



STAFF AVAILABILTY 28-30 OCTOBER 2009

Please note that the FoodBev SETA offices will be tended to by skeleton staff from the 28th to the 30th of October.

CONFERENCE ATTENDEES WILL BE THE FIRST TO VIEW THE NEW SKILLS FORECASTING TOOL

As part of their commitment to scarce skills research in the food and beverages manufacturing sector, Foodbev SETA proudly announces the launch of the brand-new Skills Forecasting Tool at the annual FoodBev SETA Conference to be held 28-30 October at Sun City.

The tool has been developed to take the guesswork out of skills and human resources forecasting. Where the responsibility for skills development related activities are usually passed on to the skills development facilitators (SDFs), this tool is intended for use by HR managers as much as by SDFs. It provides not only for skills forecasting, but also employee succession and replacement planning based on factors in the micro as well as macro environments of organisations. In doing so, the tool aims to address the disjuncture between SDFs or training managers and HR managers as skills research is worthless if not taken into account and acted on by the Human Resources function.

Taking into account the wide diversity of organisations within the sector, FoodBev SETA has developed the Skills Forecasting Tool to be used by smaller as well as large companies. Using the tool, organisations will be able to get a snapshot view of their skills needs; based on the information they enter. The tool will be distributed at the conference, free of charge, in Excel format – making it accessible to anyone with access to a computer, and negating the need for installing additional software.

A trial-run workshop will be conducted with several organisations in the sector on 21 October 2009 at the FoodBev SETA offices in Rivonia, Gauteng. Organisations willing to participate in the trial-run workshop can contact Blanche Engelbrecht on 011 253 7300 or blanchee@foodbev.co.za.

To register for the FoodBev SETA Annual Conference 2009 and attend the Skills Forecasting Tool session, please contact Juanita Vorster on 011 253 7300 or juanitav@foodbev.co.za. The outline conference programme can be viewed on www.foodbev.co.za

DATANET ONLINE UPDATE

Datanet Online has been updated with multiple SDF functionality. Each company can now have a primary and secondary username linked to it.

As from the 1st of June 2009 the following has been in effect:

- Medium to Large companies (workforce >50) have to submit all learnership applications through Datanet Online. These include applications for learnerships, extensions, terminations, grant claim forms, etc.

To request login profiles please contact Khotso Ndjwili-Potele at 011 253 7300 or khotson@foodbev.co.za

UPDATED SCARCE SKILLS GUIDE

The updated version of the FoodBev SETA Scarce Skills Guide will be made available for the first time at the FoodBev SETA Conference.

Should you like to receive a copy of the guide, please contact Nozibongo Socishe on 011 253 7300 or nozibongos@foodbev.co.za

EFFECTIVE EDUCATION FOR EMPLOYMENT

A report commissioned by Edexcel, one of FoodBev SETA's Institutes of Sectoral and Occupational Excellence (ISOE), addresses the issue of how well the employment and training needs of employers, individuals and governments are being met by education and training systems. "This balance between the supply and demand sides of education is becoming more and more intense as countries across the world contend with difficulties arising out of the current economic downturn" says Ross Hall, Director of International, Edexcel.

The disconnection between education and training systems and the needs of 21st century employers remains a challenge that many countries are tackling in different ways. Many education challenges are now also related to behaviours or so-called soft skills. These are transferable qualities that many employees are seeking and need to be incorporated into education and training programmes.

As a response to the findings of the report the Effective Education for Employment project has been launched. The project is inspired by convincing evidence that:

- The skills race is real and human capital is the key to economic success
- Education is key to winning the race but current education systems are typically failing
- While there are local characteristics, the problems we face are global.

Edexcel in conjunction with FoodBev SETA will host a training programme on Effective Behaviours in Work for five pre-selected individuals. This programme will aim to empower the individuals to be champions in the process of addressing the disconnection between training systems and employers. After successful completion of the programme, the five trainers will be able to deliver training to 50 identified learners in the pilot Effective Behaviours for Work qualification.

SAAFFI PRESENTATION OF CERTIFICATE CEREMONY

The establishment of the Short Course in Flavours & Fragrances has been one of the main thrusts of The South African Association of the Flavour & Fragrance Industry (SAAFFI) over a number of years. The intention is to, with the help of FoodBev SETA, develop the short course into a three year university programme.

The Faculty of Science of the University of Johannesburg and SAAFFI held a Presentation of Certificates to Graduates on their successful completion of the Short Course in Flavours & Fragrances at the auditorium of the School of Tourism & Hospitality, Bunting Road on Wednesday, 14th October 2009.