

FP&M SETA INSIDER NEWSLETTER

September 2015: Edition

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From the CEO's Desk

Welcome to this edition of the FP&M SETA Insider newsletter. It has been a busy year for the SETA so far, with many projects on the go. Fortunately, the rest of the year holds great promise for continued success within the sectors.

In this newsletter, we provide a report back from the Skills Development Summit held on the 4th and 5th of August 2015, which was a resounding success with over 900 delegates in attendance. We also introduce you to some of the graduates from Durban Overall, Celrose Training Centre and Skills Unlimited. Most of these graduates have found full time employment, armed with their new set of skills to enable them to create a sustainable future for themselves. On behalf of the FP&M SETA, we would like to congratulate all graduates who have put in the time and effort and have completed their skills training.

Our sincere thanks goes to our partners: employer and labour organisations in the sector, public and private providers, community-based organisations, national and provincial government departments and our levy paying employers; for their hard work and dedication to providing a better life for our youth.

In addition, we give you some insight into the Ndwedwe Youth Development Exhibition which was attended by the Honourable Deputy President, Mr. Cyril Ramaphosa and the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana.

If you haven't already, please subscribe to our newsletter and also check our website for current events and important notices.

We are eager to hear about your success stories at company and community level and invite all of you to share your stories with us by emailing LindyM@fpmseta.org.za.

Ms. Felleng Yende
Chief Executive Officer



Skills Development Summit: A Report Back

The FP&M Seta, together with Cape Media, hosted over 900 delegates from 4-5 August, at the ninth annual Skills Development Summit at CSIR, Tshwane. Leadership, enterprise development and strategic sustainability in skills development were high on the agenda, and attendees enjoyed a number of highly informative sessions that sought to address these challenges.

"Future Perfect Skills Development is our overall vision at FP&M SETA. We are happy with the response received through this year's Summit and are really looking forward to the birth of future skilled leaders in South Africa," said Felleng Yende. *"Twenty-one South African youth are headed to Brazil to participate in the World Skills Competition and this couldn't have come at a better time during Women's Month in South Africa,"* she said.

The purpose of the summit was to address the threat that a skills shortage poses to the country's economy. A keynote address by the Honourable Deputy Minister of Higher Education, Mduduzi Manana, set the tone for the event, unpacking the effects of skills shortage at a grass roots level and the ripple effect this has on post-school education, the training sector and ultimately the corporate world.

"The Skills Development Summit keeps getting better each year,"

The Honourable Deputy Minister welcomed learners from surrounding high schools in Gauteng and commended them on attending the Summit. He encouraged the learners to get as much information as possible from the exhibition stands and make informed career decisions. *"The Department of Higher Education and Training aims to improve the alignment between education institutions such as Technical Vocational Education and Training (TVET) Colleges, Universities and the Sector Education and Training Authorities (SETA's) - this is one of the five key focus areas of the Department which will be guiding the country for the next five years,"* shared Manana.



PAMSA was invited by the FP&M Seta to host a stand at the recent Skills Development Summit. Pictured here are Ms Felleng Yende, FP&M Seta CEO and the Honourable Deputy Minister of Higher Education and Training Mduduzi Manana enjoying a demonstration on how to make simple, handmade paper.

He further challenged employers to provide opportunities for learners by turning every workplace into a training space, which is the Department's slogan, and to develop and enhance learners' skills.

The first day of the Summit focused on the foundation of skills, leadership roles and strategic sustainability of skills.

The second day focused on education institutions, business case studies and enterprise development success stories. SABC news anchor/producer, Peter Ndoro, excelled as programme director, meticulously acknowledging important points raised by speakers and guests alike.

"The Skills Development Summit keeps getting better each year and we are confident that people left the event having acquired both skills and knowledge during one of our interactive workshops," says Greg Penfold, Head of Events Division, Cape Media. "There is much work still to be done in our country, therefore training and people empowerment should be an ongoing effort in all organisations."

Ms Felleng Yende, CEO of the Fibre, Processing and Manufacturing (FP&M) SETA, recently won two illustrious awards over the past two weeks. On July 28, she was announced winner of Africa's Most Influential Women in Business & Government 2015, by CEO Global, and on August 4 she was awarded the Youth Employment Award (pictured below) SA 2015 by the South African Council for Graduates Co-operative

"Training and people empowerment should be an ongoing effort in all organisations."

Felleng's move to the SETA was a strategic one to ensure a smooth transition after the amalgamation of three SETA's and to steer the organisation in a new direction. Working with 13 sub-sectors, Felleng has made it her mission to strengthen the SETA's relationships with both education and industry stakeholders. To this end she prides herself on maintaining an 'open line' for stakeholders to raise any frustrations and challenges.



Felleng Yende accepting her award as the winner of the Youth Employment Award SA 2015 by the South African Council for Graduates Co-Operative.

Keeping up with Learner Graduations in the FP&M Sector

Durban Overall:

Durban Overall together with Excel Clothing, would like to congratulate their learnership class for completing their NQF Level 2 National Certificate in Clothing – Joint Component Parts. Learners received their qualifications from Aranda Learnership College and the FP&M SETA.



Graduates here are pictured with Aranda College facilitator, Mrs. Veena Kisten, and Mr. Haniff Kasim training instructor at Durban Overall and Excel Clothing.



Graduates celebrate their qualifications at the May 2015 graduation ceremony at Derlon Training Centre.

Derlon Spinning:

Derlon spinning congratulates their latest group of graduates who qualified on the 28th of May 2015.

Furniture World:

A graduation ceremony was held in honour of all the learners who completed the Upholstery and Cabinet

Making Course at Furniture World. A total of 50 learners successfully completed this skills programme.

Celrose Training Centre:

Celrose Training Centre held a graduation ceremony for 53 learners who successfully completed their 3 year programme.

The ceremony, hosted by Celrose CEO, Mr. John Comley and Mr. William Ntsoane from the FP&M SETA, took place at the Celrose Training Centre on the 5th of June 2015.

"One of our bursary recipients, Ragini Govender, has achieved her MBA degree and has since been promoted to a senior management position" says the representative from Celrose.

In addition, 4 operators have been promoted to supervisor level, 8 learners have been employed in quality control positions and 3 learners are currently studying towards a management diploma.

She further said: *"We at Celrose greatly appreciate the FP&M SETA bursaries in developing our employees and providing skills to unemployed learners."*



A group of graduates with their achievements at the Celrose Training Centre.

Empowering the Disabled Youth

Durban Overalls training school invited learners from a nearby special needs school to complete a learnership where they would learn the skills of a machinist.

Using their skills that they learnt from the FP&M SETA-funded learnership, training instructors Mr. Haniff Kasim and Ms. Phumelele Hlatshwayo taught the youth from the Ikanyezi School for children with disabilities how to sew, general life skills as well as occupational behaviour.



The latest group of disabled youth graduates who are now employed full-time at Durban Overall.

The instructors also visited the Ikanyezi School and trained the teachers how to sew, thus enabling the teachers to pass these skills onto other learners at the school.

The graduates from Ikanyezi have since been employed on a full time basis at Durban Overalls, allowing them to support their families and use the skills they have learnt to further their careers. There are a total of 19 disabled youths, employed at Durban Overall.

World Conference Report – Sao Paulo

The WorldSkills was founded in 1950 as a global organisation that promotes vocational, technological, and service oriented education and training.

It promotes skilled careers in 74 member countries and regions, all working with youth, educators, governments, and industries to help prepare the workforce and talent of today for the jobs of the future.

The office of the Honourable Deputy Minister of Higher Education and Training has invited Principals and CEOs from



Visit to SENAI with Principal & Host

the TVETs and the SETAs respectively to be part of the Government's delegation to Brazil for this purpose. The FP&M SETA, together with other SETAs, used the opportunity to benchmark with other countries in matters pertaining to Skills Development, for good practice.

Ms Felleng Yende, CEO of the FP&M SETA and a member of the Honourable Deputy Minister's delegation indicated, "As the FP&M SETA, we used the opportunity to benchmark different Skills Development models used in other countries, and how to best implement and monitor the implementation of learning programmes across the industries. Also, it was important to discuss and learn how are the Skills Development initiatives funded in other countries, and the involvement of Government, the private sector and Non-Governmental organisations, as partners."

The Honourable Deputy President Participates at the Ndwedwe Youth Development Exhibition (Ndwedwe Municipality KZN)

The Ndwedwe Youth Development Exhibition took place on the 8th of August 2015, hosted by the Department of Higher Education and Training, in collaboration with the Office of the Presidency.

The exhibition showcased career opportunities within various sectors for learners and the unemployed youth. The exhibition was attended by the Honourable Deputy President, Mr. Cyril Ramaphosa, the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana, representatives from the FP&M SETA, various other exhibitors and over a hundred learners and youths from the Ndwedwe community and surrounding areas.



The Honourable Minister Siyabonga Cwele accompanied the Honourable Deputy President Cyril Ramaphosa to the Ndwedwe Youth Expo in Kwazulu Natal on the 8th of August 2015. Photo courtesy of the Department of Telecommunications and Postal Services.

Celebrating Women in Business Women's Month 2015

Women United in Moving South Africa Forward



Essential Skills for the Community: A Fire Awareness Campaign

Skills Unlimited conducted a learnership on behalf of PG Bison at Rheenendal in the Southern Cape. The learnership is a community program, aimed by PG Bison at training learners in Forestry, to gain the necessary level of education to enable them to join the company as full time employees.

The learners, after completing the Fire Fighting Module of this learnership, were inspired to offer this module of training to the Rheenendal community. They recognised the importance of this particular module since many of PG Bison's plantations run alongside these communities. It is of great benefit that members of the community know what to do when faced with a potentially devastating fire.

The course facilitator, Sonwabile Nqeketho contacted the principal at the local school to arrange a Fire Awareness campaign for the learners at the school. The principal, Mr. Williams welcomed the idea.

The campaign was well received by all who attended and Mr. Williams thanked the learnership learners for their initiative.



Fun and informative – the learners at the school in Rheenendal enjoy the campaign for Fire Awareness.



Learners from the Forestry Learnership explaining to the school pupils about the importance of fire awareness.

SA Book Fair 2015

The FP&M SETA and the Publishers Association of South Africa (PASA) partnered for this year's SA Book Fair. The event was held in Johannesburg this year for the first time since its inception and FP&M SETA funded an astounding 45 publishers who were showcased at the event.

“Our focus at FP&M SETA is, and always will be, to maximise skills development and to help build a sustainable future for all”

The sponsored publishers were provided with a stand on which to showcase their books. They were also invited to attend a skills development workshop which gave them hands-on training on how to publish a book, getting published, publishing in Africa, digital publishing and more. They also had the opportunity to network with fellow publishers and known business people in the industry.

Our CEO, Ms. Felling Yende commented on the event: *“Our focus at FP&M SETA is, and always will be, to maximise skills development and to help build a sustainable future for all. The South African Book Fair provides a platform to develop the skills of a group of new publishers each year, and we wish all of them the best for their future in publishing.”*



The CEO of Regenesys, Ms Siegie Brownlee and the CEO of the FP&M SETA, Ms Felling Yende recently launched the ILDP programme. They are seen here with the ILDP candidates and members of the FP&M SETA staff.

Arbor Week 
1 to 7 September 2015
Plant an Indigenous tree and take a step
in the green direction



Fostering South Africa's next business leader: The International Learner Development Programme (ILDP)

In July 2015, the FP&M SETA launched the ILDP which is aimed at creating exceptional leaders with strong business and leadership acumen. With a budget of over R8 million, the ILDP explores cutting-edge knowledge, best practices and trends in leadership, innovation and entrepreneurship, by visiting and liaising with influential institutions and leaders in the USA and South Africa.

Positioned as a high level skills source, the ILDP is pitched at NQF level 7/8 and is specifically intended to provide opportunities to previously disadvantaged individuals. Through the program, the learners will acquire business leadership skills and address the transformation process.

The FP&M SETA appoints new Chief Financial Officer

The CEO, Ms. Felleng Yende officially welcomed and introduced the new Chief Financial Officer (CFO) of the FP&M SETA, Ms. Nonhlanhla Khumalo.



Ms. Khumalo has extensive knowledge in finance and will endeavour to drive all financial aspects of the FP&M SETA proficiently.

On behalf of the FP&M SETA, Ms. Yende would like to extend her gratitude to the former contracted CFO, Mr. Sithembiso Ngwenya for his contribution towards a good audit outcome and for his support in leading and finalising the project.

Partnership for Progress*

In a fitting finale to a ground-breaking national training programme, The Honourable Deputy Minister of Communications, Stella Ndabeni-Abrahams, told an influential gathering of government officials and the media that the partnership between Media24, the FP&M SETA and the Association of Independent Publishers (AIP) was a model for future growth.

"I would like to applaud all three partners for developing this comprehensive training programme," Ndabeni-Abrahams said. "This partnership shows that by working together much more can be accomplished in the advancement of South Africans."

Ndabeni-Abrahams said the department of communications would continue to support all such initiatives *"that enhance media freedom and a greater plurality of voice. As this partnership has proven, working together we can move media forward."*

The Honourable Deputy Minister was addressing guests at a dinner and networking event arranged to celebrate the success of this skills programme that was initiated and developed by Media24 and funded by the FP&M SETA. The recipients were some 200 independent publishers – all AIP members who run their own newspapers in townships, small towns and rural areas across South Africa. The programme of SETA-accredited courses was run over six months and exposed publishers to the latest thinking in online journalism tools from social media to audio-visual production.

FP&M SETA Chairperson, Mr. Siphon Ngidi told guests that funding such a training programme was the very reason SETA's were established. *"The job of SETA's is to increase competitiveness in each sector of the economy through training... this programme has served that purpose."* The FP&M SETA identified the programme as one of strategic importance as the media sector scrambles to adapt to new digital formats and audiences move online. Ngidi said there was no quick-fix solution in skills development and the SETA was keen to continue this partnership over the longer term.

The general manager of Media24's News division, Ishmet Davidson, said the training reached publishers from nine provinces across South Africa. There was also a special focus on the Eastern Cape where all 21 publishers in that region received training.

"This is a big step for our industry. It's the first time the mainstream media has partnered with local publishers on such a large scale for skills transfer," Davidson said. "Media24 wants to see community media flourish. A healthy and diverse media sector is a good-news story for all of us."

The training drive forms part of Media24's ongoing investment in skills development for independent publishers and is central to the company's initiative to actualise the recommendations of the Print and Digital Media Transformation Task Team.

*Article courtesy of Media24: <http://www.media24.com/whats-new/partnership-progress/>



Celebrating Heritage Month 2015

One nation United in its diversity

