



ENGAGE

NEWSLETTER

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EDITOR'S NOTE

Dear Valued Stakeholders

Welcome to the first edition of FoodBev SETA's Engage newsletter for 2023. This year is set to be filled with continued growth and opportunity. Through our continued stakeholder engagement, we consistently educate and enhance the lives of workers in the food & beverage manufacturing sector. In our quest to continue the legacy of bettering our sector, we need to look at how food & beverage manufacturing can embrace new technology to take on all future challenges. In this newsletter, you will see the theme of change and understanding how new technology will affect the food & beverages manufacturing sector. By gearing up students and workers in our beloved industry to stay on top of the 4th Industrial Revolution, we could propel the sector to new heights– creating future careers along the way.

We cannot wait until the next edition of the newsletter where the SETA will be showcasing a brand–new image to undertake the technological revolution in the sector. On behalf of the SETA, we say to all our valued stakeholders: watch this space!

“As the SETA accountable for the food & beverage manufacturing sector, we are responsible for moving it forward. Through new opportunities, practices and careers designed to cope with challenges from the 4th industrial revolution, we are confident in the longevity of the SETA and the sector.”

– Pretty Ngwasheng, Senior Manager: Corporate Services.

“ By furthering skills development, we are gearing workers up for the future of an industry that leads the manufacturing sector. ”



Pretty Ngwasheng
Senior Manager: Corporate Services



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SETA BENEFICIARY NEWS

PepsiCo Presents the Next Generation of Graduate & Future Leaders

Food and Beverages Manufacturing SETA prides itself on the relationships that it has with its many stakeholders. One of which is PepsiCo, a multinational company that the SETA has been in partnership with for many years. This alliance has seen the development of both employed and unemployed learners' skills – creating a future generation that will one day contribute greatly to the sustainability of the sector, and to the national economy.

In partnership with Food and Beverages Manufacturing SETA and Kgodiso Development Fund, PepsiCo held the Graduate and Future Leader exit celebration on 6 February 2023, in Sandton, Gauteng.

PepsiCo CEO Mr Tertius Carstens delivered a rousing speech that praised the new graduates and future leaders. In his address, he made careful mention of the role the company will play in the future of South Africa's food & beverage industry.

"PepsiCo aims to play a bigger role in supporting activities that contribute to the long-term sustainability and resilience of South Africa's food system. The end product of this programme will act as a catalyst to create local jobs, increase local procurement, build small businesses, support education and holistically contribute to black economic empowerment in South Africa."

Also delivering an address was Food & Beverages Manufacturing SETA CEO, Ms Nokuthula Selamolela, who said "I am encouraged by the fact that this programme has extended beyond our borders where we have a diverse group from West & East Africa to exchange ideas. Our fundamental objective as the SETA is that of giving our people work opportunities through our partners as well as skills development and transfer to our young people."

The 18-month-long Graduate and Future Leader programme was launched in 2020. Despite the world suffering the effects of the Covid-19 pandemic, the programme still managed to see South Africans, Nigerians, and Ethiopians all enrolled.



This development programme exposed and equipped candidates with the PepsiCo business value chain; allowing them to garner experience in one of the world's leading industries, while using their newfound skills to further the food & beverage manufacturing sector.

During the programme, candidates were divided into two groups– the first being 23 graduates with 0–2 years of work experience, and the second being 20 future leaders with 3–5 years of work experience. They were then assigned a mentor and registered in Food and Beverages Manufacturing SETA accredited programmes (Supervisory NQF Level 4 and Middle Management NQF Level 6) respectively.



The programme is designed around PepsiCo's strategic capability pillars, which include scarce and critical skills, and the development of skills for the FMCG sector at large. Through this programme, PepsiCo has absorbed 90.6% of the candidates into permanent employment.

Both Graduate and Future Leaders candidates were understandably excited to have graduated after years of hard work and perseverance. Sbongile Mxaba, a Graduate Programme Candidate, said *"We got to understand the entire processing and manufacturing on a bigger scale. That for me was very exciting."* While Zwelibanzi Ntshangase, a Future Leaders Candidate, had this to say: *"This programme taught me personal mastering, crucial constructive conversations and how to act as a leader".*

SKILLS DEVELOPMENT & FUNDING

Update on 2023/24 Discretionary Grants Applications

FoodBev Manufacturing SETA's first funding window for eligible stakeholders to apply for Discretionary Grants opened on 21 November 2022 and closed on 03 February 2023.

As previously communicated, FoodBev Manufacturing SETA appointed Duja Consulting to evaluate all applications received.

We are pleased to inform you, dear stakeholder, that the compliance checks for all applications have been completed and the evaluation process is at 90% completion.

The SETA understands that this funding opportunity is important to your organization, and we are committed to ensuring a fair and transparent evaluation process is undertaken. We aim to communicate the outcome of the application by 30 June 2023.

We will keep you informed throughout the evaluation process and will notify you promptly of any updates regarding the status of your application. If you have any questions or concerns regarding your application, please do not hesitate to contact us at **011 253 7300** or **VuyolwethuM@foodbev.co.za**

Thank you for your interest in the FoodBev Manufacturing SETA grant funding program.



Frequently Asked Questions – Transition to OQSF Implementation

LEGEND

1. Lighter green – NQF, OQSF, and QCTO
2. Orange – roles and functions
3. Gold – accreditations
4. Blue – qualifications and Learning Programmes
5. Gold – Learning material
6. Green – assessments, moderations and certifications

What is the NQF?

It is a comprehensive system approved by the Minister for the classification, registration, publication, and articulation of quality-assured national qualifications.

What is the OQSF?

The occupational qualifications sub-framework is a new sub-framework of the NQF. It exists alongside the General and Further Education and Training (GENFET) and the Higher Education Qualifications Sub-framework (HEQSF).

What is the scope of the OQSF?

The OQSF covers all trades and occupational qualifications.

What is the role of the QCTO?

The QCTO oversees the design, accreditation, implementation, assessment and certification of occupational qualifications, part-qualifications, and skills programmes.

Does QCTO exist or its only on paper?

The QCTO offices are located at 256 Glyn Street in Hatfield (Pretoria) and the organisation employs about 98 permanent staff members (as per the QCTO Annual report of 2021/22 Financial year) with responsibilities that include the development of qualifications, assessments, certification, and research, amongst others.

Has QCTO taken over their functions?

Yes, QCTO took over their functions gradually with delegation arrangements with SETA's and other bodies, and the delegation is managed through a Service Level Agreement (SLA).

What about FoodBev SETA ETQA/ QA Departments?
What role are they now playing?

SETA ETQA / QA departments continue to perform various activities against historical qualifications as delegated by QCTO through an agreement with QCTO. These activities relate to accreditation of SDPs, assessor & moderator registration, Quality Assurance of learner achievements and Certification (including external moderations).

What is the function of the FoodBev SETA QA department in the new dispensation?

FoodBev SETA performs activities that relate to (1) qualifications/ part-qualifications/ skills programmes development within the OQSF, (2) performing activities related to accreditation of SDPs and assessment centres as delegated by QCTO, and (3) External Integrated Summative Assessments.

What about assessor and moderator registrations, certification, and monitoring of Skills Development Providers (SDPs)?

The new system uses assessors and moderators in different ways than it previously had. Certification will be solely the responsibility of the QCTO. FoodBev SETA QA Department's role will be limited to administration work on the certification of learners.

Where do I apply for accreditation as a training provider?

Applications for skills development providers can be made on the QCTO website: (www.qcto.org.za)

How do I apply for accreditation?

An application can be made by completing the online application on the QCTO website.

How long does the accreditation process take?

The accreditation process for qualifying SDPs takes about three months. This excludes instances whereby an SDP does not meet specific criteria.

What are the requirements for accreditation?

Details on accreditation requirements and processes are found on the QCTO website for skills development providers (qcto.org.za).

What will happen to my old accreditation?

Accreditation against historical qualifications will expire on 30 June 2027, in line with the end date of their teach-out period.

What are historical qualifications?

All unit standard-based qualifications.

What is the role of SDP, SETA QA, Learners, QCTO and SAQA under OQSF implementation?

SDPs enrol learners (both on QCTO and FoodBev MIS), train and formatively assess learners. FoodBev SETA in its capacity as AQP conducts EISA. QCTO externally moderates and issues certificates, and SAQA will continue to record learners and providers on the NLRD.

When will their implementation end?

This will follow a phased process. The end of learner enrolments is 30 June 2024, while the teach-out period will end on 30 June 2027. However, FoodBev SETA will announce cut-off dates closer to these dates to complete internal processes where necessary.

Will skills programmes also be affected?

Yes, qualifications will expire with their unit standards and associated skills programmes.

Will there be new qualifications?

Yes, FoodBev SETA and QCTO will ensure that there are occupational qualifications against all FoodBev SETA occupations and specialisations as they appear on the current OFO document and in line with industry needs.

How do new occupational qualifications differ from historical ones?

Occupational qualifications are structured in terms of modules (knowledge, practical and work experience modules), while historical qualifications are structured in terms of unit standards.

Are there any new occupational qualifications already developed and registered?

Currently, 11 new occupational qualifications fall under the FoodBev SETA scope, in line with the SIC codes. Additional qualifications and part-qualifications are currently under evaluation by QCTO.

What about learning material, assessors, and moderators in the new occupational qualifications?

FoodBev SETA, through Chamber committees, will ensure that each occupational qualification, at minimum, has generic learning material that is easily customisable to facilitate the uptake of qualifications. The new system does not have any role of assessors and moderators. However, SDPs must ensure that appointed facilitators comply with the HR requirements per module as stated in the Curriculum document to maintain high standards of training.

Will SDPs require learning material for accreditation?

Yes, learning material is a requirement before accreditation.

How are assessments handled in the new dispensation?

SDPs can conduct formative assessments as part of the learning process, however, summative assessments are handled in the form of an EISA.

What is an EISA in the new dispensation?

EISA is a single, national assessment which leads to competent learners being awarded Occupational Certificates. It is an integral and critical component of QCTO's quality assurance system, as it ensures that the assessment of occupational qualifications, part-qualifications and trades is standardised, consistent and credible.

What are assessment centres?

Assessment Centres are accredited by the QCTO AQP's to conduct EISA. All EISAs must take place at an accredited Assessment Centre.

Are assessors and internal moderators still needed in the new dispensation?

No, the new system does not require assessors and internal moderators.

Who will issue certificates?

The QCTO issues certificates against occupational qualifications.

Who will do external moderation?

QCTO has responsibility for external moderation.

Where will EISAs be conducted?

EISAs will be conducted at an accredited Assessment Centre as allocated by the AQP responsible for the assessment.

How long will SDPs pay for EISA and Certificates issued to learners? How long does the accreditation process take?

FoodBev SETA will not charge learners or SDPs for EISA or certificates.

RESEARCH & PLANNING

Emerging Skills in the FoodBev Manufacturing Sector

“The gap between educational system supply and labour market demand leads to significant imbalances in the economy,” – Nokuthula Selamolela, CEO of the Food & Beverages Manufacturing SETA.

Due to changes brought on by the 4th Industrial Revolution, technological change is the biggest threat affecting the food & beverages manufacturing industry.

As such, it has never been more important to understand how to use the advances in technology to create skills development in workers to benefit the sector.


The partnership between the SETA and the BRICS Business Council has seen the SETA support the creation of the Atlas of Emerging Jobs for the sector. This comprehensive guide will encourage future-proof career opportunities for the youth of South Africa within the food & beverages manufacturing industry.

Busi Mabuza, Chairperson at the South African BRICS Business Council recognised the importance of addressing skills shortages through the development of traits that would address concerns in the future.

“The shortage of skills in South Africa has become a core issue in discussions on economic growth, service delivery, social development, and productivity. The focus of the Skills Development Working Group (SDWG) is to initiate and implement projects that contribute to building Future Skills, enabling South African businesses to build and maintain competitiveness in a global economy,” said Ms. Mabuza.

By enabling local skills development, South Africa becomes less dependent on importing talent from elsewhere. This could see new job opportunities arise for South Africans, with the gap in skills between BRICS countries being minimised.





The Atlas of Emerging Jobs is the product of research needed to address the needs of the country's youth with special regard to skills development. The 120+ page report consists of a series of two-day workshops in October and November 2022 as well as a wide range of external research.

Guided by Skills Technology Foresight facilitators, attendees of the workshop were able to construct a shared vision for the country by considering technological, social and political challenges. Dmitry Sudakov, Atlas Profesorii of Foresight Technology, reported that the Atlas is not a mere research tool but a compendium of information that could benefit the youth in South Africa.

“Our objective is to expose the horizon for parents to choose professions for their children that offer actual prospects and are in demand in the country. We need to create new industries today.”

Amongst the hard skills that are in demand for future jobs are the following:

- Geography/Meteorology/Ecology/Environmental Engineering
- Physics
- Biology /Biochemistry/Chemistry
- IT/Cyberspace/Software

Modern workplaces demand a keen set of soft skills. Among them are the following:

- Negotiation
- Teamwork
- Strategic Thinking/Analytical Thinking /System Thinking
- Communication/Multidisciplinary Thinking
- Project Management

The Atlas of Emerging Jobs also gives job-seekers the ability to combine several hard and soft skills and translate them into a job focused on those specific skills.

For instance, combining geography, meteorology and environmental engineering with negotiation and teamwork is a good platform to use in your career as an Environmental Practitioner– someone who assesses, improves and gives advice to companies on environmental strategies. They advise how best to reduce the carbon footprint being left by logistics in the FoodBev industry.

With diverse topics such as digitalisation, automation, sustainability, network organisation and pandemic threats, the Atlas serves as a guide to navigating tomorrow's workplace today. To find out more about skills that would be of use in the future, read the Atlas of Emerging Jobs here: <https://bricsfutureskills.co.za/atlas/>

Addressing the National Skills Development Plan Through Research

Research is vital in the Food and Beverages manufacturing sector since it helps to identify problems and recommend viable solutions. Research helps in the identification of new technologies, skills and market trends that can improve the sector. In the SETA space, research provides decision-makers and administrative staff with credible information for planning, implementing, improving, and possibly abandoning learning programmes where applicable.

The FoodBev Manufacturing SETA recognises that more research is needed to improve the skills development sector. That is where the 2023/2024 Research Agenda comes in. By addressing the priorities of the National Skills Development Plan, the agenda can nurture high-quality skills in workers across the sector.

The research sub-themes listed to the right are those that the FoodBev Manufacturing SETA, guided by principles from the Department of Higher Education & Training, will be researching in the 2023 financial year:



1. Identifying 4IR industry skills & linking them to TVET qualifications.
2. Transformation of SMMEs through exploring the value chain of the Food & Beverages Manufacturing Sector.
3. Investigating the sector's enablers and constraints for skills planning.
4. Reviewing the context and key leverage points (energy hotspots) in the food and beverage sector to enable a low-carbon transition (Just Energy Transition).
5. Mini case studies on food and beverage skills ecosystems that support the Just Energy Transition in the sector.

The findings from the research outlined in the Research Agenda are used to develop and update the Sector Skills Plan (SSP), Sub-sector Skills Plans (SSSP) and Strategic documents.



CAREER AWARENESS

Exhibitions through the Western Cape Department of Education & Food and Beverage Manufacturing SETA

FoodBev Manufacturing SETA, in partnership with the Western Cape Department of Education (WCDE), recently hosted a series of Career Awareness exhibitions in George, Grabouw, and Khayelitsha. The exhibitions were aimed at promoting careers in high demand within the Food and Beverages Manufacturing sector.

The exhibitions were targeted towards 1,200 Grade 9 – 12 learners in rural Western Cape communities, such as Khayelitsha, Grabouw and George. The objectives of the exhibitions were to inform learners about learning pathways and qualifications to study which will provide them with skillsets in areas of current or future skills shortages, as well as alerting learners to occupations that are in high demand in the sector.

In addition, the exhibitions aimed to create awareness of bursary opportunities, internships, learnerships, and apprenticeship opportunities in the sector.



The Career Awareness exhibitions were a resounding success, providing learners with valuable insights into the various career opportunities available in the food and beverage manufacturing industry. The FoodBev Manufacturing SETA remains committed to promoting education and training in the sector and looks forward to continuing its partnership with the WCDE to support learners on their career journeys and pathways.

FoodBev Manufacturing SETA's CEO, Ms. Nokuthula Selamolela said, *"We are proud to have partnered with the Western Cape Department of Education to provide learners with a platform to learn more about the exciting career opportunities in the food and beverage manufacturing industry. These exhibitions not only highlighted the range of opportunities available but also provided learners with the necessary tools to make informed career choices"*.

The Career Awareness exhibitions are an example of how FoodBev Manufacturing SETA is working to address skills shortages in the sector and ensure that the industry has the skilled workforce it needs to remain competitive. The SETA continues to offer funding for various training programmes and looks forward to working with learners and industry stakeholders to build a brighter future for the food and beverage manufacturing sector.

We wish to thank all the partners who supported the events and availed themselves to share information and opportunities with learners: Sea Harvest, Ladismith Cheese, Rhodes Food Group (RFG), SETA, FASSET, HWSETA, CETA, MICT, SERVICES, MerSETA, INSETA, TETA, PSETA, KHETHA, NSFAS and NAMB. Higher Education learning institutions TVET Colleges, College of Cape Town, Boland and False Bay and Nelson Mandela University (NMU).

If you're interested in partnering with FoodBev Manufacturing SETA to support career guidance initiatives in the food and beverage manufacturing sector, we invite you to get in touch. By working together, we can help ensure that learners and job seekers have access to the information, resources, and opportunities they need to build successful careers in this dynamic and growing sector.

Contact us today on careerguidance@foodbev.co.za or 011 253 7300 to learn more about how we can collaborate to drive skills development and economic growth in South Africa.





SAB Hop Harvest Tour Hosts FoodBev Seta CEO

Food and Beverages Manufacturing SETA CEO, Ms Nokuthula Selamolela together with the Honourable Minister of Agriculture, Land Reform and Rural Development, Thoko Didiza, joined the South African Breweries (SAB), Beer Association of South Africa (BASA), local farmers and various stakeholders in the beer-making industry for the hop harvest at SA Breweries Roy Hops Farm and Facility in George, Western Cape on 3 March 2023.

Our CEO, Ms Nokuthula Selamolela, expressed her excitement to attend her first-ever SAB hops harvest since being at the helm of FoodBev Manufacturing SETA.

“The hops industry is very important in our sector (beer manufacturing), particularly for this part of the region (George) because it is the only region in Africa that grows hops. The Western Cape is known for the art of brewing different kinds of beers such as craft beer from small-scale brewing to well-established brewers. Beer agriculture is an opportunity for job creation,” she said.



The hops agricultural sector is a critical component of the beer value chain and is a major job creator in the George region, particularly in disadvantaged communities. The beer industry sustains over 249,000 jobs, or 1 in every 66 jobs nationwide, and accounts for 1.6% of South Africa's GDP in 2020. The industry has also invested around R1 billion into programmes aimed at supporting and developing emerging black hops and barley farmers.

Ms Apiwe Nxusani-Mawela, a renowned beer brewer from the Beer Association of South Africa, an association which represents beer manufacturers in the country, said: *"One of our pillars at Beer Association of South Africa is beer agriculture which involves the farming of grains such as hops and other fermentable grains, and we want to showcase the role the beer industry plays within the bigger agricultural industry and its contribution to the South African economy."*

Hops remain an important raw material and a primary ingredient in beer manufacturing, which is one of FoodBev Manufacturing SETA's key sub-sectors. Hops are used predominantly in beer manufacturing, but there is growing interest in other sectors such as the pharmaceutical industry.





**Keep an eye out
for the new look
FoodBev Manufacturing SETA**



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