

FP&M SETA

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FP&M Sector Organisations Recognised for Best Practice

The National Skills Authority (NSA) awarded NSA Recognition Awards to eight FP&M SETA organisations during a gala dinner held on 10 October 2013 at the Birchwood Hotel and Conference Centre. The event formed part of the National Skills Development Conference which was held from 10 to 11 October 2013.

The objective of the recognition awards was to celebrate excellence by recognising best skills development practices across SETAs, companies, training providers, CBOs, NGOs and NSF funded projects, with specific reference to work integrated learning.

The NSA recognised the following organisations from the FP&M Sector:

- Barrows Design and Manufacturing (Pty) Ltd
- Bidvest Paperplus (Pty) Ltd
- Celrose (Pty) Ltd
- Durban Overall (Pty) Ltd
- Eddels Shoes (Pty) Ltd
- Independent Newspapers KZN (Pty) Ltd
- Prestige Clothing (Pty) Ltd
- Western Cape Further Education & Training College (Pty) Ltd



From left: Ms. Vanessa Govender and Ms. Hajra Johns (Independent Newspapers KZN), Mr. Edward Majadibodu (Chairman—NSA), Mr. Mduduzi Manana (Deputy Minister of Higher Education and Training), Mr. Siphon Ngidi (Chairman—FP&M SETA Board), Ms. Lettisha Thulsie (Durban Overall), Ms. Felleng Yende (CEO—FP&M SETA), Ms. Teresa Bosman and Mr. Camillo Torino (Prestige Clothing), Ms. Theresa Otto (Western Cape FET College) and Mr. PK Naicker (COO—FP&M SETA).

The awards were handed over to representatives of the organisations by the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana, the Chairman of the NSA, Mr. Edward Majadibodu, Executive Manager of the NSA, Mr. Thabo Mashongoane, the Chairman of the FP&M SETA Board, Mr. Siphon Ngidi and the CEO of the FP&M SETA, Ms. Felleng Yende.

The organisations that were recognised by the NSA excelled through the implementation of work integrated learning programmes such as learnerships, apprenticeships and internship programmes and the provision of work experience opportunities to unemployed learners on learning programmes. These organisations truly support the National Skills Development Strategy objective to **“turn every workplace into a training space!”**

Collaboration Celebrated in Cape Town

The Fibre Processing & Manufacturing SETA (FP&M SETA) celebrated the launch of a collaboration project between the FP&M SETA and three Further Education and Training (FET) Colleges in the Western Cape on 12 September 2013 at the Khayelitsha Campus of False Bay College during a gala function that was attended by the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Comfort Manana.

The SETA / FET collaboration was initiated by the Honourable Minister of Higher Education and Training, Dr. Blade Nzimande, who designated Lead SETAs to establish a SETA presence at public FET Colleges across the country in order to promote FET Colleges as learning institutions of choice and to facilitate work placement opportunities for FET College graduates.

The FP&M SETA was tasked to establish a SETA presence at three FET Colleges in the Western Cape region namely College of Cape Town, False Bay College and South Cape College.

To give effect to this assignment, the FP&M SETA announced the appointment of two SETA Liaison Officers during the launch that would be based at the colleges with the objective to strengthen relationships between the designated colleges, all SETAs and workplaces and to promote Public FET Colleges as the preferred source of work ready graduates. The SETA Liaison Officers are Vumile Mtyombile who will be based at the South Cape College in George and Mary Pearson who will be based in Cape Town, serving both College of Cape Town and False Bay College.

A highlight of the event was the signing of a declaration by the FP&M SETA, the three FET colleges and the Department of Higher Education and Training "to promote workplace learning as the visible supplement to institutional learning in the Western Cape Province through public/private partnerships between Public FET Colleges, workplaces and SETAs".



From left: Mr. Louis van Niekerk – Acting Principal College of Cape Town, Ms. Felleng Yende – CEO of the FP&M SETA, Mr. Mduduzi Manana – Deputy Minister of Higher Education and Training, Mr. Cassie Kruger – Principal False Bay College and Mr. Luvuyo Ngubelanga – Principal South Cape College.

Delivering the key note address during the event, the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana, described the launch of the collaboration project as a milestone that will streamline the Department's Strategic Objectives on Rural Public FET Development and will ensure that research activities conducted by SETAs are relevant and result in skills planning processes that will respond to the needs of the rural communities. He envisioned that the appointment of the SETA Liaison Officers will result in the facilitation of relationships between SETAs, FET Colleges, Universities and employers in the area as well as the implementation of strategic skills development projects in the Western Cape Province. He emphasized that it was the responsibility of SETAs to provide funding for occupationally directed programmes and to establish partnerships between employers on the one hand and public institutions on the other hand.

Speaking on behalf of the three participating colleges, Mr. Luvuyo Ngubelanga, principal of the South Cape College, expressed appreciation for the initiative taken by the FP&M SETA to establish a SETA presence at the participating colleges. He stated that the colleges were ready to embrace the opportunity to forge closer relationships with employers in the region with assistance from the SETA Liaison Officers.

Mr. Stephen van der Walt, CEO of Paarl Media and President of Printing South Africa, acknowledged the power of partnerships between industry and the FET Colleges to bridge the gap between FET graduates and the working world. He stated that the private sector had a responsibility to provide work placement opportunities to the students who work tirelessly for a better future through education. He described the appointment of the SETA Liaison Officers as a pivotal move to promote FET Colleges and to drive public/private partnership to ensure a greater skills base within the FP&M sector.

It is envisaged that the FP&M SETA/FET collaboration will serve as a platform for the public FET Colleges, SETAs and workplaces to share resources and expertise in order to enhance the quality of training provision at the learning institutions and positively influence the opinion of workplaces regarding the relevance of public FET College offerings in meeting industry skills needs.

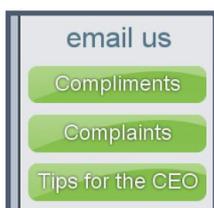
Message from the CEO

When I started my tenure as the FP&M SETA CEO in May 2013, I set it as one of my main objectives to familiarize myself with the FP&M sector and its stakeholders in order to develop effective strategies and action plans to meet their skills development needs.

I have engaged in discussions with many captains of industry, human resources and skills development practitioners and training providers in the sector over the last 5 months and have come to realize the complexities of the FP&M Sector.

We have set it as our goal to enhance relationships with all our stakeholders and to work with them to identify the diverse skills needs of all thirteen sub-sectors.

We will do this through continued stakeholder engagements, focused research studies and other developmental exercises such as the scoping of occupations and qualifications development. Only through the participation of industry and skills development experts in the above processes, the FP&M SETA will be able to accurately determine the scarce and critical skills needs of the sector.



In order to enhance communication between my office and stakeholders, we have added a new feature to our website.

Stakeholders can now contact the Office of the CEO directly by clicking on the three green 'buttons' on our homepage (www.fpmseta.org.za) to send

COMPLIMENTS, COMPLAINTS or TIPS FOR THE CEO.

E-mails can also be send directly to:

compliments@fpmseta.org.za, complaints@fpmseta.org.za or proposals@fpmseta.org.za.

I undertake to address any complaints received via the above portal within a week of its receipt and to consider all proposals during our planning processes.

We are looking forward to your positive participation in this process.

In this edition of our newsletter, we are highlighting some of the exciting developments that the FP&M SETA has been involved in -

- During September 2013, we have launched a Lead SETA / FET collaboration initiative in the Western Cape with the view to strengthen relationships between three Public FET Colleges in the region, the SETA and employers in the region. The launch was attended by the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana and was well attended by stakeholders in the Western Cape.
- Early in October 2013, the FP&M SETA in partnership with Transport SETA (TETA) and the uMgungundlovu FET (UFET) College hosted the 2013 Year of the Artisan Advocacy Campaign held at the UFET's Plessislaer Campus. The purpose of the campaign was to raise awareness of the many artisan programmes available through Public FET Colleges and to boost the image of Artisans in



general.

- The National Skills Development Conference took place on 10 and 11 October 2013 at Birchwood Hotel and Conference Centre and featured the National Skills Authority Recognition Awards during which eight of the FP&M SETA's organisations were recognized for implementing best practice in skills development with specific focus on work integrated learning. It was a proud moment for me and the Chairman of the FP&M SETA Board to hand over the awards to the recipients.

The FP&M SETA Board has had a fruitful Strategic Planning session on 14 and 15 October 2013 and we will use the input received from the Board members to further update and enhance our Sector Skills Plan, Strategic Plan and Annual Performance Plan in order to enhance our performance in terms of our NSDS III mandate and to increasingly meet the requirements of our stakeholders .

Felleng Uende

CEO



Strategic Leadership

The FP&M SETA Board recently welcomed two new members into the fold. They are Mr. Frans Barnard (Textile Employer Representative) and Mr. Thamsanqa Mhlongo (Labour Representative from CEPPWAWU). These members were nominated by their constituencies and appointed by the Honourable Minister of Higher Education and Training to serve on the FP&M SETA Board.

The FP&M SETA Board (below) provides strategic leadership to the FP&M SETA Management and Staff to ensure good corporate governance and sound financial management.



Front (from left): Ms. Daphne Erasmus (Employers), Mr. Trevor Boltman (Audit Committee Chairman), Mr. Mike Truelock (Employers), Mr. Siphon Ngidi (Independent Chairman).

Back (from left): Mr. Brian Wafawarowa (Employers), Mr. Frans Barnard (Employers), Adv. Michelle Odayan (Independent Member), Mr. Roger Godsmark (Employers), Mr. Andre Kriel (Labour), Mr. David Bowen (Employers), Ms. Devaranie Naidoo (Labour), Mr. Thamsanqa Mhlongo (Labour) and Mr. Derick Fredericks (Labour).
Absent: Ms. Susan Khumalo (Labour)

Inspirational designs showcased

The Annual Fashion Show of the Department of Fashion and Textiles (Faculty of Arts and Design) at the Durban University of Technology took place during the first week of October at the Fred Crookes Sports Centre in Durban. The popular event showcased the designs of 37 third year Fashion students with the best 20 ranges featured at the final showing on Friday, 4 October 2013.

This year's show was themed "i-aesthete". The theme focussed on a reflection of art, culture and nature. The students were tasked to put together a collection of seven fully accessorised outfits that is reflective of their personal development, style and character. Their inspiration was drawn from the global environment and the interpretation of the theme led them on a journey of self-discovery; a journey to express their identity and make a social statement – which many of them did by incorporating fabric printing into their designs.

The event was adjudicated by a panel of judges which included established designers from the local fashion industry. They were Greg Wallace, the Holmes Bros, Bianca Warren and Sindi Shangase. The judges also sponsored a special award allocated during the event.

Sponsored prizes were awarded to the best designers in each category ranging from the Most Innovative Range, the Best Menswear Range, the Most Commercial Range, and the Best Technical Student. The FP&M SETA sponsored a prize consisting of a laptop and design software to the designer of the Best Range on Show and the CFO of the FP&M SETA, Ms. Gina Layzell, handed the prize over to the winner of the category, Ms. Nomfundo Madlala.

Nomfundo hails from Port Shepstone and is the eldest of three siblings. She became the breadwinner in the family at the age of 20 years after her mum passed on. Her years at the institution were not easy. While she received a study bursary, she had to work part time to support her siblings. She has worked extremely hard, with limited resources, to produce a range of garments that was selected to be **The Best Range on Show**. Her range was inspired by the human anatomy. The fabric (suede cloth and trilobal) was 'crunched' and 'pleated' and stitched with invisible hand stitching to create the effect of 'muscular fibres' under a microscope. The innovative way in which she developed and used her fabric made her range of dresses stand out against the others. In addition, Nomfundo's art was selected and featured on the 2013 fashion show invitation, and she was also selected as a candidate for the African Fashion International Awards taking place next year.

The Department of Fashion and Textiles provides an educational ethos which emphasizes a distinct relationship between practice and research in a cultural context. Practical design and manufacturing processes are complemented by



Nomfundo Madlala (in the centre) received the award for the "Best Range on Show" at the Annual DUT Fashion Show.

modules in computer skills, fabric awareness, textile printing, business studies, marketing and communication. Contextual studies cover topics such as contemporary culture, fashion forecasting, consumer psychology, style and image. The National Diploma in Fashion covers all aspects of Fashion necessary to meet an increasingly sophisticated industry's need for professional designers and prepares students for related roles in the fashion industry and retail outlets.

TALK TO US!

Effective Communication is a two-way street. We need to hear from you to ensure that we are covering the important events in the FP&M sector and that you as our readers access relevant information through our newsletter.

Please let us know if something has happened in your sphere of operation that would be of interest to our FP&M Seta readers or if there is something specific you would like to see covered in this publication?

Please send your contributions, comments, news and views, photographs or comments to ElmineB@fpmseta.org.za.

We look forward to hearing from you!

Adult Education and Training Partnership between FP&M SETA and DAFF shows results

On 26 August 2013, the FP&M SETA was privileged to be invited to the graduation ceremony of 15 learners from the Forestry Branch of the Department of Agriculture, Forestry and Fisheries (DAFF) who successfully passed the Adult Basic Education and Training (ABET) Level 1 examinations. These learners (all employees of DAFF) hail from the rural areas of Hlokozi in Highflats and KwaGubeshe near Pietermaritzburg and managed to complete their ABET Level 1 qualification while fulfilling the responsibilities of a full day's job. The group of learners were funded by the FP&M SETA as part of a larger Adult Education and Training Project initiated by DAFF in partnership with the FP&M SETA in four regions namely, KZN, Mpumalanga, Limpopo and the Eastern Cape.

The graduation ceremony was held at the KZN Regional Office of DAFF in Pietermaritzburg and was attended by officials from the DAFF Head Office in Pretoria. Ms. Irene Mathabela, Deputy Director for Sector Capacity Development, addressed the learners and congratulated them for freeing themselves from the chains of illiteracy.

She acknowledged the many challenges that ABET learners have to face for example making time for learning activities while keeping up with production tasks and completing assignments while meeting the demands of family life. Ms. Mathabela stated that many people from rural areas were still unable to perform basic activities such as opening a bank account or reading a newspaper and were thus unable to safeguard themselves, their information and assets against exploitation. She encouraged the learners to continue with their learning path in order to secure a better future for themselves.



From left: Mr. Terrance Mtsotso, Assistant Director Education (DAFF), Ms. Japhataline Digolo, Deputy Director Employee Development (DAFF), Mr. Almon Mnyandu (learner) and Ms. Irene Mathabela, Deputy Director Sector Capacity Development (DAFF).

Mr. Almon Mnyandu responded on behalf of the learners and thanked DAFF and the FP&M SETA for the opportunity given to them. He concurred that it was not easy to start learning as an adult and thanked his fellow learners for their encouragement during their journey together.

The learners were very excited to receive confirmation from DAFF that they will all be able to progress to ABET level 2 as a result of the continuing partnership between DAFF and the FP&M SETA. Mr. Patrick Ngcobo, Chief Training Officer at DAFF, urged the learners to encourage their fellow employees to make the most of the opportunities presented to them by DAFF and the FP&M SETA.

The project mentioned above is but a small part of a crucial and intensive AET intervention initiated by the Forestry Branch of DAFF in order to reduce the level of illiteracy of employees as well as community based learners in remote areas in order to create capable communities.

With funding support from the FP&M SETA, a total of 428 learners were registered on AET programmes thus far. 324 learners managed to write their exams and a 77% pass rate was obtained from all levels (Pre-ABET Level 1 to ABET Level 4).

The skills obtained by the learners will assist them to become functionally numerate and literate. Some of the beneficiaries of this AET initiative are now engaged in a lifelong process of learning which will accelerate job creation and self-employment and will enable them to acquire competencies for career progression.

The importance of developing lower level employees cannot be overemphasized. Such employees should be encouraged to participate in AET programmes, where appropriate as AET also plays an important role in improving levels of performance within the department. Employees are empowered and given the opportunity to contribute to the department's success.



“2013 Year of the Artisan” celebrated in KwaZulu Natal

Umgungundlovu Public FET College (UFET) in partnership with the FP&M SETA and Transport SETA (TETA) hosted an event at the UFET’s Plessislaer Campus in Pietermaritzburg on 9 October 2013 to officially promote 2013 as the “Year of the Artisan”.



*Deputy Minister of Higher Education and Training,
Mr. Mduduzi Manana*

The event was attended by the Honourable Deputy Minister of Higher Education and Training, Mr. Mduduzi Manana, who has been designated by the Honourable Minister of Higher Education and Training to head up the advocacy campaign and to visit all provinces throughout the year engaging the youth with the aim of:

- Promoting Artisanry as a career of choice within the Post-School Education and Training (PSET) system;
- Raise awareness about the professionalization of Artisanry by skilling existing artisans through Recognition of Prior Learning (RPL) processes; and
- Highlight skills development opportunities that are available in Artisanry to learners, and the youth in general.

The “Year of the Artisan” was officially launched by the Honourable Minister of Higher Education and Training, Dr Blade Nzimande, at the Ekurhuleni West FET College in Tembisa on 4 February 2013 and KZN was the 8th province to be visited by the Honourable Deputy Minister in this regard.

Addressing the audience which included representatives of FP&M SETA and TETA, regional, provincial and national representatives of the Department of Higher Education and Training (DHET), representatives from local government and the municipality, representatives of industry, staff and learners from the UFET and other invited guests, the Honourable Deputy Minister emphasized the need to develop qualified artisans in order to successfully deliver on strategic infrastructure projects (SIPs). He further stated that the image of artisans should be enhanced and that artisan training should be promoted as an education opportunity equal in importance to that of a university education as the continuous training of artisans was the only way to address the country’s scarce skills needs.

Mr. Manana highlighted some of the initiatives undertaken by the DHET to further promote artisan training such as a pilot project for the training of young persons in NEET (Not in Education, Employment, or Training) and a Generic Trade Preparation Programme which was piloted at the College of Cape Town and would be rolled out further. He also mentioned the establishment of a SETA presence at Public FET colleges (including the FP&M SETA’s appointment of Sector Liaison Officers at three colleges in the Western Cape) which will contribute to the establish-

ment of partnerships between industry and the Public FET Colleges to assist with the placement of FET students in order to gain work experience.

The CEO of the FP&M SETA, Ms. Felleng Yende and the CEO of TETA, Ms. Maphefo Anno Frempong, highlighted artisan training opportunities in the Fibre Processing and Manufacturing and the Transport sectors and indicated that the funding of artisan training was a priority on both SETAs’ funding agendas.

Ms. Yende further reported that the FP&M SETA in partnership with industry have trained-out and certificated approximately 278 qualified artisans in the sector over the last two years.

A highlight of the event was an industrial theatre presentation entitled “It’s cool to be an Artisan” that conveyed the benefits of a career as an artisan to the audience via drama. This presentation was very enthusiastically received by the UFET learners.



Project Literacy turns 40!

Project Literacy celebrated their 40th anniversary on 4 September 2013.

During the event, Project Literacy acknowledged the role played by the FP&M SETA and Department of Agriculture, Forestry and Fisheries (DAFF) in the eradication of illiteracy in the Forestry Sector.

Project Literacy delivered ABET programmes to employees in the KZN Forestry Sector in partnership with DAFF and the FP&M SETA. The project was part of an extensive ABET intervention undertaken in four regions (KZN, Limpopo, Mpumalanga and the Eastern Cape) initiated by DAFF and funded by the FP&M SETA.



From left: Ms. Lungile Moleko, New Business Development Executive at Project Literacy, Ms. Thuso Malatjie, Projects Coordinator at the FP&M SETA and Ms. Meg Pahad, Chairperson of the Board of Directors at Project Literacy.

Cape Town Learners Graduate Successfully

On 30 August 2013 33 learners from Cape Town celebrated their graduation from the National Certificate in Clothing, Textiles, Footwear and Leather Manufacturing Processes (NQF Level 2).

These learners - 19 unemployed learners from Braitex Atlantis,

(linked to National Qualifications) and made discretionary grants available to encourage and support FP&M employers to offer learning programmes such as these learnerships – thereby increasing access for employed and unemployed learners to workplace learning.

workplaces across the country and to ensure that skills have real labour market relevance. At the same time, learners (especially unemployed learners) gain an early appreciation of and exposure to the world of work.



Mr. Alan Taylor, Regional Manager of the FP&M SETA in the Western Cape and Ms. Felleng Yende, CEO of the FP&M SETA with learners from Braitex, Impregnation Web Technology (IWT) and International Trimmings and Labels (ITL).

10 unemployed learners from Impregnation Web Technology (IWT) and 4 employed learners from Inter-national Trimmings and Labels (ITL) – successfully completed learnerships programmes under challenging circumstances. Learning while working is never easy and these learners have indeed demonstrated great courage and determination to have progressed this far down their career pathway.

Speaking at the illustrious event, the FP&M SETA Chief Executive Officer, Ms. Felleng Yende, stated that the FP&M SETA supported the sentiment expressed in the National Skills Development Strategy (NSDS III) that there is a need to ensure the continuous upgrade of skills in the workforce by measurably increasing the intermediate skills pool, especially in artisan, technician and related technical occupations through increased workplace experiential learning opportunities including apprenticeships, learnerships and credit bearing skills programmes.

In line with this strategy, the FP&M SETA has registered learnerships

The FP&M SETA is highly dependent on organisations in the FP&M sector to assist with the provision of accredited workplace learning, thereby providing the opportunity for workers to enter recognised programmes and allowing access to the world of work to unemployed learners.

Effective working partnerships with FP&M employers and accredited training providers (both private and public) allows the FP&M SETA to extend its geographical reach as learning takes place in factories and

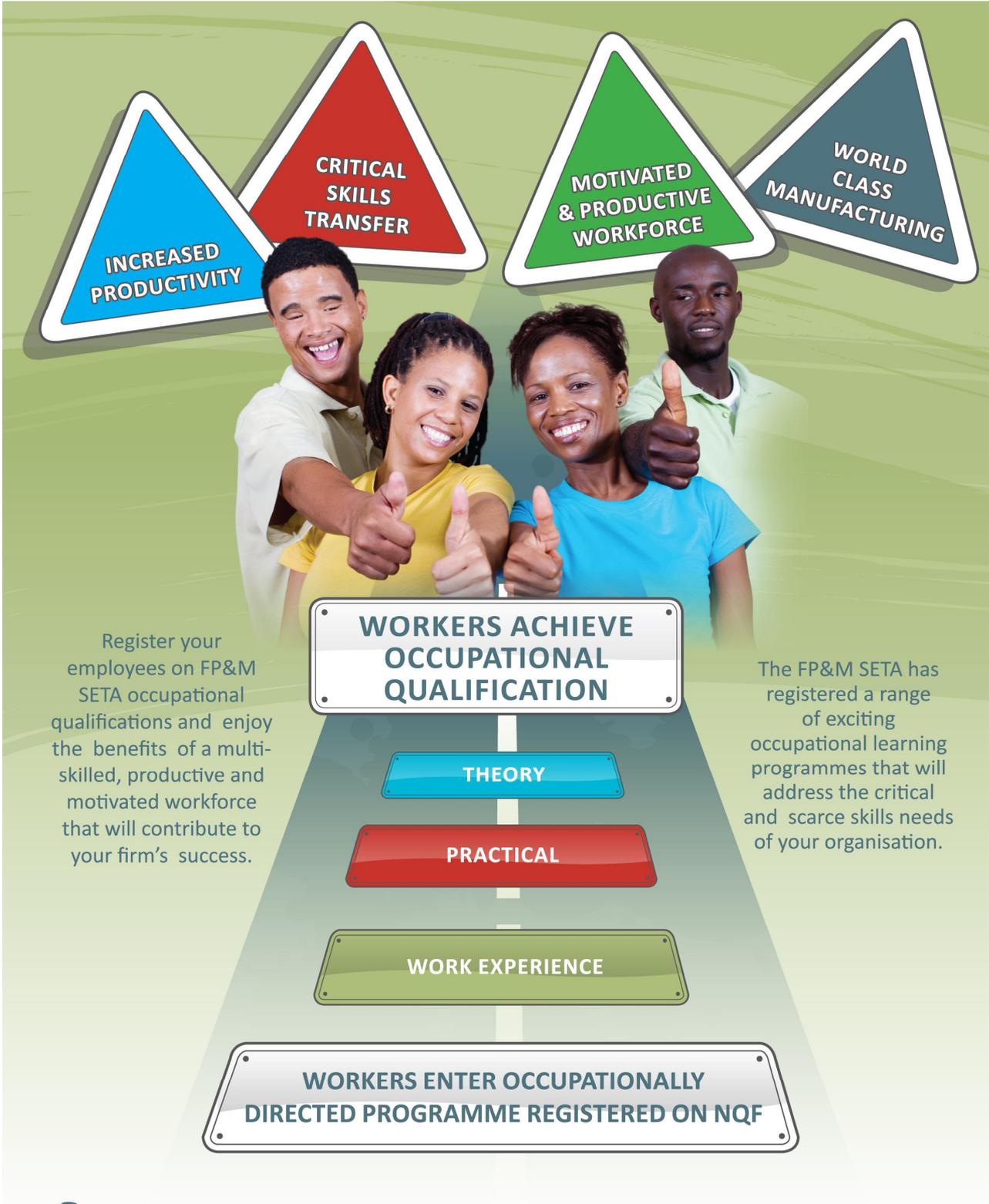
Ms. Yende praised the companies responsible for the training of the learners (Braitex, ITL and IWT) for going the extra mile to become accredited as private FET Colleges despite the fact that training and development are not their core business and commended them for their commitment to skills development.

These companies have indeed embraced the spirit of NSDS III by turning their workplaces into training spaces!

Reminder: New Submission Dates for Mandatory Grant Applications

Firms in the FP&M sector eligible to pay skills development levies are reminded that their mandatory grant applications (WSP / ATR / PIVOTAL Plan and Report) for the period 2014/15 are due for submission on **30 April 2014.**

Firms are encouraged to commence with their annual skills planning and consultation processes. Skills Planning workshops will be held in January 2014 to further inform and assist firms with the mandatory grant submission process.



Register your employees on FP&M SETA occupational qualifications and enjoy the benefits of a multi-skilled, productive and motivated workforce that will contribute to your firm's success.

The FP&M SETA has registered a range of exciting occupational learning programmes that will address the critical and scarce skills needs of your organisation.



Contact the FP&M SETA for more information:
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