

Manufacturing, Engineering and Related Services SETA (merSETA)



ARTISAN DEVELOPMENT AND PARTNERSHIP WITH EPWP

Sheryl Pretorius



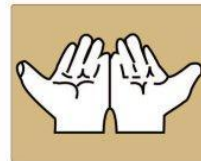
WE CARE:

It's about caring for people
we render services to



WE BELONG:

It's about working together
as teams with fellow colleagues



WE SERVE:

It's about going beyond
the call of duty



Introduction to merSETA

The merSETA, the Manufacturing, Engineering and Related Services Education and Training Authority is one of the 21 SETAs established through the Skills Development Act [no. 97 of 1998].

The merSETA's Vision

Leaders in closing the skills gap.

Mission

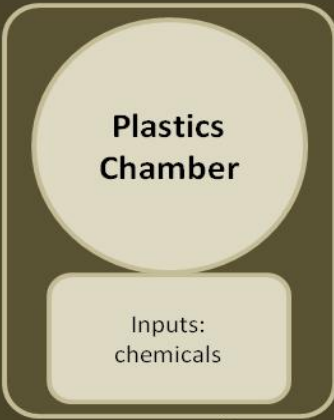
To facilitate sustainable development of skills, transformation and accelerate growth in the manufacturing and related services sector.

Together the five sub-sectors comprise of approximately 40 000 companies, with a workforce of approximately 600 000.

Member companies in the merSETA are classified into chambers based on the nature of their business or their economic sub-sectors.

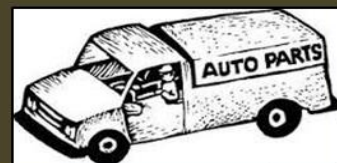
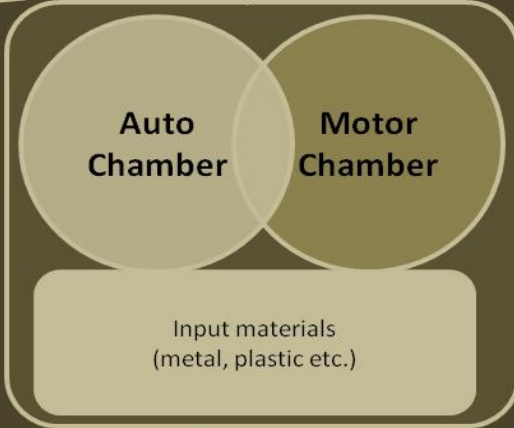
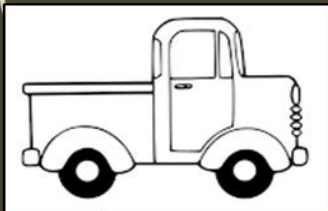


351 - 355; 372-375; 384-387; 882	Basic iron and steel; non-ferrous metals and metal products
356 - 357	Machinery



334; 338; 390; 395	Plastics Products
-----------------------	-------------------

337	Rubber Products
-----	-----------------



381 - 383; 387	Motor Vehicle, Parts & Accessories
631- 634; 361-363; 365-366	Sale, maintenance and repair of Motor Vehicles

NATIONAL DEVELOPMENT PLAN:

The NDP is the overarching vision for the country. It aims to create jobs in the economy by shifting the economy away from its traditional reliance on resource-intensive industries towards more labour-intensive beneficiation activities. It has a strong focus on skills development.

1. New Growth Path

Re-industrialisation of the economy & the expansion of the manufacturing sector.

- Create 5 million new jobs * Develop 50 000 artisans by 2020.
- Focus on skills development and particularly artisanal and engineering skills

2. Human Resource Development Strategy

Strategy to ensure SA meets the needs of the economy, ensuring a solid educational foundation for social participation, empowerment through relevant and marketable skills. It accepts that employers should contribute to the identification and development of skills for the economy, supported by Govt policy that targets employment growth in key industrial sectors.

3. Comprehensive Rural Development Programme (CRDP)

The creation of decent work and sustainable livelihoods in rural SA

- meeting basic human needs,
- large-scale infrastructure development, Rural industrial and credit financial sectors driven by small, micro and medium enterprises and village markets.

4. Strategic Integrated Projects (SIPs)

18 catalytic projects that can fast-track development and growth. A focused approach to artisan, technologist and engineering skills development supporting the New Growth Plan.

5. Industrial Policy Action Plan (IPAP)

Aims to address the underlying structural problems in the SA economy, encouraging the development, growth and competitiveness of the South African manufacturing (Value Added) sector and create 5 million new jobs by 2020.

6. National Skills Development Strategy 3

The NSDS is the overarching strategic guide for skills development and provides direction to sector skills planning and implementation in the SETAs. Guided by, and measured against, the 7 key developmental and transformation imperatives: race, class, gender, geography, age, disability and HIV/AIDS

7. White Paper On Post School Education and Training

A vision for an integrated system of post-school education and training, with all institutions playing their role as parts of a coherent but differentiated whole. These institutions include the colleges and universities whose main purpose is the direct provision of education and training and, in the case of universities, the conduct of research



SKILLS REQUIRED IN SUPPORT OF THE SUCCESSFUL IMPLEMENTATION OF THE SIPS

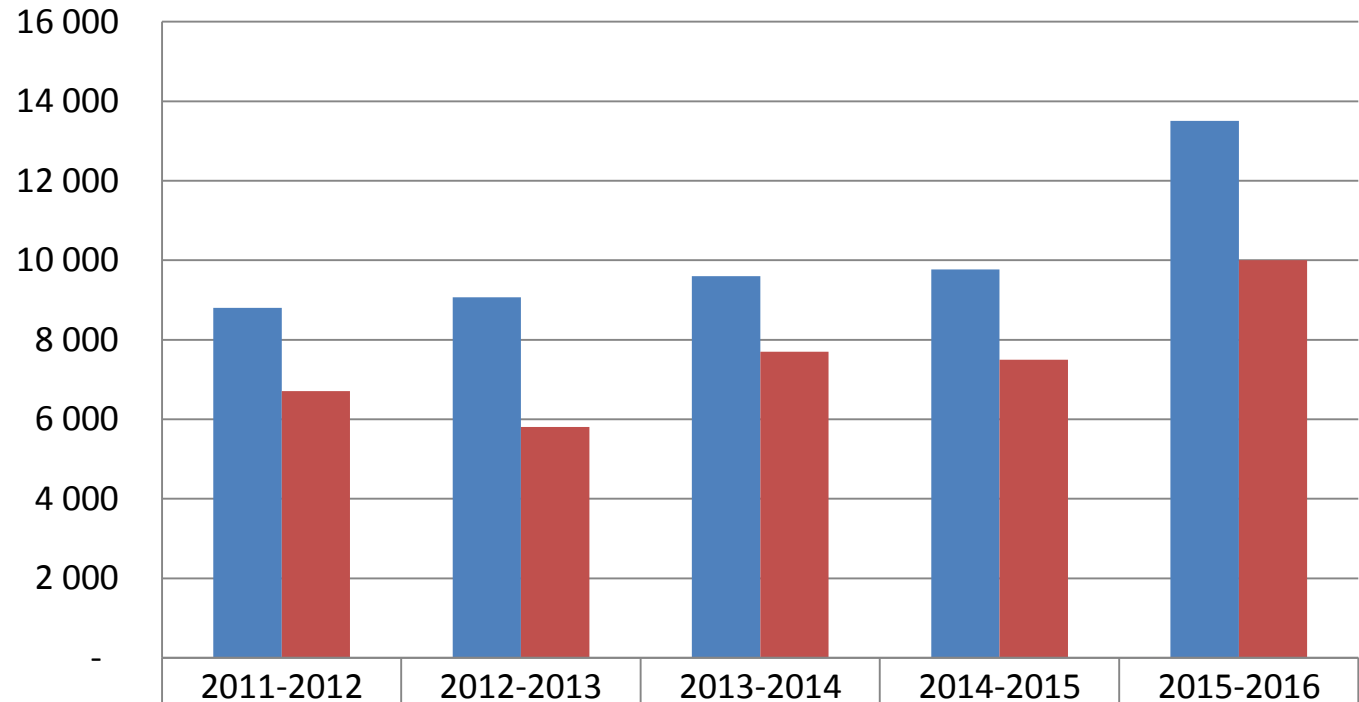
TRADE SUPPORTED	NUMBER OF LEARNERS TO ARTISAN STATUS
Millwright	200
Boilermaker	150
Welder	100
Rigger	50
Moulder	15
Pipe Fitter	20

PIVOTAL Skills List as Identified by Industry

Status to report DHET	OFO Title	Status to report DHET	OFO Title
Top 10	Production / Operations Manager (Manufacturing)	High priority	Diesel Mechanic
	Metallurgical or Materials Technician		Electrician
	Automotive Parts Salesperson		Panelbeaters
	Air-conditioning and Refrigeration Mechanic		Engineering Production Systems Worker
	Vehicle Painter		Component Fitter
	Welder		Electronic Engineering Technician
			Pipe Fitter
	Boilermaker		Refrigeration Mechanic
	Toolmaker		Rigger
	Metal Machinist		Fitter and Turner
	Automotive Motor Mechanic		Appliance Mechanician

Results of Artisan Programmes over a five year period

PROGRAMMES LEADING TO ARTISAN STATUS



■ Programmes leading to artisan status Entered	8 799	9 065	9 602	9 768	13 502
■ Programme leading to artisan status certificated	6 708	5 804	7 701	7 499	10 003

PARTNERSHIP

	PHASE 1	PHASE 2
Commencement of Partnership	Signed March 2014	Signed March 2015
Number of learners to be placed	109 learners trained on artisan learning programmes Maximum of a 4 year contract	221 learners trained on artisan learning programmes Maximum of a 4 year contract
Partnership	100% sponsored by National Department of Public works Managed by merSETA to ensure quality of training to artisan status	National Department of Public Works funded 30% and merSETA funded 70% of learners Managed by merSETA to ensure quality of training to artisan status

Trades

Boilermakers



Welder



Motor Mechanic



Diesel Mechanic



Trades (2)

SPRAYPAINTER



Automotive Body Builder



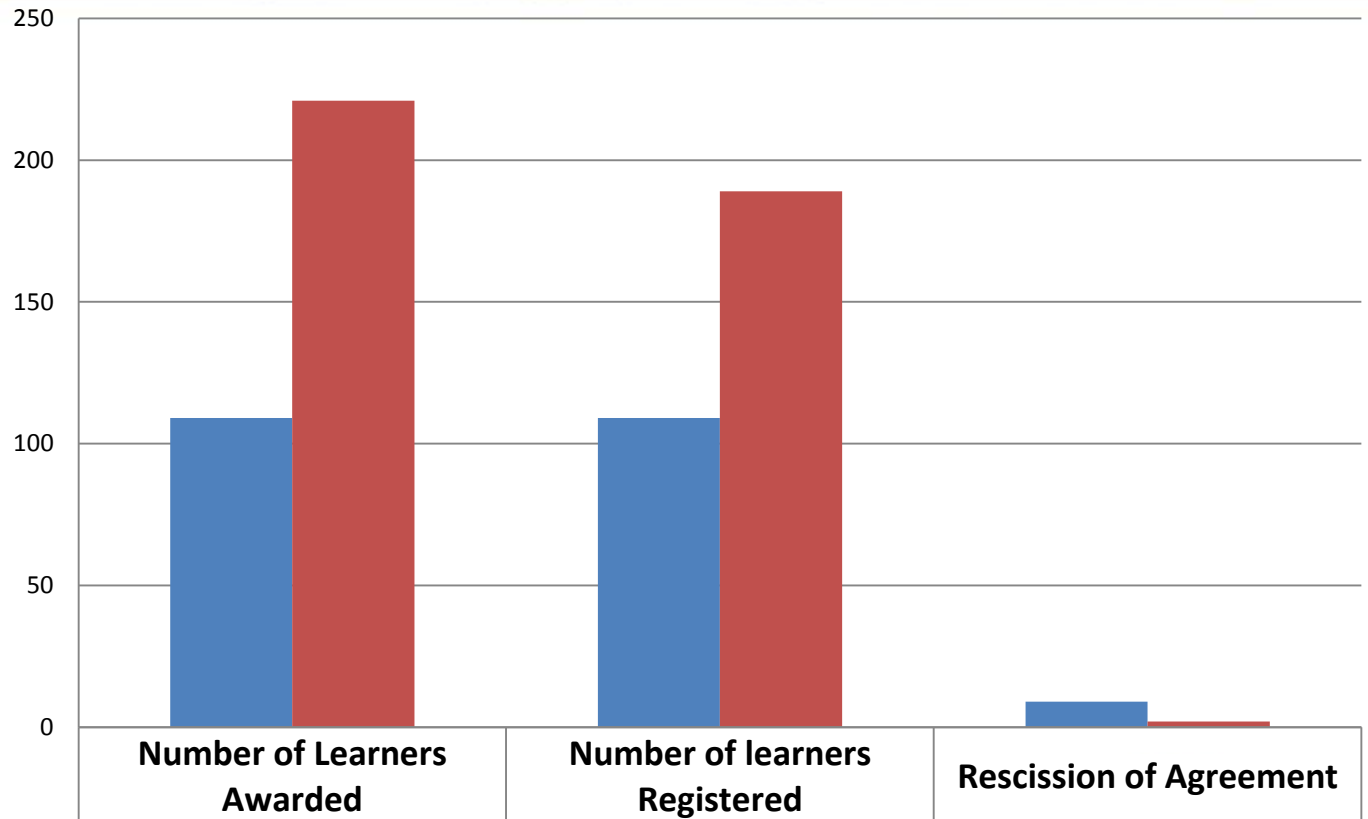
Auto Electrician



Electrician



Status of Learner Registration



■ EPWP Partnership Phase 1

■ EPWP Partnership Phase 2

**Number of Learners
Awarded**

109

**Number of learners
Registered**

109

Rescission of Agreement

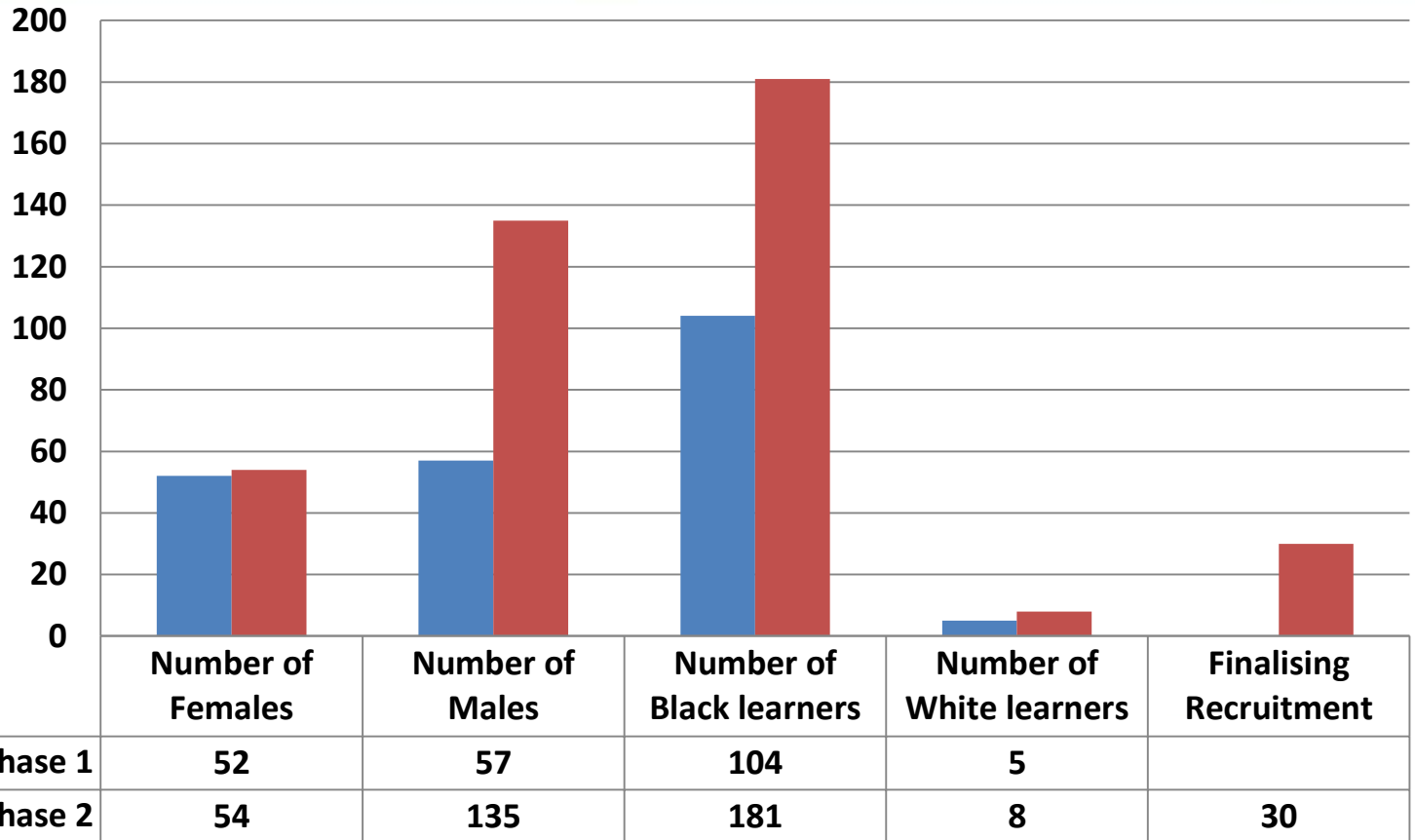
9

221

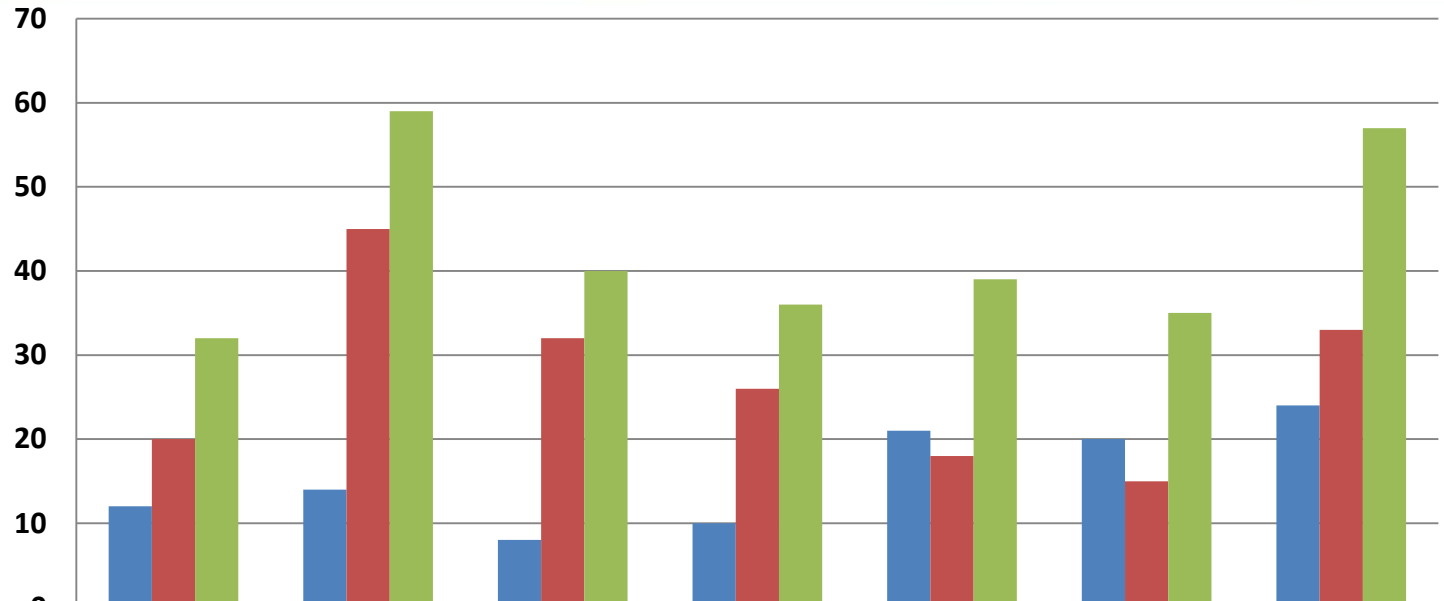
189

2

DEMOGRAPHICS



Number of Learners Per Region



	Eastern Cape	Western Cape	Kwa-Zulu Natal	Free State / Northern Cape	Gauteng South	Gauteng North / North West	Mpumalanga / Limpopo
EPWP Partnership Phase 1	12	14	8	10	21	20	24
EPWP Partnership Phase 2	20	45	32	26	18	15	33
Total	32	59	40	36	39	35	57



Summary

- Training of Expanded Public Works Regional staff on the processes and procedures on artisan development
- Introduction of EPWP and merSETA regional staff “The Implementation Team”
- Induction of all learners into the world of work by the employers, merSETA and the EPWP in the regions
- Quarterly Technical Meetings
- Quarterly monitoring of learners



Summary (2)

- Phase 1 learners to undertake trade test 2017
- First diesel mechanic apprentice from Free State / Northern Cape passed trade test
- Full time employed as a diesel mechanic
- Undertaking second trade test as a motor mechanic in January 2017
- 13 of the learners from Genrec in Gauteng South undertook their trade test and 12 have passed the trade test and have been placed into employment. The last learner will undertake her second attempt in January 2017.



Summary (3)

- Two learners in Mpumalanga have passed their trade test and have been placed in employment.
- Kwa-Zulu Natal learners will undertake their trade test in December 2016.
- The remainder of the learners will be tested during 2017.
- Successful implementation of Public/Private Partnership (EPWP with private companies i.e.: Volkswagen of South Africa, Genrec etc)



WAYFORWARD

- NSF approval for EPWP funding application will look at 3rd phase of the partnership
 - Certain % of funding to be ring fenced for People with Disability
 - Will take EPWP Course Priority List into consideration when looking at Phase 3
- Close out of Phase 2 by the end of 2018
- Close out of Phase 1 by the end of 2017

THANK YOU

Sheryl Pretorius
Senior Manager Client Services
merSETA