills Working group, meaning that all the skills developed and funded by the merSETA contribute to the national figures for the maritime sector,” explains Lakabane.



Two learners applying their welding skills on a vessel.

“It is a demand-led approach and focuses on sustainable job creation. Learners, who undertook Phase 1 training interventions, in

particular those who passed their apprenticeships, will be articulated towards specialised training going forward,” he concludes.

TELL ME AND I FORGET,
TEACH ME AND I MAY REMEMBER,
INVOLVE ME AND I LEARN.

– BENJAMIN FRANKLIN –



TRAINING EDUCATORS THE FOURTH INDUSTRIAL REVOLUTION WAY

The advent of the COVID-19 pandemic has proven the relevance of technology and the importance of keeping up with technological advancements in the education, training and development space.

It is under the banner of new technologies that the University of the Free State, in partnership with the merSETA, has embarked on a programme to train educators in aspects of the Fourth Industrial Revolution (4IR) through Short-Learning Programmes (SLPs).

The programme started last year, with the aim to train 150 teachers each year over three years. The courses provided in 2020 were Euclidean Geometry SLP, Harnessing Social Media and TeachOnline. The UFS exceeded the target, with 157 participants completing the SLPs.

Participants are from the Free State



TeachOnline made use of Google Classroom as a teaching and learning medium, showing teachers how to teach online.



and have been selected by the Free State Department of Education. For the Euclidean Geometry, teachers, mainly those teaching Grade 10 Mathematics, were enrolled. For the Harnessing Social Media and TeachOnline, teachers in any subject and any grade could participate.

"We used social media, more specifically WhatsApp, for communication and as a medium

By Temana Masekela

for submission of assignments by the teachers. For Euclidean Geometry, we used free software (Geogebra) to show the Mathematics teachers how technology can be used as a teaching tool in their classes. Teachers were also trained on how to draw objects using MS Word and using PowerPoint in the teaching and learning of Mathematics," explains Professor Patricia Lamusse, Deputy Director: Development, Institutional Advancement at the UFS.

She adds; "TeachOnline made use of Google Classroom as a teaching and learning medium, showing teachers how to teach online. Harnessing Social Media trained teachers on how to use WhatsApp as a teaching tool, including aspects such as sharing good quality study material and how to use voice notes to emphasise certain aspects."

With anything new and unfamiliar, challenges are bound to surface.

A big challenge with the SLPs, according to Prof Lamusse, was getting teachers to shift from paper to technology. Some teachers also had to be assisted to use certain devices and computers. "Distance teaching became a reality in the world in 2020, and with these SLPs, we had the opportunity to assist teachers to overcome the many challenges they faced," says Prof Lamusse.

Through these SLPs, teachers did not only increase their content knowledge on certain topics, but also gained confidence in using technology and social media as teaching and learning tools.

This empowered them to keep on teaching learners during the pandemic.

She concluded by saying; "Without the merSETA funding this programme, many teachers would not have had the opportunity to participate in these SLPs and complete them, especially due to their individual financial constraints and challenges brought about by COVID-19. The merSETA joined hands with the UFS to increase teachers' knowledge and empower them with much needed skills, considering the circumstances we are facing as a country, and we have had a lot of positive feedback from participants who studied through the programme."

“

Without the merSETA funding this programme, many teachers would not have had the opportunity to participate in these SLPs and complete them, especially due to their individual financial constraints and challenges brought about by COVID-19.

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A TEACHING APPROACH BEYOND JUST TICKING BOXES

By Temana Masekela

“

An increased average pass percentage in Mathematics was recorded at some high schools in the Western Cape following a partnership between the merSETA and the Western Cape Education Department (WCED).

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Through this development programme, teachers were empowered in subject-specific content knowledge and the enhancement of assessment practices to improve learner performance, enabling them to gain access to further learning within Science, Technology, Engineering and Mathematics (STEM) programmes, including apprenticeships in the manufacturing, engineering and related services industries.

"The analysis of the past National School Certificate examination papers reflected serious challenges with Geometry, Calculus and Functions. It was also evident



Educators during training.

that learners were not able to answer questions at higher cognitive levels,” explains Sarelda Koopman, Curriculum FET Project Manager at the WCED.

The programme aimed to improve teaching and learning methodology in Geometry, Calculus and Functions, question-setting to evaluate different levels of thinking, develop formative assessment and the provision of constructive feedback as well as develop mentorship programmes for Mathematics and Technical Mathematics teachers.

A total of 3 788 Mathematics learners benefited from the



Educators during content training.



Educators during training.



One of the educators showing his certificate at the completion of the training.

“

The result analysis indicates that the Mentoring Programme also made a great impact on learner performance at most of the schools.

”

development programme. “The results in the Grade 9, Grade 11 and Grade 12 Mathematics Mentoring Programme groups show great improvement in the pass percentages and quality of passes. With reference to the Technical Mathematics Mentoring Programme, the Grade 10 and 11 groups show improvement in the pass percentages and quality of passes. The focus is to improve pass percentages at 30% and the quality of passes at 50%, which is evident in the results,” explains Koopman.

The improvement moved from 43.8% in 2019 to 44.9% in 2020.

According to Koopman, feedback from the schools participating in the Mentoring Programme indicate that

the teachers and principals valued the programme, hence the request for it to be extended into 2021.

“The result analysis indicates that the Mentoring Programme also made a great impact on learner performance at most of the schools. The average rating received by principals for the implementation of the Mentoring Programme was 4.33 out of 5,” she says.

“Even though the overall national mathematics pass rate has decreased by 0.8%, the mathematics pass percentage in the Western Cape increased by 1.4%. The quality of passes in the Western Cape is also showing an increase of 2.8%,” adds Koopman.

“This achievement,” explains Koopman, “can be attributed to the support received from the merSETA.”

The investment being made through this initiative has had a positive impact on the teaching of mathematics in the participating schools in the Western Cape.

“The impact of the Teacher Development Programme and Mentorship Programme will influence the quality of teaching in these schools in the future,” she concludes.



An educator showing her certificates at the end of the training.



An educator showing her certificate at the completion of the training.



Training group of educators.



THE MERSETA DIGITAL ECOSYSTEM ROADSHOWS

The merSETA and JET Education Services embarked on Digital Ecosystem roadshows to create awareness of the Post-School Education and Training (PSET) Collaboration and Learning Opportunities and Utilisation of Data (CLOUD) programme.

The programme addresses the need for the integration of data from different PSET institutions for more effective skills planning and training.

The roadshow kicked off in April 2021 at the merSETA head office and moved on to Gqeberha, Cape Town, Durban, Johannesburg, Bloemfontein, Witbank and Pretoria.

"The merSETA wants all staff to feel that they are a part of this journey of co-creating a new future for the SETA," explains Dr Paul Laughton, Manager: Knowledge Management, Strategy and Research.

“

The merSETA wants all staff to feel that they are a part of this journey of co-creating a new future for the SETA.

”

"In an ever-changing world, greater reliance has been placed on data for more effective planning and forecasting. For the merSETA to be an early adopter and contributor to the PSET CLOUD, our own internal systems, information and data have to be well organised."

The merSETA Digital Ecosystem project was developed to address the merSETA's systems, processes, data, information, records and

knowledge. The outcome of the successful completion of this project will ensure more effective processes and management of information, records and data.

The roadshows were fruitful and a great amount of feedback was collected from participants. A number of challenges were shared around current systems, business processes and the culture of the organisation.

"The way forward will require commitment from the project team and staff as we look to shape the future of the merSETA and move beyond our current situation. We thank all participants who took the time to attend the roadshows. The Digital Ecosystem Team cannot be successful without the support and insights of stakeholders," concludes Dr Laughton.



The merSETA staff during the Head Office roadshow.



The merSETA Bloemfontein staff during the Free State roadshow.



The merSETA staff during the KZN roadshow.



The merSETA Gqeberha staff during the Eastern Cape roadshow.



The merSETA staff during the North West roadshow.



The merSETA staff during the Western Cape roadshow.

THE MERSETA WBL TRACER STUDY INTEGRATED REPORT

The merSETA has concluded research into work-based learning programmes and their effectiveness.

Work-Based Learning (WBL) connects learners directly to the world of work and increases their job prospects through exposure to relevant work skills. Some of the factors that disconnect learners from the world of work include poor education and training, lack of career guidance and lack of knowledge and information on how to enter the labour market. WBL has a number of benefits when implemented correctly.

The overall purpose of the research was to understand WBL outcomes by following up with former participants who took part in the merSETA-funded WBL programmes (internship, apprenticeship and learnership) for the 2017/2018 calendar year.

To conduct this research, a mix of interviews and surveys were used. All four categories of informants (learnership, apprenticeship and internship beneficiaries and employers) were canvassed.

“Overall the learnerships, apprenticeships and internships programmes had a positive impact on the skills development of beneficiaries.”

Findings

The WBL programmes provide increased chances of accessing employment and career advancement opportunities. According to the findings, there was a 36% increase in employment for beneficiaries post-intervention from both learnerships and apprenticeships, while the biggest increase in employment came from internships with a 54% increase.

Overall the learnerships, apprenticeships and internships programmes had a positive impact on the skills development of beneficiaries – the majority of those who found employment post-

WBL programme occurred within a short space of time after the programme ended (76% of those in apprenticeships were employed immediately).

Subjectively, some respondents were less positive about the impact the programme had on their skills development in securing employment and realising their career expectations.

Overall, the programme appears to have improved the skills and knowledge of beneficiaries with 87% of the respondents indicating that they learned more about the industry through their programme. Most respondents said they also found personal value and development in the programmes.

Challenges experienced by the hosts included additional strain on budgets, time constraints in mentoring and grooming as well as few mentors to oversee beneficiaries.

Mentorship and guidance are key aspects of WBL programmes and crucial for its success.

Recommendations

The following recommendations are based on the research findings:

- The merSETA needs to constantly follow-up with beneficiaries throughout the programme and allow them an outlet to raise concerns;
- The merSETA should conduct regular monitoring to ensure that employers are able to maintain records and reports on beneficiaries' performance and workplace experience throughout the duration of the programmes;
- The merSETA should review

the possibility of introducing incentives for employers to ensure that beneficiary uptake is maintained and/or increased;

- More needs to be done to ensure that the workplace readiness assessment guarantees that women are accommodated and treated equally at host organisations;
- The merSETA should review its administration processes and improve where found lacking. This should be done in an effort to combat delays in payments, delays in providing guidance, support and feedback (to both

beneficiaries and host employers);

- The merSETA should investigate and adopt a more integrated communication and coordinated approach between the training provider, the host employer and the merSETA to ensure consistency in programme conduct; and
- The findings revealed that only 55% of the host employers indicated that they were satisfied with their interaction with the merSETA. This implies the need for the merSETA to improve their interaction with the host employers to increase satisfaction.



UNEMPLOYMENT



LIVED LIVELIHOODS:

EDUCATION ADVANCING ENTREPRENEURIAL LIVELIHOODS STUDY

The Lived Livelihoods: Education Advancing Entrepreneurial Livelihoods Study research project was completed in 2020 as a partnership between the merSETA and the Research Chair: Youth Unemployment, Employability and Empowerment at the Nelson Mandela University.

Due to the large scale and growing unemployment in South Africa, particularly youth unemployment, it was decided that an investigation into the potential causes of increasing youth unemployment was to be made.

Of the 38.8 million South Africans, who are of working age, 7.1 million



The focus of the research was to understand the real experiences of the youth, who operate informally in the merSectors.



are unemployed and nearly 15.4 million are not economically active, either because they are discouraged

from finding jobs or because they are involved in caring roles in their family (StatsSA, 2020).

Another aspect highlighting the need for such research was a steady decline in the availability of formal sector jobs and the implication that the private sector alone is simply not able to resolve the jobs crisis.

The focus of the research was to understand the real experiences of the youth, who operate informally in the merSectors, to understand their daily efforts to make a living. Consequently, this research further unpacks the role of education and training for youth employment and empowerment.

Findings

The socio-economic context

The biographies of participants mapped out the way(s) in which they experience poverty and how this has impacted and shaped their current reality. These include economic poverty (not limited to it as it also included not having stable families, experiences of hunger), personal and gender based violence (including rape, sexual abuse and physical abuse) and struggling on a day-to-day basis to survive financially.

Survivalists' vs Competitive Entrepreneurship

Fundamentally, the findings led to a distinction between two radically different types of entrepreneurship: "competitive entrepreneurship" and "survivalist entrepreneurship".

Competitive entrepreneurship's purpose and outcome is the production of profit and wealth through creating opportunities to extract surplus value from employees and innovation. Survivalist entrepreneurship is orientated towards providing a basic living wage for the individual or the family.

Based on the findings, all the participants were "survivalist entrepreneurs" who either earn just enough to meet their basic needs or need to have their income supplemented by family members, friends, study stipends or other top-up work.

The findings found five classification of survivalist entrepreneurs:

- **Core identity entrepreneurs** see their trade as a core aspect of their life and as central to their identity (informally trained and aspire to work for themselves);
- **Oscillating entrepreneurs** see their entrepreneurship activity as a stepping-stone towards their long-term aspirations for either work and/or education;
- **Scurilous** Provisional entrepreneurs adopt short-term strategies for their sustainability (work which is generally precarious and very short term);
- **Community empowerment entrepreneurs** emphasise the wellbeing of their community and the contribution that they can make to develop their community; and
- **Second stream entrepreneurs** see their work as an entrepreneur in addition to a core activity in their life which might be education or work in the formal sector.

Recommendations

Improving the merSETA's communication with marginalised youth

Firstly, it has been recommended that the merSETA should develop a policy and practice that expands the capacities, enabling informal workers to participate in all merSETA programmes and initiatives.

Secondly, the merSETA should contribute to a culture of transparency and openness by enhancing the clarity of the entrance requirements and due date (making it easier for the youth to apply, possibly enhanced through the use of a website).

Demand for access to education and training

The suggested approach for the demand for access to education and training should investigate the possibilities for blended learning (both traditional face-to-face and virtually using technology). Furthermore, while considering the possibilities for blended learning and micro-credentials, the merSETA should look at the development of an entrepreneurship programme for survivalist entrepreneurs.

Of the **38.8 million** South Africans, who are of working age,
7.1 million are unemployed.



CAREER EXPO ENCOURAGES YOUTH IN ENGINEERING-RELATED CAREERS

By Thomas Lethoba

Grade 12 learners from rural schools in the Eastern Cape gathered at Ngcobo Sports Ground hall to attend a Career and Science Expo.

Hosted by the Chris Hani East District Education, the Siyavuya Foundation and the South African National Roads Agency, the hybrid

“Today, you as the youth are free to pursue any career of your own choosing, so you need to choose wisely.”

Sabulela said: “To the Class of 2021, know that this province is the home of legends. The ball is in your court to make effective changes in your lives. Use this opportunity to set future goals and better your lives.”

Dr. Soyile Nuku, Acting Superintendent-General of the Eastern Cape Department



Dr. Soyile Nuku, Acting Superintendent-General of the Eastern Cape Department of Education.

expo guided learners interested in pursuing careers in science, engineering and other related sectors. The merSETA was among the exhibitors at the expo and provided learners with information to pursue careers in the merSector.

Themed: “Building blocks for growth,” the expo was attended by universities, government departments, private entities and other SETAs.

Opening the ceremony, the Mayor of Ngcobo Local Municipality, Zanqa



Ngcobo Mayor, Zanga Sabulela giving a welcoming speech.



Shange Siyavuya, Nyanga Secondary School learner.

of Education said education is a societal matter that brings together stakeholders, parents and government departments.

"During the apartheid regime, restrictions were imposed to prevent black people to study engineering-related courses. Only education and nursing were career choices for us. Today, you as the youth are free to pursue any career of your own choosing, so you need to choose wisely," said Dr Nuku.

A Grade 12 learner at Nyanga Senior Secondary School, Shange Siyavuya, said the expo was an eye-opener and that he felt confident he would make the right career choice.

"As I prepare to further my studies next year, I feel secure in my chosen career path because I had the opportunity to visit many exhibitors, who gave me the information I needed," he said.



Learners giving a singing performance.



Learners giving a singing performance.



Learners giving a traditional dance performance.



THE ADVANCEMENT OF MANUFACTURING IN SOUTH AFRICA AND ON THE CONTINENT HAS RECEIVED A SIGNIFICANT BOOST FROM FOUR OF SOUTH AFRICA'S LEADING MANUFACTURERS

Listed groups Illovo Africa, Metair and TFG and vehicle manufacturer Toyota SA Motors (TSAM) together pledged an investment of R18 million in the Toyota Wessels Institute for Manufacturing Studies (TWIMS).

TWIMS, which has an academic partnership with the Gordon Institute of Business Science (GIBS), is South Africa's only manufacturing-focused business school and research institution. The multi-year investment aims to fund the creation of four dedicated research chairs. Each chair would focus on a particular burning issue relating to the advancement of manufacturing on the continent.

"We hold that the only way for an economy to grow sustainably is through industrialisation. Unfortunately, South Africa has lagged the rest of the developing world in harnessing manufacturing for this purpose and it is even more

“ We hold that the only way for an economy to grow sustainably is through industrialisation. ”

pronounced for the rest of the continent. We thank the corporate sponsors for their generous investment, which will go a long way towards addressing this issue," says TWIMS Chairman, Dr Johan van Zyl.

TWIMS has identified four key areas for further research. They are African Trade and Industrialisation, Green Manufacturing, Future Manufacturing and Lean Management. These areas are to receive funding by Illovo Africa, Metair, TFG and TSAM respectively.

"Our research shows that South Africa's manufacturing sector has developed sub-optimally over the last two decades. In the 20 years to 2018, South Africa's average value addition per capita through manufacturing was only 0.5%, compared to 8% in Vietnam and 5.7% in India," says Justin Barnes, the Executive Director of TWIMS, and an Associate Professor at GIBS.

"These numbers do not reflect the immense capacity for economic growth that lies dormant in South Africa and Africa. We urgently need to develop a passion for and commitment to manufacturing in order to unlock our economic growth and benefit from the rapid change in technology that we currently see around the world."

The investment into the four research areas was announced during a small business function in the new auditorium at the TWIMS campus. The function was attended

“

Manufacturers have to constantly innovate and adapt to remain viable and profitable. This is especially true given the many disruptions to our logistical infrastructure, electricity supply, labour force and raw material inputs.

”

by the leaders of the four sponsoring companies, members of the TWIMS advisory board, selected guests, and the media.

African Trade and Industrialisation

Gavin Dagleish, Group MD of Illovo Sugar Africa stated; “Africa’s manufacturing sector is ideally positioned for significant growth across different industries in the continent – creating considerable opportunity for investment and sustainable jobs. As the continent’s biggest sugar producer, we are very excited to be partnering with TWIMS for the advancement of African Manufacturing Leadership and Trade

and Industrialisation which is an initiative that aligns perfectly with our Illovo purpose – Thriving African Community.”

Mr Mbongeni Ndlovu has been appointed as the Illovo-sponsored Head of African Trade and Industrialisation.

Green Manufacturing

Riaz Haffejee, CEO of Metair stated; “Given our exposure to the automotive industry and own efforts in adopting more environmentally-friendly mobility options, we felt that sponsoring the Green Manufacturing programme is an excellent fit for Metair. In addition to the drive for more sustainable automotive products in operation and at end of life, vehicle manufacturers are placing increasing importance on green manufacturing processes, this is a trend that is likely to intensify across industries in coming years and poses a very interesting opportunity.”

“More so, sustainability is a global imperative that should be the top priority for every business and society to ensure that future generations can benefit from Earth’s bounty,” he added.

Ms Liesel Kassier has been appointed as the Metair-sponsored Head of Green Manufacturing research.

Future Manufacturing

Anthony Thunstrom, CEO of TFG

stated; “Technology is advancing at an ever-increasing pace. The subsequent disruption of manufacturing and management practices is both a threat and an opportunity for African manufacturers. We hope that with our investment in the creation of a Research Chair in Future Manufacturing, we will be able to help position the country and continent to benefit from this change.”

Dr Kruschen Govender has been appointed as the TFG-sponsored Head of Future Manufacturing research.

Lean Management

Andrew Kirby, President and CEO of TSAM stated; “Manufacturers have to constantly innovate and adapt to remain viable and profitable. This is especially true given the many disruptions to our logistical infrastructure, electricity supply, labour force and raw material inputs. To best address this, we need skilled managers that are well versed in the specific challenges of a manufacturing organisation. Toyota is the father of lean manufacturing and the practice of lean management. We are proud to support TWIMS and the Lean Management Research Chair.”

Ms Khavitha Singh has been appointed as the Toyota-sponsored Head of Lean Management.



NEW VEHICLE STATISTICS

Source: NAAMSA



Reflecting on the new vehicle sales statistics for the month of May 2021, Naamsa has said that although strict level 4 lockdown measures were in place in May 2020, the Automotive Business Council successfully engaged with Government at the time to accommodate the sector to ease back into production and retail sales during the month under level 4 instead of levels 3 and 2, respectively.

It should be noted that the month-to-month comparisons will remain distorted for the time being in view of the hard lockdown restrictions in place during the second quarter

of 2020. In the event, aggregate domestic sales in May 2021, at 38,337 units, reflected an increase of 25,463 units, or 197,8%, from the 12,874 vehicles sold in May 2020. Export sales also recorded a gain of 23,425 units, or 196,8%, to 35,326 units in May 2021 compared to the 11,901 vehicles exported in May 2020.

Overall, out of the total reported industry sales of 38,337 vehicles, an estimated 33,642 units, or 87,8%, represented dealer sales, an estimated 8,2% represented sales to the vehicle rental industry, 2,0% to industry corporate fleets 2,0%, and sales to Government.

The May 2021 new passenger car market at 24,122 units had registered an increase of 15,156 cars, or a gain of 169,0%, compared to the 8 966 new cars sold in May 2020. The car rental industry accounted for 11,4% of car sales in May 2021. Domestic sales of new light commercial vehicles, bakkies and mini-buses at 11,930 units during May 2021 had recorded an increase of 8,859 units, or a gain of 288,5%, from the 3,071 light commercial vehicles sold during May 2020.

Sales for medium and heavy truck segments of the industry also reflected a positive performance

and at 559 units and 1,726 units, respectively, showed an increase of 256 units, or 84,5% in the case of medium commercial vehicles, and, in the case of heavy trucks and buses an increase of 1,192 vehicles, or a gain of 223,2%, compared to the corresponding month last year.

The May 2021 exports sales number at 35,326 units reflected an increase of 23,425 vehicles, or 196,8%, compared to the 11,901 vehicles exported in May 2020. For the first five months of 2021 vehicle exports were now 67,2% above the corresponding period last year.

Following the temporary shutdown of the domestic automotive industry in April 2020 under level 5 of the country's lockdown restrictions, vehicle production and retail sales only started to ease back into operation in May

2020 under level 4 and the month-on-month comparison therefore remains distorted. However, the new vehicle market is in gradual recovery mode in line with the anticipated growth rate in excess of 3% projected for 2021 for the domestic economy and for the year to date aggregate new vehicle sales were now 44,9% above the same period last year.

The naamsa CEOs Confidence Index, an in-house leading business confidence indicator of current and future developments in the domestic automotive industry, reflects the general agreement by the naamsa CEOs that business conditions for the automotive industry over the next six months will continue to improve.

They are mainly positive of a robust recovery in the domestic

as well as the global new vehicle markets over the next six months, as the domestic and international markets rebound from the low base of 2020. However, structural constraints in the economy, coupled to the growing debt of the country and the ongoing electricity capacity limitations would continue to curb a potential quick recovery to pre-COVID-19 levels.

Vehicle exports continued their upward momentum during the month in line with the rebound in the global economy and subsequent higher demand for vehicles in international markets. Since most OEMs have grown their volumes substantially and produce a very high proportion of vehicles for the export market, vehicle exports remain key to the viability of the domestic automotive industry.

Aggregate domestic sales

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Total reported industry sales

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QUALITY

MEANS DOING IT RIGHT
WHEN NO ONE IS LOOKING.

- HENRY FORD -

University of Johannesburg Career Day

The merSETA officially launched the Engineering P1, P2 and Graduate Development programmes in partnership with Resolution Circle@UJ. The key objective of this initiative is to empower the youth through education and skills development programmes so that they can become leaders in the new industrial revolution.

A total of 580 P1 and 580 P2 learners from different universities of technology have been funded under these programmes. A total of 20 Electrical, 20 Mechanical Engineering University graduates and 40 graduates in Bachelor of Commerce (internships) have been funded.



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LIMPOPO & MPUMALANGA

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

LEADERS IN CLOSING THE SKILLS GAP.

The merSETA is one of 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.

