

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



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