



**VAAI UNIVERSITY
OF TECHNOLOGY**

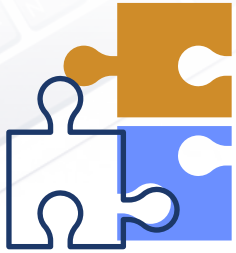
Inspiring thought. Shaping talent.



CAREER PROVISION

issue2024

Vaal University of Technology Publication



TRAINING



POTENTIAL



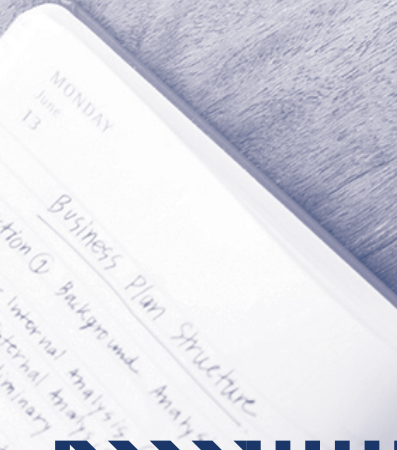
MENTORING

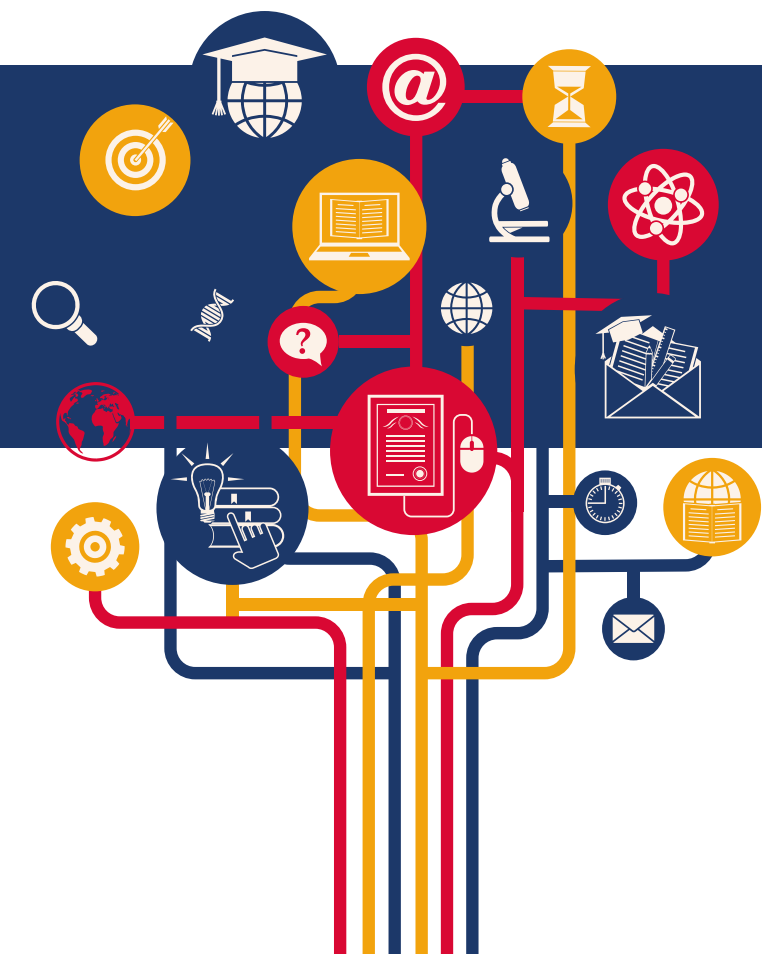


EVALUATION



DEVELOPMENT





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NEVER
STOP
LEARNING



CO-OPERATIVE EDUCATION

OFFICE OF THE DIRECTOR:

Dr Annie Moletsane
Director: Student Academic Development Support & Work Integrated Learning

The Director of Co-operative Education is expected to formulate the Co-operative Education Policy and to implement it within the Institution in collaboration with the Academic Departments. The Director also facilitates effective functioning of Co-operative Education through the development of appropriate implementation plans, relevant sourcing and effective industry networks. These include strategic partnerships, funding for students and graduates, and student placement as well as management of a professional team of Co-operative Education practitioners also expected to facilitate the rollout of WIL at VUT.

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Email: annie@vut.ac.za

Ms Lena Dreyer
Administrator

The Administrator handles all administrative duties within the office of the Director.

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Email: lena@vut.ac.za

WIL ADMINISTRATION:

Mrs Carlen Dos Santos
WIL Administrator

The WIL Administrator assists WIL/WBL students with WIL/WBL report submission, results, diploma applications and feedback to students and mentors.

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DATABASE INFORMATION:

Mrs Priscilla Madlodlo
Database Coordinator

The Database Coordinator is responsible for the effective recordkeeping of the Department's databases.

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Email: priscilla@vut.ac.za

INDUSTRY LIAISON PRACTITIONERS:

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Industry Liaison Practitioner
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Mr Simon Mohlala
Industry Liaison Practitioner
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The Industry Liaison Practitioners plays a key role in supporting and marketing Co-operative Education. This includes continuously forging new relationships with industry while sustaining existing partnerships with employer organisations for the placement of students and graduates. They also facilitate all projects related to funding of WIL students and Internship.

PROJECTS:

Mr Emmanuel Mphelo
Projects Assistant

The Projects Assistant assists the Industrial Liaison Practitioners with the various projects of the department. This includes the administration of all SETA projects as well as forging relationships with industry.

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Fax: +27(0)16-950-9759
Email: emmanuelm3@vut.ac.za

CO-OPERATIVE EDUCATION RECEPTION:

Some of the functions of the Reception includes:

- Students submission of CV's for placement purposes
- Sending CV's to companies that request CV's from the department
- Students submission of WIL/WBL reports
- Assist companies with arrangements for interviews
- Coordinate company presentations to students

Tel: +27(0)16-950-9496/9522

Fax: +27(0)16-950-9759

Email: wil@vut.ac.za

1. SERVICES OFFERED

Amongst other services, the below is a summary of the services offered:

1.1 How we assist students

The Department assists students in securing opportunities such as WIL, WBL and graduate placement. Students can submit CV's at the Co-operative Education Department. It's important to note that CV's must be updated every 06 months!

As soon as Co-operative Education is contacted by a company, the relevant CV's will be sent to the company as per the company's request. The company can then contact the student directly or the student will be contacted by Co-operative Education on the outcome.

1.2 How we assist companies

- Selection & Placement of students
 - o Companies can contact Co-operative Education if they are looking for students for placement opportunities. Co-operative Education will provide relevant CV's
 - o Co-operative Education can contact the students on behalf of the company
 - o Co-operative Education can facilitate the interview process
- Company presentations
 - o Companies can contact Co-operative Education to coordinate company presentations to students
- Career Fair
 - o The Department host an annual Career Fair (free of charge) during which companies are invited to set up exhibition stalls

1.3 Summary of services

- Company presentations to students
- Company requests for students
- CV submission
- Scheduling of interviews
- Placement of WIL/WBL students & graduates
- WIL/WBL reports submission
- Employability workshops (Job Search Skills, CV Writing Skills, Interview Skills)
- Work readiness programme

2. COURSES WITH COMPULSORY WIL / WBL

ENGINEERING & TECHNOLOGY

COURSE

Chemical Engineering
Civil Engineering
Computer Systems
Electronics
Industrial Engineering
Mechanical Engineering
Metallurgy
Operations Management
Power Engineering
Process Control

HUMAN SCIENCES

COURSE

Ecotourism
Tourism
Public Relations Management
Food Service Management
Business Fashion

APPLIED & COMPUTER SCIENCES

COURSE

Analytical Chemistry
Biomedical Technology
Biotechnology
Non-Destructive Testing
Agriculture

MANAGEMENT SCIENCES

COURSE

Sport Management

OLD QUALIFICATION

(NATIONAL DIPLOMA)

12 Months
12 Months
12 Months
12 Months
12 Months
12 Months
12 Months
12 Months
12 Months
12 Months
12 Months

NEW QUALIFICATION

(DIPLOMA)

06 Months
06 Months
06 Months
06 Months
06 Months
06 Months
06 Months
06 Months
06 Months
06 Months
06 Months

OLD QUALIFICATION

(NATIONAL DIPLOMA)

06 MONTHS
06 MONTHS
06 MONTHS
06 MONTHS
06 WEEKS

NEW QUALIFICATION

(DIPLOMA)

06 MONTHS
06 MONTHS
06 MONTHS
06 MONTHS
06 WEEKS

OLD QUALIFICATION

(NATIONAL DIPLOMA)

12 Months
06 Months
12 Months
12 Months
12 Months

NEW QUALIFICATION

(DIPLOMA)

12 Months
06 Months
12 Months
12 Months
N/A

OLD QUALIFICATION

(NATIONAL DIPLOMA)

06 Months

NEW QUALIFICATION

(DIPLOMA)

06 Months

3. WIL / WBL PROCESS FLOW

1. Students are advised to submit the following documents at Co-operative Education:

- CV (must be updated every 06 months)
- Motivational letter
- Academic record
- Certified copy of ID
- Certified copy of grade 12 certificate
- Proof of residence (physical address)
- Indemnity form (to give the Co-operative Education Department permission to send your information to companies)

2. This information will be forwarded to potential employers for opportunities.

3. Once the student is selected by the company, it's the student and the employer's responsibility to provide feedback on the outcome to the Co-operative Education Department.

4. Students must register WIL/WBL within one month (1) from the date of starting with the training. Registration is done at: Student Admission & Registration, CW-25, Tel: +27(0)16 950 6730/7711 or e-mail wilregistration@vut.ac.za

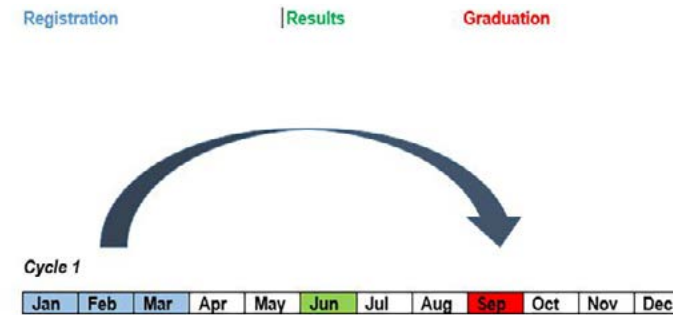
5. It's the student's responsibility to confirm his/her registration as soon as possible at: Student Admission & Registration, CW-25, Tel: +27(0)16 950 6730 or e-mail wilregistration@vut.ac.za

4. REGISTRATION CYCLES

VUT has an annual (Jan - Dec) academic calendar set in line with the census dates; end of March and end of September. Please see the below analysis, which should be adhered to by both administrators; WIL Co-ordinators and Academic HoD's.

CYCLE - 1

Students that register before the end of March will have their results released in June, justifying the minimum period required for Work Integrated Learning, six (6) months; these students can only graduate in September.



CYCLE - 2

Students that register before the end of September will have their results released in December to make the March graduation ceremony the next academic year.



5. PREREQUISITES

OLD QUALIFICATION (NATIONAL DIPLOMA)

- Students need to have completed all the theory modules before they can be placed for WIL
- WIL students should not be allowed to register both P1 and P2 simultaneously
- Validation/accreditation of WIL employers will be done by the Faculties
- Placement will be administered by the Co-operative Education Department
- Recognition of Prior Learning (RPL) will be approved by the Faculties

NEW QUALIFICATION (DIPLOMA)

- Students need to have completed all the credits required for the specific discipline of study
- WBL students can register all WBL subjects simultaneously
- Validation/accreditation of WIL employers will be done by the Faculties
- Placement will be administered by the Co-operative Education Department

6. FEES & REGISTRATION FOR WIL / WBL

The WIL registration fee for the old qualification is payable per WIL module. The WBL registration fee for the new qualification is payable per qualification.

The WIL/WBL registration fee increases annually. For the latest fee, please contact Student Admission & Registration or the Co-operative Education Department. The fee can be paid at the VUT Finance department or it can be paid into the VUT bank account.

The WIL/WBL registration form MUST be accompanied by the following documents before registration can take place:

1. WIL/WBL registration form (obtainable from the Co-operative Education website)
2. Appointment/confirmation letter from the company (on company letterhead, signed by mentor/manager and have a company stamp)
3. Proof of payment (payment at VUT Finance or via bank deposit)
4. Certified copy of ID
5. Proof of residence (physical address)
6. Certified copy of grade 12 certificate
7. CV
8. Checklist (International Students)

The WIL/WBL registration forms can be downloaded from the Co-operative Education website: <https://www.vut.ac.za/cooperative-education/>
 The registration forms should be completed online and after completion the form should be printed out and submitted for registration at Student Admission & Registration, CW-25, Tel: 27(0)16-950-6730, Email: wilregistration@vut.ac.za. No handwritten forms will be accepted.

NB: ADDITIONAL FEES:
 The following University fees will be automatically added to the student's account when registering for WIL/WBL. These fees remain the responsibility of the student:

- Registration fee per semester
 - Student levy per semester
- For any queries regarding these fees, please contact the VUT Finance Department

7. BANKING DETAILS

Students paying for themselves:

- ABSA Branch Code: 334237
- Account Number: 4068126832
- Reference: Your student Number

8. WIL / WBL REPORT SUBMISSION

Once you are placed at a company you will have to submit your reports according to the specifications from your relevant academic department. The syllabus (logbook) and other information can be found on the Co-operative Education website: <https://www.vut.ac.za/cooperative-education/>

1. Reports are submitted at the Co-operative Education offices (N108) or submitted via email to the relevant WIL Coordinator and copied to Mrs Dos Santos at carlen@vut.ac.za
2. After you submit your report, you will receive a receipt as proof that the report has been submitted.
3. After capturing the report on the system, the report will be sent to the relevant department for evaluation/assessment.
4. The marks can be obtained from the Examinations department and on your academic record.
5. After completion of all required modules and WIL/WBL, students can apply for graduation at the Examination Department.

9. DIPLOMA APPLICATION

1. Students can apply at the Examinations Department for graduation.
2. Documents to be submitted upon application:
 - a. Certified copy of ID
 - b. Original covering letter from company
 - c. Form from Examinations Department
3. The closing dates for April graduation is 31 January and for September graduation 31 July of each year.
4. NB: P2 or final module reports MUST be submitted to N108 BEFORE applying for graduation!

10. GRADUATE / INTERNSHIP

1. Students are advised to submit the following documents at the Co-operative Education Department (N108):
 - CV (must be updated every 06 months)
 - Motivational letter
 - Academic record
 - Certified copy of ID
 - Certified copy of grade 12 certificate
 - Proof of residence (physical address)
 - Indemnity form (to give the Co-operative Education Department permission to send your information to companies)
2. This information will be forwarded to potential employers for opportunities.
3. Once the student is selected by the company, it is the student and employer's responsibility to provide feedback on the outcome to the Co-operative Education Department.
4. Students MIGHT stand a chance to get permanent placement provided that they performed well and if there is a position available at the company.
5. Should an intern be appointed for a permanent position, they should inform the Co-operative Education Department about the appointment.

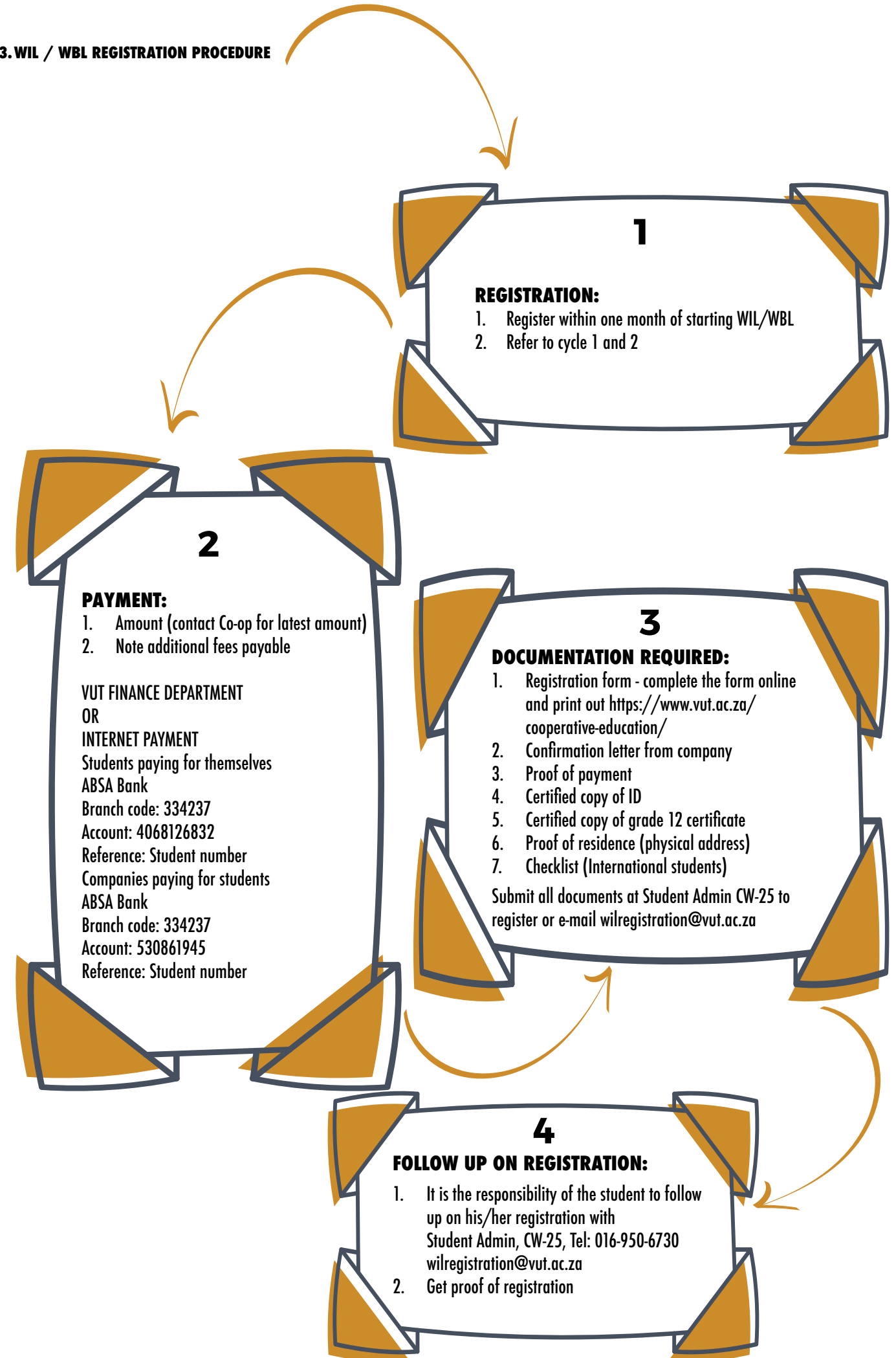
11. STUDENTS WITH DISABILITY

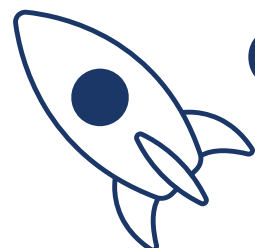
1. All students with compulsory WIL/WBL courses should follow the WIL/WBL process flow guidelines.
2. All students with non-compulsory WIL courses should follow the Graduates/Internships process.
3. Extra document required:
 - a. Letter from a qualified medical practitioner confirming the disability and nature thereof.

After submitting documents for WIL/WBL, graduate or internship placement, students should report at the Co-operative Education Department (N108) for additional information.

SUCCESS

13. WIL / WBL REGISTRATION PROCEDURE





CO-OPERATIVE EDUCATION CAREER FAIR

Co-operative Education at Vaal University of Technology (VUT) plays an enormous role in the Institution's strategic goals by marketing student placements to industry partners, partnering, encouraging engagement, and establishing relationships for the benefit of students.

Pursuant to this core mandate, Co-operative Education within the Centre for Academic Development (CAD) hosted a Career Fair on campus on 07 September 2022.

The main objective of the Career Fair was to support students and graduates in their career fields by affording them opportunities to interact with industry partners who guided them towards making informed decisions and the right career choices for the future.

In her welcoming address, Dr Annie Moletsane: Director: Student Academic Development Support & Work Integrated Learning, expressed her gratitude to all the companies at the event. She emphasized that we have all seen the implications of COVID-19 on companies, where some closed and some left in a dire state. *"Through it all, you overcame and recovered. That said, we honour all of you for making it and accommodating the University to support placing our students. We hope for an exhibition of this magnitude in the future and partnerships that will last a lifetime for the benefit of our students".*

Dr Moletsane advised the students to use the opportunity and information provided at the Career Fair to develop themselves in their chosen career paths. The students, who came in huge numbers to attend the Career Fair, expressed their gratitude for the initiative which they deemed as "an eye-opener and engaging." The highlight of the event was the different companies offering students Work Integrated Learning, bursaries, graduate internships and job opportunities. Above all, winning incredible prizes from the industry exhibitors created a wonderful atmosphere for the students, even though some attended classes in between.

During the course of the event, Campus TV interviewed few students and employers to get insights of whether the event's mission is being fulfilled or not. One of the students said "Oh! the experience has been great, I've learnt about a lot of opportunities... it is amazing". One of the representatives from Heineken said "Importantly for us is to showcase the company, what we offer in terms of products, and the second thing is to showcase what we offer from a development perspective (Work Integrated Learning, internships) and just have a conversation around the job opportunities we have".

Dr Annie Moletsane stated that the event went more than according to plan. She mentioned that due to the Covid-19 pandemic, the Career Fair was not hosted for 2 years and they were now expecting fewer students as new students were not familiar with the annual Career Fair. This is proof that the marketing efforts of Campus TV in partnership with Co-Operative Education were a success and as a result more students got an opportunity to expose themselves to the industries and learn what the industries offer.

The Director further said that she is awaiting feedback from the surveys which was circulated during the event. Thereafter, the department will see where they can improve and upgrade for next year. Campus TV shows gratitude to students and staff members who took part in the event and ensuring that it is what it was, an amazing event.

For more information or to book your stand, please contact: Ms Lena Dreyer at 0169509372 or email lena@vut.ac.za





Inspiring thought. Shaping talent.

be a
Leader

**DEPUTY VICE-CHANCELLOR:
TEACHING, LEARNING AND QUALITY
Prof Maggi Linington**



Universities of Technology have a very specific mandate and at VUT we express this through our mission of producing “*Techno-entrepreneurial graduates and innovators who will drive a vibrant transformation.*”

World-wide Universities of Technology, Applied Sciences, Polytechnic or Technical Universities are recognized as prestigious institutions that are renowned for their industry-orientated focus. Vaal University of Technology extends its classroom to the workplace through work integrated learning. This is beneficial for all. It’s beneficial for the students who learn by doing, building reflective observation and conceptualization, and develops systems thinking that cannot be achieved in a classroom or laboratory. This allows the graduate to be adaptable to different work environments, not only improving employability, but an ethical and entrepreneurial mindset.

Industry and employers benefit through the divergent learning style of the students who look at things with a unique perspective, conceive innovations and are able to solve problems. Industry becomes co-creators with the student of their learning and interns gain a unique understanding of their specific industry requirements. Universities produce graduates that have a broad knowledge and skills base, while WIL experience combines the unique world of work with these skills. Employers are then able to identify and grow future talent. Identified learners can then be supported through the Advanced and Post-graduate programmes to create a bespoke workforce.

The University benefits from this relationship, not only through the graduates, but by creating a unique relationship with industry that feeds information back into our curricula, our graduate attributes as well as our research and innovation agenda’s. We cannot ignore the role that SETA play in this, through sponsorship as well as support for further learning.



The biggest benefit, however, is for the country. Youth unemployment is a scourge that will affect our sustainability as a country far into the future. Employable graduates increase efficiency and productivity while exposure to the work environment allows an entrepreneurial graduate to have work experience and knowledge to support new business ventures and economic growth.

VUT wishes to build on this strong foundation and create stronger bonds with Industry and business to ensure our graduates are not only ready for the world of work, but also to ensure that they are active citizens into the future. VUT is grateful to everyone who has contributed to our success so far and to come.

Maggi J Linington

EXECUTIVE DIRECTOR: CAD (CENTRE FOR ACADEMIC DEVELOPMENT) Dr Muntuwenkosi Chili

Work Integrated Learning (WIL) is of paramount importance for university students and its impact on the prosperity and development of our beloved country, South Africa.

As we all know, education is the key to a nation's progress. It equips individuals with knowledge, skills, and perspectives that empower them to contribute meaningfully to society. However, traditional classroom education alone is no longer sufficient to meet the dynamic demands of the modern world. Work Integrated Learning bridges the gap between theoretical knowledge and practical application, enriching the educational experience and preparing students for successful careers.

For university students, WIL offers an unparalleled opportunity to gain real-world experience, interact with industry professionals, and develop critical soft skills such as communication, problem-solving, and adaptability. By immersing themselves in actual work settings, students can apply the theories they have learned and acquire insights that simply cannot be replicated within the confines of a lecture hall.

South Africa, as a nation with immense potential and diverse industries, stands to benefit greatly from a workforce that is equipped with hands-on experience. WIL initiatives create a pool of highly skilled and job-ready graduates, reducing the gap between academia and industry needs. As students transition into the workforce, they bring fresh perspectives, innovative ideas, and enhanced efficiency, ultimately contributing to a more competitive and robust economy.

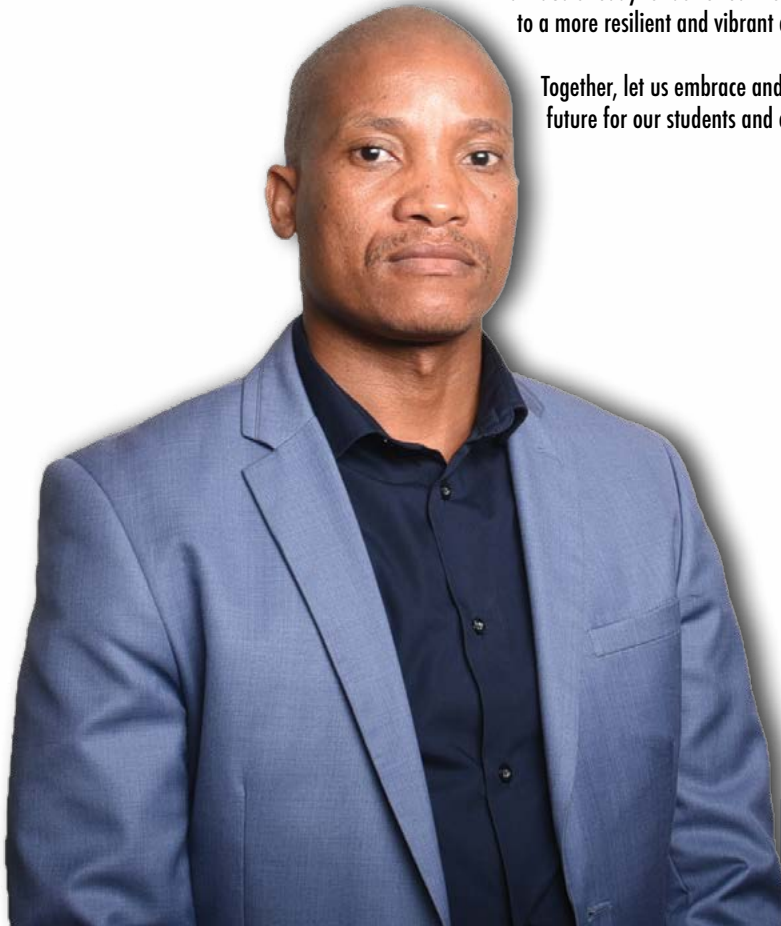
Furthermore, WIL promotes collaboration between universities and businesses, fostering partnerships that lead to mutually beneficial outcomes. Businesses have the opportunity to mentor and shape the next generation of professionals while identifying potential talent for future employment. On the other hand, universities gain valuable insights into industry trends, enabling them to fine-tune their curricula and ensure that they remain relevant and aligned with the demands of the job market.

Another crucial aspect is that WIL enhances graduate employability. By equipping students with practical skills and real-world experience, they become more attractive to potential employers. This, in turn, reduces the unemployment rate, contributes to poverty alleviation, and enhances social cohesion by creating a sense of purpose and dignity among the nation's youth.

Moreover, Work Integrated Learning is a powerful tool for nurturing entrepreneurship. By encouraging students to engage with industry challenges and providing them with the right guidance and resources, WIL can inspire a new generation of entrepreneurs who can drive innovation, create jobs, and foster economic growth.

In conclusion, Work Integrated Learning is not just an optional add-on to Vaal University of Technology and the traditional education system in general, it is an essential component of our journey towards progress and prosperity. By integrating theory and practice, WIL empowers university students to become well-rounded, employable individuals ready to tackle real-world challenges. It helps to forge stronger ties between academia and industry, leading to a more resilient and vibrant economy.

Together, let us embrace and support Work Integrated Learning as a crucial stepping stone towards a brighter future for our students and our nation.



DIRECTOR: STUDENT ACADEMIC DEVELOPMENT SUPPORT & WIL Dr Annie Moletsane

BRIDGING THE GAP: CONNECT AND ENGAGE

The career provision magazine is a dedicated platform designed to serve the needs of both students and the industry professionals who guide the students toward success. Students often find themselves navigating the unknown as they prepare to reveal their careers. Industry experts are committed to nurturing talent of our students despite the challenge of keeping pace with changing educational landscape. The institutions of higher learning also faced with the same challenge of making sure that they bridge the gap between what they offer to students and what industry need. There is a need to connect and engage.

VUT as one of the University of Technology, our uniqueness is Work Integrated Learning which is a credit bearing component that students should complete before they can attain their qualification. This WIL combines academic knowledge with practical work experience, assisting students to bridge the gap between theory and real-world application. WIL allows students to take the theoretical concepts they have learned in the classroom and apply them in the real-world concept. Therefore, collaboration with industry is vital as this hands-on experience helps students see the practical relevance of what they have studied.

WIL provides a platform for skills acquisition. In a WIL setting, students can develop and refine practical skills that are essential for their chosen profession. Additionally, WIL allows students to explore and confirm their career interests. It can also be a decisive factor in helping students identify the right path and align their career goals with their strengths and enhance the students employability. Building industry connections is very important as students can use those connections to access job opportunities and receive guidance as they progress in their career.

VUT also creates sustainability in teaching and learning through industry collaboration that also caters for graduates. Graduate programmes present an exciting opportunity for graduates to fast-track their careers. Graduate programmes are structured initiatives offered by various organisations and industries. They are specifically designed to provide graduates with work experience to enhance their employability. Other programmes that the university embarked on are Entrepreneurship programmes. These programmes assist students not only to be employable but to have an entrepreneur mindset that assists them to step out of their comfort zones and embracing uncertainty.

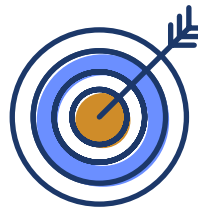
Industry also requires the institutions of higher learning to prepare the students for the real world of work. Therefore, is a fundamental responsibility of the university and educational institutions. Work-readiness programmes equip students with the skills, knowledge, and experience needed to secure employment. Preparing students for the world of work is not only a responsibility but also a strategic imperative for universities. It benefits the students, employers, the economy, and society at large. We strive to prioritise career readiness so that we can be better equipped to meet the evolving demands of the job market and empower students to succeed in their professional lives.

VUT understands that the journey from classroom to career can be an intimidating one, and the university is trying hard to make it more informed and highly rewarding. We provide this platform to our industry partners to share their wisdom and experiences. By contributing to our magazine, you play a very important role in shaping the careers of the next generation.

Together we can ensure that our future workforce is well prepared, adaptable, and ready to meet the challenges of the prevailing workplace.

This Career Provision magazine is a testament to our commitment to the mutual success of students and industry partners. We invite you to join us on this journey as we explore the spheres of education, career development and the vital connection that binds us together.





EMPLOYABILITY IMPROVEMENT PROJECT (EIP)

The Employability Improvement Project (EIP) was launched in August 2011 as a bilateral technical cooperation project between the Department of Higher Education and Training (DHET) and Japan International Cooperation Agency (JICA) to promote employability skills of students attached to universities in South Africa in alignment with the National Development Plan 2030 and National Skills Development Strategy III.

The EIP is designed to improve quality of workplace-based learning during Work Integrated Learning (WIL) programme. It is also expected to develop more employable Graduates to the labour market as well as to nurture their life-long career path. Employability skills improvement training course involves practical knowledge on Implementation, Improvement and Innovation knowledge. The EIP guides students to logical thinking to analyse core problem, find possible solution, planning, continuous improvement in work process. This programme is preparing the students for the real world of work. It is particularly designed as a pre-WIL programme.

The Employability Improvement Program is facilitated by Co-operative Education under the University Capacity Development Programme (UCDP) and is funded under the University Capacity Development Grant (UCDG). Students from various departments are undergoing this training. The students that completes the training is awarded with a Certificate of Attendance.

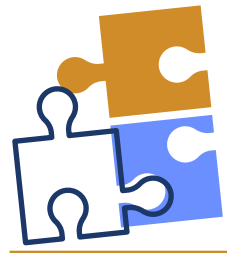


EMPLOYER AWARDS FUNCTION

Co-operative Education strengthens its relationship with companies by means of hosting an Employer Function annually. All stakeholders who are exceptionally participating in the University's Co-operative Education programmes are nominated by relevant departments from Faculties and are awarded with certificates.

The Employer Awards Function for 2022 took place on 25 November 2022 at Three Rivers Lodge, Vereeniging. 28 Industry Partners received certificates. The function was attended by at least 124 guests.





INSTITUTE OF CHARTERED IT PROFESSIONALS (ICITP)

Recently, the Vaal University of Technology (VUT)'s Co-operative Education within the Centre for Academic Development in collaboration with the Institute of Chartered IT Professionals (ICITP) held certification ceremony where a total of ten VUT professionals and former students were confirmed as affiliated members of the body and as certified Chartered IT Professionals of South Africa.

This confirmation has been hailed by many as the beginning of a partnership between the VUT, the ICITP, and the Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) as the funder for various interventions within VUT aimed at enhancing student's employability. The collaboration, which is driven by Dr Annie Moletsane, the director for Student Academic Development and Work Integrated Learning (WIL) at VUT, is aligned to the University's mission and ongoing efforts to improve students' employability, and moreover, to remain competitive in the market and be able to establish entrepreneurial opportunities for graduates.

According to Dr Moletsane, the target candidates for this project were VUT alumni graduates in the Information and Communication Technology (ICT). She further stated that there are more initiatives of this sort with other professional bodies that will follow suit soon which will accommodate the other fields of studies offered at VUT and also alluded that this project would not have been successful without MICT SETA.

Highlighting the role of ICITP and MICT SETA, Mr Clackson Chisi who is the Business Developer at the ICITP, said the technological advancement in the 4th Industrial Revolution (4IR) is swiftly emergent across many business sectors, and the demand for Information Technology is pivotal to every business existence. "In the era of digital transformation driven by innovation, IT is involved in ensuring that the implementation of 4IR does not create unacceptable risks and threats to businesses. This then serves as an opportunity to foster meaningful connections, exchange of knowledge and experiences, and laying of good foundation for future collaborations," he said. He also emphasized that the IT industry also shapes the economy, transforms businesses, and enhances lives, adding that student's application of expertise and guidance are invaluable in striving to meet the challenges and embracing the opportunities of this rapidly evolving digital landscape.

Furthermore, Mr Seun Adegel, the Chief Executive Officer of ICITP echoed the same sentiments and encouraged the certified professionals to continuously develop themselves in their field of profession. "Being a certified IT professional will bring vast opportunities," he said. Speaking on behalf of ICT Department, Dr Naume Sonhera, a Senior Lecture expressed her gratitude to the ICITP and MICT SETA and the VUT Co-Operative Education for roles they played in ensuring the success of the students. "To our certified IT professionals, on behalf of the ICT department and VUT at large, we would like to say thanks for choosing VUT and your contribution have not gone unnoticed," she said.



DHET – USAF PRESIDENTIAL YOUTH EMPLOYMENT STIMULUS INITIATIVE

Co-operative Education is coordinating the placement of graduates through the DHET (Department of Higher Education and Training) – USAF (Universities South Africa) Presidential Youth Employment Stimulus Programme (PYES).

The aim of this project is to assist students to gain workplace experience that may lead to permanent (long term) employment, through opportunities provided by universities that participate in the programme. PYES also addresses the challenge of youth unemployment in our country and beyond, by providing relief to those who have been most affected by economic consequences of the pandemic.

With this programme Co-operative Education assists to provide temporary employment opportunities for young graduates from universities who have not been able to find employment. The duration of the programme is 6 consecutive months. Graduates are placed in various departments within the University.



WORLD ASSOCIATION FOR CO-OPERATIVE EDUCATION (WACE) GLOBAL CHALLENGE

The WACE Global Challenge is an award-winning program that brings multi-disciplinary, transnational student teams together to undertake a four-week, virtual industry project aligned to the United Nations Sustainable Development Goals for real clients. To date over 500 students from 36 Universities from across the globe have participated with over 80% of students reporting enhanced employability skills.

Co-operative Education have participated in the WACE Global Challenge by supporting 5 students from Vaal University of Technology to be part of the programme. Students worked as consultants and conducted research and provided recommendations in response to a UN Sustainable Development Goal to increase the positive social, environmental and economic impact.

TECHNOLOGICAL HIGHER EDUCATION NETWORK SOUTH AFRICA (THENSA) ONLINE ENTREPRENEURSHIP PROGRAMME



Featuring with the students is on the left Mrs Onica Matsheke (Lecturer: Logistics) and on the right Dr Annie Moletsane (Co-operative Education)

THENSA in partnership with the Department of Science and Innovation (DSI) invited students from all public universities to participate in a BESPOKE ONLINE ENTREPRENEURSHIP PROGRAMME. This online programme which is endorsed by the Munster Technological University in Ireland and THENSA provides students with the opportunity to complete the programme in their free time and after hours. This programme must be completed within an 8-week period from the start date.

This online programme was also successfully piloted to selected students from the THENSA member universities and the majority of students completed this programme well before the 8-week target period. Several Deans of Students and SRC members from THENSA member universities have had training in this programme and will be a source of support should students have difficulty onboarding. Should a student not complete within the 8-week period, the student will be excluded automatically and will not qualify for the online certificate. It is therefore imperative that the selected students are committed to this programme.

Co-operative Education is facilitating the programme within VUT.

The following students from VUT have completed the programme:

- Tumisho Thobejane (Applied & Computer Sciences)
- Junior Namaya (Engineering & Technology)
- Andile Kokela (Management Sciences)
- Zizipho Tyra Mdedelwa (Human Sciences)



EDUCATION



VUT AQUA

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VUT
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Y-Block @ VUT Water and
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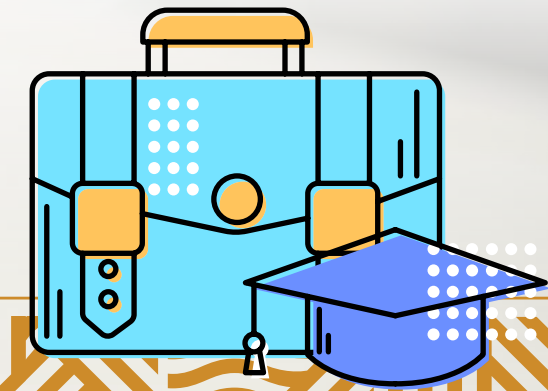


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BUSINESS PARTNERS



ABERDARE

A MEMBER OF HENG TONG GROUP



Aberdare Cables is Southern Africa's largest and leading supplier of intelligent energy interconnection products and services in Africa. Established in 1946, the company offers cable designs, product development, installation support, commissioning and diagnostic testing through their engineering service division. In 2021, Aberdare Cables celebrated its 75th Anniversary and since its humble beginnings, the organisation has grown significantly through mergers and acquisitions. In 2016, Aberdare Cables was acquired by Hengtong as a majority shareholder. The Hengtong group operates in 147 countries, with 11 overseas manufacturing bases and owns 7 brands, including Aberdare.

Our Empowerment partner, Golden Consortium Africa (Pty) Ltd, is a 100% women-owned consortium and has a 25.1% shareholding in Aberdare (South African operations). Empowerdex ratings places Aberdare Cables at a Level 1 broadbased black economic empowerment company and is 55% black owned with 30% black-women ownership.

Aberdare Cables has two manufacturing sites, Eastern Cape and KwaZulu-Natal, with its head-office based in Meadowdale, Germiston.



We offer cable and cabling solutions to the mining, utility, building, construction, large industry, renewable energy, retail, original-equipment manufacturer, agriculture and transport sectors.

Our company has amongst the most highly trained and experienced employees in the industry and as a technology leader, it is driven by cutting-edge Research and Development (R&D), providing world-class innovative solutions, processes, products and customer service.

At Aberdare, we are people-centric and believe that our people are our greatest asset. We understand that an engaged workforce, delivers on our strategic goals and helps us achieve the impossible. Furthermore at Aberdare, education, training and development are seen as a foundation for economic productivity and as crucial tools to build empowered and dedicated employees. In this regard, our company actively promotes and implements a number of training interventions including, apprenticeship training, learnerships, experiential training and formal education assistance for the continuous development of our staff.

We invite young, dynamic and talented individuals to pursue training opportunities with Aberdare, an employer of choice, by sending their CV and academic record to Louis Zwane, Human Capital Officer at email lzwane@aberdare.co.za.

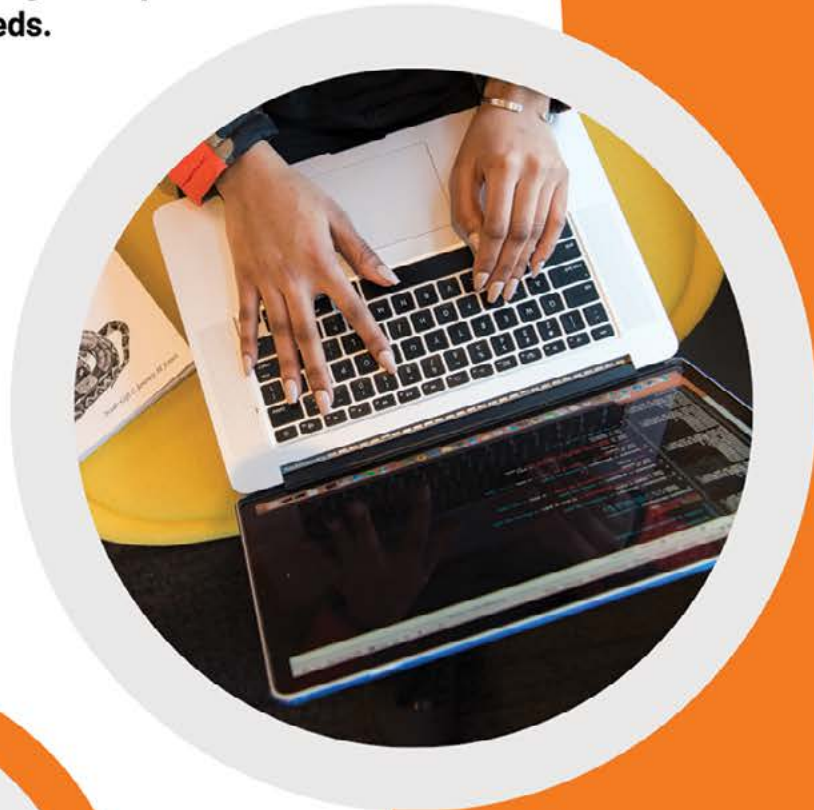


HAVE YOU CONSIDERED CAREER IN ICT?

We offer ICT and Soft skills short courses that are skills-based and vendor-specific. We design training concepts that best match our client`s objectives and needs.

Our Programs:

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- CompTIA training.
- IBM (hardware & Software)
- ISO training
- Soft skills training
- Internship programs



CONTACT US:

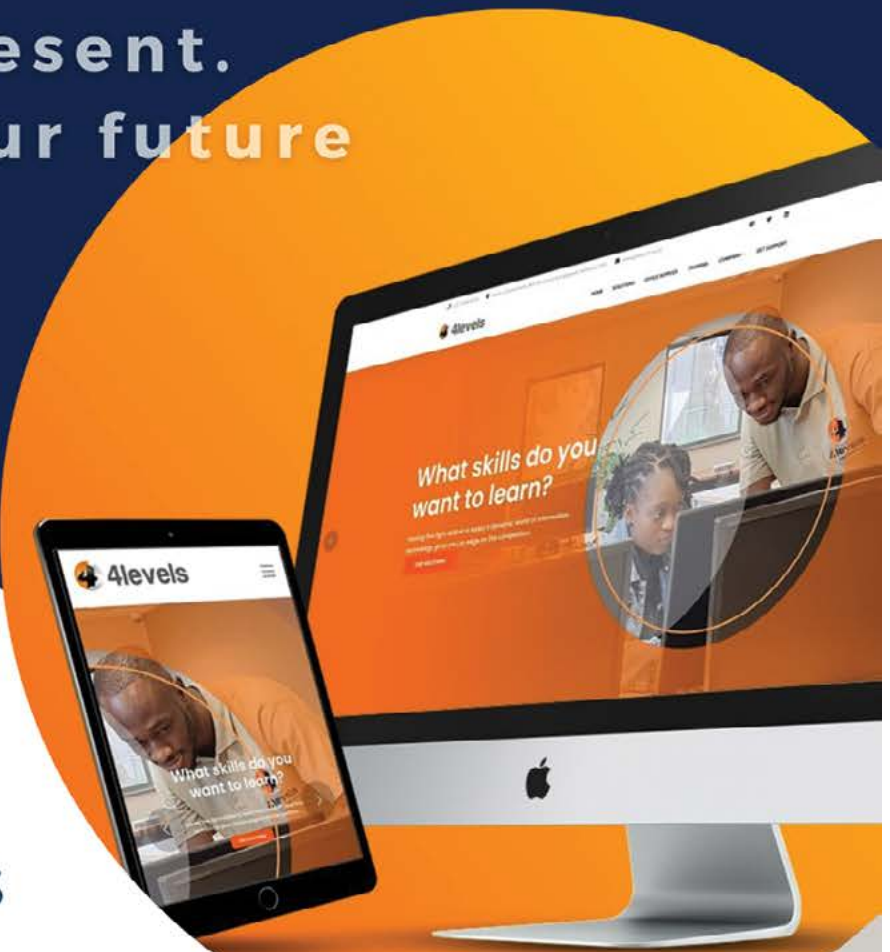
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Email: training@4levels.co.za

To learn more, visit us at www.4levels.co.za

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2.3. Armscor Bursary Scheme Selection Criteria

Criteria for funding eligibility:

- Acceptance and/or registration at an accredited registered South African tertiary institution
- Academically achieving students
- South African Citizen
- Show interest in working in the defence industry
- Achieved a 70% overall performance in Mathematics, Physical Science and English in Grade 12.

2.4. Armscor Bursary Scheme Application Process

The Armscor Bursary Scheme application form can be downloaded from the corporate website: www.armscor.co.za. Send a completed application to bursaries@armscor.co.za with all the mandatory supporting documents. If you have any further queries, please email bursaries@armscor.co.za.

3. Post-Studies Level

YDP is committed to attracting and developing young employees who are passionate about the success of the defence industry, by providing deserving qualifying students with the opportunity to obtain practical work experience related to their field of study. Armscor offers an intensive 24-month internship intervention (**Talent Development Programme / TDP**) opportunity to graduates, to gain meaningful workplace experience and enhance their skill-set for employability. The graduates are exposed to a myriad of exciting and innovative opportunities available in the organisation and the broader defence industry.

3.1. Internship Selection Criteria

University or University of Technology students with a three year diploma/degree or a postgraduate qualification from an accredited higher education registered institution in specific study fields:

- An engineering or science qualification
 - In-service training completed
 - Non-STEM qualification (where possible)
 - No previous work experience
- Self-starter, driven and patriotic

3.2. Internship Application Process

To apply to the Armscor internship programme (TDP), a candidate may submit their CV and full academic transcript to internships@armscor.co.za. Or visit www.armscor.co.za for more information.

4. Careers at Armscor

Armscor is committed to identifying, recruiting and retaining the highest calibre employees in order to ensure sustainability of fulfilling its mandate and provide exceptional high standards of service delivery to DOD and other state organs. Armscor offers the following career opportunities among others:

- Project / Programme Manager
 - Quality Engineering Specialist
 - IT Specialist
 - Computer Engineering
 - IT System Analyst
 - Ergonomics Consultant
- Etc.

Various vacancies are placed on the Armscor corporate website, visit www.armscor.co.za for more information and send your CV to careers@armscor.co.za. Follow Armscor's social media platforms to stay updated on work opportunities.

For more information contact:

Armscor Learning & Development
Private Bag X337, Pretoria, 0001,
Republic of South Africa
E-mail: bursaries@armscor.co.za
tdp@armscor.co.za
www.armscor.co.za

Follow us:



About

ARMSCOR

The Armaments Corporation of South Africa SOC Limited (Armscor) is an acquisition agency for the South African Department of Defence (DOD), and other organs of state and entities.

Armscor's mandate is to provide the armed forces with state-of-the-art defence matériel, delivering innovative defence solutions efficiently and effectively. The organisation manages the strategic capabilities of the DOD, producing research and vanguard technological solutions required to provide safety and security for South Africa, its citizens and the continent

Armscor, your Strategic Partner of choice for defence and security solutions.



Education is a Human Right



Introduction of the
ARMSCOR Youth Development Programme (YDP)

As part of its commitment towards government efforts to address the youth unemployment challenge, Armscor is implementing targeted youth-related development initiatives.

Armscor's Youth Development Programme (YDP) is a corporate initiative aimed at cultivating empowered youth that are socially responsible, productive and innovative. The YDP applies a proactive multi-pronged strategy to support youth inclusion and improve their life and career prospects.

The YDP provides a wide range of opportunities and support to young people through targeted interventions, to acquire the necessary life and professional skills, receive study funding, offer internships and increase their employability. YDP's focus areas are at various levels: Basic Education, Tertiary, Post-Studies and Professional comprising:

ARMSCOR YDP

Basic Education	<ul style="list-style-type: none"> • Career Expo's • Maths and Science Performance Improvement Initiatives • Corporate Social Investment support
Tertiary	Bursary Scheme
Post Studies	Internships (Talent Development Programme)
Professional	Careers: "Employer of Choice"



1. Basic Education Level

At foundation phase, Armscor is investing resources towards a number of strategic programmes that are targeted at learners at High School level. The initiatives include **High School career fairs, Mathematics and Physical Science Performance Improvement Drives** and **Corporate Social Investment (CSI)** interventions that make financial contributions and commitments to schools and communities in need. With these programmes, Armscor aims to provide open-field guidance to the learners' careers options as well as encouraging them to take up qualifications that are in line with Careers at Armscor, and the defence industry in general.

2. Tertiary Level

Armscor, in partnership with the defence industry, offers bursaries to qualified South African eligible learners who meet specific criteria. The YDP offers an all-inclusive **Bursary Scheme** to talented individuals who are studying full-time towards an undergraduate degree to pursue STEM (Science, Technology, Engineering and Mathematics) careers.

2.1. Fields of Study Awarded

Priority will be given to degree studies that are in line with future needs in the defence industry; bursaries are awarded for undergraduate studies (first, second, third) or post-graduate year of study in specific streams.

ARMSCOR Bursaries streams

• Aeronautical Engineering	• Industrial Engineering
• Applied Mathematics	• Information Technology
• Biochemistry	• Mechanical Engineering
• Chemistry and Physics	• Mechatronics Engineering
• Computer Science	• Naval/Marine Engineering
• Electronics/Electrical (Light current) Engineering	• Human Kinetics & Ergonomics Science

2.2. Armscor Bursary Scheme Inclusion

The YDP full-cost bursary includes tuition fees, accommodation, meals, study material, allowance and vacation work (where possible).



Coca-Cola Beverages South Africa

WHO WE ARE

Coca-Cola Beverages South Africa (CCBSA) is a subsidiary of Coca-Cola Beverages Africa (CCBA) and the local bottler for The Coca-Cola Company. Our vision is to refresh Africa every day and make our continent a better place for all.

On our journey to becoming a total beverage company, CCBSA currently manufactures and distributes more than 40 brands. We produce some of Africa's favourite drinks brands, including Coca-Cola, Fanta, Sprite, Stoney, Schweppes, Cappy, Appletiser, Valpré and many more. We've invested in our supply chain, enabling us to bring new drinks made for local tastes to more people in more places, faster than anyone else.

We are the eighth-largest Coca-Cola bottling partner worldwide by revenue and the biggest on the continent, accounting for about 40% of all Coca-Cola volumes sold in Africa. CCBSA employs more than 17 000 people and our 40 bottling plants service over 680 000 customer outlets.

We have an inclusive business culture that reflects our African identity. Our values include being passionate, empowered, inclusive, responsive and committed to excellence, for engaged, motivated and inspired people are at the centre of all that we do. We invest in our employees' personal growth and talent.

Our people are proud to work for CCBSA. As a company, we believe that people matter and our planet matters. We do business the right way by following our values and partnering for solutions that benefit us all.

Advice to students pursuing a career

Identify your current understanding of your purpose in life and find an organisation that aligns itself to your values. Ensure that you cultivate a sense of belonging in your role and the organisation.

Make sure that you are passionate and engaged in your work and make a meaningful contribution to your workplace - it is through giving discretionary effort and

being engaged that we are able to make the biggest difference. Remember to also have fun along your learning journey.



We have several opportunities available for people who are interested in a career at CCBSA. Every year we do a drive for learnership opportunities, specifically for several learnership and internship programmes that we have in place within the business.

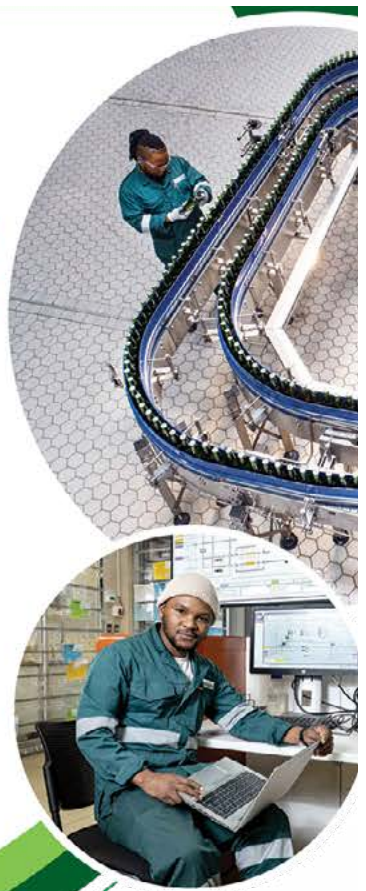
Visit careers.ccbgroup.com, click on 'Join our Talent Community' and register your details and CV to receive regular notifications of available job opportunities. On our website, you will also be able to see all available job opportunities.



VAAL STUDENTS

DID YOU KNOW?

HEINEKEN South Africa is now called **HEINEKEN Beverages**. We are bringing iconic brands from **HEINEKEN South Africa and Distell**. Our brands include, Heineken®, Windhoek, Nederburg, Amarula, Savannah, Sol, Amstel, Bernini, Durbanville Hills, and 4th Street amongst many others.



At HEINEKEN Beverages, we offer a world of opportunities in an environment where we value purpose, innovation, diversity, and sustainability!

We are very excited to bring together three strong businesses to create a regional beverage champion, with a unique multi-category offer to better serve consumers, and customers and create shared societal value across Southern Africa. We are committed to being a strong partner for growth and making a positive impact in the communities in which we operate, and the proactive and comprehensive public interest package we've put forward is a testament to that.

WHY HEINEKEN?

Our company purpose captures the DNA of our company as we feel it has always been. It's about who we are, what we believe in, and what values tie us together. Students and graduates have played an immense role in shaping our proud HEINEKEN heritage, and now you can too!

Our functions include Supply Chain, Marketing, Global Business Solutions, Corporate Affairs, Legal, Sales, People, Transformation, and a Regional Innovation Hub. Our increasing global presence has allowed us to offer trainee programmes across 80 different countries.

We embrace learning and growth and continue to show our commitment and investment

in the development of our employees. Our Supply Chain Academy offers the following programmes for employees to advance and succeed in their careers.

- ♦ Operator Development Programme
- ♦ Brewing Diploma IBD
- ♦ SAPICS course - Certified Supply Chain Professional
- ♦ SAPICS course - Certified in Production and Inventory
- ♦ SAPICS course - Basic Supply Chain Management

The Vaal University of Technology is home to our In-Service Trainees (IST). For the students to finish their education and graduate, they require a work-integrated experience. We take pride in working with the university to provide a platform by offering a year of employment and workplace experience that will enable the IST to potentially work for the company or be able to apply to other businesses in the sector.

IN 2022, FOUR OF THE SIX ISTS WHO FINISHED THE PROGRAMME SUCCESSFULLY WERE OFFERED PERMANENT EMPLOYMENT. TWO WERE HIRED IN THE QUALITY TEAM PERMANENTLY, TWO IN THE BREWING TEAM, AND THE REMAINING TWO WERE TEMP HIRES.

We assist with a 12-month programme that is both theoretical and practical and offered to people who were previously unemployed through the NQF 3 Production Technology SETA authorised leadership. Through this programme, learners are exposed to practical job skills, gain job experience, coaching and mentorship by their line managers and are afforded the opportunity to join the packaging team.

The programme helps to attract and develop talent from the surrounding communities within the local Midvaal community through:

- ♦ In-service Trainees
- ♦ NQF 3 Production Technology
- ♦ NQF 4 Business Administration Learnership

THIRTEEN OF THE TWENTY LEARNERS WHO SUCCESSFULLY FINISHED THEIR LEARNERSHIP IN 2022 RECEIVED FULL-TIME JOBS.

This programme helps the company's talent develop their internal skillset while offering opportunities in the surrounding Vaal area.

As one of South Africa's top employers of choice for seven years in a row, we work and look for pioneers with a thirst for knowledge and a spirit for adventure.





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Winning Hearts & Minds

KT Wash is a detergent manufacturer with international standards of excellence and has been a major market player for over 10 years. KT Wash has a tower capacity of 8 000 tons per month, with state-of-the-art packaging facilities. Our commitment to excellence has led to contract manufacturing and packaging for various leading market multinational corporations, including KT Wash's own brand Sky.

We take pride in our uprising brand Sky, a brand that cares and stands by its community, that cares for the environment and a brand that empowers the underprivileged.

What makes us stand out from the crowd?

We Care

We operate as a family, caring for all its members. We believe in building the capabilities of our team. We will always do everything possible to help our people tapping into their ultimate potentials and finding their purpose.

International Standards Of Excellence

KT Wash operates in accordance with the highest standards of excellence in quality, efficiency, and service delivery, resulting in successful relationships with leading market brands.

Environmental Stewardship

KT Wash is an industry leader in environmentally sustainable operations and continuously strives to improve the highest level of environmental values.

Quality Assurance

KT Wash is committed to maintaining the highest level of quality control and assurance to ensure customer satisfaction.

Social Responsibility

KT Wash is always committed to giving back to the community. We run an extraordinary strong community responsibility program in collaboration with some of the most reputable organizations. We also partner with local authorities to help with the welfare of the communities we operate in.



New
Biocleaner



Odour
Out



Intelligent
Formula



Optimal
Brightening



Hard Stain
Removal



Fast
Action



That extra care for your family

Sky Washing Powder is a proudly South African, locally manufactured washing powder detergent brand. We offer products that are of superior quality, environmentally friendly packaging and easily accessible to the average South African in order to make a valuable contribution to the community, specifically to women and children.

Sky Washing Powder is passionate about the community and aims to:

- Offer products which are the best in class innovation at an accessible price point
- Empower women and girls in the community to reach their full potential through CSI support programmes
- Create sustainable environment communities by offering products made from Bio-degradable ingredients

We know that one product cannot be used for all function which is why we have a vast range of products for all your washing needs from Hand Wash to Auto, Antibacterial and even Baby specific for Sensitive Skin needs.

As our motto stands – Reach for the Sky, Reach for the Best Wash!

Try out our full range



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LEARNING AND DEVELOPMENT

ENDLESS POSSIBILITIES WITH SKILLS




Mosadimotse

ENGINEERING SOLUTIONS

WHO WE ARE

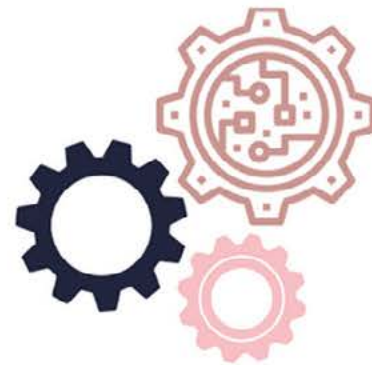
Mosadimotse Engineering Solutions is 100% black female headed company. Our primary seta is Manufacturing, Engineering and Relevant Services seta (MERseta). Our organisation manages sustainable development projects with victorious outcomes to insure that our clients receive unmatched services, the organisation provides different development interventions in various fields insuring we bring on to the working field well skilled and informed individuals.

WHAT WE DO

- University Graduate Placements
- Tvet College Student Placements
- Internships
- Skills Development Programmes
- Running Private Funded Employed and Unemployed Learner-ships
- Running Corporate Training and Workshops
- Applying for discretionary grants on behalf of our clients running training
- Handling Learning and Development for Clients

OUR PARTNERS

- MER SETA (primary seta)
- MICT SETA
- LION GATE ENGINEERING
- TWIN SAVER GROUP
- TRY EASY ELECTRICAL SOLUTIONS
- BLUEPRINT ENGINEERING
- DEPARTMENT OF PUBLIC WORKS
- DEV AFRICA GROUP.....to name a few



CONTACT US

010 012 2343

zandileem-e-s.co.za. or nqobileem-e-s.co.za

<https://www.linkedin.com/company/mosadimotse-engineering-solutions/>

<https://www.m-e-s.co.za>

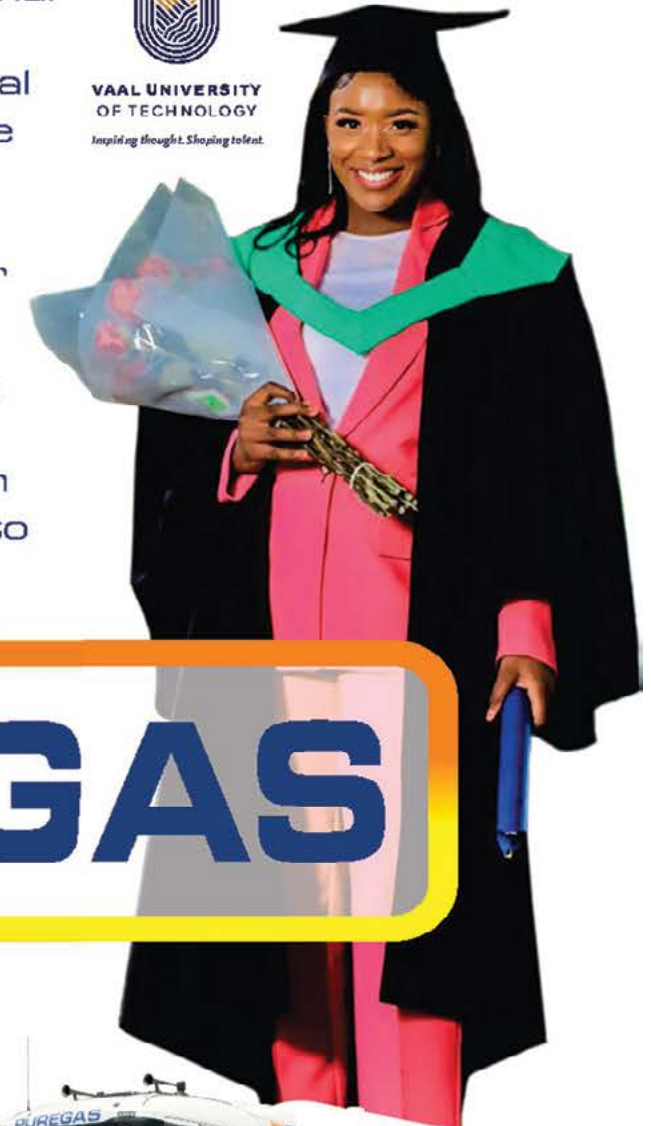
ENSURING

EMPOWERMENT

through education and skills development

As part of our Young Professional Development Programme, Puregas, in partnership with Vaal University of Technology, for the first time hosted a chemical engineering student, Vuthari Mhlari, to gain experience in her chosen discipline.

Puregas was so impressed with Vuthari's contribution and the high standard of education from VUT that we extended funding to her for her Advanced Diploma.



PUREGAS

Puregas (Pty) Ltd was established in 1971 and is now recognized as Southern Africa's leading supplier of purified and blended hydrocarbon gas propellants and foam blowing products and, as an emerging supplier of high-quality specialty gases, gas equipment, Carbon Dioxide, Ammonia and LPG.

Our focus is on ensuring quality and customer service and we are committed to offering you, our customers, top-level service in all areas of our business. We are passionate about the safety of our staff and customers, while protecting the environment in everything we do. Our efforts have earned us the ISO 9001:2015 quality certification since 1996.

We recently expanded our product portfolio to include: Fire Suppression; Special Gases; LPG; Ammonia; Carbon Dioxide and Sulphur Dioxide.



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www.puregas.co.za • info@puregas.co.za



Reef Tankers is one of the largest inland Petro-chemical transporters in South Africa.

Our vision is be recognized, respected and admired as the number one professional, safe transporter of hazardous Petro-chemical products, primary and secondary, with the highest level of service excellence and consistency, committed to loss free performance.

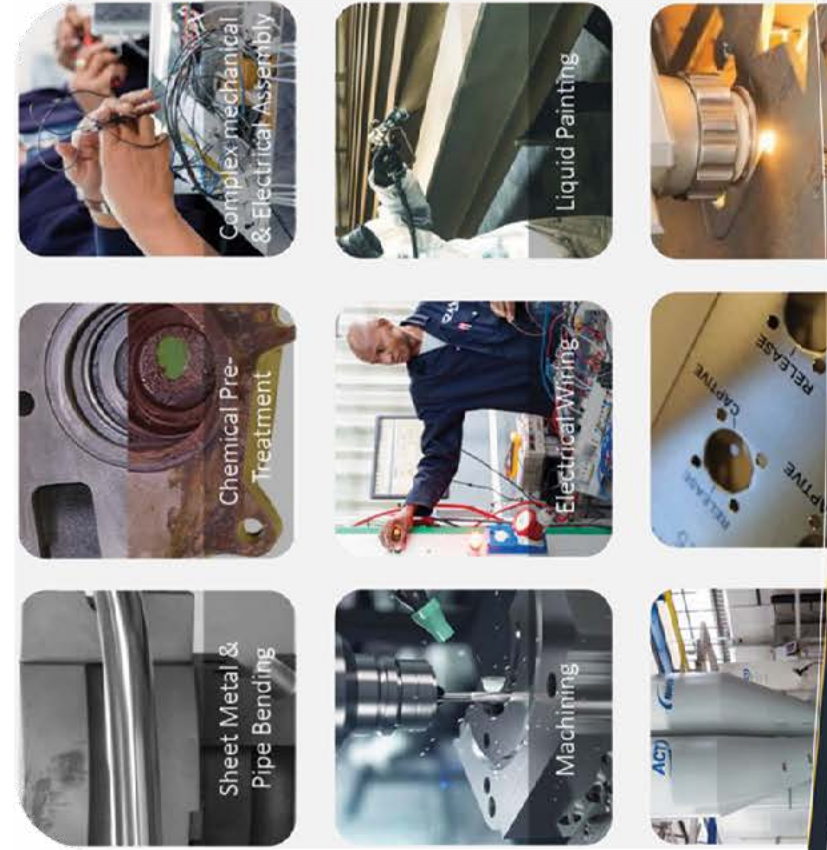
Reef Tankers has been operational for 23 years and have offices strategically position nationally. Reef Tankers continuously commits to training and development of our employees and provides opportunities to previously disadvantaged youth through our learnership and internship projects.

Investing in Skills

Reef Tankers runs an unemployed Internship every year for university graduates with a minimum Diploma in the following fields of study: logistics, transport, supply chain and business administration. Reef Tankers provides these graduates with a 1-year work experience in their field of study together with a monthly allowance.

To date we have successfully provided opportunities to approximately 60 candidates with a 100% permanent retention rate. Success stories - 5 of the interns that were provided an opportunity have been promoted to senior management positions within the company.

For graduates that have complete their studies in the above listed fields can email their cv's to: Careers@reeftankers.co.za



WHY REMKOR?

We have world class manufacturing capabilities, with a deep understanding of the local environment. For more information visit our website www.remkor-manufacturing.co.za

Remkor Manufacturing Pty (Ltd) is a proudly South African company with a 51% Black Woman ownership with a current BBBEE rating of Level 3. We specialise in the fabrication of complex, customised sheet metal products for the rail, energy, telecommunications, petroleum and transport sectors.

Remkor Manufacturing has world class manufacturing capabilities with a deep understanding of the local environment. We are renowned as a world-class service provider, with strong networks across South Africa, Africa and the world.

Specialist fabrications of a wide range of products and services in the fabrication of various ferrous and non-ferrous metals including mild steel, stainless steel and aluminium.

Remkor Manufacturing has world class manufacturing capabilities with a deep understanding of the local environment.

Address: 92 side road, West Turffontein, Booysevis, 2190
 Email: info@remkor-manufacturing.co.za
 Telephone: 011 680 0908 / 011 030 9600



ENHANCING INDIVIDUAL capabilities



At Resolution Circle we believe that real-world knowledge and skills sets create an ideal environment for practical skills transfer. Through collaborative training by experienced operators and practitioners we deliver the best examples of work in practice. We work with our clients to assess their engineers and to structure a custom training solution that will be best suited for their business and to develop the correct skillset for their team.

Our **1250-seat state-of-the-art workshops** and **80+ professional employees** recruited from industry provide the best hands-on and technical training for your talent pool. Each trade is supervised by a dedicated artisan or instructor supported by training assistants (who are in the process of registering as engineering technicians).

Our turn-key training solutions provides assessment support in looking at the following key aspects:

- Identifying skills shortages in your talent pool
 - Testing talent for trainability
 - Future and application relevant training
 - Consistent reporting on training programme and progress
- Our training and development activities are focused on applied knowledge that can immediately be applied (either in a job or business) after completion of the training programme, providing immediate economic benefits to both the interns and your business.



APPRENTICESHIPS

- Automotive Electrician
- Automotive Motor Mechanic
- Boilermaking
- Diesel Mechanic
- Electrical
- Mechanical Fitter
- Metal Machinist
- Millwright
- Turning
- Welding



ECSA CANDIDACY PROGRAMMES

We provide sufficient mentoring and guidance to qualified Technicians, Technologists and Engineers to become registered professionals with the Engineering Council of South Africa (ECSA).

ENERGY EFFICIENCY "AUDIT" TECHNICIAN

Analyse and interpret your company's energy data to determine energy saving opportunities.

REGISTERED SKILLS PROGRAMMES

- Boilermaking
- CNC Turning
- Welding

SHORT LEARNING PROGRAMMES

Fourth Industrial Revolution - 4IR:

- Advanced Manufacturing Intro to CNC Turning
- Electrical Discharge Machining
- Introduction to IoT
- Robotics
- IRC25 Operator Course
- IRC25 Programming & Operation Course
- RobotStudio Offline Programming Course
- OmniCore Basic Programming & Operation

Other:

- Optic Fibre
- PLC
- Solar PV

WORK INTEGRATED LEARNING

- For TVET Engineering Studies Students
- For University of Technology Engineering Diploma Students

LEADING THE WAY IN INDUSTRY SPECIFIC BUILT TALENT TO ENABLE TOMORROW

Resolution Circle is an ecosystem for technical training solutions providing a wide range of programmes designed to address the skills required in the rapidly developing technical environment. Our commitment is to ensure that our trainees are equipped with a keen mindset, skillset and knowledge to harness all the opportunities emerging from the fourth industrial revolution.

We offer various value-added services to provide a fully compliant and comprehensive training programme to meet the needs and requirements of our clients. During the development, implementation and continual improvement of programmes, we remain focused on its current and future relevance.



www.resolutioncircle.co.za

COLLECTIVE INTELLIGENCE



Photographed (L-R): Assembler and Chargehand, Abel Mphaka (36 years service), and Assembler Dinizulu Shezi (14 years service); Kabelo Phala, a technical artisan completing her one-year WIL experience; Storeman, Eugene Hadebe (27 years service) and fellow Storeman, Buhle Shaun Nkosi.

Harnessing decades of hard-wired knowledge, RWW Engineering (Pty) Ltd recognises that as a collective, we play a crucial role in the growth and development of our economy. This is exactly why we manufacture locally - to invest in the health and prosperity of our local communities.

We've realised that when it comes to learning new things, the more intellectually engaged our people are, the more they contribute to the work force. Learning and understanding classroom concepts is a fundamental key to building competencies. But nothing beats contextualising real-life scenarios, with pure hands-on work experience! And the resulting effect: developing a strong sense of responsibility - an understanding that every decision has a consequence.

Hence, why our **Work-Integrated-Learning (WIL)** programme not only makes a significant socio-economic impact throughout our community, but also benefits our supply chain. Enabling us to deliver on shorter lead times, higher quality products and services, with more efficient procurement, and even attract investors and improve related industries. All this is evidenced through our increased business-to-business collaboration as a **trusted OEM partner**.

By manufacturing locally, we're not only attracting commercially viable partnerships, but we're passing on quality education and higher standards, producing a thriving environment conducive to creating sustainable jobs and increasing economic growth - leading to the **'Africa we want'**.



"It is our dedication to you and the future of our communities, that we continue to provide excellence in knowledge of our local market, leveraging more than 35 years' experience in delivering outstanding design, service, and quality of manufacture for all our products."

To flip the switch, contact us!

Telephone: +27 11 433 8003 or Email: sales@rww.co.za

To learn more, explore <https://www.rww.co.za/>

SANBI

Biodiversity for Life

South African National Biodiversity Institute



TRAINING OPPORTUNITIES AVAILABLE TO INTERNS AND STUDENTS SANBI

The South African National Biodiversity Institute (SANBI) is an entity of the National Department of Forestry, Fisheries, and the Environment, and provides leadership in biodiversity research, policy advice, while showcasing and conserving biodiversity in its national botanical and zoological gardens. The organisation manages 11 National Botanical Gardens and a Zoological Garden, with three Herbariums located within some of the centres. Students and interns benefit from numerous learning opportunities at SANBI, those which are aimed at providing students with practical experience and on-the-job skills; and preparing postgraduate students for a career in research. A variety of student and internship programmes and postgraduate bursaries are made available annually. To be eligible for the opportunities highlighted below, the student must, amongst other things, be a South African citizen, possess teamwork and leadership capabilities, be in good academic standing, and must have studied a relevant field.

1. WORK-INTEGRATED (EXPERIENTIAL) LEARNING

At present SANBI offers work-integrated learning to students studying Horticulture and Nature Conservation and Eco-tourism. Second and third year Horticulture, Nature Conservation, and Ecotourism students can apply for placement when calls are open. The duration of the programme is six to 12 months (depending on the requirements of a particular university) and is offered from January - June and July to December. Placement opportunities are advertised on the SANBI website regularly.

2. INTERNSHIP PROGRAMMES

SANBI offers a variety of internship opportunities to graduates and postgraduates. The aim of the programme is to offer students the opportunity to contribute towards ongoing research projects and at the same time gain practical experience in various fields of the biological sciences. The programmes usually run for 12 of 24 months but are dependent on available funding. Internships are advertised on all types of media.

3. POSTGRADUATE BURSARIES

Honours, Masters and Doctoral bursaries are made available regularly. Students are placed at our centres and co-supervised by our scientists. The bursaries cover living expenses and university fees. Duration: Honours – 1 year, MSc – 2 years and PhD – 3 years. Postgraduate bursaries are advertised between July and September. Only research topics aligned to the SANBI research mandate are considered. Read more about these and other opportunities such as the Kisternbosch Scholarship and Joan Wrench Kirstenbosch Scholarship, which are aimed at students intending to register at a Western Cape university on our website <https://www.sanbi.org/community-initiatives/student-intern-programmes/>.

GREEN CAREERS!

To explore careers choices, which include non-traditional conservation fields, that contribute to a greener economy, please visit <https://www.greencareers.co.za/>. Here, you will find downloadable/printable materials with information about what each career is all about, potential employers and more.

Follow us on

- Facebook: South African National Biodiversity Institute
- Twitter: @sanbi_za
- Instagram: @sanbi_za
- YouTube: South African National Biodiversity Institute (SANBI)



PG IS THE NAME FOR GLASS IN SOUTHERN AFRICA

Established in Cape Town in 1897, PG Group produces, distributes and installs automotive glass, building glass, aluminium frames and window film solutions. We are proud to be a significant worldwide player.

What we do

PG Group is made up of the following divisions, all offering high-quality products and services to domestic and international markets:

- **PFG:** Manufacturer of float glass, laminated glass, mirrors, and sealant products and supplies domestic and international building and automotive industries.
- **Shatterprufe®:** The leading manufacturer and distributor of auto glass products, Shatterprufe® laminated windscreens and Armourplate® toughened automotive safety glass products. Shatterprufe® products are installed by Original Motor Manufacturers (OEM).
- **PG Building Glass:** Leading distributor of float, mirror & PG SmartGlass® energy efficient products. Solutions supplied include sound, heat, ultraviolet light & cold as well as glass that comes in a wide range of decorative finishes, colours and patterns.
- **PG Glass:** Leading auto glass repair and replacement brand. We offer auto glass and value-added products such as automotive safety film. Our extensive branch network of close to 200 Fitment Centres as well as Mobile Service, makes us the most convenient auto glass retailer and installer in South Africa.
- **PG Aluminium:** Supplier, manufacturer, fabricator and installer of customised architectural aluminium windows and doors for the residential and commercial markets.
- **PG Primador®:** Supplier of standard size superior quality aluminium doors, windows and shower door frames and glass.
- **LLumar® Films:** Sole distributor of LLumar® high performance building or home and auto glass window products and coatings.
- **Widney Transport Components:** Supplier of specialist commercial vehicle glass and sliding window solutions for bus and train industries.



Opportunities and development with the PG Group

The PG Group is committed to investing in South Africa and people.

We pride ourselves on encouraging our employees to follow their dreams, create new ideas, and celebrate our wins as a team. We strive for continuous support and development for our employees, giving them the opportunity to grow and build their careers.

We are highly invested in providing university learners with study bursaries, and access to internship and learnership programmes.

Success Stories

Sifiso Bembe, HR Operations Manager Sifiso Bembe's story is an inspiring one. Sifiso started his journey with PG Glass in 2018 as an excited YES Learner in PG Glass's HR department. His talent stood out and his drive was invigorating. He pushed himself, showed his skills, and in 2019, was placed in a permanent role as Junior HR Practitioner (General Staff). Later that year, he moved to a Junior Management role as an HR Practitioner for PG Building Glass and PG Primador, and is now an HR Operations Manager for PG Building Glass, PG Africa and PG Primador.

Sifiso, along with other employees, have gone from learnerships to sales to internal managers and more - all made possible through PG Group programmes.

Join the PG Group

PG Glass Learnership Programmes
Our 12-month learnership programmes have allowed students to gain experience and exposure within career fields from engineering, marketing and HR, to finance and logistics. A number of graduates have been placed in permanent roles, including general staff, junior and senior management. Graduates continue to move up the ladder through training and development.

PG Careers Portal

Are you ready to join the PG family? We have a highly skilled recruitment team, ready to assess only the best talent through the PG Group Centralised Recruitment Hub, and you could be our next team member.

Explore exciting opportunities across the divisions in South Africa by visiting the PG Careers portal. Create a profile to receive regular opportunity alerts and updates.

The PG Group is excited to continue expanding its footprint across the globe, together with young minds and empowered employees.

Join us in creating incredible products, efficient processes, and being part of an astounding team.



careers.pgggroup.co.za
Scan QR Code with Phone camera





SAFETY TRAINING PROFILE

TSHEGOFENTSE ACADEMY providing "Occupation Directed Training" with Results.

Results being Improved Productivity, Motivated staff, Customer satisfaction and Succession planning.

Key focus is the Water and Chemicals Manufacturing sector – to develop foundational competence to apply knowledge and operate systems.

VISION PLAN HOW

To be a leader in provision of occupation directed technical training solutions. Filtration Separation Disinfection

By constantly aligning our training with occupation needs and technological changes in the workplace.

Working with Industry subject matter experts
 > Developing relevant training material
 > Using Technology
 > Improving training methods.

"Education is what remains after one has forgotten what one has learned in school."

Albert Einstein

TSHEGOFENTSE ACADEMY is a value adding and occupation aligned training provider.

For us Training is not about just getting that certificate, but what you are able to do with it. We provide both unit standard based accredited training and customized training as per client requirements.

Our organization is run by technically inclined personnel who are able to provide valuable advisory services to clients.

Our team of facilitators consists of ECSA registered Engineers, Scientists, Experienced Educators and Industry subject matter experts.

www.tshegofentse-academy.co.za

TSHEGOFENTSE TRAINING ACADEMY:
A PLACE WHERE CONTINUOUS IMPROVEMENT IS A CULTURE.

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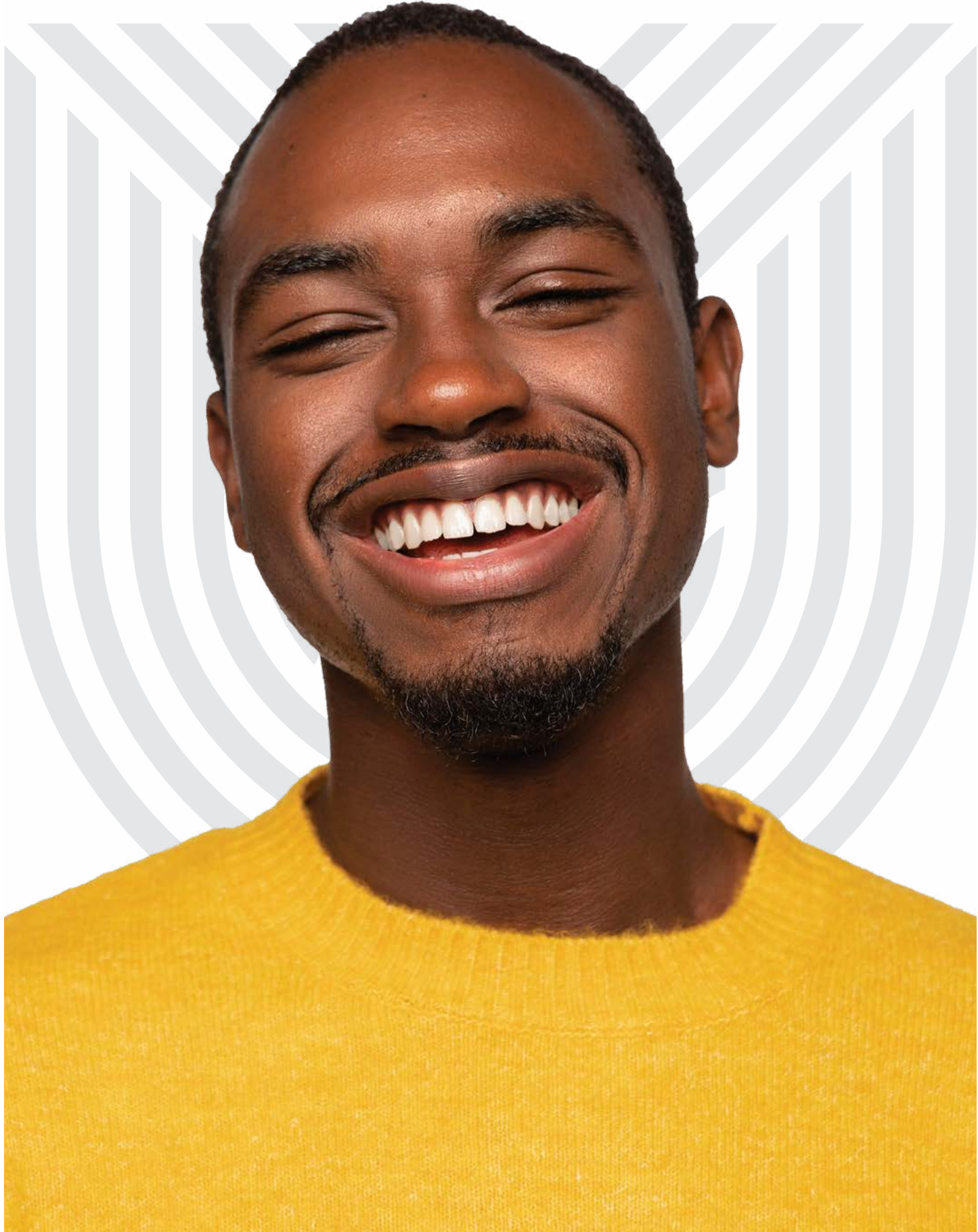
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Inspiring thought. Shaping talent.





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