In support of the ‘Decade of the Artisan Programme’
AIDC Company Profile

Introduction:

The Automotive Industry Development Centre (AIDC) is a subsidiary of the Gauteng Growth and Development Agency (GGDA), an entity owned by Gauteng Provincial Government’s Department of Economic Development. The AIDC primarily supports the Gauteng Province’s industrial developmental aims and objectives.

**Its vision** is to be the “Leading implementation agency delivering creative, efficient, best practice and value based solutions in support of governments programmes related to the automotive and allied sectors”.

**The mission** is to “develop the automotive and allied sector to globally competitive standards of excellence through a world-class value proposition which enables effective and sustainable socio-economic growth” in the province of Gauteng.

The AIDC was established to increase the level of global competitiveness of the South African automotive industry whilst developing the Gauteng Province as an automotive industry investment destination of choice.

The AIDC works in partnership with all tiers of government, industry leaders or representative bodies in the sector, organised labour and other non-governmental agencies to unlock economic growth within the automotive industry.

Amongst its service areas are Supply Chain Logistics including related special projects, Enterprise Development, Skills Development and Training, Incubation Programmes and the management of incentive programmes.

Specific demand driven programmes have been conceptualised and developed as interventions in the provision of enabling strategic infrastructure, which act as a catalyst for economic growth.

Process improvements in the supplier base that enhance competitiveness and capability of the value chain as well as facilitating a coordinated approach between the various key stakeholders within the three spheres of government, labour and industry, are also important outputs of the AIDC’s sector focused mandate.

As a project driven organization with a focus on technical excellence and delivery, the AIDC provides accessible and affordable world class services and infrastructure that not only enhances the local automotive industry’s global competitiveness but also seeks to ensure its future sustainability.

Above: AIDC Office, Central Hub Building, Automotive Supplier Park, Rosslyn
Skills Development and Training

The Skills Development and Training Department (SD&T) was established with the mandate to build human capacity specifically aimed at addressing the needs of the automotive industry to meet its global challenges pertaining to skills development and addressing the skills deficiency in line with the Skills Development Act, 1998 (act no 97 of 1998).

The Department’s objectives are:

- To be the conduit between industry and Government in addressing scarce and critical skills in the automotive sector.
- To build a talent pipeline programme at level 3 and 4 in line with the Human Resources Development Strategy (HRDS) in the automotive sector.
- To facilitate collaboration amongst key industry role players and decision makers to address current skills requirements.
- To Enhance trades and artisan development initiatives key to the success of the industry through a collaborative process thus improving global competitiveness and improving local manufacturing.
- To Support talent pipeline strategies as a feeder into the automotive sector.
- To align operations in lieu of supporting the automotive sector within the following spheres:
  - Original Equipment Manufacturing (OEM)
  - Tier 1, 2, and 3
  - After market sector

Given the fact that the South African Government is in pursuit of growing the automotive sector by doubling current production capacity from 650K units to 1.2m units and to increase local content from 35% to 70% by 2020 Skills Development activities plays a pivotal role in ensuring that the targets are enhanced.

As mandated by the Gauteng Growth and Development Agency (GGDA) through the Department of Economic Development, AIDC is mandated to address one of the key focus areas relating to skills development, which is:

To develop scarce and critical skills in accordance with long term requirements emanating from the automotive sector’s needs.

The AIDC is establishing an industry forum that will ensure buy-in of key industry stakeholders, as well as alignment of skills development objectives with industry. Focused and demand driven learning centre outputs with skills and mentorship development programmes will be developed and managed though the Gauteng Automotive Learning Centre (GALC) in Rosslyn.

Our current partnership with merSETA plays a pivotal role in the successful development of the unskilled workforce and SMME development in the automotive sector. This relationship ensures quality training and development of relevant skills through recognized QCTO model.

This relationship cascades to partnerships we have established with institutions of Higher learning such as UNISA, Orbit College and many more in pursuit of strengthening our focus on enhancing Work Integrated learning processes for our beneficiaries.

SD&T Projects and Management Services

Production Simulation training:
Objective: The Simulator project involves exposure to the Production Simulator Facility (PSF) at Ford and provision of practical skills training opportunities for engineering students from HEIs around the Gauteng province.

Youth Re-skilling:
Objective: To capacitate Gauteng youth to become fully qualified artisans thereby enhancing the opportunity for employment.

Siemens:
Objective: To identify, recruit and develop students to be qualified as technical professionals via the ESKOM’s mega projects of building and refurbishing of power stations. Siemens is in partnership with AIDC to ensure that the project is successfully implemented.

AIDC are Project Managing the entire portfolio of training on behalf of Siemens. This programme is set to enable ESKOM and Siemens to meet the AS-GISA obligations in line with the national infrastructure development programme.
Mentorship programme for Bodyshop and Mechanical Repairers

Objective: To identify BBBEE / SMME companies willing to join the mentorship programme and link them up with established companies who will support them.

- As mentees, by undergoing business skills training programmes with an accredited training provider that is appointed through the AIDC.

City Of Tshwane/ Nissan SA, Automotive Component Manufacturing & Assembly Learnership (ACMA)

Objective: To implement the automotive component manufacturing and assembly (ACMA) learnership in preparation for the envisaged production of the new NSA pick-up truck in 2016.

Gauteng Automotive Learning Centre

One of the challenges faced by the South African automotive industry is the deficiency of specialised technical skills, which hampers the industry’s ability in becoming globally competitive.

The Automotive Industry Development Centre (AIDC) has established the Gauteng Automotive Learning Centre in support of the Gauteng Provincial Government’s objectives to address the skills shortage within the industry and the Province.

The Learning Centre is being established out of a partnership process with Nissan South Africa (Nissan SA), the Development Bank of Southern Africa’s (DBSA) Jobs Fund and the Gauteng Provincial Government’s Department of Economic Development.

Nissan SA's contribution was the provision of land and buildings in the form of a “brownfield” concept as well as long term subsidization of the applicable utilities.

The land and buildings were extensively refurbished and expanded upon in accordance with best-in-class considerations by the AIDC.

The GALC is geared to collaborate with all relevant training institutions to address the skills shortage in the country, to benefit the following industry segments, namely:

- Original Equipment Manufacturers (OEM’s) i.e. vehicle assemblers
- Automotive Component Manufacturing,
- Dealer networks and after-market services,
- Informal body and mechanical repairs sector,
- Unemployed youth and ‘School Leavers’ programmes

Specific targeted technical and non-technical training programmes will be offered at the Learning Centre and the AIDC will be responsible for the management of the entire facility.

Furthermore, the AIDC will manage and maintain the infrastructure whilst also developing and implementing all training programmes in accordance with mer-SETA’s requirements where applicable.

A key differentiator for the learning centre academy is the establishment of a production simulator designed around Nissan SA's new production model. The simulator will initially benefit Nissan SA directly during the process of up skilling its entire production workforce to their new manufacturing standards.

The facility will then be made available to technical institutions within the Province as a means to provide students with practical training opportunities.
Stakeholders and Key Partners

Besides the shareholders, the AIDC has strategic partners who contributed directly or indirectly to the establishment and successful completion of The Gauteng Automotive Learning Centre.

All stakeholders and the network of key partners and beneficiaries were represented at the official opening to witness the accomplishments of this successful partnership.

The Joint Initiative of Priority Skills Acquisition (JIPSA), identified a range of skills shortages which include:

- Lack of high-level, world class engineering and planning skills for the 'network industries' – transport;
- Communications and energy – which are all at the core of our infrastructural programme;
- Lack of artisan and technical skills, with priority attention to be given to these infrastructural building blocks;
- Poor teacher training for mathematics, science, information and communication technologies (ICT) and language competence in public education;
- Lack of specific skills required by the priority sectors including tourism and business processes;
- Outsourcing and cross-cutting skills required by all sectors, especially finance; project managers and managers in general; and
- Lack of skills relevant to the local economic development requirements of municipalities, especially development economists.

Survey data reveal that there is a significant gap between industry needs and the availability of a pool of readily available skills.
in this sector, which suggests that a stronger partnership between industry and tertiary institutions is required in order to ensure that supply responds to demand.

**Curriculum**

The following skills programmes have been identified as critical for the Automotive Industry and will be offered either as part of a full qualification or short skills programmes. This is based on the needs analysis of industry as a whole.

**Technical Skills Curriculum**

The Technical Training Qualifications which are planned to be offered are as follows:

<table>
<thead>
<tr>
<th>No</th>
<th>Learning Category</th>
<th>Qualification Code</th>
<th>Title</th>
<th>Level</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Automotive</td>
<td>78064</td>
<td>National Certificate: Automotive</td>
<td>Level 2</td>
<td>127</td>
</tr>
<tr>
<td>2</td>
<td>Mechatronics</td>
<td>78063</td>
<td>National Certificate: Mechatronics</td>
<td>Level 3</td>
<td>132</td>
</tr>
<tr>
<td>3</td>
<td>Mechatronics</td>
<td>67620</td>
<td>National Certificate: Mechatronics</td>
<td>Level 5</td>
<td>141</td>
</tr>
<tr>
<td>4</td>
<td>Mechatronics</td>
<td>67630</td>
<td>National Certificate: Mechatronics</td>
<td>Level 5</td>
<td>141</td>
</tr>
<tr>
<td>5</td>
<td>Mechatronics</td>
<td>11399</td>
<td>Demonstrate an understanding of basic programmable logic controllers</td>
<td>Level 5</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>PLC</td>
<td>11992</td>
<td>Install and program basic programmable logic controllers</td>
<td>Level 5</td>
<td>20</td>
</tr>
<tr>
<td>7</td>
<td>PLC</td>
<td>11993</td>
<td>Fault find and repair Programmable Logic Controller (PLC)</td>
<td>Level 4</td>
<td>10</td>
</tr>
<tr>
<td>8</td>
<td>CNC</td>
<td>57878</td>
<td>Install and programme advanced industrial programmable logic controllers</td>
<td>Level 4</td>
<td>20</td>
</tr>
<tr>
<td>9</td>
<td>CNC</td>
<td>57879</td>
<td>National Certificate: CNC Production Machining</td>
<td>Level 2</td>
<td>143</td>
</tr>
<tr>
<td>10</td>
<td>CNC</td>
<td>57880</td>
<td>National Certificate: CNC Production Machining</td>
<td>Level 2</td>
<td>143</td>
</tr>
<tr>
<td>11</td>
<td>CNC</td>
<td>57881</td>
<td>National Certificate: CNC Production Machining</td>
<td>Level 3</td>
<td>128</td>
</tr>
<tr>
<td>12</td>
<td>Fitting</td>
<td>13314</td>
<td>Install and program basic programmable logic controllers</td>
<td>Level 5</td>
<td>20</td>
</tr>
<tr>
<td>13</td>
<td>Fitting</td>
<td>13315</td>
<td>National Certificate: Fitting and Tuning</td>
<td>Level 3</td>
<td>140</td>
</tr>
<tr>
<td>14</td>
<td>Components Assembly</td>
<td>73389</td>
<td>National Certificate: Automotive Components Manufacturing and Assembly</td>
<td>Level 2</td>
<td>133</td>
</tr>
<tr>
<td>15</td>
<td>Components Assembly</td>
<td>73390</td>
<td>National Certificate: Automotive Components Manufacturing and Assembly</td>
<td>Level 3</td>
<td>130</td>
</tr>
<tr>
<td>16</td>
<td>Welding</td>
<td>58336</td>
<td>National Certificate: Welding Application and Practice: Manufacturing and Engineering</td>
<td>Level 2</td>
<td>158</td>
</tr>
<tr>
<td>17</td>
<td>Welding</td>
<td>58335</td>
<td>National Certificate: Welding Application and Practice: Manufacturing and Engineering</td>
<td>Level 3</td>
<td>151</td>
</tr>
</tbody>
</table>

**Technical Training Equipment matched to Technical Training Curriculum**

In order to successfully offer training on the selected curriculum, technical training equipment must be procured to match the practical requirements of the qualification.

Key in this process is to ensure that the selected Technical equipment can cover the practical requirements of various NQF levels per category of learning; in essence the training equipment procured for CNC Training must address the practical requirements for NQF Level 2 – 4.

The approach to the utilisation of the Technical Training equipment will be to offer the Learning Centre as a practical, simulated learning workplace not only to the automotive industry, but also at a per student per head cost to FET colleges.

The training equipment to be procured will be state-of-the-art and therefore be in line with the innovations made within the automotive industry. For many FET colleges and Higher Education Institutions, there is no access to this kind of training equipment due to limited funds.

**Simulator Training matched to Components Assembly Qualifications**

Training on the simulator will form part of the following qualifications: Further Education and Training Certificate: Automotive Components: Manufacturing and Assembly, NQF level 2 – 4 and in addition be offered for the utilisation of FET and HEI students who require practical training to complete their qualifications.

**Accreditation**

Accreditation is a critical deliverable for the Learning Centre as it cannot operate as a training institution nor offer the scarce skills programmes that are required by industry without it. The primary focus of the learning centre is to offer automotive niched qualifications and skills programmes that address the scarce skills shortages identified by the industry.

This means that the Learning Centre will become the hub for Skills development and Training within the automotive industry with the long-term vision of
coordinating skills in the sector and influencing Decision-making around qualifications offered by public FET colleges and Higher Education Institutions.

The automotive industry currently does not have a specialised Skills Development and Training institution which caters for and addresses skills gaps as identified in the annual Sector Skills Plan (SSP) developed by the merSETA.

The Learning Centre has been established with the sole purpose of servicing and addressing the skills shortage in the Automotive Industry, while offering a Total Quality Management Programme (TQM) which will address the needs of the full value chain involved with the production & distribution of the vehicle.

The vision for this programme is to provide holistic training programmes that will address the skills needs of all industry stakeholders.

<table>
<thead>
<tr>
<th>Priority</th>
<th>Accreditation</th>
<th>Institution/Custodian</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Training Provider</td>
<td>merSETA</td>
<td>3 – 18 months</td>
</tr>
<tr>
<td>2</td>
<td>Workplace Accreditation</td>
<td>merSETA</td>
<td>12 – 18 months</td>
</tr>
<tr>
<td>3</td>
<td>Trade Test Centre</td>
<td>merSETA</td>
<td>24 – 36 months</td>
</tr>
<tr>
<td>4</td>
<td>ISO 9001</td>
<td>ISO</td>
<td>12 – 18 months</td>
</tr>
<tr>
<td>5</td>
<td>Assessment Centre</td>
<td>QCTO</td>
<td>24 months</td>
</tr>
<tr>
<td>6</td>
<td>Higher Education Institution</td>
<td>DHET</td>
<td>24 – 36 months</td>
</tr>
</tbody>
</table>
Skills Development & Training

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<table>
<thead>
<tr>
<th>Definitions</th>
<th>Trades (Artisan / Apprentice)</th>
<th>Learnership</th>
<th>Internship</th>
<th>Bursaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRADE: a job requiring manual skills and special training.</td>
<td>A contract between a learner, employer and a training provider for a specified period leading to acquisition of National Qualification</td>
<td>Career specific work experience undertaken during/after studies, in order to gain practical experience to make a positive contribution with respect to the career path chosen to pursue.</td>
<td>A grant awarded to someone to enable them to study at university or college.</td>
<td></td>
</tr>
<tr>
<td>ARTISAN: a person skilled in an applied art; a crafts person.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Prerequisites</th>
<th>Matric pass with Mathematics and Physical Science, and N2 Qualification obtained from a technical college</th>
<th>The minimum age and educational qualifications for commencing a learnership is 16 years of age and a Grade 10 (Standard 8) qualification</th>
<th>Dependant on the specific opportunity available.</th>
<th>Matric, Mathematics, Physical Science. (Additional University acceptance criteria may vary)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration</td>
<td>Phase 1: (Theory and Workshop training) 6 months @ Training Centre/FET Phase 2: (Workplace Training) 80 weeks @ company. Phase 3: 6 Weeks Trade test Preparation, 2 days for Trade Test</td>
<td>12 - 18 Months Theory and Workplace training</td>
<td>Average 12 Months. Workplace experience</td>
<td>3 - 4 years theoretical studies</td>
</tr>
</tbody>
</table>

NB: The AIDC is a project driven organization, a project management approach is followed in implementing most of our service offerings, which are sponsored by our key stakeholders.
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