



Printing Industries Federation of South Africa

Cape Chamber News

Training Needs Assessment Workshop

August 2006

A training needs assessment workshop, for the Printing & Packaging Industry was held on 11 August 2006 at the Cross Media Training Centre in Montague Gardens and was attended by representatives of Government, MAPPP-SETA and Industry.

Mr. Leid gave a brief background into the history of Apprenticeships in South Africa and his involvement in developing the competency based modular training programmes for Apprenticeships in 1990. He expressed his concern to the fact that small and medium sized companies in the Industry seem to be taking on less and less Apprentices due to the administrative burden of managing them. He added that there seems to be the perception amongst these companies that the training of employees is a hassle. He then shared his vision for the establishment of an Industry Centre of Excellence in the Cape to assist Industry with the recruitment, selection and training of suitable candidates for placement in Member Companies. He stated that he believed that this model of partnering with Member Companies would go a long way to addressing the training needs of Industry. He indicated that the Centre of Excellence would need to focus on the scarce skills identified by Industry.

Shelton Kaba Mandondo, Sector Coordinator of the Provincial Development Council (PDC) gave a brief introduction into the Framework Agreement developed by the Western Cape Provincial Development Council for a mini summit held in December 2004 at the Cape Town International Convention Centre. He explained that the Framework Agreement identified key priority sectors for growth, development and job creation. The Paper, Printing, Packaging and Publishing sector was one such sector identified. He currently coordinates the activities as a Specialist Committee for this sector. He further stated that Government Procurement and Training had been identified as two critical factors affecting this sector. In preparation for a mini summit to be held in October 2006 the social partners had called for a training needs assessment to be conducted in Printing and Packaging Industry – hence the need for this workshop.

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Attachment:



Invitation to the YMP Golf Day
De Zalze Golf Club Stellenbosch
7 September 2006



Derek Fredericks, Melanie Bernard-Fryer, Edmund Ronné, Shelton Kaba Mandondo & Nick Delpont at the Training Needs Assessment Workshop

Mr. Nick Delpont, the Managing Director of the South African Printing College, gave insight into the activities of the Cross Media Training Centre in Johannesburg. He stated that compared to Johannesburg, the training currently done in Cape Town is mostly theory based due to the lack of infrastructure. He emphasized the importance of training and continuously improving skills within the industry instead of the current practice where companies are 'poaching' skills from one other which only served to increase the cost of labour. He stressed the importance for Companies/employers to mobilize training in collaboration with the MAPPP-SETA.

Mr. Edmund Ronné, Chairman of the Cross Media Training Centre and Managing Member of Die Nooitgedacht Pers stated that currently most Apprentices in



Training Needs Assessment Workshop (Continued)

the Industry are trained by the larger Companies as it seems not to be viable for small and medium sized Companies due to the fact that they do not have the capacity to manage apprentices from an administrative perspective. He emphasized the importance of encouraging companies to train more Apprentices to lessen the skills crisis in the Industry.

Nigel Gwynne – Evans of the Western Cape Provincial Government, after responding to a question from Mr. Leid, gave a brief introduction into how Furntech was run and funded as a Centre of Excellence for the Forestry, Furniture and Wood Processing Industry. He added that Furntech assisted aspiring entrepreneurs in their Incubator Centre where they are provided the necessary skills and opportunities to open up their own business. He explained that the Department of Trade and Industry and the Swedish Government (SIDA) have provided the funding for these state of the art advanced Furniture Technology Training Centre's throughout the country. Companies using the training facilities paid for the training and subsequently claimed the associated costs from the FIETA SETA.

Melanie Bernard-Fryer CEO of the MAPPP-SETA confirmed that certain parts of the Training Legislation did not make it easy for Companies to train their employees. She said that in order for the SETA to provide a service to the Industry they need to know what the Scarce Skills Training needs are. This information is supposed to be provided by the Workplace Skills Plans submitted by Companies. She explained that of the 13 000 companies in the MAPPP Sector only 7 000 were levy paying and in June 2006 only 750 of these companies completed and submitted their Workplace Skills Plans.

She gave the following statistics:

- Discretionary Grant applications pre 2005 – the SETA received 8 applications
- End of 2005 – SETA received 20 applications
- June 2006 – SETA received 144 applications

Looking at these statistics she said that it is almost impossible for the SETA to determine the training needs of the Industry.

She continued by saying that Estimating had been identified as a scarce skill within the Industry. She had learnt of the Integrated Business Administrator Training that the CMTC Cape Town was providing and indicated that the SETA would be advertising, within the next two weeks, in the Sunday Times and notifications would be placed on the MAPPP-SETA website in order that all service providers might enter the bidding process to provide such estimator training to the Sector.

She confirmed that the theory and practical Competency Based Modules need upgrading and that a request for tenders would be advertised for the necessary upgrading of the outdated material.

She confirmed that the bid/request for tender process was necessary in light of the fact that the SETA had specific targets to reach for assisting SMME's and that when awarding such tenders the SETA would be sensitive to attaining such targets.

She said that she is still awaiting guidelines from the Minister of Labour regarding criteria and funding models for Centers of Excellence as well as New Venture Creations similar to the Incubator centre at Furntech.

Mr Derek Fredericks Chairman of the Packaging Chamber of the MAPPP-SETA and Regional Secretary Organiser of the SATU said that he sees the need for training programmes for semi-skilled level operators (e.g. Folding Machine Operators) to be accredited in order that employees might gain recognition for the such training.

The following training needs were identified by the various Companies represented and it was confirmed that this information would be vital for the inclusion in the MAPPP-SETA Sector Skills Plan.

- Supervisory and Management programmes.
- Life Skills (ABET, literacy, health, numeracy, etc.) to be run in-house in order to reach employees at all levels.
- In order to assist with career progression there needs to be elective exit points in all designated training programmes.



Training Needs Assessment Workshop (Continued)

- Training programmes needs to be occupationally relevant. e.g. Guillotine Operator, Folding Machine Operator, Sample Die Maker, etc)
- Creating awareness amongst Grade 10-11 learners about the Industry to get them interested in applying for Apprenticeships.
- Applied Theory and Practical training in partnership with the training company and training provider - the Cross Media Training Centre.
- HIV/Aids training and testing which will be funded 100% by the SETA.
- SETA to provide updated Technical Theoretical Module curriculum and applied theory guides and checklists to assist companies with in-house training and assessment of Apprentices.
- All designated trade training programmes to be structured to facilitate occupationally based training modules. Trainees who successfully complete such modules would obtain SETA/SAQA skills qualifications leading to a full trade qualification (e.g. Slitter Operators, gang stitching operators, flexo plate mounters).
- Troubleshooting and problem solving courses for Printers.
- Colour Ink matching courses for Printers and Assistants.
- Basic DTP Courses for Flexo Platemakers, Mounters and other non technical managers and representatives.
- Colour Perception testing should not only be used as a selection criteria for new entrants but should be conducted regularly on all employees working with colour.

A total revamp of the Introduction to Printing Course (ID2) was necessary. This course could serve as a selection tool in the future.

Mr. Leid thanked all for their input and stated that it was only through Industry involvement that we could embark on a process of continually improving our industry qualifications.

Members are invited to make representation to the Chamber that might assist in this developmental process.

Ken Leid

Director

PIFSA Cape Chamber

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Employment Wanted

- ◆ An experienced Estimator with some exposure to Production Management is looking for an opportunity to move back to Cape Town.
- ◆ A highly motivated individual with extensive knowledge and experience in the Printing Industry from both a managerial and practical perspective is looking for a Shift Supervisor or Production Manager position.
- ◆ An extremely keen Matriculant is looking for an Apprenticeship in the Printing Industry.

Members wishing to interview or receive CV's of the above applicants should contact Faranaas Jacobs on (021) 595 1367 or fjacobs@cape.pifsa.org

VRP Print - Intabatu Printing - 'Wet Stone'



The VRP Print - Intabatu Printing Directors:
Kevin Husk, Frank Retter, Rachel Ntuntwana, Ralf Retter & Walter Retter

Van Riebeeck Press (Pty) Ltd celebrated the opening of their new factory and considerably increased rolling power on 10 August 2006.

Walter Retter took the opportunity to thank some of his valued Clients and Associates for their support during the move and unveiled the company's new name VRP Print - Intabatu Printing.

Ken Leid presented the company with a special long membership award during the function for having been a Member in good standing with the PIFSA Cape Chamber for 33 years.

(Intabatu - Something for the People)

Printing Craftsmen Association News



INDIGO LAUNCH AT CASTLE GRAPHICS SOUTH

A very interesting and informative evening was enjoyed at Castle Graphics during August, on the occasion of the eagerly-awaited launch of their top of the range Indigo 3050.

Gathering to help in this celebration, were some 35 members of the Printing Craftsmen Association. After a welcome glass of sherry and introduction, the group split into two to begin the intriguing explanation and demonstration by Henko and Tim from Castle Graphics, of the wonders of new age technology.

A lucky draw was held during the evening, and after the winner was announced and had been photographed being congratulated by Nick Castle, MD of Castle Graphics, was presented with a magnum of wine sporting a label with their picture on, printed on the Indigo, at the function.

After both groups had seen and heard all they could imagine about this wonderful machine, snacks and drinks were served, and as the last guests left on a chilly winter's evening, it was evident that a good time had been had by all.

At this time, with the ever-changing industry of our chosen profession, it is critical to keep up to date with the latest technology. When confronted by a number of suppliers all brandishing reports that their systems or machinery are the best, it is reassuring to know that, through the Association's input, you can come away better equipped to make an informed decision. Thanks to Castle Graphics, one of those who shares their knowledge.

Remember: let's all work together to keep printing in South Africa.



Pictured enjoying the launch party of their new Indigo 3050 are MD Nick Castle and Bev Taylor of Castle Graphics with Klaus Borgelt, President of the Printing Craftsmen Association.



Live by the “Three Light Law”

The speed of your decision making and the decision making of your management team determines the speed of your company.

That means many companies with an inability to make decisions don't pick up much speed. They suffer from what a former boss of mine once called the “OD” factor - the Organisational Drag factor. His view was that as a decision went through the various levels in a company, there was a natural tendency for it to be slowed down by people who were not able to make a decision about it and this was compounded until the decision eventually got swallowed up somewhere along the way.

Why can't many of us make decisions? I don't think it's that we actually can't make decisions. After all, we make decisions all the time - what to wear, what to eat, where to stay, and so on. It's when we're faced with having to make decisions that we know will have serious consequences should we get them wrong. THAT'S what makes us freeze like a four year old on the stage at the annual school concert.

This aversion to making the wrong decision affects our personal as well as our professional lives. We tend to make our lives more complicated than necessary, ending up thoroughly miserable for all the complications we've created. Life is complicated enough on its own, so we should rather try to simplify things where possible.

Here, then, is Hosking's “Three Light Law” that might help you make faster, better decisions in every aspect of your life!

We're all used to the concept of traffic lights: generally we understand red to mean stop, amber or orange to mean proceed with caution so that you can stop (not go a little faster!), and green to indicate go. Quite simply, it helps to see life in terms of these three lights. Whenever something happens that requires a decision, try to identify which light is flashing.

Is it a green, amber or red light? If for instance somebody is trying to sell you something you can't afford and don't want, what light is flashing? It's a no-brainer to realise it's a red light. So what do you do? Stop! Don't buy! There, the decision was easy!

If say you could afford it, but weren't sure whether you wanted it, you'd probably say the amber light was flashing. That would mean you should proceed with caution so that you are able to stop (say no) if necessary.

If you could afford it and wanted it, can you guess the light flashing? I thought so!

By the same token, a woman who has a partner who has lifted his hand to her, or a woman who is the recipient of sexually suggestive comments in the workplace, both need to recognise the red light flashing..

OK, so those were very basic examples, but I think you can connect the dots ...

So, next time you get asked out, or get invited to a function, get offered a job, are asked to make a speech or are expected to make a decision of any type, try Hosking's "Three Light Law" and see if it helps you. It's certainly helped me

Let me know if it works for you!

Enjoy making decisions this week.

Acknowledgment

[Alan Hosking](#)

Editor: HR Future



An Ode to Tik

I destroy homes, I tear families apart
I take your children and that's just the start.
I'm more valued than diamonds, more precious than gold,
The sorrow I bring is a sight to behold.

If you need me, remember I'm easily found,
I live around you, and in town.
I live with rich, I live with poor,
And I live just down the street and maybe next door.

I'm made in a lab, but not one like you think;
I can be made under the kitchen sink,
In your child's closet and even out in the woods,
If this scares you to death, then it certainly should!

I have many names, but there's one you know best,
I'm sure you've heard of me, my name is crystal meth,
My power is awesome, try me you'll see,
But if you do you'll never break free!

Just try me once and I might let you go,
But if you try me twice, then I'll own your soul,
When I possess you, you'll steal and lie,
You'll do what you have to do, just to get high.

The crimes you'll commit for my narcotic charms
Will be worth the pleasure, you'll steal from your dad,
When you see their tears you must feel sad.

Just forget your morals, and how you were raised,
I'll be your conscience, I'll teach you my ways.
I take kids from their parents,
I take parents from their kids,
I separate friends.

I'll take everything from you, your looks and your pride,
I'll be with you always right by your side,
You'll give up everything, your family, your home,

Your money, and your true friend.
Then you'll be alone,

I take and see till you have no more to give,
When I finish with you, you'll be lucky to live!

If you try me, be warned, this is not a game,
If I'm given the chance, I'll drive you insane.
I'll ravage your body; I'll control your mind,
I'll own you completely; your soul will be mine.

The nightmares I'll give you, when you're lying in bed,
And the voices you'll hear inside your head,
The sweats, the shakes, and the visions you'll see,
I want you to know these are gifts from me!

By then it's too late and you'll know in your heart,
That you are mine and we shall never part,
You'll regret that you tried me (they always do),
But come to me, not I to you!

You knew this would happen, many times you were told,
But you challenge my power; you chose to be bold,
You should have said no and walked away,
If you could live that day over now, what would you say?

My power is awesome as I told you before,
I take your life and make it so dim and sore,
I'll be your master and you'll be my slave,
I'll even go with you, when you go to your grave!

Now you've met me what will you do, will you try me or not?
It's all up to you; I can show you more misery than words can tell,
Come take my hand let me take you to "HELL"!

Acknowledgement: NUMSA



1998



2002

The legal status of methamphetamine

In South Africa, Metamphetamine is classified as a "undesirable dependence producing substance " included in Part III (Schedule 2) of the Drugs and Drug Trafficking Act, No 140 of 1992. Upon conviction of the charge of **using, possessing or manufacturing** Methamphetamine, the Act prescribes a sentence as a "*fine as the court may deem fit to impose, or to imprisonment for a period not exceeding 15 years or to both...*" The Act further lays down the following guideline in respect of **dealing** : "*imprisonment for a period not exceeding 25 years or to both such imprisonment and a fine as the court may deem fit to impose*"