

the mictseta

BROADCAST

NEWSLETTER

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mictseta

Media, Information and
Communication Technologies
Sector Education and Training Authority



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Editor's Note

Welcome to this sparkling new edition of *Broadcast*. We invite you to sit back and enjoy the latest news from the MICT SETA.

It has been said that change is the only constant in life. As South Africa prepares for the dawn of the Fourth Industrial Revolution (4IR), we face unprecedented change. This major new development has the potential to transform the way we learn, work and live. The implication of 4IR for traditional skills and new skill sets required in the future could have a profound impact on our work. In preparation, the MICT SETA is conducting research on this topic to gain an understanding of which drivers of change to consider in future strategies. Read our article on page 12 to learn more about 4IR and its likely effect on the MICT world of work.

We are indeed fortunate that we can draw on the skills of experts to help us prepare for the myriad challenges ahead. The MICT SETA announced a new Board effective 1 April 2018, comprised of diverse labour and industry professionals, and chaired by ICT whizz Mr Sihle Joel Ngubane. On page 6 we introduce the Board members and showcase their many and varied skills and talents.

In a Q&A session on page 4, Mr Ngubane highlights that the MICT SETA is an important vehicle that can turn the tide of unemployment. He regards this SETA as 'the future of our country' in terms of matching the First World's demand for technology. "We need to combine SETAs with incubation elements and link them with entrepreneur-development entities," he stresses. "Over and above incubation, other prospects include the development of skills that will make South Africa the leader in the production of new technologies and in meeting the demands of global new trends such as 4IR, robotics and the Internet of Things."

In the rest of the newsletter we share some of our success stories with you. These range from our involvement in career expos, graduations and the successful placements of our interns, to lecturer development workshops in which the MICT SETA partners with industry, universities and TVET colleges in the delivery of learning programmes aimed at addressing the scarce skills identified for the country.

We conclude this edition with an article on a new scourge that has emerged during the past year to claim the lives of hundreds of South Africans –



listeriosis. Find out more about this dire disease on page 18, and what one can do to prevent this and other foodborne illnesses.

The MICT SETA is gearing up to face future challenges head on and make the most of the opportunities these global new trends will undoubtedly bring. As we approach the second half of the year, we wish you fresh perspective, and creative and sustainable solutions to challenges in our different sectors.

Xabiso Matshikiza

Save the Date

Stakeholder Engagement Forums

Cape Town – 12 September
Durban – 13 September
Johannesburg – 14 September

Bloemfontein – 19 September
Polokwane – 21 September
Rustenburg – 27 September

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**higher education
& training**

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Higher Education and Training
REPUBLIC OF SOUTH AFRICA



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Visionary thinker to lead MICT SETA Board

Mr Sihle Joel Ngubane has been appointed Board Chairperson effective 1 April 2018. *Broadcast News* caught up with this multi-talented ICT whizz and experienced executive to ask him 10 questions.



1 What is your perspective on the SETA mandate?

The MICT SETA's primary mandate is to train our country's youth, or any unskilled individuals, in ICT, advertising and media skills (guided by the Skills Development Act and other legislative acts and frameworks). The main objective is to prepare our society for more advanced skills, either by training our youth through train-the-trainer programmes or by funding accredited service providers that receive grants from the SETAs for training. Bursaries are granted to universities and/or training institutions of acceptable standard. The MICT SETA also runs internship programmes to provide in-service training.

The mandate of this SETA is 100% correct; it is the advancement that I feel is still lacking. While advertising has advanced rapidly, both media and ICT are lagging behind in this country.

2 How would you describe the future prospects for the SETAs?

I see the SETAs as catalysts for skills development in the country. We need to combine SETAs with incubation elements and link them with entrepreneur-development entities and employment as a last option, so that we don't only look at increasing young people's skills to get them employed, but developing their skills for starting their own businesses.

Over and above incubation, other prospects include the development of skills that will make South Africa the leader in the production of new technologies and in meeting the

demands of global new trends such as the Fourth Industrial Revolution (4IR), robotics and the Internet of Things (IoT).

SETAs need to be the primary tools in the prevention or reduction of unemployment in the country through preparing workers and youth for the change or increase in demand for new technological skills.

3 What is your view on the current status of skills development in South Africa?

It is both appalling and embarrassing. Our country has become a laughing stock, with foreign countries seeing us as their playground. We have companies sourcing ICT skills from countries like India and the UK. When it comes to skills development we are taking a nap as a country. We need to wake up and train our people for the specific purpose of starting businesses and creating employment. Currently we merely train people. We don't provide work placement or training in entrepreneurial skills. It needs to be 'South Africans first' in terms of skills development. We need to develop a culture of competing; we need to accumulate a pool of quality skills, skills that are in demand. We must move away from our current focus on lower level skills in ICT and provide more skills at a higher level.

4 What would you regard as the strengths of the MICT SETA?

This SETA's strengths notably lie in holistic skills development – in terms of end-user support skills, technical skills and ICT entry-level skills, and in providing bursaries.

5 What (programmes or strategic focus) would you like to see improved at the MICT SETA?

I would like to see this SETA increase its focus on electronics, media, advertising, IoT, 4IR and robotics skills programmes. Our country is not focusing on competing with the First World. I would like to see us elevating our country to that level; it can be done, it is possible through hard work.

6 You have a strong background in ICT as well as in business administration and management. How do you see yourself harnessing these skills as the Board chairperson of the MICT SETA?

True indeed. I started my IT career as a computer lab technician, then a programmer (UNIX programmer). At the time, it was interesting how satisfying it was to talk about items of ICT you already had practical knowledge of. Now, in management and business administration, the major benefit is that you can easily link policy and procedure directions to the actual impact on people's lives. You don't proceed based on hearsay. What you do in terms of strategic planning and direction at Board level becomes something else, you have experience of what you are talking about. It is not just theorising, you become passionate about your theory, it is like a completely different world. It helps you to fast-track the link between theory and practice. When you develop a strategy, you can immediately envisage the outcome you want to attain.

7 You also hold a qualification in ministry. How do you see the principles gleaned in that area contributing to the execution of your responsibilities in the professional world?

It is amazing what religion can do to an individual human soul; it assists in honesty, morality and the upkeep of principles. You tend to have a global rather than a partial perspective. It assists you in not thinking singularly but in terms of the plurality of things. It has certainly helped me to understand what lies at the root of people's behaviour, the addiction people have in their commitment to their spirituality. It has also helped me to understand people from all spectrums of life; to know in advance what to expect from every interaction.

8 Some ICT companies, e.g. Vodacom, have made strategic decisions to focus employment efforts on millennials. What do you see as the biggest contribution to be made by millennials to the ICT arena?

These ICT companies are not focusing on millennials by choice, it is what the market demands. Millennials are a

different breed of human being altogether – they learn fast, they get bored easily, their appetite for gadgets is voracious. Millennials are already changing the status quo of the ICT perspective. Their contributions take on many forms, they want ICT that will free them from the burdens of the past (legacy systems). They want change now. We call them the microwave generation, those that are consuming and want to consume at high speed, so ICT demand must match their needs. That is why developing an app is no longer a behind-the-desk thing to them. They do it on the run, within minutes. Today we have innovations like www.wix.com, where developing a website takes one day. That encapsulates what the millennial is heading towards.

9 You have served on a total of 15 boards, and as chairperson of two of these. These boards govern organisations as diverse as the South African Post Office, Social and Ethics Committee, Johannesburg City Parks and Zoo and ICT companies. What attracted you to the MICT SETA, and what makes the MICT SETA different?

It is poignant to see that the private and public sectors are not liberating South Africans in terms of new technology. In most of the organisations where I've been a board member, ICT is not taken seriously. This is either due to a lack of knowledge, or people in charge of ICT transformation lack a sense of urgency, or else it is just a focus misplacement.

For me, the MICT SETA's main attraction is that it is an important vehicle that can turn the tide of unemployment. This SETA needs to analyse why this country is looking to the East when it comes to ICT skills and close that gap very fast. This SETA needs to move away from just providing grants to an academy and incubation centres. This SETA can be South Africa's own Silicon Valley if it can be given that space. This SETA is the future of our country in terms of matching the First World's demand for technology. The major difference between this SETA and others is that we impact all other SETAs in one way or another, be it Mining, Health, Banking, Security, Retail, Engineering or Manufacturing. Our initiatives cut across them all, which is why this SETA is so critical.

10 If you had one piece of advice – personal or professional – to offer to your colleagues at the MICT SETA, what would that be?

Personal: Do unto others as you would like them to do unto you.

Professional: Let's get fulfilment in changing people's lives for the better, we only live once. Too much energy is wasted on arguing unnecessary things, rather than on items that can take us all forward; destroying is easy, let's focus on building.

Meet the new MICT SETA Board members

The MICT SETA announced a new Board effective 1 April 2018, consisting of diverse labour and industry professionals. Each of them will serve a three-year term.



Clyde Michael Mervin

Mr Mervin has been the President of the Communication Workers Union (CWU) since September 2014. He has been an Area Controller with the South African Post Office (SAPO) since 2007, and has

held several positions with the SAPO prior to this. Holding an NQF Level 8 qualification in Transitional Justice and Strategic Diplomacy, Mr Mervin draws from a variety of skills, ranging from shop steward training and human resources, to negotiation and leadership diversity.



Marilyn Radebe

Ms Radebe is the Executive Director and Chairperson of ICT consultancy Soma Solutions, and also serves on the leadership of the Black IT Forum. She has been instrumental in the formation

of African Women in Information Technology and provided input into the National Integrated ICT Policy White Paper. She obtained her BCom Information Systems from the University of Cape Town and completed the Management Advancement Programme at Wits Business School. Ms Radebe was recently counted among the *Inspiring 50*, which recognises 50 women in science, technology, engineering and mathematics.



Lekaota Donald Liphoko

Mr Liphoko has more than 20 years' experience in developing communication media channel strategies for the public and private sectors. A team builder, Mr Liphoko specialises in

governance and corporate strategic advice bolstered by diverse communication industry experience, including as parliamentary liaison. He is the former acting Executive Director of the Centre for Public Service Innovation, Chief Executive Officer of the Media Development and Diversity Agency, as well as the former Director General of the Government Communication and Information System.



Deliwe Sharon Rampa

Ms Rampa is the General Manager: Supply Chain Management at Broadband Infraco (BBI). Prior to being appointed to this position in July 2013, she was the Senior Manager of Supply

Chain Management of the Small Enterprise Development Agency. Other companies that benefited from Ms Rampa's supply chain and procurement expertise include South African Airways, Telkom and Rand Water. A team leader and motivator, she obtained her Master of Business Administration from Milpark Business School in 2017.



Nokuzola Gloria Khumalo

Mrs Khumalo has broad strategic and governance experience, supported by a sound legal background. She is completing her LLM in Advanced Labour Law with the University of KwaZulu-Natal.

Mrs Khumalo works as a Mediator, facilitating enquiries as an Ad Hoc Family Advocate at the Department of Justice where she writes reports and recommendations to the Court. Managing skills development initiatives since 2002, Mrs Khumalo has been a senior official for more than a decade and understands how SETAs function in relation to corporate governance and ethics requirements.



Matsebe Ivor Phasha

Mr Phasha is the Director for Operations at Mapudi Phasha Investments Holdings which has interests in Retail Property, Events, ICT, Investments and others. He is busy with his Master in Business

Administration through the Management College of Southern Africa (MANCOSA). He, among other qualifications, completed a Bachelor of Commerce majoring in Information Systems and Accounting, with an honours in Information Systems, at the University of the Western Cape. In 2016, he was a semi-finalist in the Global Innovation Through Science and Technology Awards for his mobile Internet café project, an ICT for Development innovation.

"We are very pleased to welcome these outstanding industry leaders to the Board. The breadth, depth, and diversity of their experience will strengthen the strategic vision of the MICT SETA. Each of them has a reputation for collaborative leadership, to enable the SETA to pursue the development of a skilled workforce, in order to provide an improved service to the people of South Africa." – Mr Charlton Philiso, Acting CEO, MICT SETA



Thabo Mofokeng

Mr Mofokeng is a registered Professional Engineer and a long-standing member of the Engineering Council of South Africa, the Institute of Electrical & Electronics Engineers and the Institute of Directors.

He acquired a BSc in Electrical Engineering from Howard University in Washington DC, USA, in December 1992. Mr Mofokeng is the founder and owner of Solario Technologies, a professional engineering, broadband technologies, project management and management consulting business. Mr Mofokeng is the Deputy President of the Information Technology Association of South Africa.



Sontaga Robert Mantlhakga

Mr Mantlhakga holds a Senior Primary Teachers' Diploma from the Modjadji College of Education; and certificates in, among others, Public Relations from UNISA; Industrial Policy, and Research

Awareness for Leaders from the UJ; as well as a Post Graduate Diploma in Business Management and Master of Business Administration from MANCOSA. He is currently the first Deputy President of the CWU. Mr Mantlhakga is a former teacher, worked as a technical Officer in Telkom, and has been a full-time shop steward and negotiator with Telkom SA since August 2011.



Zamaswazi Nokuthula Phakathi

Ms Phakathi is the CEO of Splendid Marketing and Communications, the Founder and Managing Director (MD) of the Zama Phakathi Foundation, MD of Beyond Boundaries, as well as the MD

of Splendid IT. Prior to starting these businesses in 2009, she was the Marketing and Communications Manager at the Durban Chamber of Commerce and Industry. Among others, Ms Phakathi is a council member of the Johannesburg Chamber of Commerce and Industry (JCCI), a board member of the Durban Chamber of Commerce and Industry (DCCI) and a board member of the South African Library for the Blind (SALB).



Teboho Dennis Morobe

Mr Morobe is a member of the National Executive Council of the CWU and was the Provincial Secretary for the CWU Northern Cape branch. He holds an NQF Level 8 qualification in

Strategic Diplomacy from the UJ; and N3 and N4 national certificates in Engineering Science and Industrial Electronics, respectively, from the Motheo FET College. Mr Morobe also participated in a Director Development Programme of the Institute of Directors of Southern Africa.



Ntomboxolo Maureen Maheneza

Ms Maheneza has been a committee member of the National COSATU Gender Committee and the Telkom Joint Investment Committee since 2014 and 2016, respectively. She has been a

member of the Telkom Employment Equity task team since 2013. In 2014, she was elected as the second National Deputy President for the CWU. Ms Maheneza obtained a Diploma in Industrial Strategy from the University of Johannesburg (UJ) in 2016 and a Certificate in Investment Strategy from Wits in 2015. Her expertise includes public speaking and presentation skills, negotiation skills, motivation and policy development.



Ulandi Exner

Ms Exner is the President and Chairperson of the Institute of IT Professionals South Africa, and also the Deputy Chairperson of Council for the Vaal University of Technology, among

others. She was the Chief Operating Officer at Vunani Capital until February 2017 and prior to that held the position of Group IT Executive at Vunani Capital. Among several other qualifications, Ms Exner obtained a BCom Informatics degree from UNISA and holds the Certified Director designation from the Institute of Directors South Africa. She now runs her own IT auditing and consulting firm.



Ntombikayise Khumalo

Ms Khumalo studied at Wits, focusing on governance, finance and investment management. Among others, she participated in a Women as Leaders Programme offered by the Gordon

Institute of Business Science. She is currently completing a BCom: Human Resource Management, through MANCOSA. She has served as the Gauteng Provincial Treasurer since 2014 and is a full-time Shop Steward of the CWU within Sentech. She is highly skilled in issues of finance, policy amendments and negotiations, and is a Chief Negotiator at MTN and co-negotiator at SENTECH, to name but a few.



Thamsanqa Emmanuel Mzileni

Mr Mzileni has been the Provincial Secretary for the CWU in KwaZulu-Natal since November 2009. He is currently completing his Diploma in Public Management through the Mangosuthu

University of Technology. He has held several leadership positions at student bodies such as the Congress of South African Students and the South African Student Congress Organization. In 2006 he received an award from the South African Democratic Teachers Union Durban South Region for his outstanding work in the transformation of education in the region.



SUCCESS STORIES

MICT SETA helps to create sustainable employment

The MediaShop is a media agency that provides creative and pioneering communications solutions. In partnership with the MICT SETA, the MediaShop welcomes ambitious learners from all walks of life every 18 months to participate in the learnership programme.

▲ From left: Kgaugelo Masenya, Veronica Modieginyana, Sinenhlanhla Jalibane, Nombulelo Nogwanya, Tebogo Nkadimeng, Kgadi Rangata and Solomon Sithole.

In April 2018, nine passionate learners completed the learnership programme and were all permanently appointed in key strategic positions. Some of these learners had this to say about the programme:

"It served as a positive learning experience because I came into this industry with a 'naked' CV and now that I have completed the programme, I have a lot of updating to do. It was an incredible learning experience," said Kgomotso Ramotshela, Junior Media Buyer.

Sinenhlanhla Jalibane, who has been appointed as a Junior Campaign Manager, said, "This course and learnership taught me more about being a leader, being part of a team and solving problems."

Kgaugelo Masenya, who has also been appointed as a Media Buyer, said, "A lot of theory made me realise that there is so much more to managing a project than deadlines and budgets. The facilitator encouraged opinions and debates and for me the highlight was the groupwork."

The MediaShop says, "We are very proud to announce that we have absorbed all nine learners into our business. The phenomenal support received from their mentors has contributed to their development to become the exceptional employees they are today."

Philips South Africa Commercial

During the 2017/2018 financial year, 15 remarkable interns participated in various internship programmes at Philips South Africa Commercial. The interns acquired significant knowledge, skills and experience, which will ultimately enable them to prosper in their prospective careers. The programme proved to be a success, as ten of the interns had the opportunity to complete a further learnership programme through Wits Business School focusing on leadership, 'Unlocking Your Leadership Potential'.

"Philips is extremely pleased to have hosted the interns as they have added considerable value to the business during their time here," a representative from Philips says. Eight of the 15 interns have been permanently absorbed into key strategic positions at Philips SA

Commercial. The company says, "In the 2018/2019 financial year, we have taken on an additional 20 interns in an attempt to give back to society, enhance skills of young people and provide work exposure to talented

young people from our institutions of higher learning. We thank the MICT SETA for a value-adding partnership and look forward to future programmes with the SETA."



▲ Front row: Management team. Second row, from left: Asiphe Toloty, Bernard Kgope, Nico Mokgoetsi, Cebokazi Mkosi, Topollo Tlhoka, Mlungisi Mthembu, Sibuyiselwe Zulu, Refiloe Molapsi, Theo Naidoo, Fuluhelo Davhana.

KIMBERLEY: New Venture Creation Training

One of the recently established programmes by the Urban TVET College in Kimberley is the New Venture Creation (NVC) Learning Programme, Start and Run a Business.

This leadership programme is a reduced, three-month version of the full qualification, covering entrepreneurial and business skills modules including:

- Business profile planning;
- Environment-related business ideas, opportunities and marketing;
- Setting up of business plans, financial management and operational planning; and
- Business strategies, human resource issues, business roles, management skills, leadership, communication and entrepreneurship.

Learners attended one month of training and spent two months working in their business and/or other business

units to prepare their assignments for the final summative for the selective models. Workplace activities included practical exercises in running a business and completing assignments, where learners were expected to generate business ideas, conduct research and implement the ideas they found most viable.

Furthermore, learners' businesses and ideas received a welcome boost from the Small Enterprise Development Agency (SEDA). The latter provided learners with business development and support services for small enterprises through its national network. Learners were supported, guided, monitored and mentored on a regular basis, and reminded of the importance and impact of entrepreneurship.

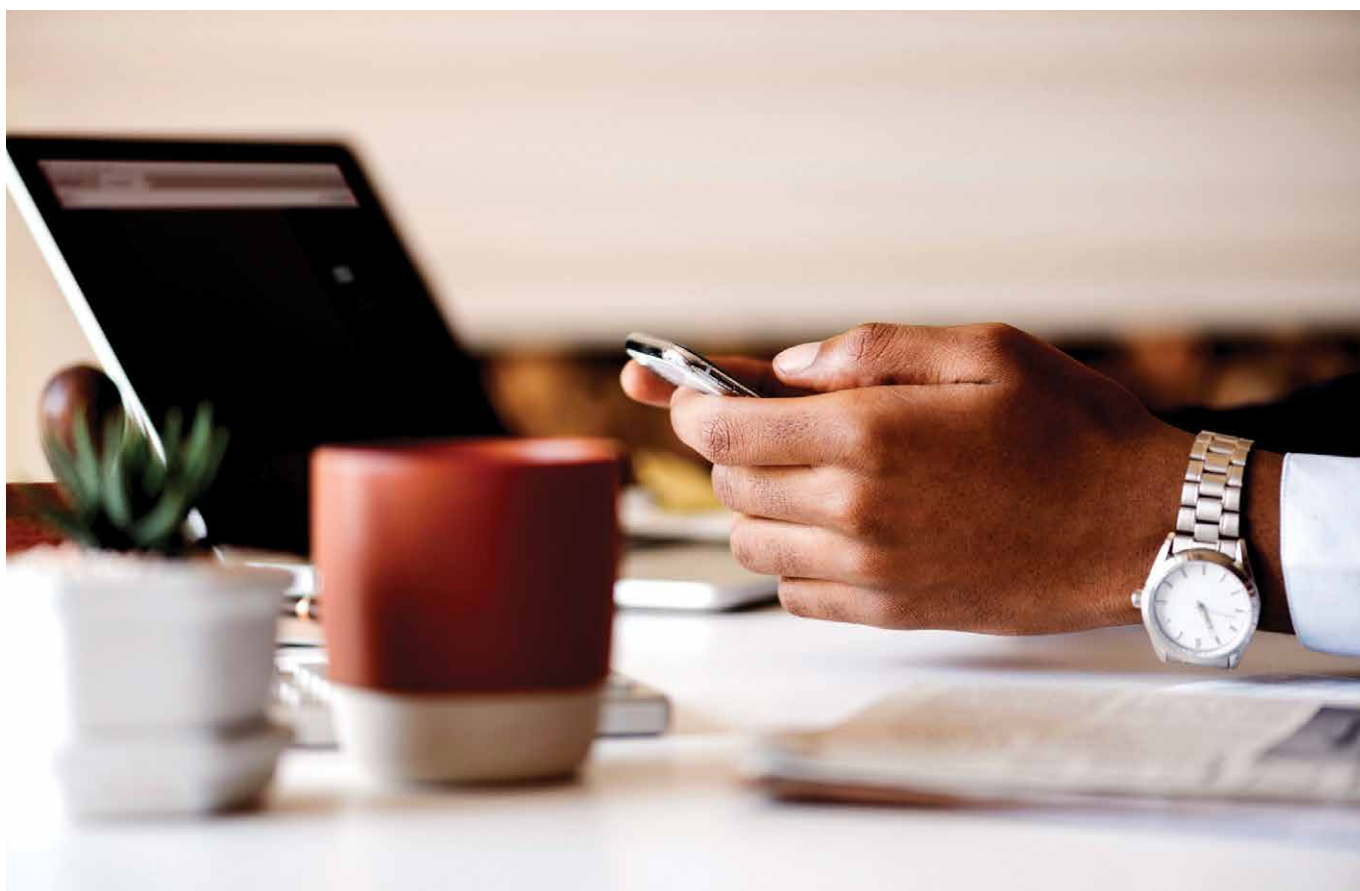
Outcomes

Of the 20 learners who enrolled, only one dropped out and 12 learners registered their own businesses or

are in the process of registration with support from SEDA. The NVC is a Service SETA-accredited programme, registered at NQF Level 4.



Lecturer development workshops



The MICT SETA partners with industry, universities and Technical Vocational Education and Training (TVET) colleges (both public and private) in the delivery of learning programmes aimed at addressing the scarce skills identified for the country.

During the 2017/2018 financial year, the MICT SETA conducted informative lecturer development workshops in Gauteng and the North West attended by 150 lecturers. The aim of the workshops was to:

- Create awareness of the mandate of the MICT SETA and the various learning programmes;
- Inform the lecturers of how learners can access the MICT SETA learning programmes;
- Create awareness of the MICT SETA regional offices and the scope of MICT SETA activities; and
- Find out what the lecturers' training and development needs are.

These workshops are one of the many initiatives that the MICT SETA is undertaking to ensure that it delivers on its skills development mandate. The workshops took place at the following TVET colleges: South West Gauteng (Soweto and Roodepoort campuses), Ekurhuleni East (Springs and Benoni campuses), Tshwane South (Atteridgeville campus) and Vuselela (Jouberton campus).

Highly valued by the TVET colleges, the workshops enjoyed maximum participation from lecturers, who provided extensive feedback and discussions covering various topics relating to skills development interventions that could mitigate the current socioeconomic issues facing the previously disadvantaged.

As unemployment remains one of the key challenges that young people face upon completion of their qualification, the MICT SETA strives to form ongoing meaningful partnerships with key stakeholders to ensure a constant supply of quality skills within the sector. The 2018/2019 financial year provides the MICT SETA with yet another opportunity to accelerate its efforts towards developing quality skills for the sector and contribute towards the reduction of youth unemployment in the country.



Read more about upcoming stakeholder engagement events on www.mict.org.za.

DEPARTMENTAL NEWS

New Appointments



Simphiwe Yende
Supply Chain Management Officer



Ronnie Neluvhola
ETQA Administrator



Bassanio Gilbert
Human Resources Administrator



Sandile Gumede
Human Resources Manager



Sabelo Ndlamlenze
Learning Programmes
Administrator



Dikeledi Molema
ETQA Administrator



Arabang Ramakau
Learning Programmes Advisor



Thabiso Mokoena
Supply Chain Management
Manager



Thabang Motsoeneng
Sector Skills Planning Researcher



Thandokwakhe Simamane
ETQA Administrator



Mahlogonolo Maredi
Learning Programmes Advisor



Bobby Maluleke
Learning Programmes Advisor

The dawn of the Fourth Industrial Revolution

Exciting new opportunities for the MICT SETA

Although the average South African has yet to fully grasp the concept of the Fourth Industrial Revolution (4IR), this major new development has the potential to change the way we learn, work and live. In its scale, scope and complexity, the transformation will be unlike anything humankind has experienced before. It is not yet known how the 4IR will unfold, but what is clear is that new skills will be required in the near future.

At its core, the 4IR is a complex application of science, technology, engineering and mathematical (STEM) knowledge. It is an extension of Industrial Revolutions 1, 2 and 3 and includes artificial intelligence (AI) built into machines that can think and do many things that, before now, used to be the sole prerogative of humans. The 4IR has the potential to raise global income levels and improve the quality of life of populations around the world.

South Africa currently finds itself in the last stages of the Third Industrial Revolution, as proven by research undertaken by experts in the field. The convergence of the 4IR is approaching fast; if the country is not prepared to ride the wave, it will miss out on opportunities to respond to the vision and mission of the National Development Plan (NDP) towards making South Africa an e-skilled economy.

"We are entering an era in which the premium for innovation has become significantly raised."

– Trade and Industry Minister,
Dr Rob Davies

As the 4IR unfolds, these are some scenarios on how the MICT world of work might change:

- There will be a need for a reorientation of skills as the traditional skills sets used by the economy will undergo deep and fundamental changes. This means that the number of direct ICT (information and communication technology) jobs will decrease. Most importantly, everyone who lives and works in South Africa will require digital literacy as a foundation for a productive future.
- The age-old trusted education systems will not cope with the demand for new skills; new education models will be required.
- These new skills will require advanced STEM foundation competencies.

In his maiden state-of-the-nation address in February 2018, the President of South Africa, Cyril Ramaphosa, disclosed that the country would soon be establishing a Digital Industrial Revolution Commission, which would include the private sector and civil society to ensure that it is in a position to seize the opportunities and manage the challenges of rapid advances in ICT.

Recognising this as an unlimited initiative for the MICT sector, the MICT SETA has started to engage on research relating to the 4IR, focusing on drivers of change that impact the MICT sector. Part of the research has been documented in chapter two of the MICT SETA 2018/19 Sector Skills Plan (SSP).

4IR embraces mobile connectivity, artificial intelligence, Big Data, the Internet of Things (IoT), next-generation robotics, additive manufacturing (three-dimensional printing), blockchain software, wearable technologies and genetic engineering.



The world has to date experienced three industrial revolutions: mechanisation through water and steam power; mass production, particularly with the introduction of electricity; and the recent revolution with advances in computers and automation. The fourth industrial revolution is set to be as pivotal, if not more, than its three predecessors put together.



Celebrating GRADUATIONS



Graduations are big news at the MICT SETA. They encourage and remind us that the work that we do is important and a tangible demonstration of a growing pipeline of future leaders and contributors to our economy. We share a few good-news stories.

Mobile Outsourcing Solutions

In partnership with the MICT SETA, Mobile Outsourcing Solutions (MOS) has successfully trained 22 interns who graduated with a Global Systems certificate on 10 May 2018. The core function of MOS, formerly known as Morvest Outsourcing Solutions, is SIM card packaging and fulfilment.

MOS is a specialty supply chain partner for all major networks in southern Africa. The company produces upwards of 200 million SIM card packs per year and 600 million scratch cards, as well as distributes 12 million cell phones in its high-tech facilities. It has facilities in Dubai and Nigeria for which the interns have provided support work. The interns had the opportunity to be exposed to best-in-class technology and world-class processes in a high-volume secure facility. This is the

second year that the 12-month internship was run, with another one being planned for later this year.

At the graduation ceremony, the interns were addressed by Nathi Gabuza of the MICT SETA and Jonathan Rousseau of MOS. The ceremony celebrated the successful completion of the programme, as well as the 95% placement rate of the interns. Of the 22 interns, 13 were absorbed into the company, while the remainder moved on to being employed by well-known brands in South Africa. Programme director, Dr Brenda Sham, said that the key objectives of the internship programme are to open opportunities for unemployed youth, bring in additional skills and support to the company, and allow the company to make a difference to the local economy and the community.



▲ The interns graduated with a Global Systems certificate.



▲ The interns were trained by Mobile Outsourcing Solutions in partnership with the MICT SETA.

iSolve Business Solutions (Pty) Ltd

During a prestigious graduation ceremony on 25 May 2018, 14 optimistic young learners from various socioeconomic backgrounds celebrated the successful completion of the System Development Learnership programme (NQF Level 5).

The programme was hosted by iSolve Business Solutions in partnership with the MICT SETA. Seven of the learners were offered permanent employment after successfully completing the learnership programme and are currently working on-site with iSolve Business Solutions' clients.

"The standard of these individuals has made a lasting impression on clients. One learner has been absorbed

into an internship at another company," says an iSolve Business Solutions representative. The other six learners will be progressing to an internship programme to advance their skills and further equip them for the working environment.

"At iSolve Business Solutions, we are thankful for our 10-year relationship with the MICT SETA, who has played a critical role in the success of our learners and our newly appointed employees," the company representative says. "We would also like to thank all the trainers and other stakeholders for their hard work and dedication. You have done something amazing in moulding these young people into who they have become."



▲ The 14 learners who successfully completed the System Development Learnership programme (NQF Level 5).



▲ Seven of the learners were offered permanent employment and are currently working on-site with iSolve Business Solutions' clients.

CAREER FOCUS

Department of Labour Career Expo

The Department of Labour hosted a career expo on Tuesday, 12 June 2018 at the Mdluli Tribal Centre, Makoko, Mpumalanga. The expo attracted about 500 unemployed youth from the surrounding areas. The event, which was hosted in celebration of Youth Month, aimed to expose young people to various career opportunities showcased at the event by organisations representing the public and private sectors.

Youth Month was celebrated this year amid a high level of unemployment among young people in South Africa, with Statistics South Africa recently announcing an alarming figure of over 50% of unemployed youth. The Media, Information and Communication Technology Sector Education and Training Authority (MICT SETA) recognised the expo as an opportunity to keep in touch with young people and to disseminate information on how to access various career opportunities available, mainly within the MICT sector.

Esteemed stakeholders included the Mpumalanga Regional Training Trust (MRTT); the Department of Correctional Service; the Department of Health; the Commission for Conciliation, Mediation and Arbitration (CCMA) and the Construction Education and Training Authority (CETA). The expo brought hope to many of the unemployed youth in attendance.

Mlihle Mabuza, one of the young people who attended the expo, said, "Events of this nature are important because they assist the community to be informed and gather information about the opportunities that are available in order for them to get jobs."

It has become evident that these initiatives hold the prospect of changing the lives of many young people by providing effortless access to information and opportunities equitably across the country, most notably in rural areas.

Undoubtedly, the MICT SETA will continue to play a critical role in assisting to mitigate the level of unemployment among young people in the country through skills development interventions in the MICT sector.

► The career expo attracted about 500 unemployed youth from the surrounding areas.

▲ Staff from the MICT SETA disseminated information on the various career opportunities available, mainly within the MICT sector.



Deputy Minister hosts Tlapa Village Career Expo

The honourable Deputy Minister of Higher Education and Training, Mr Buti Manamela, is reaching out to the youth through career expos targeting rural areas as part of the ongoing work of the Department of Higher Education and Training together with the SETAs.

On Thursday, 28 June 2018, the Deputy Minister hosted a career expo at Tlapa Sports Ground, Tlapa Village, Rustenburg, which was attended by over 1 000 young people from the surrounding communities. The aim of the expo was to create awareness of available study and funding opportunities and provide career guidance to learners, students and out-of-school youth.

In his address, the Deputy Minister highlighted the significance of education and encouraged young people to take advantage of the myriad opportunities offered by government. Moreover, he acknowledged that most young people endeavour to enrol at universities as opposed to TVET colleges. He stressed that TVET colleges are there to give young people opportunities that were previously undervalued. "We are short of welders, electricians, plumbers, mechanical engineers, carpenters," he added.

The Deputy Minister emphasised that those were the skills currently in demand in the country. "As a government we set a target of 30 000 artisans annually," he said. He announced that although the government had already reached the target, they will continue training more artisans.

In his address he also highlighted the social challenges that young people face and encouraged them to make education their first priority. Notably, one of the responsibilities of government is to ensure that opportunities are accessible to young people. "The government can provide fee-free higher education through the National Financial Aid Scheme (NSFAS)," he added.

The Department of Higher Education attracted various stakeholders to the expo, which included universities and TVET colleges, SETAs, other government departments and industry representatives. The Deputy Minister of Higher Education and Training, accompanied by various dignitaries from government departments, which included the Bojanala District Municipality, led the proceedings on the day.



▲ The expo provided career guidance to learners, students and out-of-school youth.



▲ The Deputy Minister of Higher Education and Training, Mr Buti Manamela (centre), looks at some of the career guidance information on display.



In his address, the Deputy Minister encouraged young people to take advantage of the myriad opportunities offered by government.

► The career expo was attended by over 1 000 young people.

FOCUS ON HEALTH

Under the microscope: Listeriosis



On average, about 60 to 80 laboratory-confirmed listeriosis cases were reported each year in South Africa. Until 2017. According to the National Institute for Communicable Diseases (NICD), **between 1 January 2017 and 5 June 2018, a staggering 1 049 laboratory-confirmed cases of this dire disease were reported.** With the health system and media machine swinging into rapid action, only 76 cases were reported since 5 March 2018 after the recall of the implicated products.

What is this infectious, foodborne disease?

Listeriosis, while serious, is a preventable and treatable disease. It is caused by the bacterium *Listeria monocytogenes*. This bacterium is common in nature and appears in vegetation, water, soil and the digestive tracts of some animals. It can contaminate food, the most susceptible of which includes processed meats and sausages, soft cheeses, cold smoked fishery products, as well as vegetables that are contaminated through soil or fertiliser. This bacterium, unlike many others, survives and multiplies at refrigerator temperatures.

The World Health Organization explains that there are two main types of listeriosis. The milder form

is non-invasive listeriosis with an incubation period of a few days and symptoms that include diarrhoea, fever, headaches and muscle pain.

The more severe form of the disease is invasive listeriosis. With a longer incubation period – from one to two weeks up to 90 days – this form has a mortality rate of between 20% and 30%, and is particularly dangerous for high risk groups. Symptoms include fever, muscle pain, septicaemia (blood poisoning) and meningitis (inflammation of the tissue surrounding the brain or spinal cord). The long incubation period makes linking the disease to any particular food very difficult.

How is it treated?

If diagnosed early, listeriosis is easier to treat. Antibiotics are used for more severe symptoms such as meningitis, and when administered soon enough during pregnancy, can protect the foetus or newborn against infection.

Who are most at risk?

Pregnant women, the elderly, and those with a compromised immune system from, for example, HIV/Aids, leukaemia, cancer, liver or kidney disease, steroid therapy, or alcoholism, might be at greater risk of contracting severe listeriosis. Infection can also spread from a pregnant mother to her unborn baby and pregnant mothers are 20 times more likely to contract the disease than other healthy adults. People living with HIV/Aids are 300 times more likely to contract listeriosis than people with healthy immune systems.

Foods most often linked to listeriosis

- Refrigerated foods with long shelf lives;
- Foods eaten without first being cooked; and
- Foods such as frankfurters, pâtés, smoked salmon, fermented raw meat sausages, soft cheeses, unpasteurised milk, ice cream, prepared salads like coleslaw and bean sprouts, fresh vegetables and fruits.



News digest

South African Minister of Health, Dr Aaron Motsoaledi, declared a listeriosis outbreak on 5 December 2017. Ready-to-eat processed meat products from Enterprise Foods' Polokwane production facility were identified as the outbreak's source. Affected products were recalled on 4 March 2018.

Enterprise and three of its retailers also export to Angola, Botswana, Democratic Republic of the Congo, Ghana, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Nigeria, Swaziland, Uganda, Zambia, and Zimbabwe – all of these had to recall the implicated products.

Other companies have also had to issue food recalls since environmental samples tested positive with different strains from the outbreak *Listeria* strain.

On 15 March 2018, health ministers from the Southern African Development Community met in Johannesburg to share information and prepare and bolster responses. The World Health Organization also emphasised the dignitaries' responsibilities as set out in the International Health Regulations for international travel and trade.

The NICD reported that, "As of 29 May, 2 670 tons of recalled Enterprise and Snax products have been destroyed by thermal or landfill according to certificates provided by Department of Environmental Affairs officials. This includes products destroyed at exported destinations."

Can it be prevented?

Pasteurisation and cooking of food kill the *L. monocytogenes* bacterium. In addition, the same safe food handling principles as in other foodborne illnesses apply. These include ensuring that one's hands remain clean throughout the cooking process; separating raw and cooked food; cooking food thoroughly; keeping food at safe temperatures; and using safe water and raw materials.

In numbers (1 January 2017-14 March 2018):

59%	Listeriosis cases in Gauteng
12%	Listeriosis cases in the Western Cape
7%	Listeriosis cases in KwaZulu-Natal
27%	Fatality rate
42%	Newborns infected during pregnancy or delivery
91%	Genome sequencing strains belonging to <i>Listeria monocytogenes</i> Sequence Type 6 (ST6)
9%	Reported cases infected with different strains of <i>Listeria</i>
15	Countries in Africa affected by the food producer's product

Five tips to safer food



Keep clean

- Wash your hands before handling food and often during food preparation
- Wash your hands after going to the toilet
- Wash and sanitise all surfaces and equipment used for food preparation
- Protect kitchen areas and food from insects, pests and other animals



Separate raw and cooked

- Separate raw meat, poultry and seafood from other foods
- Use separate equipment and utensils such as knives and cutting boards for handling raw foods
- Store food in containers to avoid contact between raw and prepared foods



Cook thoroughly

- Cook food thoroughly, especially meat, poultry, eggs and seafood
- Bring foods like soups and stews to boiling to make sure that they have reached 70°C. For meat and poultry, make sure that juices are clear, not pink. Ideally, use a thermometer
- Reheat cooked food thoroughly



Keep food at safe temperatures

- Do not leave cooked food at room temperature for more than two hours
- Refrigerate promptly all cooked and perishable food (preferably below 5°C)
- Keep cooked food piping hot (more than 60°C) prior to serving
- Do not store food too long even in the refrigerator
- Do not thaw frozen food at room temperature



Use safe water and raw materials

- Use safe water or treat it to make it safe
- Select fresh and wholesome foods
- Choose foods processed for safety, such as pasteurised milk
- Wash fruits and vegetables, especially if eaten raw
- Do not use food beyond its expiry date

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