

FP&M SETA

Contact Details:

Gauteng:

Tuscany Office Park,
Building 2,
6 Coombe Place,
Rivonia, 2128

PO Box 199, Rivonia,
2128

Tel: 011-234 2311
Fax: 011-234 2350

KwaZulu Natal:

3rd floor, Umdoni
Centre,
28 Crompton Street,
Pinetown, 3601

PO Box 935, Pine-
town, 3600

Tel: 031-702 4482
Fax: 031-702 4113

Western Cape:

301 Premier Centre,
451 Main Road,
Observatory, 7925

PO Box 351,
Woodstock, 7915

Tel: 021-447 3373
Fax: 021-447 3365

E-mail:

info@fpmseta.org.za

Website:

www.fpmseta.org.za

Fashion Students embark on a Journey of Self-Discovery

The 2012 Durban University of Technology's Fashion and Textile Show held from 3 to 5 October 2012 at the DUT Sports Centre provided an opportunity for final year students in the Fashion and Textile Departments to showcase the "design fruit" of their three years' study.

This year's show was themed "Fibres of my Avatar." The goal was to inspire the designers to think outside of themselves, to adopt a persona, to concentrate on appearance and manifest an alter ego. They were encouraged to take risks and test their perspective on why and what we choose to adorn our bodies with, and the intricate layers and fibres that make up our beings. Students were tasked to put together a cohesive collection of seven fully accessorised outfits that reflected their personal development, style and character.

Fashion and Textile Acting HOD, Sunthra Moodley said "this year's theme focussed on a journey of self-discovery of the designer – a journey to express their identity and make a social statement. All ranges were visually well presented with the right amount of creativity, innovation and style. The show involved visual thinking, planning and coordination and it boasted a diverse range from avant-garde to commercial clothing."

During the first two days of the event, 40 final year students presented their collections to the panel of judges which comprised established

designers from the local fashion industry.

During the initial judging, the collections were evaluated taking into consideration design aspects, linking to the theme and technical criteria such as construction. The best collections were selected to be showcased during the

the important role fashion design plays in increasing the competitive edge of the local fashion industry, sponsored the prize for the best overall range.

The judges awarded this acclaim to Daniel Panton and the COO of the FP&M SETA, Mr. P.K. Naicker, handed over the prize which consisted of a laptop and design software to assist Daniel as he embarks



Daniel Panton, overall winner, acknowledged the applause of the audition as he walked down the runway flanked by the models dressed in his stunning creations.

gala event on Friday night.

The 22 ranges were selected and presented on the catwalk to a public audience made up of family and friends, students and lecturers of DUT and industry representatives.

The garments were scrutinized for a second time by the judges and winners were selected in the following categories: Most Innovative Range, Most Commercial Range, Best Range on Show, Best Technical Range and Best Menswear Range.

The FP&M SETA, recognising

on his career pathway.

Daniel first completed a qualification in graphic design before he realised that fashion was his destiny. He then registered with DUT and the rest is history. Daniel plans on starting a career in the design industry to become more familiar with the commercial side of the business. And he is hoping to create many more exciting ranges.

For more information on the Fashion and Textile programme, e-mail Ms. Sunthra Moodley, the Acting HOD on sunthram@dut.ac.za.

2013 promises to be a record year for the FP&M Sector

On 28 November 2012, the FP&M SETA Board approved a record R229 million in discretionary funding towards the upskilling of the FP&M sector's workforce, unemployed youth, women and people with disabilities and the provision of skills development in rural communities during the 2013/14 financial year. Approximately R173 million was approved in terms of fixed value grants, whilst a further R56 million was approved subject to the availability of funding for the implementation of special projects in the sector. An additional R5 million was approved subject to the availability of funding for the review of existing qualifications and the development of new QCTO qualifications for various sectors.

The application process

The FP&M SETA called for applications for discretionary grants (at fixed values) and special projects in August/September 2012 and, once again, received an overwhelming response from firms, public and private training institutions and employer and labour organizations in the FP&M sector.

The FP&M SETA's discretionary funding window was aligned to the scarce and critical skills needs identified for the FP&M sector and NSDS III. Discretionary funding criteria were designed and implemented to ensure skills development in areas of priority in order to enhance organizational capacity of firms in the sector, support the training of employees and facilitate access to the world of work for unemployed youth, women and people with disabilities.

The intention was to facilitate broad participation by all the stakeholders in the sector and to ensure a reasonable geographic distribution of participating organizations: rural and urban; township and sub-urban; privileged and disadvantaged communities.

Applicants were encouraged to apply for fixed value grants and special projects, covering a wide scope of possible training and development initiatives, inter alia:

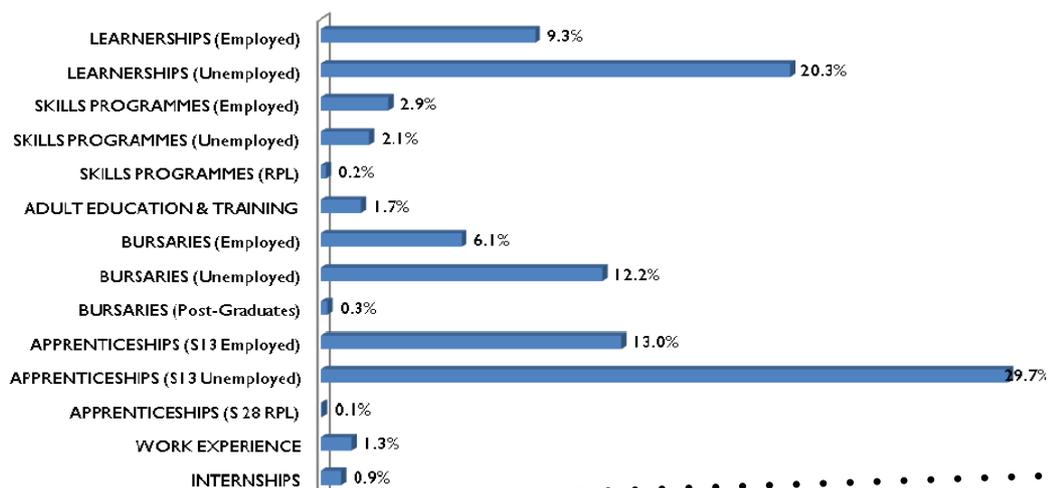
- ◆ Provision of adult education and training programmes
- ◆ Learnerships and skills programmes for employed and unemployed learners
- ◆ Apprenticeships / artisan development for employed and unemployed learners
- ◆ Bursaries for students in graduate and post graduate studies linked to the FP&M sector
- ◆ Development and support for Centres of Excellence including FET colleges
- ◆ New Venture Creation programmes
- ◆ Development of sector specialists (SDFs), assessors, moderators and verifiers
- ◆ Support of small firms, non-governmental organisations, and community-based organizations and co-operatives
- ◆ Workplace experience including internship and work placement for graduates from FET and HET institutions
- ◆ Managerial, entrepreneurial and technical skills training

The allocation process

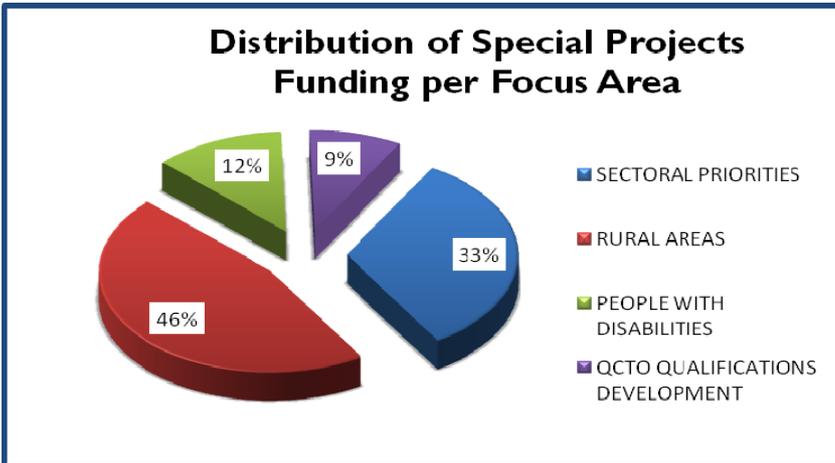
The value of applications far exceeded the available discretionary funding and all applications were scrutinized and evaluated against the compliance and evaluation criteria for participation in the process. After careful consideration of all applications by the SETA's Finance & Projects Committee, a recommendation was tabled at the Board meeting on 28 November 2012 and the FP&M SETA Board approved the discretionary fund allocations for disbursement, subject to the availability of funding.

Funding for fixed grant funding specifically addressed skills priorities related to basic/intermediate level, middle level and high level skills gaps with the objective of improving career-pathing for employed workers and increasing access to occupationally-directed qualifications for unemployed workers. The distribution of fixed grant funding per programme category to the total value of R173 million was as follows:

Distribution of Fixed Grant Funding per Programme Category



The FP&M SETA Board also approved applications from constituent organizations, government departments active in the FP&M sector, employer and labour organizations and community based organizations to conduct special projects focused on priority areas such as the provision of skills development to people living in rural areas, skills development targeting designated groups (women, youth and people with disabilities) and skills development interventions designed to address scarce and critical skills needs in the sector, including HIV/Aids, career guidance and the forging of collaboration and partnerships with public FET colleges. The distribution of special projects funding per focus area to the total value of R56 million (subject to the availability of funding) was as follows:



The above allocations are in line with the SETA's mandate to support skills development interventions aligned to NSDS III and to FP&M sector priorities (as set out in the FP&M SETA's Sector Skills Plan, Strategic Plan and Annual Performance Plan).

Processing of Discretionary Fund Allocations

The fixed grants and special projects were approved by the Board based on budgeted discretionary fund income (based on projected levies payable by FP&M SETA member firms for the period April 2012 – March 2013). At the time of approval, a significant portion (at least 25%) was still due for payment by firms. As SETAs are not allowed to commit funding until it is received in the bank, it was decided to implement a staggered disbursement strategy to ensure sufficient funding is available at the time that beneficiaries are informed of the outcome of their applications. The staggered approach will be rolled out as follows:

Category of Discretionary Funding	FP&M SETA inform beneficiaries of the outcome of their applications	Signing and processing of MoAs
All Fixed Value Grant Funding Categories	December 2012	January – March 2013
Special Projects: Rural Development	January 2013	February – March 2013
Special Projects: Sectoral Priorities, Internal Projects, Special Projects People with Disabilities	March 2013	March 2013

In January 2012, the FP&M SETA will be conducting a series of discretionary workshops to assist recipient firms/organizations with the first phase implementation of their fixed grant programmes.

The FP&M SETA is committed to work closely together with all stakeholders in the sector to successfully implement the approved grants and special projects to the benefit of all individuals who have a vested interest in the sustainability and growth of the sector in the medium to long term. An appeal is made to all constituent organizations and institutions in the sector to support the SETA in ensuring that these approvals are converted to firm commitments through signed Memoranda of Agreements by 31 March 2013.

FP&M SETA Staff Update

Acting CEO is spreading his wings

Bheki Zulu, Acting CEO of the FP&M SETA will be leaving the organisation at the end of December 2012. Bheki was appointed as Acting CEO in December 2011 to finalise the amalgamation of the three SETAs into the FP&M SETA and to give structure and direction to the new organisation.



It is with regret that the Board and staff of the FP&M SETA say farewell to this very capable and skilled leader—a man that led by example and always had good advice available to those who were willing to listen and learn! Bheki is a perfect example of someone who chose a career pathway and through perseverance and lifelong learning, steadily climbed the ladder of success.

Bheki first entered the world of work back in 1982 and then embarked on a structured learning pathway. First completing his BA degree in 1989 and steadily progressing through additional diploma and post graduate programmes until he completed his Master of Management (Public and Development Management) Degree in 2006.

From his start as a radio operator in the mines, he moved into education and progressed through the ranks (teaching and lecturing at schools, a university and a teacher training college) and then entered the skills development arena via SAQA, subsequently working for various SETAs before he was appointed in 2008 as the CEO of MAPPP-SETA—a position he held until the amalgamation of the three SETAs in April 2011 when he was first appointed as Acting Deputy CEO and then Acting CEO.

When asked about his plans for the future, Bheki says that he is going to take some time off to relax with his wife and three children before pursuing other opportunities.

The FP&M SETA staff and Board wish him well in his future endeavours! We will always remember him as the gentle giant who pulled the SETA wagon effortlessly through some very difficult drifts.

Staff updates continues on page 4

Printing SA launches new brand campaign

The Printing Industries Federation of Southern Africa (PIFSA) has launched its new brand PRINTING SA with a communications campaign focussed initially on its membership and then to be extended to the general public.

The campaign uses the catchphrase 'Think Ink! It's part of your life'. This slogan refers to the universal nature of print all around us. Just open your grocery cupboards or fridge and see a host of colourful labels. We have printed records to authenticate milestones achieved at all stages of our lives such as birth, marriage, qualifications, associations and ownership. Printing keeps us in touch with the world through books, magazines and newspapers.

The technology of printing is at the forefront of the digital age. So while some people may think of printing as a grimy and mechanical trade, it is in fact a highly digitised and technologically advanced profession. Touch screens and lasers have replaced metal levers and tins of ink. The skills of printers have kept pace with other industries and still represent the leading edge of information technology as they did five hundred years ago.

The Printing Industries Federation of Southern Africa recently celebrated its hundredth birthday, and the organisation has a well known profile with print suppliers, customers and employees. Over the years this identity has been refreshed and revised several times, to suit the needs of the members and the tastes of the public.

The organisation will still be called Printing Industries Federation of Southern Africa, while the new brand PRINTING SA will become a trademark for PIFSA to be used in communications and promotions to the general public and our stakeholders. The brand is therefore the public-face of

the organisation.

Other News

WITS Enterprise and PRINTING SA Management Programmes

PRINTING SA is proud to announce the launch of the Printing and Packaging Business Management Programme (BMP) NQF 5 and Management Development Programme (MDP) NQF 7. The courses were launched at the Africa Print Exhibition in August this year, with the first enrolments set to

will be an overview of the business principles in the printing and packaging industries, both traditional analogue and new digital.

The MDP (NQF 7) course objective is to broaden the perspective of managers, sales people and specialists in the printing and packaging industry whose previous experience has been mainly in a specialist area, by providing knowledge, skills and techniques that will lead to more professional management, the ability to make sound and informed decisions, increase the effectiveness of working with diversity in the workplace, and to foster awareness of economic, political and social factors affecting business management.

For further information please contact Mrs Tania Rhode at PRINTING SA, trhode@pifsa.org, 011 287 1160.



take place from 15 January 2013. The 2 courses will commence on the 4th March 2013, provided there is a minimum of 30 students per course.

These courses are fully accredited and recognised by WITS Enterprise and PRINTING SA. The BMP NQF 5 and MDP NQF 7 courses are part-time and are designed in such a manner, that it allows the learners to attend one 2-day module per month, over a period of 6 months. This is ideal because employees will not be out of the print shops for longer than 2 days per month. The balance of the courses comprise assignments and syndicate projects.

The BMP (NQF 5) course objective is to introduce these managers to business principles and provide the theoretical tools to cope with the demands of the workplace, and enhance their abilities to analyse information, complex processes and problems. This

Apprentice TT Block Training

PRINTING SA is the only provider in the sector which offers the Technical Theory (TT) block training for apprentices in the printing and packaging industries in all 3 major centres of Johannesburg, Cape Town and Durban. We have had a successful year with increases in the number of enrolments at our 3 chambers. Below are the total numbers of apprentices enrolled across the chambers.

TT Block	Johannesburg	Cape Town	Durban
TT1	82	34	26
TT2	47	23	8
TT3	31	21	13
Total	160	78	47

(TT blocks include both semesters.)

FP&M SETA Staff Update (cont)



The FP&M SETA Board, staff and stakeholders were saddened by the sudden and unexpected death of Lloyd Mpe, FP&M SETA Projects Specialist in KZN on 13 October 2013.

The absence of Lloyd, who was known for his enthusiastic nature and passion for skills development in the FP&M sector, has been dearly felt during the past months. Lloyd has been an inspiration to his colleagues, always taking the care of others before considering his own interests. Rest in peace, Lloyd.

FP&M SETA Regional Manager for KZN, the Eastern Cape and the Free State, Timothy Canham has resigned from the SETA with effect from 31 October 2012.



Timothy, who has been with the SETA since August 2008, has decided to branch out on his own but will not be lost to the SETA and the sector.

The SETA is in the process of filling the vacancies that arose and will introduce the new incumbents to the sector once the recruitment process has been finalised.

NSA takes NSDS III to the provinces

The National Skills Authority (NSA), in partnership with the Office of the Premier of KwaZulu-Natal (KZN) hosted a Provincial Consultation workshop on skills development on 8 & 9 November 2012 at the iNkosi Albert Luthuli Convention Centre (ICC) in Durban.

The workshop was attended by around 300 representatives from local and provincial government, organised business and labour, higher and further education institutions, private training institutions and SETAs.

The aim of the workshop was to “take NSDS III to the people”. The distinguished line up of speakers included Mrs. Ina Cronje, MEC for Finance (KZN) and Mr. Eddie Majadibodu, Chairperson of the NSA.

The programme was designed to demonstrate the importance of alignment between national and provincial strategies such as the Growth & Development, Industrial Development and Human Resources Development Strategies. Informative presentations were delivered during the 2-day workshop to provide delegates with more insight into the development and implementation of the provincial strategies.

A presentation was also made on the outcomes of the Skills Development Conference held in October 2011, progress made with regards to the implementation of the National Skills Development Strategy (NSDS) III and other updates in the skills development arena.

During her opening address, Mrs. Cronje, stated that people was the country's most valuable asset as economic and social achievement depended on people that could contribute to the welfare of the nation. She illustrated the importance of people development by stating that a thriving nation and skills development were as interdependent as Siamese twins.

In reference to the KZN Provincial Growth Strategy, Mrs. Cronje stated that the province had resources in abundance but in order to achieve the growth, large scale skills development would be required.

In order to realize the vision of the KZN province to become “a prosperous province with a healthy, secure and skilled population, acting as a gateway to

Africa and the world” all stakeholders should participate in the planning, implementation and monitoring of skills development initiatives.

Skills development should focus on the demand-side and should answer the question: what skills are required by government, the public sector and industry to become a “capable state” - a concept introduced by the drafters of the NSDS III. Mrs. Cronje emphasized the importance of skills supply (especially in the fields of mathematics and science) that could meet the demand-side requirements.

Mrs. Cronje was passionate about finding a solution to address the large number of youth currently not in education and those unemployed youth and discouraged workseekers who did not have the skills that the economy demanded.

She challenged the participants to ask themselves what they were doing to make the country prosper.

What are you doing to make our country prosper?

During his address, Mr. Majadibodu explained that the goal of the workshop was to establish the extend to which NSDS III and other imperatives were being implemented at provincial level.

He provided some feedback regarding input received on the Green Paper on Post School Education and Training released for comment early in 2012. Input received related to issues such as the functioning of the education and training quality councils, the scope of SETAs, the value of short courses and the need for integration of structures.

Mr. Majadibodu informed the audience that the NSA has adopted 5 key areas on which to advise the Minister of Higher Education and Training over the next five years:

- ◆ Review of the Skills Development legislative framework to support integration of education and training and national government;
- ◆ Mobilise all stakeholders to take ownership of NSDS III;
- ◆ Support the development of a post school education and training system to build a developmental state with specific focus on rural development and state owned entities;

- ◆ Strengthen monitoring and evaluation, particularly in respect of NSDS III;
- ◆ Coordinate and promote research, development and innovation

Mr. Majadibodu emphasized that to give effect to the powerful vision of the NSDS III of “a skilled and capable workforce that shares in, and contributes to, the benefits and opportunities of economic expansion and an inclusive growth path”, a concerted effort should be made to increase access to further and higher education and training. There should be constant monitoring to ensure programme implementation is on track and projects funded by the National Skills Fund (NSF) and the SETAs were aligned to NSDS III.

This would require an annual review of the progress made in terms of the implementation of NSDS III.

He called on the Provincial Skills Development Forums (PSDFs) to assist the NSA through initiatives focused on skills development for the unemployed and designated groups, skills development to address scarce and critical needs in the provinces and job creation projects.

Mr. Majadibodu stated that the intent was for a closer working relationship between PSDFs and the offices of the Premiers in all provinces to ensure a coordinated skills development effort.

He stated that the post-school landscape should be owned by the people on the ground and should be simple (easy to implement) and transformative and would require “out of the box” thinking.

On Day 2 of the workshop, participants were given the opportunity to air their view during breakaway sessions. Four commissions were tasked to discuss issues such as -

- ◆ Aligning skills to economic growth
- ◆ Youth Development
- ◆ Enhancing and improving FET colleges
- ◆ Workplace learning

Based on the robust discussion that took place and the feedback provided at the end of the sessions, it was clear that the KZN citizens were passionate about their province and ready and willing to commit themselves to take active part in the provincial strategies to create a prosperous province.

Skills Development takes off in Wellington District

L&X Projects V, an accredited skills development provider in the Western Cape, hosted its first graduation ceremony to celebrate the achievement of learners who successfully completed an Upholstery Skills Programme NQF 2 (51 credits) on 3 November 2012 at Reverie Estate, Wellington.

The project was an outcome of the Mitchells Plain Skills Initiative Summit which was initiated by Minister Trevor Manuel and Deputy Minister Marius Fransman in 2010 in collaboration with the community and various SETAs. One of the intentions of the project was to expose the outlying rural areas of the Western Cape to skills development and training. As a consequence, the FP&M SETA Board approved a special project for 30 learners at a total cost of R216,000.

The graduation ceremony was attended by the guest speaker, the Minister in the Presidency for National Planning, Minister Trevor Manuel; NEC member of the ANC, Mr. Ndleleni Duma; the COO of the FP&M SETA, Mr. P.K. Naicker; the Regional Manager of the FP&M SETA, Mr. Alan Taylor; Director of Artscape, Ms. Marlene Le Roux and members of Artscape; members of the local community of Cape Town; the learners and their parents.

A Wellington band entertained the guests and added a festive element to the occasion.

The event was a resounding success with the most rewarding moment being the 'smiles on the learners' faces as they received their certificates as reward for their hard work and dedication.

L&X Projects V is headed up by Dr. Kenneth Jacobs, a medical specialist who has, for the past twenty years, dedicated his efforts towards educational and social upliftment programmes within the community. According to Dr. Jacobs from L&X Projects, the learners who benefited from this FP&M SETA funded special project came from many different areas (Wellington, Klapmuts, Paarl and Mbekweni and the surrounding farming communities) and had to cope with a variety

of challenges such as physical abuse, alcoholism, physical disabilities, social, language and life skills barriers and poverty. them cope with the pressures and challenges of daily living. Given that the skills acquired by the learners were occupationally-directed, he urged learners not to become over-dependent on formal employment, but to seek entrepreneurial opportunities that will have a multiplier effect to resolve the unemployment youth crisis in the Western Cape.

Mr. Naicker praised L&X Projects for their contribution to the education and training of the youth and for their endeavours in the upliftment of rural communities. From the SETA side, this project demonstrated that the FP&M SETA is committed to assisting and promoting skills development within the rural areas and the project demonstrated that when all the right people sharing the same goals and objectives get together, skills development can make a real impact on people's lives.

L&X Projects is eager to continue the training of these learners on further skills programmes at NQF Level 2 with the view of progressing them to NQF level 3 and the achievement of full qualifications. They also want to extend the project to include additional learners including more learners with disabilities. L&X Projects aims to broaden their scope of learning provisioning to include other learning areas that could benefit the community.

The FP&M SETA has allocated further project funding to L&X Projects in this financial year to assist with the upskilling of the youth and people with disabilities in this rural community.

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Minister in the Presidency for National Planning, Minister Trevor Manuel (on left) and Dr. Kenneth Jacobs from L&X Projects V (on right) congratulate Lusanda Simakade, for successfully completing the Upholstery Skills Programme. Lusanda hails from a farm in the Paarl district where he lives with an extended family. Lusanda is one of the learners who is eager to complete a full qualification..

of challenges such as physical abuse, alcoholism, physical disabilities, social, language and life skills barriers and poverty.

The programme not only provided valuable technical skills to these learners but also contributed to their personal and social growth and the boosting of their self esteem. Minister Trevor Manuel, in his address congratulated all learners on their achievement and challenged them to continue in their path to lifelong learning. He maintained that learners generally needed to change their attitude to life and work by acquiring life skills that will help



Please update your details

The FP&M SETA is continuously updating our contact database to ensure effective communication with all our stakeholders.

Please inform us of any changes in your firm or organization's contact details and the name of the internal contact person who deals with SETA matters. If you have an external skills development facilitator, please provide the details for both the in-company contact and the external facilitator.

Please e-mail Lindy Mkhize on LindyM@fpmseta.org.za.

Taking a break...



The time to relax and unwind with family and friends is upon us!

The FP&M SETA Offices will close for the festive season on Friday, 21 December 2012 and will re-open on Monday, 7 January 2013.

The FP&M SETA Board, Management and staff wish you and your families a peaceful break with plenty of rest and relaxation.