

ON THE MOVE

OFFICIAL TETA NEWSLETTER



ISSUE 08 - APRIL
2014



Transport Education Training Authority

Heart of Skills Innovation

Contents

From the CEO's Desk	3
Another Milestone for TETA	4
30 Girls Introduced to the Life and Times of Nelson Mandela	4
SAEPA Supply Chain Management Bursary 2014	6
TETA Upcoming Events	7
Bakers SA Limited Learnership Graduation Ceremony	8
Freight Handling Chamber Projects 2014	9
International Achievement Highlights BPL's Learnership Success	10
DJ Bosman Transport, Grabouw - a Company Committed to Driver Training	11



Transport Education Training Authority

Heart of Skills Innovation

From the CEO's Desk

The Transport Education and Training Authority (TETA) is tasked with the responsibility of education, training and skills development in the Transport Sector. Taking cognisance of the pivotal role transport plays in the economic and social development of the country as a whole and the changes that are happening globally, TETA has consciously positioned itself up to be at the forefront of innovation in training and human capital development.

To this end, the vision that TETA has adopted for the coming years is to be at the “heart of skills innovation in the Transport Sector” in all its learning programme interventions and in the way business is done with the sub-sectors and the transport industry as a whole. That in itself calls upon the Transport SETA to be globally focussed and looking at cutting edge technologies in the human resource development field in general. What this means is that TETA will have to benchmark with international partners, universities, TVET colleges, private providers and all other innovative institutions involved in the delivery of learning programmes.

Today, TETA is seen as key in leveling the ground for provision of training, quality assurance and accreditation of providers, as well as maintaining its status of being the respectable driving force behind the growth and development of the transportation industry.

One of the major successes of the organization has been the establishment of the National Certificate Vocational in Transport, in conjunction with the Department of Higher Education, which is now being taught in 8 colleges across South Africa. The introduction of the certificate programme exposed candidates to transport related careers and, with the help of private and public entities, practical skills are now acquired at some of the companies that are within TETA scope.

TETA has assisted in the placement of 1000 graduates to work places within the sector to ensure that graduates gain the necessary work experience needed to improve their employability.



CEO - Mrs. Mapheto Anno-Frempong

TETA is also contributing to the skills development of employees that are currently occupying management and middle management positions who have an interest to grow into senior leadership positions. The International Leadership Development Programme is one of the instruments that TETA is currently using successfully to ensure that this goal is achieved. Since 2012 to date, more than 40 participants have gone through the programme and some of them have received promotions in their workplaces. The programme has a unique value add in that the participants get exposed to international operations related to Supply Chain Management. The certification is internationally recognized at NQF level 8 which is in collaboration with companies from Netherlands. Further to this, The Wits Business School trains and equips the participants through the leadership development course, which is also at NQF level 8.

One other project that is significant to TETA, the sector and the country as a whole is the Adopt-A-School Project. TETA partners with the Office of the Premier, Department of Education, and respective schools across all provinces to identify the needs required per identified school. Furthermore, awareness is created through career guidance interventions on all transport related qualifications.

Another milestone for TETA as rural youth are empowered

As recent as the 26 March 2014, a Limpopo youth learnership programme was launched. One hundred youths were identified from five districts of Limpopo Province. Twenty learners were selected from each district. The selections were made in collaboration with Traditional Authorities and Gels Legacy Academy, who are a project manager for the programme.

The launch was characterised by speeches of commitment from all host leaders in each district. The main speaker was the Managing Director and Principal of Gels Legacy Academy, Koena Mehale.

Mr Tshepo Mlangeni of the Road Passenger Chamber explained the priorities and policies of TETA and encouraged all stakeholders to work hard. "Our primary aim, as TETA, is mainly to assist in up skilling the youth and we further advocate that all efforts be geared towards achieving that" said Mr Mlangeni.

The project started on the 31 March 2014 and will be concluded on 31 March 2015.



30 Girls Introduced to the Life and Times of Nelson Mandela

02 December: Houghton

The National Department of Higher Education and Training, and Transport SETA, in conjunction with the Nelson Mandela Foundation, took learning to a new level with a unique educational interactive career guidance experience for 30 previously disadvantaged girls selected from rural girls' schools in nine provinces. This initiative came in the form of an After-Exam Tour that the girls through in situ experience of aviation, rail and maritime in Gauteng and KwaZulu Natal respectively.

The Deputy Minister of Higher Education and Training, MP Mduduzi Manana, and Chief Executive Officer of TETA, Ms Maphefo Anno-Frempong, visited 3 girls schools during the month of August 2013. Schools visited were in Soweto, Kwa-Dlangezwa and Lady Frere. The purpose of the visits was to promote careers that address scarce and critical skills in the Transport Sector, such as rail, maritime and aviation. This is in line with the imperative to increase women representativity in the Sector.

During these visits, the Deputy Minister emphasised the importance of women taking up positions in the Transport Sector, especially in the subsectors where



women representativity is lowest. To this end, three subsectors were identified, namely Maritime, Aviation and Rail.

During these visits, the Deputy Minister and Ms Maphefo Anno-Frempong undertook to facilitate exposure of the girls to careers in the Transport Sector through visits to various transport related schools, such as the School of Rail, Bombela Operating Company, Maritime School of Excellence, South African Airways and Natal Shark Boards. To this end, TETA, in conjunction with the principals of the participating schools, selected 30 previously disadvantaged girls to visit these institutions after their exams.

Ms Maphefo Anno Frempong, CEO of TETA said “This after-exams tour by the learners from all the nine provinces is a confirmation that TETA is prioritising the development and empowerment of women in the sector.” She further added that the learners afforded this opportunity hail from the most rural areas of the country and some came from challenging backgrounds. Both the Deputy Minister and the TETA CEO agreed that this is a small contribution that both entities can do to fast-track the development and

empowerment of women. Further, they called upon the broader industry to open doors for these learners and afford them more exposure in transport related careers.

“The Nelson Mandela Foundation supports the work by partners like TETA and the Department of Higher Education and Training who uplift education and learning in this country in ensuring a better tomorrow. South Africa’s democratic vision is about making it possible to give our youth a fighting and equal chance. Education is still the foundation of this opportunity. At the dawn of the 21st century, in a world where knowledge truly is power and literacy is the skill that unlocks the gates of opportunity and success, we all have a responsibility as parents, as caregivers, as educators, as leaders and as citizens, to instil in our children the critical drive for literacy and learning so that we can give them the chance to fulfil their dreams”, said Sello Hatang, Chief Executive of the Nelson Mandela Foundation Madiba said: “Children of today are the leaders of tomorrow and education is a very important weapon to prepare children for their future roles as leaders of the community.”



Young Girls Rubbing Shoulders with Ntshovelo Shibambo – Commercial Diver





SAEPA Supply Chain Management Bursary 2014

February 2014 saw the 2nd intake of 6 bursary learners for SAEPA onto the National Certificate Supply Chain Management SAQA ID 74149 funded by TETA and SAEPA members. The provider who was appointed to deliver this training is the Institute for Quality.

Members companies were encouraged to apply to SAEPA for these bursaries for their employees. Employees from BidAir Cargo East London, Dawn Wing George, TNT Express Gauteng and KZN and UTi Pharma Gauteng were the successful recipients of these bursaries for 2014.

The programme that commenced in February 2014 was made up of 4 main modules: Module 1 Understanding and Managing the Supply Chain Environment; Module 2 Strategic Supply Chain Management; Module 3 Ethics in Supply Chain Management and Module 4 General Management. The learning will take place on a distance learning basis with all the training material being uploaded onto a tablet. Learners will be required to write 4 formal assessments during this period as well as complete workplace workbooks/assignments in order to qualify for their certificate in February 2015.

Learners achieving this qualification will be able to engage in the processes and inter-relationships across the supply chain to create sustainable value for organisations. This qualification is aimed at overcoming the traditional functional approach to operations and management, and at fostering supply chain integration to the advantage of all stakeholders.

Learners will have articulation options to National Diploma: Supply Chain Management, NQF Level 6 (vertical articulation) and National Diploma: Freight Handling Logistics, NQF Level 5 and National Certificate: Generic Management, NQF Level 5 (horizontal articulation).

Says Garry Marshall, CEO SAEPA, "This is the second year that this programme has been running. Last year we were delighted when 28 learners qualified. This year the amount of bursaries received from TETA were drastically reduced but, nevertheless, this is becoming a "must have" qualification in our industry and employers and employees alike are encouraged to think seriously about this superb programme."

Dr Tholsia Naicker, CEO of Institute for Quality further confirmed that “this qualification on Supply Chain Management has indeed been centre stage within the transport sector. The world has seen focus move from the logistics discourse to supply chain management. Having served with the credible, multinational employers that participated in this project, placed the learners in the heart of supply chain. This is a privilege that must be recognised. Being a graduate in this qualification, therefore, places our graduates in a very competitive position.

The curriculum is certainly a demanding one that required incredible commitment and diligence from learners.

This project certainly epitomised the spirit of South Africa with a great partnership between TETA, employers, IQ (the training provider) and an amazing and committed project manager and chairman. The goals of skilling young South Africans and making

them employable in critical skills areas has indeed been achieved. I applaud the vision and efforts of SAEPA.”

Martine is very excited at the career possibilities that a qualification can hold for the learners. “This is our 2nd year of implementing this programme with Institute for Quality. We look forward to excellent results again in 2014. What makes this qualification so attractive to employers is that it is also registered as a learnership, so employers are also able to also claim the tax incentive through SARS” said Martine Maraschin, Skills Development Task Team of SAEPA.

“SAEPA would like to thank all parties involved in making this project a reality! We look forward to reporting many successes through our learners at the end of this programme and thank our members for participating in this project with us”, added Martine.

TETA Upcoming Events

STAKEHOLDER

ENGAGEMENT SESSIONS

01 & 03 July 2014	Limpopo
08 & 15 July 2014	Mpumalanga
17 & 22 July 2014	Western Cape
24 & 29 July 2014	Northern Cape
04 & 05 August 2014	KZN
07 & 12 August 2014	Eastern Cape
14 & 19 August 2014	Free State
26 & 28 August 2014	Gauteng
TBC	North West

TAXI CHAMBER

LEARNERSHIP GRADUATIONS

10 June 2014	Tladistad
11 June 2014	Makhado
July 2014	KZN

Bakers SA Limited Learnership Graduation Ceremony



Upon the successful completion of a Learnership in Professional Driving by 14 unemployed individuals that ran in collaboration with the Transport Education and Training Authority (TETA) and Tiespro (Pty) Ltd, Bakers SA Limited hosted a graduation ceremony to commemorate the milestone. The ceremony took place on the 4th of December 2013, in Durban at the Minara Chamber of Commerce. In attendance were the Learners, Representatives from TETA, Directors from Tiespro and Directors and Management from Bakers SA Limited.

Mr. A K Tayob, the Chief Executive of Bakers SA Limited welcomed everybody to the event and explained that it is of utmost importance for Bakers SA Limited to continuously develop the skills of their employees and the community at large through skills development initiatives. Mr. Tayob further stated that Bakers SA Limited wished to congratulate all the graduates and that the company will be making offers of employment to all of the graduates. Mr. Tayob stated that the learners will be employed as General Assistants and will be assessed and developed into Code 10 and Code 14 drivers depending on the licenses they hold through the internal development system at Bakers SA Limited.

In his statement at the Graduation Ceremony, the CEO of Tiespro (PTY) Ltd, Mr. B E Pretorius, thanked all the learners for their outstanding commitment and dedication. Mr. Pretorius also extended thanks to his

team as well as to TETA and Bakers SA Limited for the learnership initiative and for the role that they have played to ensure that the learners became true beneficiaries of the country's Skills Development Strategy. Mr. Pretorius has lauded Mr. Abdul Tayob of Bakers SA Limited for the passion that Mr. Tayob has shown throughout the process. Mr. Pretorius has further commented that the actual success of the project is the fact that Bakers SA Limited, through the vision of Mr. Tayob, has extended the opportunity of employment to all the graduates. This, in his opinion, is exactly what the learnership process is supposed to culminate in.

The certificates were awarded to the learners by the Directors of Bakers SA Limited, after which, Mr. M N Adam the HR and Training Manager thanked everybody for their contribution to the learnership project as well as for their attendance on the day. Mr. Adam further stated that Bakers SA Limited intends on working closely with TETA and Tiespro on more skills development initiatives for both unemployed and employed individuals going forward. Mr. Adam stated that this is just the beginning of the journey for Bakers SA Limited towards developing both unemployed and employed individuals in relation to the National Skills Development Strategy of South Africa and the company's mission and vision. The focus will be on scarce and critical skills within the Road Freight and Logistics Industry.

Freight Handling Chamber Projects 2014



Sajeedah Ally from Freight Handling Chamber is seen with 10 unemployed learners on a learnership funded by TETA and hosted by Grindrod SA in Gauteng. The Provider is Ikhaheng. Project – National Certificate in Professional Driving.



Sajeedah Ally from Freight Handling Chamber is seen with 10 unemployed learners living with a disability on a learnership funded by TETA and hosted by DHL Supply Chain in Gauteng. Also in the picture are Sue Marshall and Neo Mokoena from DHL. The Provider is PMI. Project – Certificate in Business Administration.



Sajeedah Ally from Freight Handling Chamber is seen with 11 unemployed learners living with a disability on a learnership funded by TETA and hosted by Transnet Port Terminals in Port Elizabeth in the Eastern Cape. The Provider is S A Maritime & Transport College. Project – National Certificate in Freight Handling.



Sajeedah Ally from Freight Handling Chamber is seen with 20 unemployed learners living with a learning disability on a learnership funded by TETA and hosted by Grindrod in Port Elizabeth in the Eastern Cape. The Provider is PMI. Project – Certificate in Hygiene & Cleaning.

International Achievement Highlights BPL's Learnership Success



Fortunate Mboweni pictured here receiving her Apple iPad from SAAFF President Basil Pietersen (far right) together with her two mentors Charles Dey and Dave Walls.

“A young black dynamic woman was born in a township known for its disadvantaged history called Tembisa. A first born child from a single mother who proudly and fearfully raised me up in a joint partnership with her mother, my grandmother.”

One might be forgiven for assuming that a person from such a background might not achieve much, not a person with Fortunate Mboweni's determination, nor a person with the foundation which she was given.

In 2006, Fortunate joined Safcor Panalpina, the forerunner of Bidvest Panalpina Logistics (BPL) on an 18 month Learnership. She acquired the National Certificate in Freight Forwarding in only 12 months and was immediately offered permanent employment. By asking questions all the time and diligently applying the competencies she acquired during her learnership, Fortunate quickly rose through the ranks at BPL and was recently appointed to her current position of Imports Controller.

In a spirit of adventure Fortunate put her name down late last year to enter the Young Freight Forwarder of the Year competition which is hosted by the world representative body of freight forwarders, the International Federation of Freight Forwarders Associations (FIATA).

The criteria for this competition require that entrants display exceptional abilities in the international movement of goods. By providing a comprehensive narration of the door to door movement of an export consignment of radioactive isotopes from South Africa to Namibia and an import consignment of project cargo from Austria to South Africa, Fortunate was able to demonstrate these abilities so convincingly that her entry was judged to be the best in South Africa. Her prize was an Apple iPad, which was presented to her by the South African Association of Freight Forwarders (SAAFF).

As the South African entrant to the competition, Fortunate's entry has been submitted to FIATA for the next phase, Region Africa Middle East. Fortunate is so confident of winning this phase that she already has her passport for, an all-expenses paid trip to the World Congress of FIATA being held this year in Istanbul. At this Congress the overall winner of the competition will be announced: Fortunate will receive one week's practical experience of transport infrastructure in Hong Kong, London or New Jersey and one week's training on legal and insurance aspects of transport in London.

Her conscientiousness and competence have also earned Fortunate a nomination from BPL for this year's TETA sponsored, prestigious International Leadership Development Programme (ILDP).

DJ Bosman Transport, Grabouw - a Company Committed to Driver Training



Drivers on the training programme

DJ Bosman Transport is one of the largest logistics companies in the Overberg district. The company is based in Grabouw, where it operates a large fleet of trucks, which are deployed throughout South Africa. The company had its origin in providing reliable transport to the fruit farming community of Grabouw, Hex River Valley and surrounding districts. DJ Bosman Transport opened its doors in 1952 as a small player but has grown over the years and today operates a proud fleet of state of the art vehicle combinations.

Since its inception, the company placed high value on the training and development of its drivers. Today the company boasts a well run driver training department operated by assessors and moderators that are registered with the Transport SETA. The driver training centre is equipped to present the National Certificate in Professional Driving. The programme is often used during learnerships to up-skill the unemployed who are interested in a career in the transport industry.

A steady stream of drivers passes through the driver training centre each month, during which they are taken through an array of topics on defensive and economical driving aimed at making them more efficient and safety conscious. Making the investment in driver training has had enormous cost saving benefits for the company and its drivers.

The programmes are aimed at captivating the driver and making the learning experience fun yet serious and are presented by the highly competent Jeremy Cupido, an assessor of many years standing. The responses from drivers who attended the training programmes are overwhelming, as appreciation is expressed for the value added to their driving experience.

Upon successful completion of the programme drivers receive certificates of competence. Training programmes will usually be ended with a solemn moment where drivers make personal pledges to do all they can to operate safely, to add value to road safety, and to bring honour to the heavy transport industry.

The unit standards 123254 - Operate a Vehicle Combination, 123259 - Convey Dangerous Goods by Road, 123262 - Load General Freight are the basic programmes on which the training is based.



Marius Burmeister & Jeremy Cupido with a group of drivers

ON THE MOVE

OFFICIAL TETA NEWSLETTER



For further information please feel to visit our website
at www.teta.org.za
or contact us at:

Contact Details:

Cape Town Regional Office:

WWBHO House Glen
Roy Rd & Sheldon Way,
Pinelands, Cape Town,
7405

Tel: 021 531 3064
Fax: 021 531 3063

Email Address:
enquiries@teta.org.za

Gauteng Head Office Physical Address:

2nd Floor Sonsono Building
344 Pretoria Avenue
Randburg
Gauteng

Postal Address:
Private Bag X10016
Randburg
2125

Contact Numbers:
Tel: 011 577 7000
Email Address:
enquiries@teta.org.za

Durban Regional Office:

2nd Floor,
K.E. Masinga road
Durban
4001

Tel: 031 301 9614
Fax: 031 301 6658

Email Address:
enquiries@teta.org.za



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Transport Education Training Authority

Heart of Skills Innovation