



Automotive Industry Development Centre  
Your partner in becoming globally competitive

# Market Driven Opportunities for Skills Development

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***"TOGETHER MOVING THE GAUTENG CITY REGION FORWARD"***

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# Automotive Sector in SA



- Represents countries international competitive sectors in SA
- Responsible for over 100 000 job creation
- Government key focal point for Socio-economic upliftment
- Government contribution from MIDP to now APDP
- Uncertainties in market sensitivity (Political, economic, operational and technological)

# Skills mismatch a worldwide concern

- Different types of skills mismatch coexist in modern labour markets (market economies, product markets influences labour demand- non automatic process of matching skilled workforce to vacancies)
- Labour market frictions and employer practices can underlie recruitment difficulties (lack of appropriately qualified candidates)
- Mismatch increasingly affects individuals through their lifetime (change in jobs and re-entering the labour market add to Skills obsolescence)
- Skills mismatch increases during economic crisis (job destruction, acceptance of part-time jobs not in line with skills)
- Skills matching requires a collaborative long-term strategy (Public, Private Partnership, continuous development)

# Key Objectives



Establish collaborative partnerships with relevant stakeholders in the Advanced Manufacturing Industry to implement the following initiatives:

- Identify Industry needs and develop strategies/interventions to address those requirements.
- Formalise Skills Development and Training through collaboration with Industry and Academia. (Industry & Skills Development Forum)
- Manage and implement Work Integrated Learning (WIL) programmes that culminate in a highly skilled workforce with decent employment.
- Identify resource/funding requirements and areas for collaboration.
- Develop MOA's to drive these initiatives.

# AIDC support to the sector



INDUSTRY FORUM OPERATING FRAMEWORK

Learning Centre

DHET

FET  
HEI

MERSETA

Technical  
Schools

OEMS

TIER 1-3

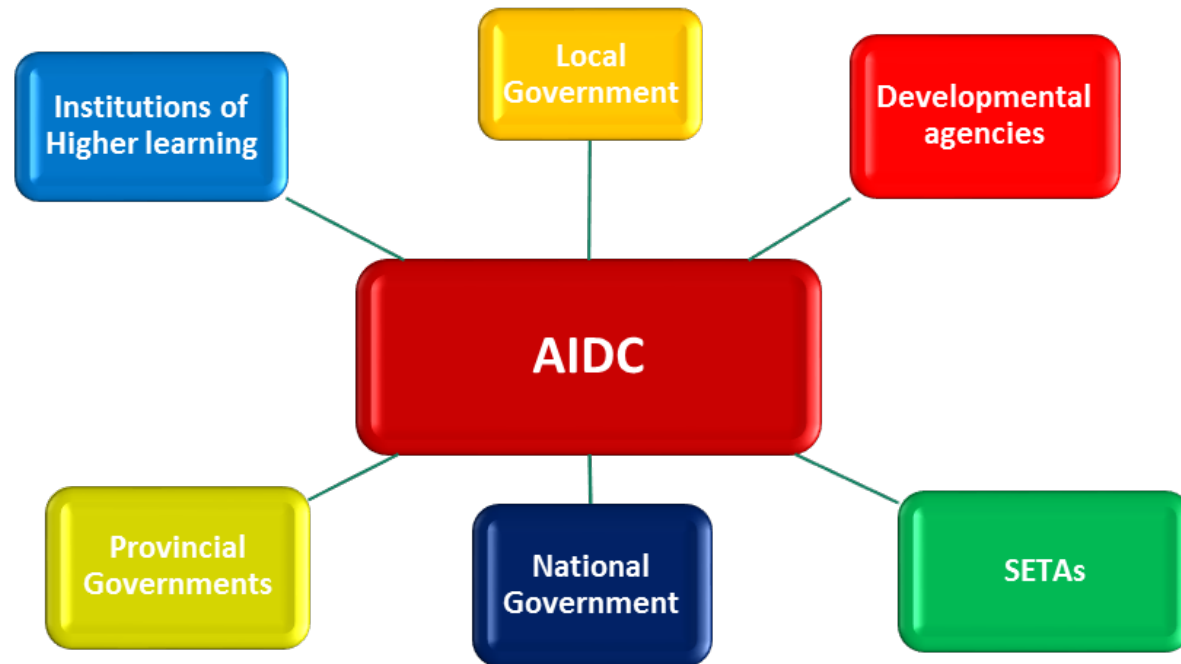
RMI  
NAACAM  
NAAMSA  
NUMSA

Strategic Partners Managed by AIDC

# Partnerships

The success of the AIDC and the projects it has delivered to enhance the Automotive Sector, hinges on the partnerships developed and nurtured with strategic stakeholders. Key among these are:

- Government
- Academia
- Industry



# Key stakeholders



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# Companies hosted since inception

**NISSAN**



**Transport Education Training Authority**  
*Heart of Skills Innovation*  
HEART OF SKILLS INNOVATION



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# Strategic Programmes

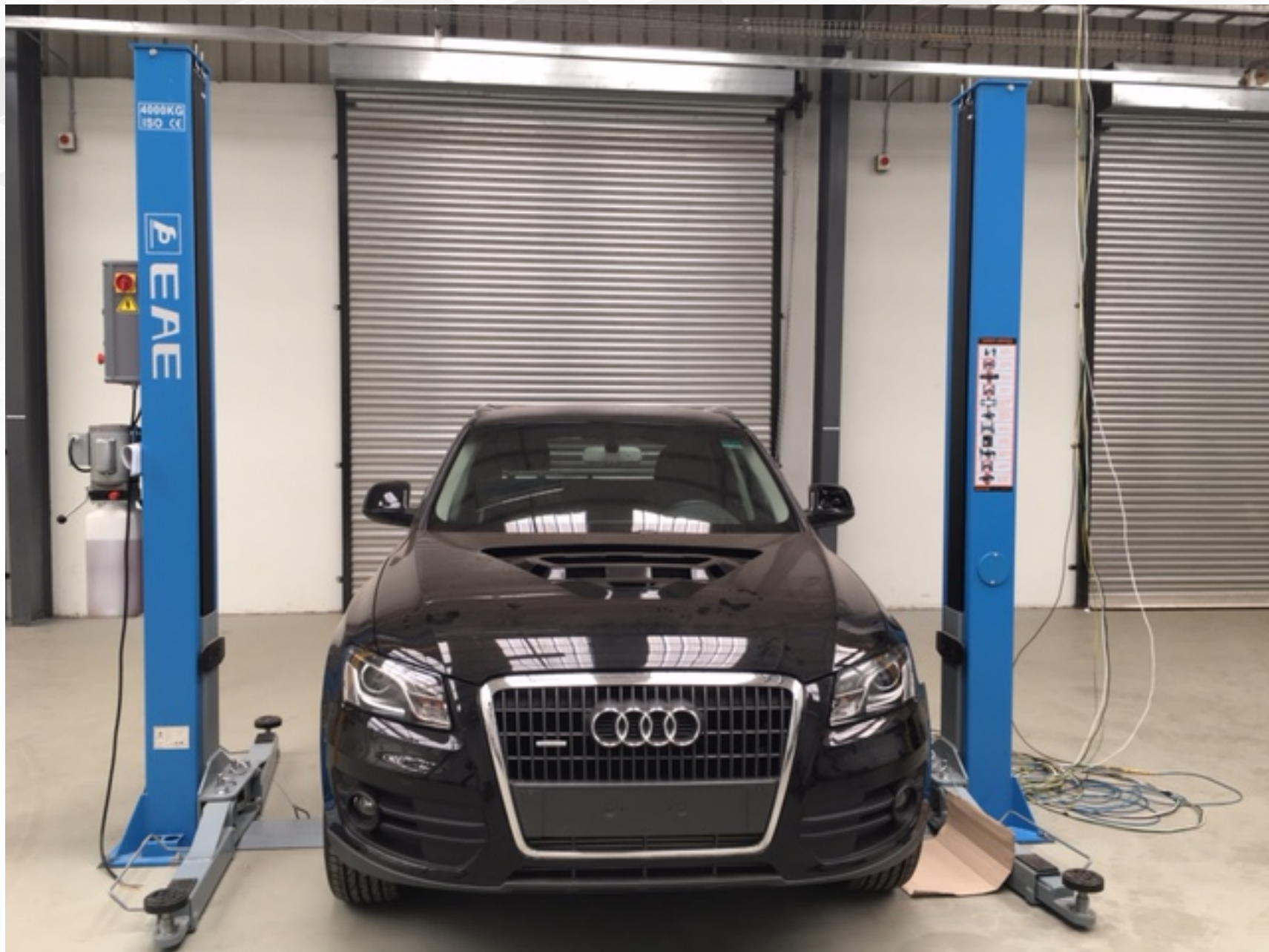


- RPL with industry (Organizational Development)
- Work Integrated Learning (Siemens, CoT, OEM's and Tier Suppliers)
- Lecturer Development programme (Ekurhuleni East College & DHET)
- B-BBEE support for the auto and related sectors

# Learning Centre Capacity



- Classroom Building (Phase 1 : Completed)– ***Capacity of 365 learners/day***
  - 8 Classrooms
  - 2 PC Rooms
  - 1 Library
  - Office areas for Nissan, AIDC and Trainers
- Technical Building (Phase 2 : in progress) – **Capacity of 200 learners/day**
  - Automotive Welding, Painting and Assembly
  - 6 Technical Training Labs























# Photo Gallery



# AIDC Accomplishments



- 2032 learners trained at GALC. (April 14 – Oct 15)
- 157 learners enrolled on ACMA NQF2 learnership. 144 completed, 57 enrolled onto NQF3.
- 563 FET learners trained on Ford T6 simulator - Introduction to Vehicle Assembly.
- 44 Artisans qualified with trade test. (100% success rate)
- 160 informal panel beaters and mechanics trained in business management, panel beating and spray-painting.
- 182 (116 completed, 66 still active) students trained for Siemens - Eskom expansion project (Engineers, Project Managers, Technicians, Artisans, Learnerships)
- 217 school pupils mentored. maths, science and career guidance (2012)
- More than 800 learners trained on National Skills Fund Project North West Province (Artisans, internships and learnerships)



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# Way Forward

Through the PPP model the AIDC aims to:

- Building on previous successes (85%) on artisan training programmes,
- Build on current knowledge of the Automotive and Advanced Manufacturing Sectors, and network of strategic partnerships.
- Train 5000 Artisans for Gauteng over a period of ten years.

This concept is scalable and can also be implemented on a national level or individually in other provinces.



# Ndza Nkhensa – Thank you