

FP&M SETA

THE CEO'S DESK

1st Edition
October 2022

OUR SUCCESSES AND LOOKING AHEAD WITH PRIDE AND CONFIDENCE

Welcome to FP&M SETA Highlights. The purpose of this newsletter is to highlight recent successes as well as chart the course of our organisation going forward.

A lot has happened since the beginning of the year. The cherry on top was when, for the sixth time in eight years, the FP&M SETA obtained a clean audit opinion from the Auditor General of South Africa for the 2021/22 financial year.

We are proud of this achievement as it attest to the monitoring and oversight of processes and a strong control environment by staff, FP&M SETA Management and Board.

EVENTS

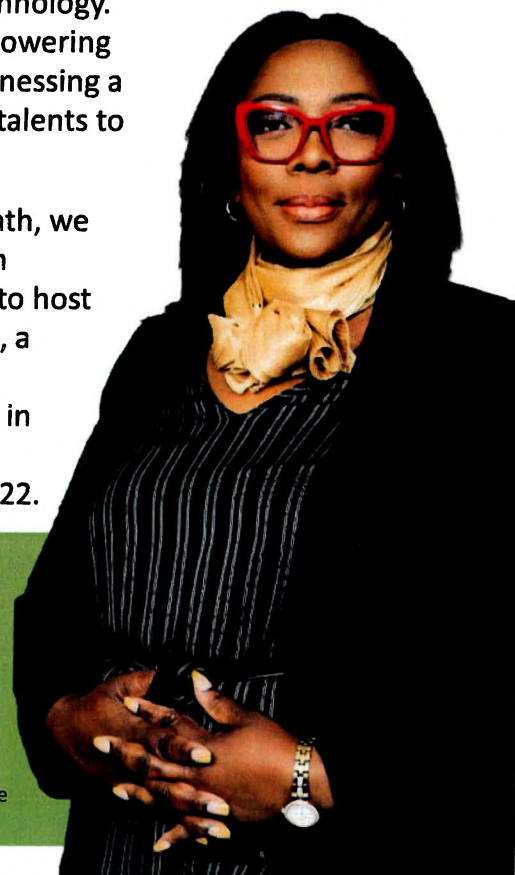
We also hosted the 2022 Skills Development Summit themed **“Strengthening economic reconstruction and recovery plans through skills, embracing technological changes and innovation for employability in sustainable manufacturing sector.”**

During the two-day summit, delegate after delegate emphasised how digitalisation and automation are fundamentally transforming the way we work.

Fostering a new generation of sustainable fashion designers, the FP&M SETA sponsored 14 students from Gauteng, Eastern Cape and KwaZulu-Natal to put their skills against each other at World Skills Competition (WSC) South Africa 2022 to be held at the Durban University of Technology.

One of our 13 sectors, Clothing, came up on top at the WorldSkills (South) Africa Competition in Swakopmund, Namibia. One of the students we sponsored, Thulubheke Ncanana from Durban University of Technology, received a **gold medal** in Fashion Technology. This is an empowering process of harnessing a natural youth talents to inspire others.

For Youth Month, we partnered with Empowaworx to host Empowayouth, a youth job and career summit in Soweto from June 14-16, 2022.



“We have demonstrated amazing dedication, agility and work ethic.”

Dr Felleng Yende

CONSISTENCY

Leadership and culture start at the top. I count myself very fortunate to lead a team who truly are operating at the top of their game.

I am very encouraged by the pattern of consistency demonstrating that our 13 sectors are capable of sustaining performance levels in spite of adverse economic conditions.

The FP&M SETA continues to invest heavily in both capital and time in developing technology-based automation tools and systems that streamlines our operations and improve our productivity at all levels so that we can continually offer our customers innovative skills development services.

We have demonstrated amazing dedication, agility and work ethic. We continue to leverage the benefits of flexible resourcing deployed to counter the impact of COVID, whilst rebuilding the energies and connectivity of working together once more within a safe office environment.

Let us look back with pride and ahead with confidence.

**Dr. Felleng
Yende**

CEO, FP&M SETA

“Credit goes to everyone in our organisation and stakeholders for the hard work.”

SIXTH CLEAN AUDIT IN EIGHT YEARS, THANKS FOR THE HARD WORK

Attesting to the monitoring and oversight of processes and a strong control environment by staff, FP&M SETA Management and Board, FP&M SETA has obtained a sixth clean audit opinion from the Auditor General of South Africa (AGSA) for the 2021/22 financial year, the fourth consecutive one in eight years. A clean audit means our financial statements are free from material misstatements, in other words, there are no material findings on reporting on performance objectives or non-compliance with legislation. It can only be through diligence and hard work, co-operation with each other and through honest and sincere reflections on the work that we do, that we received such accolades.

NOTEWORTHY AUDIT SUCCESS AREAS

Key noteworthy audit success areas identified by the AGSA for this financial year include:

- The reported performance information for Learning programmes and projects were found to be useful and reliable, and in accordance with the applicable criteria as developed from the performance management and reporting framework;
- Overall presentation of the performance information in the annual performance report is comparable and understandable;
- No material findings were identified;
- No instances of material non-compliance with selected specific requirements of applicable legislation;
- The Accounting Authority has maintained effective, efficient financial and risk management systems, transparent financial and risk management systems and internal control and
- No fraud factors were identified during the current year audit

Credit goes to everyone in our organisation and stakeholders for the hard work, dedication and commitment to the sector and for remaining committed to work together in pursuit of the objective of attaining successive clean audits.

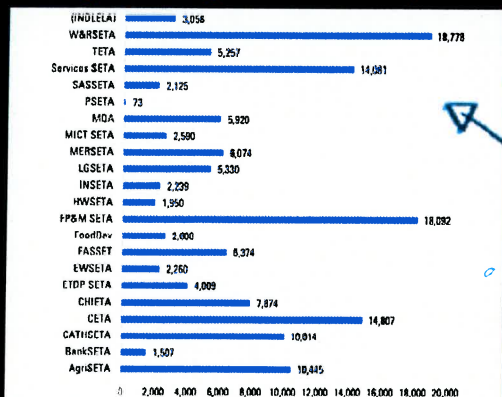
FP&M SETA HAS REGISTERED 18 092 CANDIDATES FOR WBL, THE SECOND HIGHEST AMONGST 21 SETAS

Whether through apprenticeship and vocational education, workplace-based learning (WBL) is recognised worldwide for enriching the learning experience, improving the outcomes of skills development, thus help small micro and medium enterprises secure skilled labour, increase productivity and an important contribution to the fight against youth unemployment.

When the World Bank and the Department of Higher Education and Training (DHET) agreed to conduct a study about the involvement of the 21 Sector Education Training Authority (SETAs) in WBL, the FP&M SETA was found to have registered 18 092 candidates for work-based learning, the second highest after one the SETAs with larger budget.

All 21 Setas have committed to achieving skills development interventions planned for the 2022/23 financial year, especially those interventions aimed at enabling government's Economic Recovery and Reconstruction Plan.

Unemployed Learners in WBL Programs Registered – 2019/20



WORKPLACE-BASED LEARNING OPPORTUNITIES

“We are proud that WBL, as part of the National Skills Authority, opens up the opportunities for workers, including the youth, to contribute towards and inclusive economic growth path in our country that addresses the structural challenges of poverty, unemployment and inequality,” said FP&M SETA CEO, Dr Felleng Yende.

The Department of High Education and Training and the Setas have committed to ensuring that the South African skills development system will offer more than 100 000 education training opportunities during the 2022/23 financial year through learnerships, apprenticeships and internships, besides other opportunities.

Workplace-based learning opportunities include learnerships, internships, and work integrated learning, apprentices, artisanal trades and various other skills development programmes, such as digital skills.

When implemented effectively, workers don't only enhance their relevant skills, but they also strengthen essential socio-emotional skills, such as the ability to work in teams, problem solving, and time management. Firms benefit as well.

“All 21 Setas have committed to achieving skills development interventions planned for the 2022/23 financial year.”

ENGAGEMENT OF MICRO AND SMALL ENTERPRISES IN WORKPLACE-BASED LEARNING IN SOUTH AFRICA

Learners are formally registered in all 21 SETAs covering a large range of occupations

Reference: World Bank / DHET Research Study (2021)

FUTURE OF WORK IS ABOUT SKILL AND TALENT CULTURE

The time is now to be tech savvy and have skills in cutting-edge technology. Those are skills that help in self-sufficiency and economic resilience, and employability in a sustainable manufacturing sector, as they will be in demand in our Rainbow Nation long after the COVID-19 pandemic.

There is and will be a continuous need for knowledge-based jobs. This means jobs that require a high level of education, in addition to skill and abilities.

STRENGTHENING THE ECONOMIC RECONSTRUCTION AND RECOVERY

Therefore the future of work is about skill and talent culture, including knowledge acquisition wherever and however that talent and knowledge is found and deployed.

The FP&M SETA is strengthening the economic reconstruction and recovery plan (ERRP) through skills, embracing technological changes and innovation for employability in sustainable manufacturing sector.

ERRP SKILLS

The following skills are part of the ERRP: Apparel and related Pattern Makers; Cabinet Makers; Footwear Bottom Stock Production Machine Operators; Footwear Closing Production Machine Operators; Footwear Designers; Footwear Finishing Production Machine Operators; Furniture Finishers; Industrial Designers; Integrated Manufacturing Line Process Control Technicians; Leather and Footwear Production Technologists; Leather Processing Machine Operators; Sewing Machinist, Upholsterer, Technology & Innovation, Entrepreneurship. Skills for the Digital Economy: Future and

4IR SKILLS

Here are emerging Fourth Industrial Revolution skills to be supported to address economic recovery in FP&M sectors: Robotics, Artificial Intelligence and Machine Learning, Big Data Specialists, Analytics, Internet of Things, Block Chain, Automation, Augmented Reality, Cyber Security, Data Analysis, Cloud Computing, all of which will transform the way we live, and the way we work.

Our responsibility is to ensure that each of the 13 sub-sectors – clothing, Footwear, Forestry, Furniture, General Goods, Leather, Packaging, Printing, Print Media, Publishing, Pulp and Paper, Textiles and Wood Products, deliver on their mandate to create an employable workforce in the context of the fourth industrial revolution.

By equipping a new generation of employees with the skills and values that are helping to shape the future of the nation, the FP& M SETA is empowering workers to take control of their future and be a force for positive change.



“There is and will be a continuous need for knowledge-based jobs.”

DIGITALISATION AND AUTOMATION ARE FUNDAMENTALLY TRANSFORMING THE WAY WE WORK

The 2022 Skills Development Summit provided the most updated and cutting-edge information and concepts on what is happening in the skills development space in South Africa today. The FP&M SETA brought all stakeholders and delegates up to speed on what the challenges are and they need to take skills matters forward. Guided by the theme, **“Strengthening economic reconstruction and recovery plan through skills, embracing technological changes and innovation for employability in sustainable manufacturing sector,”** the summit was well attended, by delegates from across the manufacturing sector.

THINKING ABOUT WORK AND CAREERS IN THE NEW NORMAL

Addressed by Dr Blade Nzimande, Minister of Higher Education Science and Innovation, Advocate Michelle Odayan, Chairperson of the FP&M SETA, delegates discussed and debated how the sector should think about work and careers in the new normal at the time when



companies and organisations are evolving and many are accelerating the re-skilling and up-skilling agendas beyond hard-to-find roles to ensure a fluid movement of workers in different roles. During the two-day summit, delegate after delegate emphasised how digitalisation and automation are fundamentally transforming the way we work. As a result of this transformation, being tech savvy is here and skills in cutting-edge technology, those that help in self-sufficiency and economic resilience, and employability in sustainable manufacturing sector, will be in demand in our Rainbow Nation after the COVID-19 pandemic.

IDENTIFYING APPROPRIATE SKILLS NEEDS

The summit confirmed that employee training, reskilling as ideas of moments are hardly new. What is new is the way the sector views the world of work and what every organisation has to offer after COVID-19.

The FP&M SETA, learnt that the dynamic challenges facing higher education institutions today involve planning for a post-COVID-19 environment; navigating change management; promoting diversity, equity, and inclusion; identifying appropriate skills needs, retention, and re-skilling to name a few.

“As a government, our commitment to education is unshakeable. We will continue to provide the education and training opportunities that provide our youth and adults with the skills that are needed by our economy. Let me take this opportunity to thank the FP&M SETA Board Chairperson, Advocate Michelle Odayan, Dr Felleng Yende and the entire personnel of FP&M SETA and the leadership of the Cape Media Corporation for hosting this skills summit,” said Dr Nzimande.

“Delegate after delegate emphasised how digitalisation and automation are fundamentally transforming the way we work.”

WORLD SKILLS 2022 COMPETITION, A CRUCIAL VEHICLE FOR ENTREPRENEURSHIP, EMPLOYABILITY AND ECONOMIC DEVELOPMENT

The FP&M SETA sponsored 14 students from Gauteng, Eastern Cape and KwaZulu-Natal to put their skills against each other at World Skills Competition (WSC) South Africa 2022 held at the Durban University of Technology (DUT), Brickfield campus, Durban.

The three day WSC South Africa 2022 from March 4 to 6, organised in partnership with the Department of Higher Education and Training (DHET), DUT's Faculty of Arts and Design, was a superb platform for five students from KwaZulu-Natal, six from the Eastern Cape and three from Gauteng to showcase their valuable expertise in many different fields, including FP&M SETA scope of occupations such as Fashion Technology, Printing (Lithography) and Furniture Making.

EXCITING LEARNING EXPERIENCE

For the SETA, this was an exciting learning experience that will help equip them for future success, whether in jobs or setting up their own businesses. Learners were given an opportunity to benchmark their occupational skills and knowledge both nationally and internationally.

A few weeks later, one of our 13 sectors, the Clothing came up on top at the WorldSkills (South) Africa Competition in Swakopmund, Namibia.

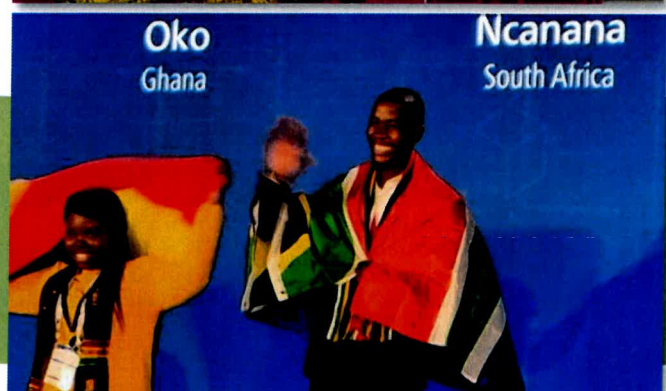
“Learners were given an opportunity to benchmark their occupational skills and knowledge both nationally and internationally.”

EMPOWERING PROCESS

The FP&M SETA is proud that one of the students it sponsored Thulubheke Ncanana from DUT received a gold medal in Fashion Technology. This was an empowering process of harnessing a natural youth talents to inspire others.

The FP&M SETA celebrated Thulubheke's success and in congratulated the other eight South Africans who scooped eight medals out of the sixteen (16) categories contested by 10 countries.

As sponsors and partners of this competition, the SETA recognise the competition as a crucial vehicle for entrepreneurship, employability and sustainable growth and development.



Thulubheke Ncanana from DUT received a gold medal in Fashion Technology

INVITATION



EmpowaYouth Jobs & Careers Summit22

THURSDAY 16 JUNE 2022

NEW HOPE INTERNATIONAL MINISTRIES

(2424 Beliani Rd, Zola, Soweto, 1868)

09H00 – 16H00

PLEASE FILL IN THIS FORM TO RSVP:

<https://forms.gle/qN5aa78xDFzbnMc3A>

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KEYNOTE SPEAKER:

DR FELLENG YENDE

CEO, FP&M SETA



EMBRACING LIFE-LONG LEARNING, FP&M SETA SUPPORT YOUTH JOB AND CAREER SUMMIT

To embrace life-long learning during this Youth Month, the FP&M SETA, partnered with Empowaworx to host Empowayouth, a youth job and career summit in Soweto from June 14-16, 2022.

During the three days, attendees enjoyed Career Masterclasses on the Fashion industry, Furniture and Wood Products Manufacturing and workshops on Clothing Manufacturing Process, leatherwork and talks by various experts in the manufacturing sector.

In order to maintain our competitive edge in the information communication technology age, our Rainbow Nation needs a large workforce that is innovative, adaptable and with high education attainment and skills development has become a realisation by every citizen that the world had changed and we must all must embrace lifelong learning.

EMPOWERING THE YOUTH TO GET SKILLED

That is why the FP&M SETA strives to empower the youth to get skilled, give them a better chance at securing paid employment, thus increase their chances of having a sustainable source of livelihoods.

The advent of knowledge-based economy and technological development has triggered fundamental changes to the way we work and an inevitable decline in the demand for low-skilled labour.

We are confident that the 2022 jobs and careers summit allowed for a realisation of our country's youth regarding their untapped potential and confirmation that youth empowerment is a catalytic for tackling youth unemployment and to support them to create positive change in their communities.

“In order to maintain our competitive edge in the information communication technology age, our Rainbow Nation needs a large workforce that is innovative...”

