**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 834**

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**(INTERNAL QUESTION PAPER 12 OF 2017)**

**Mr D America (DA) to ask the Minister of Higher Education and Training:**

With reference to his reply to question 2456 on 5 December 2016, how did each international trip undertaken by management executives of the Fibre Processing and Manufacturing Sector Education and Training Authority (a) directly and (b) indirectly contribute to increase the number of beneficiaries who received skills training?

**NW897E**

**REPLY:**

Based on the information obtained from the Sector Education and Training Authority (SETA):

**World Skills Summit Trip to Brazil**

The Fibre Processing and Manufacturing Sector Education and Training Authority (FP&M SETA), 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 industries. It was also important to discuss and learn how Skills Development initiatives are funded in other countries, and the involvement of Government, the private sector and Non-Governmental Organisations, as partners.

In view of the above, the FP&M SETA has since facilitated discussions between industry sectors and TVET colleges, aimed at building a working relationship between colleges and industry. This promotes much needed skills development for the economy.

**International Leadership Development Programme (ILDP) Trip to the USA**

The explicit objectives of the programme as established by the FP&M SETA are as detailed below:

* To develop potential leadership and strategic positions with a view to expose learners to international benchmarks and best practices.
* Provide the sector with potential leaders that have strong business and leadership acumen.
* Immerse participants in academic and market experiences to accelerate their business insights and learn directly from local and global business leaders.
* To cultivate personal and professional development, and create opportunities for participants to function more effectively in a team.
* To transfer and apply knowledge gained on the programme into their own organisations, thereby providing a return on investment for attending FP&M SETA ILDP.

The total number of beneficiaries was 26 and created opportunities for:

* Leadership Development;
* Business Knowledge;
* Creating new sectors or new market niches or new technology;
* New solutions based on international trends;
* MIT: Platform-based manufacturing - can be applied to all goods and services (through finding a successful platform and leveraging innovations and products); and
* 3-D/Additive manufacturing (allows for localised customisation, decentralised sourcing).

Some of the successes or highlights include:

* Postgraduate Diploma in Business Management.
* 12 Students are ready to write examinations to achieve the coveted Postgraduate Diploma in Business Management, NQF level 8 (entry to MBA).
* Stakeholder engagement opportunities.
* Networking at Board level with FP&M SETA.
* Robust discussions with industry leaders, which were well received by the participants and provided them with the opportunity to engage, debate and discuss with each other in an informal and relaxed environment.
* Prior to the international trip, Professors from MIT generously spent time guiding the students through the content of the programme in the USA and answering their questions.
* The Professors are internationally renowned and have achieved many teaching and academic awards.
* A Graduation ceremony.
* Furthermore, MIT donated a 3D printer which will be used as follows:
  + 3D Manufacturing is revolutionising manufacturing and students were granted permission to visit the MIT 3D lab as well as one of the leading manufacturers of 3D printers in the world namely, FORMLABS.
  + The ownership of the printer will be vested in the best performing student in the class, who will demonstrate the printer at 3 events for FP&M SETA, who will bear all associated costs including training on how to use the printer and the resins required for the end product.
  + This particular printer has only just been launched internationally.

**Local (SA) Content**

The ILDP programme was designed to encourage a high level of intrapreneurship and entrepreneurship. A combination of a real-world perspective on current local and global challenges with lots of inspiration to ensure participants push past obvious barriers and constraints into the exceptional. Particular attention was paid to entrepreneurial manufacturing and marketing opportunities and to assessing the viability of an innovation or new venture of the student's choice. The Advanced Entrepreneurship module was designed to get them to focus their thinking. All modules for the FP&M SETA ILDP were customised and aligned with NQF level expectations.

**International (USA) Content**

It was decided to adopt a systems engineering approach to the manufacturing innovation part of the International Leadership Development Programme (ILDP). The sub-sectors of the FP&MSETA are economically stressed due to market inefficiencies and a lack of competitiveness in their manufacturing and operational methods versus global competition. The goal of the MIT leg was to expose them to best thinkers and leading innovators in a systems engineering approach to manufacturing. Examining how they transform an innovative idea in the manufacturing space is pivotal to this particular programme.

**Success from the Integrated Assignments**

(Return on Investment: Action-Learning Integrated Assignment Presentation and Examination)

* Ensured that the students integrated all their learning on the programme in alignment with the goals of the programme. Students were required to present their innovative ideas to a panel including FP&M SETA at the conclusion of the programme.
* As a result, 26 innovations and new ventures are ready to go to funders and if implemented would generate employment.

**Women’s Forum Global Meeting in France**

“Our future is notoriously unpredictable” underpinned the conference message and was central to the responses, ideas and discussions for the duration of the conference. The overarching theme of energising the world is hugely valuable and relevant for the work of the FP&M SETA. It is important to link work with the possibility of "energising our sub sectors" to better tackle the intractable challenges of sustainable development that lies ahead for young people, women and society at large. More importantly, the conference highlighted the need for strategic engagement and collaboration with sub sectors and a collective of various sub-sectors around gender equality, women's participation and economic advancement. It was also important in highlighting the various technological and impactful innovations of women from around the globe that are reshaping the way in which business and social enterprises respond to poverty reduction and human development.

1. The Cartier Women's Initiatives Awards was instrumental in showcasing and profiling high impact innovation of its global finalists — notably the recognition of an emergent South African social enterprise started by Thato Kgatlhanye (Rethaka Trading), who recycles plastic bags and manufactures a school bag with a solar panel that offers low income school children the possibility of light at home to read and complete after school tasks. This small business employs 17 full time staff and falls directly within the FP&M sub sector focus and these are the type of high impact entrepreneurship skills and innovation that must profiled, celebrated, encouraged and replicated nationally.
2. Another outcome of the trip is the Women in Leadership Development Programme that has since been established within the SETA. Conferences are currently being scheduled as part of this programme.

# Belfast Skill Summit in February 2016

The thematic focus of the skills summit was creating a skilled workforce: The importance of vocational education in Science, Technology, Engineering and Mathematics (STEM). The overall purpose of the programme was for participants to better understand how Northern Ireland is developing its skills system to meet its objective to “create one of the most entrepreneurial knowledge economies in Europe by 2030”, how developing skills for STEM is critical to achieving this and for sharing of various country experiences.

FP&MSETA directly contributed to increasing the number of beneficiaries as follows**:**

* Capacitating one female FP&M SETA staff member on international skills planning trends in relation to Artisanal training - Ms Ansie Nagel, Artisan Learning Coordinator.
* Opportunity for international exposure of one FP&M SETA staff member to broaden their knowledge on skills development.
* One female internal staff member appointed to specialise in Artisan Development.
* Provided an opportunity for international benchmarking opportunity in artisan training and skills development for one FP&M SETA staff member.
* The trip directly resulted in the implementation of 5 national projects on Artisan Development.
* The trip directly resulted in the implementation of one provincial project in the Western Cape on Artisan Development with 50 beneficiaries.

The trip indirectly contributed to increasing the number of beneficiaries as follows:

* Introduced the FP&M SETA to the skills sector in the United Kingdom (UK), particularly the local entrepreneurship economy, which is of high relevance to South Africa.
* Awareness of possibility of outreach programmes to raise esteem of technical trade and vocational education.
* Learning opportunities for the SETA to implement suitable beneficiaries for the SETA. There are a plethora of modalities for skills development through immersive and mobile learning units that travel to outlying rural communities in Northern Ireland made possible by collaborative partnerships between TVET colleges and industry partners.
* Overall improvement of the artisan delivery model.
* Increasing of artisan registration and completion rates.

CONTACT PERSONS:

EXT:

DIRECTOR – GENERAL

STATUS:

DATE:

QUESTION 834 APPROVED/NOT APPROVED/AMENDED

Dr BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

STATUS:

DATE: