

Manufacturing, Engineering and Related Services **SETA**



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MANUFACTURING, ENGINEERING
AND RELATED SERVICES SETA

merSETA Inter-Chamber Consultative Conference

Commission 3 Report

TRAINING TODAY'S
WORKERS FOR TOMORROW

A close-up photograph of several interlocking industrial gears, rendered in a golden-brown color. The gears are positioned in the bottom right corner of the slide, partially overlapping the dark background.

Industry 4.0?

What is our understanding of Industry 4.0

The future of work



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- Smart and small factories with Automation, Robotic, Technology
- Internet of things , computers thinking for human beings
- Uber is a good example of industry 4.0
- System that replaces human beings with machines
- System prioritise profit over everything
- Is about Artificial intelligence
- The new type of high level skills
- Connected globalized way of thinking through computerized systems
- What will happen to future jobs?
- We can use soft skills to collaborate with industry 4.0

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Industry 4.0 continued...



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- Analytic part of the system that even the robots cannot replace
- Educate and skill or members for soft skills (the thinking part) of the system
- We should not be reacting but have a plan to deal with the developments
- Start training people differently, at school level. Do a different route
- Allow students to surf the internet in the class room
- Robots will produce products that they can not consume

Question 1

How do we build the local skills capability to support the development of the local manufacturing value chain



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- To widen the IT literacy as a building foundation
- Review our curriculum in various school, and align it with the industry 4.0 focusing at STEMA qualifications (starting at early childhood development foundation level).
- Reduce the price of data to promote access
- Source international experts to come help in developing industry 4.0 system and ensure skills transfer approach
- Promote TVET qualifications young people as research indicate that going university does not guarantee a successful path employment
- Skills transfer should be dictated to our DTI policies when people outside the country come with skills

Question 1 continued...



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- MerSETA research initiatives should explore joint programmes
- Peer pressure remains a challenge to young people and training should come in and assist in empowering the mind/ career planning
- Millennials need new approach as they are battling with instant gratification , they want things now and they don't want to wait
- Most young people are choosing easy and soft subject – Strengthen career development
- Need to define and agree on the skills set for industry 4.0 and roll out implementation
- Labour movement should be empowered with ,negotiations , conflict resolution , problem solving and retrenchment handling skills as these developments will require complex negotiations

Question 2

How do we prepare for the current workforce , new labour market entrants and future skills



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- The educational institution and industry should be in alignment as a way of creating a pipeline for skills that are needed in the industry
- Companies to train the current workforce in the advanced technological skills .
- Upskilling current workforce for future technological improvement.
- Upskilling and reskilling the current artisans to be more exposed with the current technology. E.g Mechatronics or other dual trades.
- Industry college should be introduced as a link of what the industry wants as sometimes colleges are unable to meet industry expectations.
- ARPL should be used as one of the measures to assist the current workforce to get recognition and certification

Question 2 continued...



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- Measuring the throughput rather than only output and input.
- Clear Multi-skilling program for operators should be introduced as 20 years multiply by one skill is not sustainable under industry 4.0
- Re-emphasise Dual Trades and funding in responding to the technological developments
- Strengthening and closing the gap between TVET colleges and industry.
- New labour entrants – introduce workplace integration programs as one week induction is not enough
- Trade unions must also come forward and implement induction programme for the new entrants rather than leaving it to the company
- New entrants should also be introduced to the culture of trade union
- Introduce a programme to promote Industry tourism and job shadowing – e.g. take a girl child to work programmes

Question 3

How can we position the Seta for the post school system and ensure stakeholder needs are met



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- Strengthen our labour market intelligence approach
- Strengthen sector skills plan with accurate SMART Goals
- Strengthen stakeholder relationship and improve communication
- Strengthen strategic partnerships
- Capacitate and empower staff for effective customer / client service
- Effective and efficient data and information systems
- Introduce new qualifications/ part qualification
- Develop a clear College lecture/ school teacher development program
- Develop a clear SMME strategy with overall support program
- Improve on decision making and implementation



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Thank you

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LEADERS IN CLOSING THE SKILLS GAP