A Prospective for Leadership
TETA IEDP & ILDP LAUNCH
Innovating CAREER EXPOS
TETA Global Champions AT THE WMU GRADUATIONS 2015
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Before asking what your SETA has done for you, ask what you have done to be heard by your SETA!

In these tight financial times it is important for any company to recover funds wherever they can. To not do so, is to ignore your fiduciary duties.

Recover 20% of your levies by submitting your planned training and a report on training already completed in the year 2015/16.

Improve your BBBEE scorecard. Larger companies simply cannot afford to miss this opportunity to improve on the BBBEE standing - irrespective of the levy return.

Finishing companies involved in the FRAP process need to be active on the SETA system.

Benefit from opportunities for Discretionary Grants for learnerships, apprenticeships and skills programmes.

Invest in your employees to grow and improve your company.

How do I participate?

A useful starting point is to check with your accountant whether you are registered for and paying levies (SDL). If you are, it is critical that you contact your SETA to start participating.

If you are within the Transport Sector (Maritime, Aerospace, Freight Handling, Road Freight, Rail, Road Passenger, Taxi and Forwarding & Clearing) call the TETA offices and our practitioners will gladly assist you to comply and submit on time. Kindly make use of the contact numbers below to reach us.

Head Office: 011 577 7000/ Cape Town: 021 531 3064 / Durban: 031 301 9614

Only once you are in the system will you be heard and derive the maximum benefit. Call us now. Once the submission date passes, you will have to wait another year and risk losing out on all the benefits.

As we close off our financial year, it is befitting that as an organisation we appreciate the strides and efforts that you, our stakeholders have invested in the lives of many deserving members of our communities. In this publication we will only reflect on some of the activities and further encourage all our stakeholders to share their milestones with us at any given time by sending an email to newsletter@teta.org.za.

I must further extend a call to all our stakeholders to continue supporting the Transport Education and Training Authority’s initiatives and submit the WSP/ATR by 30 April 2016.

Below is the summary of the value add to your company should you submit your WSP/ATR:
ETA marketing and communications team met up with the TETA IEDP 2015/2016 participants just before they jetted off to their global immersion in the United States of America (USA) in January 2016. The global immersion is an international phase of the program offered by GIBS where delegates visit international companies within the transport environment and universities selected in the USA. This program exposes participants to the global standards relevant to the transport sector’s executive leadership and that of the international transport innovations and sustainable development learnings from vast organisations. Organisations include the New York & Atlantic Railway (Anacostia Rail Holdings), Metropolitan Transit Authority and International Association of Public Transport (UITP).

Reuben Gopalkista
My name is Reuben Gopalkista born and bred in Durban, a proud member of a large family of 8 with 4 brothers and two sisters.

Current employer: Spar Group Limited (Spar North Rand- Distribution Centre) in the Gauteng Province, I am the Maintenance and Engineering Manager.

Professional history: Upon matriculating, I qualified as a trade tested Fitter and Turner (Machinist); I simultaneously studied Mechanical Engineering as well as later on pursued a Masters in Business Administration (MBA). I am currently studying towards my Government Certificate of Competency Examination for Engineers (Factories), scheduled for June 2016. My Professional body registrations include the South African Institute of Mechanical Engineering (SAIMechE), as well as the South African Facilities Management Association (SAFMA). Other accreditations include SAP PLM, Medium Voltage Maintenance, and Vibration Analysis for Engineers, and Outsourcing of Facilities Management, Bearing Maintenance, Green Building Design and NOSA. I am currently the legal appointment at Spar North Rand as per the OHSACT sub regulations.

What motivated your managers to nominate you for the TETA IEDP program? I was recommended based on my career proficiency, good work ethic and the thinking from my Seniors is that by me attending this programme, new learning’s and new perspectives would be brought to the fore for Spar North Rand, as well as the Industry at large.

Please share your TETA IEDP program experience to date? Initially it was scary to see the compressed form of learning’s as well as the tight deadlines, but once the disciplines got set in and the good communications and reminders from GIBS, it was all OK. The overall academic experience, coupled with the shared industry learning’s is invaluable. Furthermore the networking opportunities presented is unrivalled.

How are you feeling of the upcoming overseas trip to the USA? I am immensely excited. I am equally blessed and grateful as many people can only dream of such an invaluable opportunity.

What are you looking forward to achieving during the trip? Physically experiencing many of the innovations that are implemented in the areas visited; furthermore I wanted to understand the challenges and bottlenecks that were faced and what were some of the turnaround strategies used. In summary I wanted to gather as much learning’s as I can whilst enjoying the experience.

How did you overcome the challenges encountered in this programme? The team has set up a WhatsApp group as well as a Google drive group; which allowed for information to be posted and shared on both platforms. Furthermore, the team had agreed a charter with the understanding that “life will happen” and we need to assist and support each other so that we all successfully complete the programme.
Would you recommend the IEDP program to your peers? I really highly recommend the programme to Senior Managers and Executives alike. It’s really worth attending as it’s likened to a mini MBA, giving you real time Global Perspectives; furthermore the information is relevant and up to date. Added to that, is that some of the activities that were structured really challenges ones comfort zone, but not to a point of discomfort though.

Amanda Subiah
I grew up in Kwa-Zulu Natal Province in Durban and currently reside in the Gauteng Province.

Career Synopsis: I started my work experience as a Financial Accountant at CHEP SA and proceeded to being a Financial Manager at DHL Supply Chain further moving to being with current employer, IMPERIAL Cold Logistics where I am the Financial Director.

What were your expectations from the overseas trip to USA? I expected to learn and experience more about the best practices in transport arena internationally. And I was curious to bring back the best practices to benefit my company and our country.

Your one WOW feature about the TETA IEDP program to inspire others? The interaction & exposure with other areas within the sector i.e. airline & maritime. Different occupations make up the transport sector. Take up this program to be the change you want to see.

TETA on social media...
TETA is a global champion for the transport sector skills innovations. We posted pictures for you while we were in Sweden for the World Maritime University (WMU) graduations and Lund University visit and this is what you shared with us...

Lusanda Juda-Kgakololo
Government at work. Well done Madam CEO.

Fefe Yende Halala
global leader

Nomvuyo Bono
Exciting news
Masixole Ntunguntwana
Range Rover

Well done, the class of 2014 from WMU in Sweden joined us in the African Maritime Domain Conference last year in Port Elizabeth, and we also handed over a ship engine to NMMU faculty of Engineering from Wartsila. We officially launched SAIMI (South African International Maritime Institute) with its first office base in NMMU smile emoticon like emoticon

Annelie du Plessis
Congrats TETA - you are doing such great work!

We asked you TETA Mate on our Facebook page about your opinion on our website.

Happy Friday TETA Mate...Tell us your views about our website (www.teta.org.za). What do you suggest we change or add on our website to make it relevant and appealing for you? #TETAOnTheMoveFor15Years

You answered...

Deon Mbele
The site is good,

Solomon Leema
Nothing needs to be changed TETA the best qualifications standards ever.

TETA facebook page
The University of Pretoria’s Gordon Institute of Business Science (GIBS) which was Founded in 2000, has been built around its intent to significantly improve responsible individual and organisational performance, through high-quality business and management education.

GIBS is currently rolling out two flagship programmes for TETA and these are the International Leadership Development Programme (ILDP) and the International Executive Development Programme (IEDP). These programmes are due to be concluded in June 2016. The delegates currently participating in these programmes come from the broader spectrum of the Transport sector. The rationale for TETA to prioritize investing in these flagship programmes emanates from the desire to amongst others elevate the profile of the middle managers to that of senior managers and elevate the profile of senior managers to that of senior global executives. This initiative addresses a number of key imperatives in the transport sector, which amongst others include issues of transformation.

The candidates on both programmes had to undergo a rigorous selection process to test their ability and capacity to last the full mile of the programmes.

The month of February and March 2016 saw the 50 delegates of both programmes attending the immersion programme in the United States with visits to transport related international companies and Universities while the other group on the ILDP explored Institutions and Companies within the transport and logistics environment in Singapore and Netherlands respectively.

Speaking at the send off function hosted at GIBS later in January 2016, The CEO of TETA, Mrs Maphefo Anno Frempong emphasised that service, efficiency and effectiveness are the corner stones that set an individual apart from the rest. In addressing the delegates, the CEO further added “You are a brand that has been entrusted with the responsibility to carry an even bigger brand “TETA” globally. Go out there and make TETA and South Africa proud”.

The send off function was graced by the presence of TETA management, FP & M SETA CEO, Ms Felleng Yende and the GIBS team.
The Aerospace sub-sector within the Transport Sector prides itself with unique career opportunities and paths in environments such as regulation, operation, design, manufacturing, maintenance, repairers, overhaul and testing. In this section we will get insight into the Aerospace sub-sector operations and key interventions within the Aviation environment.

In an interview with On The Move team, The Aerospace Sub-sector Executive Officer, Ms Sibongile Ngwenya shares her and her teams strides in ensuring that the sub-sector remains at the forefront of skills innovation in the aviation industry.

**What are the major accomplishments for this financial year?**

Overall, our achievements as a chamber are very diverse, but for the benefit of our readers and especially young aspirants of career opportunities within the aviation sector. TETA in partnership with the Department of Higher Education and Training took 50 learners from TETA adopted schools in the Gauteng Province for an experiential expo at the South African Airways Technical. These learners were exposed to different career paths within the aviation sector with practical examples and touch points to enable them to make the right decisions about their careers. The presence of Deputy Minister of Higher Education, MP Mr Mduduzi Manana and the TETA CEO Mrs Maphefo Anno-Frempong was a cherry on top.

Other achievements worth mentioning our participation at the 2015 ICAD programme where more 3000 thousand learners from various areas of the North West Province were exposed to as many career opportunities within the transport sector at large was a cherry on top.

**Contribution towards addressing scarce and critical skills?**

Embarking on the Vukani Aviation has seen 15 of our learners receiving their Pilot licenses. This was a milestone as none of our learners dropped out of the programme amidst all challenges they might have encountered for the duration of that programme.

**Who are the Aerospace sub-sector stakeholders?**

Our key stakeholders within aviation include amongst others training providers such as South African Airways Technical (SAAT), Air Traffic Navigation Services (ATNS), South African Police Services (SAPS) - Air Wing, South African Defence Force - Airforce, South African Express, Mango and Civil Aviation Authority (CAA). These stakeholders and others assist us with programmes such as Technical training, Apprenticeship and other related aviation training interventions.

**How is the Aviation industry being transformed to incorporate all genders and races?**

Although there is a lot that needs to be done to fully see the impact of our strides and contribution in the transformation agenda of the sector, we however are making in-roads in transforming the sector in that our funding models do prioritize women participation in the sector, secondly with initiatives like Take a Girl Child to Aviation - we are really expanding our reach and in few years to come the fruits of our investment will show. If I were to mention one example of our contribution in the sector it would a lady by the name of Sibongile Sambo who is owning a successful Aviation Logistics Company and was funded by TETA as one of the beneficiaries.

**How do you want people to perceive the Aerospace Chamber, kindly share your chamber unique selling points?**

Our unique positioning as a chamber is that of bringing and exposing our young people to the world of careers that exist within the aviation space, fund individuals and companies that are strategically positioned to impact the the lives of others, further our unique selling point is that there is no environment similar to the aerospace.

Back in my school days we used to aim for “Greater Heights” in all our endeavours, however once you become part of the aviation sector then “even the skies are no longer your limit” but only your imagination and innovation could hinder your progress.
Are you working or training in any of these skills areas?

Are you 22 years or younger in 2017?

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IT SOFTWARE SOLUTIONS FOR BUSINESS
WEB DESIGN
CNC TURNING
MECHATRONICS
MOBILE ROBOTICS
WELDING
AQUATRONICS
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Have you always dreamt of visiting Abu Dhabi in the UAE?

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APPLICATIONS CLOSE ON 15 MAY 2016
CUT Students Intrigued by Transport Industry Opportunities

Inquisitive Central University of Technology [CUT] students graced the SETA Career Fair exhibitions held at the Central University of Technology in Bloemfontein on October 2015, as the theme was set to explore various career options within Transport.

Deputy President of the Republic of South Africa, Honourable Mr Cyril Ramaphosa was leading the Soshanguve Local Municipality Youth Development Expo and shared life changing career information to under privileged youth in the area of the Soshanguve in Pretoria, Gauteng Province.
There is power in words. Words shape and change how we view life. The TETA Youth Corner Empowerment is a new section in our newsletter that is mainly to empower the youth with words of wisdom and courage not to give up when life does not happen the way it was anticipated. You are most welcome to send us your words of empowerment so we can share with On The Move Readers in our next issue. Please send us your input to coms@teta.org.za and we will consider your words for inclusion. Kindly note you need to keep it short and crisp with high impact. Together, let's change the views of life and motivate one another in seeing life optimistically.

Be empowered no matter what and:

• Take charge and be proactive in building your career, it is never too late to develop yourself;
• Universities are not your only option; consider furthering your studies at a Technical Vocational Educational and Training College;
• Career development is a life-long journey, it never stops;
• There are funding options available for you, consider a number of organisations and institutions- basically do not put your eggs in one basket.

“Nothing beats focus and concentration”

“Working together as a team, proves to be better than working in Silos... Get a team for yourself and be a team player.”

From left: Johannes Horn (Owner) Lonwabo – Young and most improved driver of the year, Lorraine Fouché Co-owner.

ElJoSa Travel & Tours Honouring Service Excellence
TETA Global Champions at the World Maritime University (WMU)

WMU invited a delegation from the Transport Education and Training Authority (TETA) of South Africa for a graduation hosted by the WMU President, Dr. Cleopatra Doumbia-Henry, and other WMU dignitaries, on the 1st November 2015. Furthermore, TETA successfully held a brunch with the Class of 2015 and 2016 sponsored academics in an effort to pass the baton to the new SA global champs who will be representing TETA and the maritime industry in WMU- Sweden.

TETA Chief Executive Officer, Mrs. Maphefo Anno-Frempong, led the delegation which included Mr. Roland Setlako, a TETA board member and Chairperson of the Maritime Chamber Committee, Mr. Malcolm Alexander, Maritime Chamber ETDP Practitioner and Ms. Agnes Malesa, Marketing Communications and Event Administrator.

A university solely focused on the maritime industry post graduate programmes instituted by the International Maritime Organisation (IMO) which is a specialised agency of the United Nations (UN). The World Maritime University (WMU) opened its doors to scholars from different nations in 1983. The role WMU graduates play at IMO and in the global maritime community is vital in opening dialogue and closing the gap among countries of different economic development.

Until 2014, there were only five graduates from South Africa over the past 30 years at WMU. The Class of 2015 at WMU consisted of 13 South African funded scholars and the Class of 2016 has a total number of 10 South African funded students who forms part of the maritime game changers legacy in SA. More interestingly is the diversity of students representing 47 countries of the United Nations. The professors are also drawn from different countries with vast industry experience to link theory with maritime contemporary issues.

The 1st of November 2015 marked an extraordinary game changing day to the Class of 2015 at WMU as it meant - graduation. Parents, friends, partners, different government dignitaries, ambassadors and VIPs filled up the Malmö Live Concert Hall theatre to capacity forming a live audience at the graduations. As the post graduates wore their graduation academic regalia with pride and honour eagerly waiting to proceed inside the theatre, they were all in a jubilant mood smiling to various cameras flashing to capture this great moment. The graduates then entered the theatre followed by the WMU chancellor, guest of honours, mayor and chairman of Malmö City Council and lastly the WMU President.

WMU President was the speaker who shared the opening remarks for the graduation and extended a special welcome to all the honourable guests, graduates and audience at large. WMU’s Chancellor and Secretary-General of the International Maritime Organization (IMO), Mr. Koji Sekimizu, handed over the postgraduate degrees to the World Maritime University’s...
Class of 2015 on the podium. TETA funded 12 students of the 13 South African graduates, who graduated in Master of Science Degree (MsC) in various specialisations ranging from Maritime Law & Policy, Maritime Safety & Environmental Administration and Shipping Management & Logistics. The Class of 2016 TETA funded students were present at the graduation and looked at the Class of 2015 with admiration as they are next to graduate in November 2016.

A brunch organised by TETA was successfully held on the 2nd November 2015 at WMU Canteen for our Class of 2015 and 2016.

TETA CEO, Mrs Maphefo Anno-Frempong encouraged the students to be “Game Changers” in the maritime industry as they are TETA and South Africa’s global champions. This was met by a loud cheer, being testament that indeed the global champions are the game changers. Mr. Roland Setlako, a TETA board member and Chairperson of the Maritime Chamber Committee reminded the game changers that research is essential in moving forward the maritime industry in South Africa and globally.

These students are funded by TETA in an effort to improve the maritime sector and South Africa’s compliance to international maritime regulations to ultimately enhance South African government initiative, Operation Phakisa and Ocean Economy.

Afro Fleet Driver Training Academy was officially launched on Thursday 17 December 2015 by the Minister of Transport, the Honorable Dipuo Peters. The academy, based at 109 Sydney Road, Durban, is the first of its kind in South Africa and offers state-of-the-art TETA accredited driver training through simulation. The technology reproduces characteristics of driving a real vehicle in a virtual environment.

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Principallly, the 4Change Academy’s strategy is to extract and harness both talent and leadership potential through unearthing solutions that rest on the inside of individuals in order to prevail over problems within their immediate environment and hence assist in addressing societal issues at large. Our passion is fuelled by the conviction that we are “Changing our world, by giving others a chance to change theirs” and through this program we were able to do just that. Our partnership with TETA and Chamdor Driver Training Academy enabled us to provide the opportunity to learners to up skill themselves and thus create opportunities for them to change their lives.

In the beginning we had 24 learners sign and unfortunately during the process we had a few learners leave the program due to unforeseen circumstances affected their ability to continue. The 17 learners who remained however not only passed the program but all received their driver’s licences, some code 10 and others code 14. Furthermore it was noted that all 17 were unemployed at the beginning of the training program but since then 7 learners have found employment as drivers.

Roughly 3% of the learners who took part in this development program did not finish school. Many of them could not afford to get this qualification on their own due to a lack of funds but however each student was willing and eager to learn and participate in this program and it has changed many of their lives. We believe this impact is only the beginning of what can happen in our nation when organizations come together and partner to make change real. We would just like to thank TETA for inviting us into this partnership and giving us the opportunity to bring about change in all of these learners lives.

Below are testimonies of some students who took part

Vernon: Was very energetic. His work during this program always took priority. At the end of the course there was a positive difference in Vernon’s attitude towards what he could achieve; Vernon is currently employed as a driver.

Celeste: One of our oldest students who signed up. She treated everyone with motherly love and kindness, however she was very determined to achieve what she had set out to do this positive attitude yielded amazing results as she now code 10 certified.

Kelebogile: She started late in to the course and excelled. She is currently employed as a driver.

Thulani: His start was completely different to how he ended. Thulani build confidence in himself became outspoken and was one of the students this course had a positive outcome on. He too is currently employed.

Stephen: A hard worker and definitely one who held the class together received his driver’s license and is now employed full time as a driver.
The ETQA Unit and the Forwarding and Clearing Chamber of TETA have embarked on a project to develop the occupational profile and associated qualification for the Customs Compliance Manager. This initiative was initiated by the South African Association of Freight Forwarders (SAAFF) on behalf of the industry. The development of the qualification is being facilitated and was presented by the Executive Officer of the Forwarding & Clearing Chamber, Ingrid Du Buisson, to the SAAFF Congress 2015 held in Durban recently. The South African Revenue Services (SARS) Commissioner, Mr. Tom Moyane, during the SAAFF Annual Congress in Durban committed SARS to become involved in the consultation of this qualification as they are the authority responsible for the regulations that govern customs within South Africa.

The Forwarding & Clearing subsector within transport services all economic sectors within South Africa, and facilitates the movement of goods by all modes of transport. This sub sector also manages over 80% of South Africa’s international trade into and out of South African borders (import/exports).

With the implementation of the World Customs Organization’s (WCO) Customs Modernization globally within international Supply Chains, and the introduction of related amendments to the South African Customs Control Act and the South African Customs Duty Act, the requirement of a Customs Compliance Manager at an NQF level 7 is required by International Logistics and related Supply Chains in order to mitigate all related risks and to be compliant with related legislation.

The main focus of this occupation will be to manage, maintain and control customs and other statutory compliance requirements within the organization relating to International Logistics and Supply Chain activities and to interpret statutory legislation and to advise on the application thereof.

The above occupation and qualification is an urgent need within the industry. The following Employer Associations and affiliated members are affected by this statutory requirement:

- The South African Association of Freight Forwarders – (SAAFF).
- The South African Express Parcel’s Association – (SAEPA).
- South African Association of Ships Agents & Operators – (SAASAO).

The required occupation currently does not exist within the OFO Framework, and needs to be included as a specialization. Failure to address this urgent need would have serious repercussions on South Africa’s entire International Trade and associated supply chains. Work is currently underway and the appointed community of experts have been very hard at work to develop this qualification. TETA has managed to secure some of the top customs specialists from within the industry to inform the content of this development. We anticipate submitting the qualification to the GCTO for registration by the end of March 2016.
Training

In spite of our daily bombardment with crime, drought, unemployment and hardships, it is great to see that there are still good and positive stories.

Mphakathi Transport, a bus service operating in the Witbank Mpumalanga Province area was tired of having to live with a driver shortage, and decided through a Professional Driving Learnership, funded by the Transport Education Training Authority, Road Passenger Chamber, to develop and groom their own drivers, in partnership with Nowethu Learning Institute.

Mphakathi advertised in the local media and was delighted to recruit 20 ladies from all walks of life for this project. We believe that in the traditionally male dominated industry, the young ladies will become an example to not only the other road users but also the community.

Mvimbi JD Nkosi
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