



NEW PROJECTS:

THE FP&M SETA PARTNERS WITH LEAD ACCOUNTING COLLEGE TO PRODUCE FINANCIALLY QUALIFIED BUSINESS LEADERS



COVER STORY:

THE FP&M SECTOR SCOOPS 13 AWARDS AT THE NATIONAL AUTHORITY SKILLS CONFERENCE



UPDATE FROM THE FIELD:

INTERNATIONAL LEADERSHIP DEVELOPMENT PROGRAMME UPDATE

NEWSLETTER
APRIL 2017 EDITION



Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE PERFECT
SKILLS DEVELOPMENT

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“Our
collaborations
with our
stakeholders
enable us to
raise the bar..”

From the CEO's Desk

It has been an incredibly busy first quarter of the year and a great highlight for us has been the results of the prestigious National Skills Authority Awards that took place in March. A total of 13 stakeholders from the fibre processing and manufacturing sector scooped up awards and we are so pleased with the recognition and commendation of the hard work that our stakeholders put into creating skills programmes that truly raise the bar. You can read more about these awards on page. Congratulations to all the winners!

I am also pleased to share with you that the Honourable Minister of Higher Education and Training, Dr Blade Nzimande has announced the re-establishment of the SETAs from 1 April 2018 to 31 March 2020. This comes after much speculation as to whether or not the SETAs would continue to exist in their current form after the White Paper for Post School Education and Training was tabled. We are very pleased with the stability that this announcement of re-establishment brings and we look forward to continuing with our important work in creating future-perfect skills development initiatives.

In this edition of the newsletter, I am happy to report back on the progress made on the International Leadership Development Programme which saw a number of learners embark on a journey to China and Germany. We were also honoured to be part of the World Skills Summit that took place in March, where a number of learners across 22 skills sets, competed for the top position in their respective fields.

We continuously seek skills development opportunities that also contribute to reducing youth unemployment, and lessening the race and gender divide that exists in our society. In light of this, I was honoured to be a key note speaker at the Annual Africa Youth and Women Empowerment Summit which highlighted the importance of youth and women upliftment in the development and growth of our economy. We have also partnered with the Lead Accounting College to provide accounting and business management skills to 40 unemployed matriculants, thereby providing opportunities to youths that wouldn't ordinarily have access to these skills programmes.

Our collaborations with our stakeholders enable us to raise the bar in terms of finding skills development opportunities that are innovative and meet more than one goal. We are very excited about what the rest of the year will bring us and we will keep you updated on the progress we've made.

Enjoy this edition of the newsletter. Until next time.

Yours in skills development,
Ms Felleng Yende, CEO, FP&M SETA



The FP&M Sector Scoops 13 Awards at the National Skills Authority Conference

The National Skills Authority (NSA), in conjunction with the Department of Higher Education and Training (DHET) has successfully convened the National Skills Conference which took place on the 23rd and 24th of March 2017 at the Saint George Hotel in Irene, Pretoria. Key attendees included the Deputy President, Mr Cyril Ramaphosa and the Minister of Higher Education and Training, Dr Blade Nzimande.

The NSA Conference is a key event for the FP&M SETA as it brings key role players in skills development together, to discuss and strategise skills planning that will enable the youth of South Africa to build a prosperous, equitable and just society. "The NSA Conference is about looking at the challenges that are faced in delivering skills development opportunities to South Africans. It allows government departments, organised business, labour unions, communities, training providers, and all relevant stakeholders to come together to find collective ways to overcome these challenges" Ms Felleng Yende, CEO of the FP&M SETA says

The NSA Conference included a number of breakaway sessions where brainstorming and innovative ideas were discussed, in a quest to find solutions to the skills development challenges the country faces. The key outcomes and proposals of these discussions included¹:

- Improve skills planning and forecasting;
- Strengthen governance of the SETAs and ensure legislative alignment and separation of powers;
- Develop a monitoring and evaluation framework for the National Skills Development Strategy (NSDS);
- Strengthen the NSA oversight role to monitor the implementation of the NSDS;
- The NSDS, post 2020 is to focus on long-term planning and ensure integration of NSDS to key national strategies. For example, Human Resources Development Council, National Development Plan;
- Regulate and develop a workplace-based learning policy (including articulation, funding, standardisation of stipends, roles and responsibilities of employers and labour, etc.);
- Prioritise lecturer development for TVET colleges; Investigate the effectiveness and employability/destination of TVET programmes;

- Strengthen the involvement of community colleges in the post-school education and training system;
- Ensure skills transfer;
- Acceleration of Recognition of Prior Learning programmes and consideration of e-learning;
- The need for NSA visibility and provincial footprints (consultation with provinces on scarce skills);
- Strengthen the capacity of the QCTO (financial, human, etc.); and
- Constituencies pledged their support towards the implementation of the NSDS and post-school education system.

A key portion of the NSA Conference is the NSA Awards ceremony, which took place on the 23rd of March this year. The aim of the awards ceremony was to acknowledge and commend stakeholders for the most innovative and impactful skills development practices across all skills development enablers and National Skills Funded Projects in multiple categories.

Stakeholders within the Fibre Processing and Manufacturing (FP&M) sector won a total of 13 awards at the conference. Commenting on this tremendous success, Ms Yende said:

"This is a significant achievement for the sector and I am very proud of the progress we, as the FP&M SETA and our stakeholders, have made. It is so important to recognise the effort and hard work that goes into creating and implementing skills development programmes that also meet socio-economic objectives." She goes on to include: "I would like to congratulate all the winners of these prestigious awards, and thank each and every one of our stakeholders for all the hard work and dedication you have shown and I look forward to continued success through our partnerships".

Cont.

FUTURE PERFECT
SKILLS DEVELOPMENT



The winners of the NSA Awards in the fibre processing and manufacturing sector were:

NDSG Goal	Category	Winners and Rankings
Goal 4.2 Increasing access to occupationally-directed programmes	Best Artisan Development Programme	Best Small (SMME): Gold (Position 1): Novus Academy Silver (Position 2): Aranda Textiles Mills Best TVET College: Gold (Position 1): Umfolozi TVET College
Goal 4.3 Promoting the growth of a public TVET College system that is responsive to sector, local, regional and national skills needs and priorities	Best TVET Placement Programme	Best TVET College: Silver (Position 2): Umfolozi TVET College Best Private College: Gold (Position 1): Furniture World Private College Silver (Position 2): Sparrow FET College Bronze (Position 3): Aranda Learnership College
Goal 4.4 Addressing the low level of youth and adult language and numeracy skills to enable additional training	Best AET Programme Best Skills Programme	Best Small (SMME): Gold (Position 1): Celrose Clothing Best Small Company: Bronze (Position 3): Aranda Textiles Mills Silver (Position 2): Celrose Clothing Best TVET College: Umfolozi TVET College Best Private College: Silver (Position 2): Furniture World Private College
Goal 4.5 Encouraging better use of workplace-based skills development	Best University Placement Programme (WIL)	Best Small Company: Gold (Position 1): Celrose Clothing
Goal 4.7 Increasing public sector capacity for improved service delivery and supporting the building of a developmental state	Best Public Sector Internship and Learnership Programmes	Private College: Silver (Position 2): Celrose Clothing

EVENTS: World Skills Summit 2017

The Deputy Minister of the Department of Higher Education and Training (DHET) Mr. Mduduzi Manana, successfully lead his Department through the World Skills South Africa (WSSA) project, as part of the Second World Skills South Africa Competition hosted at the Durban International Convention Centre (ICC), from the 14th to 16th February 2017.

The WSSA competition is about celebrating the talent of young artisans in the country, as well as demonstrating how key the artisanal sector is to the country's economy. There were approximately 120 participants from public TVET Colleges, Private Colleges, Universities of Technology, and Industry that competed.

The event provided the opportunity to unveil the capabilities of all the competitors who participated over the 3 days, in 22 different skill areas. In attendance was the Minister of Higher Education and Training, Dr Blade Nzimande who declared the 2017 WSSA National Skills Competition officially open. In his opening speech, he said: "It is a pleasure being at the official Opening Ceremony of what, in my view is and will remain an absolutely crucial intervention to help enhance and develop skills among our young people with the competence and knowledge which will allow them to become full and productive participants in our industrial economy."



In addition, the competition attracted over 3,000 high school learners from schools around KwaZulu-Natal. The public, especially young people were invited to visit the Durban International Convention Centre (ICC) to witness the skills on display.

CEOs of the various SETAs were also in attendance and also played their part in ensuring the success of the event through sponsorships and funding towards the successful hosting of the event.

We would like to wish the competitors all the best at the international event in Abu Dhabi later in October this year.



Annual Africa Youth and Women Empowerment Summit

The FP&M SETA is proud to have participated at the 2nd Annual Africa Youth and Women Empowerment Summit which took place on the 29th and 30th March 2017 at Gallagher Estate, Midrand.

As Platinum Sponsor for the event the CEO of FP&M SETA, Ms Felleng Yende gave a key note address focusing on the success stories of FP&M SETA in unlocking the skills development and training opportunities for youth and women. The FP&M SETA has entered a growth trajectory and is maximising skills development for a sustainable future for all industries and communities falling within the ambit of the fibre processing and manufacturing sector. The FP&M SETA is reaching greater heights in advancing training and skills development opportunities especially for youth, women and the previously disadvantaged groups.

The FP&M SETA has opened doors for youth and women to get the necessary training and skills that they need. "Women and youth are central in economic development and skills development. In 2015, the FP&M SETA supported 5,000 learners and from 2015 to 2016 the numbers increased to 7,000. The challenge is however, that a fewer number of women enrol in learning programmes than men and of those that do enrol, fewer women complete the programmes." Ms Felleng Yende said.

The FP&M SETA is however, not discouraged by the enrolment rates of either the youth or women. They take it as a challenge that requires a fresh strategy and to set resources in order to deliver against odds. Ms Yende added that it will be great to see women run companies in the fibre processing and manufacturing sector. She also indicated that she looks forward to seeing a number of women participating at executive level and in boards of companies in the fibre processing and manufacturing companies. She has made this her strategy to invest heavily in this space and have projects targeted at these designated groups.

"Women and youth are central in economic development and skills development."

"The Global Invest Group is delighted to have the FP&M SETA participating at this event and has challenged many organisations to invest in skills development for youth and women in the fibre processing and manufacturing space," said Calisto Kondowe, the Senior Research Analyst at Global Invest Group – an advisory company that focusses on economic growth and development.

Over the years, Global Invest Group's forums have become the largest gathering of decision-makers, investors, stakeholders, and policy makers to discuss solutions to economic challenges that are faced globally. Global Invest Group has hosted several events which have attracted high-level speakers, sponsors and delegates. The Youth and women Empowerment Summit is one such event. The Youth and Women Empowerment Team was delighted to have been able to secure a number of speakers from different types of organisations to make sure that the event covers as many angles as possible.

"
The FP&M SETA was delighted in having participated at this event in which Ms Felleng Yende scooped the prestigious *Speaker of the Event Award.*
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#RAISETHEBAR



International Leadership Development Programme Update

The FP&M SETA, in partnership with the Gordon Institute of Business Science (GIBS) is pleased to report back on the progress made on the International Leadership Development Programme (ILDP) "Study Block 4" that is currently in progress.

The ILDP is broadly aimed at developing high-level strategic and innovative management and leadership, with a view to expose learners to the model of World-Class Manufacturing (WCM) so that they are able to produce high quality products. It also aims to improve the learner's problem solving skills, assist with the adoption of new technologies and create a network of powerful young leaders who can be positioned as "champions". Through this programme, there is also potential for creating international business opportunities for local industry.

Participating in the "Study Block 4" part of the ILDP programme, are 25 delegates from the wood, textiles, pulp and paper, publication, printing, forestry and clothing sub-sectors of the FP&M SETA, as well as a number of training providers from the fibre processing and manufacturing sector.

During March 2017, the delegates were into two halves, and one group went to China and the other went to Germany. After a quick orientation activity based on the popular TV show The Amazing Race, the delegates were able to get to know the cities they were in and attended company visits where they were exposed to plant visits and presentations by the hosting organisations.

As part of the programme, the delegates are required to complete Action Learning Projects (or modules) in teams that cover the following:

- **Team 1: The Meta Morphs: Global Competitiveness: What are the key requirements for your sector / or the SA economy to become globally competitive? Areas to consider include: Education, training, entrepreneurship, labour market regulations, minimum wages, foreign direct investment and WCM. What do you regard as the strengths, weaknesses, opportunities and threats?**
- **Team 2: Dunamis: Work Ethic: How to cultivate a work ethic based on hard work and delayed gratification?**
- **Team 3: Phumelala: Entrepreneurship: To be more entrepreneurial and ask for ideas into SMME creation opportunities in the different sectors with ideas on how to stimulate employment**
- **Team 4: Carpe Diem: Manufacturing Model: What Manufacturing Model can our sector adopt and implement to sustain our various businesses currently challenged by high cost of raw material, low margins, pricing, socio-political realities in order to complete both locally and globally?**

The visits were well rated by the delegates who went to China: "We saw high quality clothing products manufactured in a company which had basic machines. The experience changed my mind as I now understand that I need to do my best at all times with the resources at my disposal." The delegates who visited Germany also responded positively to the visits: "Trigema – manufacturing at its best. Family-owned business with great values!"

Overall, Study Block 4 was a huge success. The delegates found great value in the visits and presentations and some delegates with preconceived ideas of the country they were visiting were pleasantly surprised. As with any project, there are challenges and some hosting organisations cancelled visits to their companies.

The delegates now have the task of focusing on their Action Learning Projects. The final ALP presentations and graduations will take place on the 15th of August 2017 at GIBS. The FP&M SETA wishes them all the very best of luck!

The FP&M SETA Partners with Lead Accounting College to Produce Financially Qualified Business Leaders

The FP&M SETA has partnered with the Lead Accounting College to train 40 unemployed matriculants in Management Accounting. This 3-and-a-half-year project offers the learners programmes that range from NQF Level 5 to NQF Level 7.

The Lead College of Management Accounting is a private tertiary institution that was formed with the purpose of providing financial skills to unemployed matriculants and graduates from previously disadvantaged backgrounds. Their mission is to produce a financially-savvy and employable graduate for every family in the poorest communities of South Africa.

This project came about as a result of comprehensive research into areas where critical skills were in short supply and are impacting negatively on the growth of the South African economy. Among the top 5 critical skills identified through this research, accounting skills were one of them.

A partnership with the FP&M SETA was formed in order to supply the tuition fees needed to train the current and aspiring management accountants, to obtain a CIMA qualification.



WHO IS CIMA?

CIMA (Chartered Institute of Management Accountants) is a leading global professional body of Management Accountants. CIMA professionals are globally sought after and are highly employable in various sectors of the economy both locally and internationally.

It is the world's largest professional body of Management Accountants and operates in 177 countries, with 218,000 members and students worldwide.

Most accounting qualifications train people for private practice, focusing on external audit and tax issues. The CIMA qualification prepares the learner for a career in business and teaches skills in strategic management, risk management and decision-making. Students are not only taught financial skills, but they are trained in overall business and strategic management as well.

The learners participating in this project are young men and women, under the age of 35, who are mostly black and are from rural areas and townships across South Africa. They are all matriculants and some have previously enrolled in university but were unable to complete their studies for various reasons. This project has enabled them the opportunity to obtain the prestigious CIMA qualification.

URGENT NOTICE

Our temporary off-site office until further notice is:

**Global Village, 41 Wordsworth Avenue,
Senderwood, Johannesburg, 2145**

You may contact us on our temporary landline number
011 028 7200 or Mr William Malema on **011 028 7395**.

Our Regional Offices are still able to assist you.

Taking Skills Development to Our People

Nelspruit Career Exhibition: 08 - 09 January 2017



Vereeniging Career Exhibition: 07 March 2017



Dear Valued Stakeholder,

Please refer to the table of emergency contact details should you wish to contact the FP&M SETA.

You may also contact us on our temporary landline number 011 028 7200 or on our old number 011 403 1700.

Our Regional Offices are still able to assist you.

Yours in Skills Development



Ms Runga Bhebhe
Office of the CEO
060 6355 502

Ms Saloshnee Govender
Communications &
Stakeholder
Engagement Manager
060 487 3633

Ms Qhamani Mali
Office of the CEO
061 964 1427

Mr William Malema
Gauteng Regional Manager
082 260 8172

Ms Zanele Sithole
Quality Assurance
Specialist
060 391 0349

Ms Chereece Balkisson
Acting General Manager
Projects
079 789 3189



Minister Rob Davies speaks at the first Clothing Manufacturing Industry Sector Summit in Durban 04-06 April 2017 in partnership with the FP&M SETA

The FP&M SETA was proud to partner with the Bargaining council for the Clothing & Manufacturing Industry to host the first Clothing Industry sector summit.

The Minister of Trade and Industry, Dr Rob Davies says R4.9 billion was approved and more than R3.1 billion was disbursed till the last financial year through the Department of Trade and Industry's (the dti's) Production Incentives Programme (PIP) within the Clothing and Textiles Competitiveness Programme (CTCP) to create and save jobs in the sector. Davies was speaking at the First Clothing Manufacturing Industry Sector Summit hosted in Durban by the National Bargaining Council for the Clothing Manufacturing Industry (NBCCMI).

According to Davies, throughout the sector a number of companies who qualified and drew from

both programmes were able to save 81 252 jobs, while additional 9 672 were created and the net new jobs grew by 4 785 jobs till the last financial year from the inception of the CTCP.

Addressing delegates at the National Bargaining Council for the Clothing Manufacturing Industry-hosted Clothing Manufacturing Industry Sector summit, in Durban, this week, he noted that this was an indication that the clothing sector was a significant labour-absorbing sector and that government needed to create more opportunities to keep it sustainable.

"The issue of rebates in the clothing and textile sector is still a burning issue within the industry, and part of the government's plan is still to tighten control of imports and the raising of tariffs to the maximum boundary like we did in the beginning when we were revamping the whole industry. The whole value chain must still be involved in the sector going forward," said Davies.

Davies added that localisation in every sector would no longer be an option. He said once designation has been translated into a practice note by National Treasury, it will be an obligation that public entities have to buy locally produced goods.

"Whatever is needed to be done to protect the industry, it must be done, but it should be in the interest of industry development and to improve local supplier base. We want to see consequences for those who do not want to implement localisation and empowerment," he said.

He urged delegates to start a dialogue between retailers and manufacturers around local production and not abandon the issues of empowerment and transformation.