

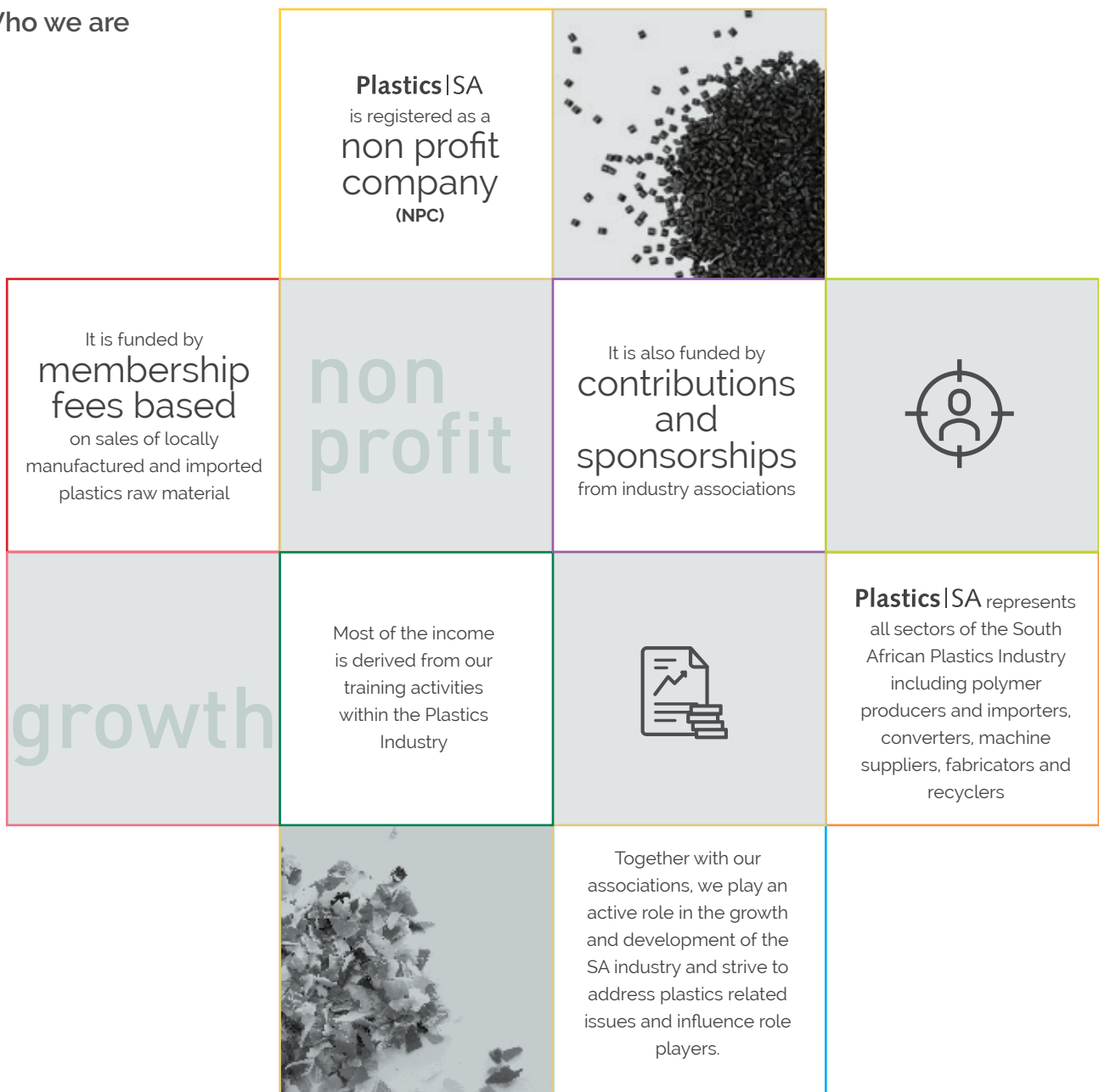


Plastics | SA



# Introduction to Plastics|SA

## Who we are



# Introduction to Plastics|SA

## Our Vision

To enable a vibrant and sustainable plastics industry in South Africa



Valued and respected by local and international industry, customers, suppliers, government, community and employees;



Promoting the use of plastics as the material of choice;



Developing the skills needed through accredited training programmes;



Supporting environmentally responsible actions that benefit industry and society.



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# South African Plastics Industry

## Plastics|SA's Associations

Producer Responsibility Organisations	Raw Material Suppliers and Importers	Associations
 <a href="http://www.petco.co.za">www.petco.co.za</a>	 <a href="http://www.brenntag.com">www.brenntag.com</a>	<p>Association of Rotational Moulders of South Africa</p>  <a href="http://www.armsa.co.za">www.armsa.co.za</a>
 <a href="http://www.polyco.co.za">www.polyco.co.za</a>	 <a href="http://www.dow.com">www.dow.com</a>	<p>Expanded Polystyrene Association of South Africa</p>  <a href="http://www.epsasa.co.za">www.epsasa.co.za</a>
 <a href="http://www.savynls.co.za">www.savynls.co.za</a>	 <a href="http://www.safripol.com">www.safripol.com</a>	<p>Plastics Convertors Association of South Africa</p>  <a href="http://www.pcasa.co.za">www.pcasa.co.za</a>
	 <a href="http://www.sasol.com">www.sasol.com</a>	<p>Plastics Institute of South Africa</p>  <a href="http://www.pisa.org.za">www.pisa.org.za</a>
	<p>PLASTOMARK (PTY) LTD</p> <a href="http://www.plastomark.co.za">www.plastomark.co.za</a>	<p>Southern African Plastic Pipe Manufacturers Association</p>  <a href="http://www.sappma.co.za">www.sappma.co.za</a>
	 <a href="http://www.vinmar.com">www.vinmar.com</a>	
Recycling Association		
 <a href="http://www.plasticrecyclingsa.co.za">www.plasticrecyclingsa.co.za</a>		

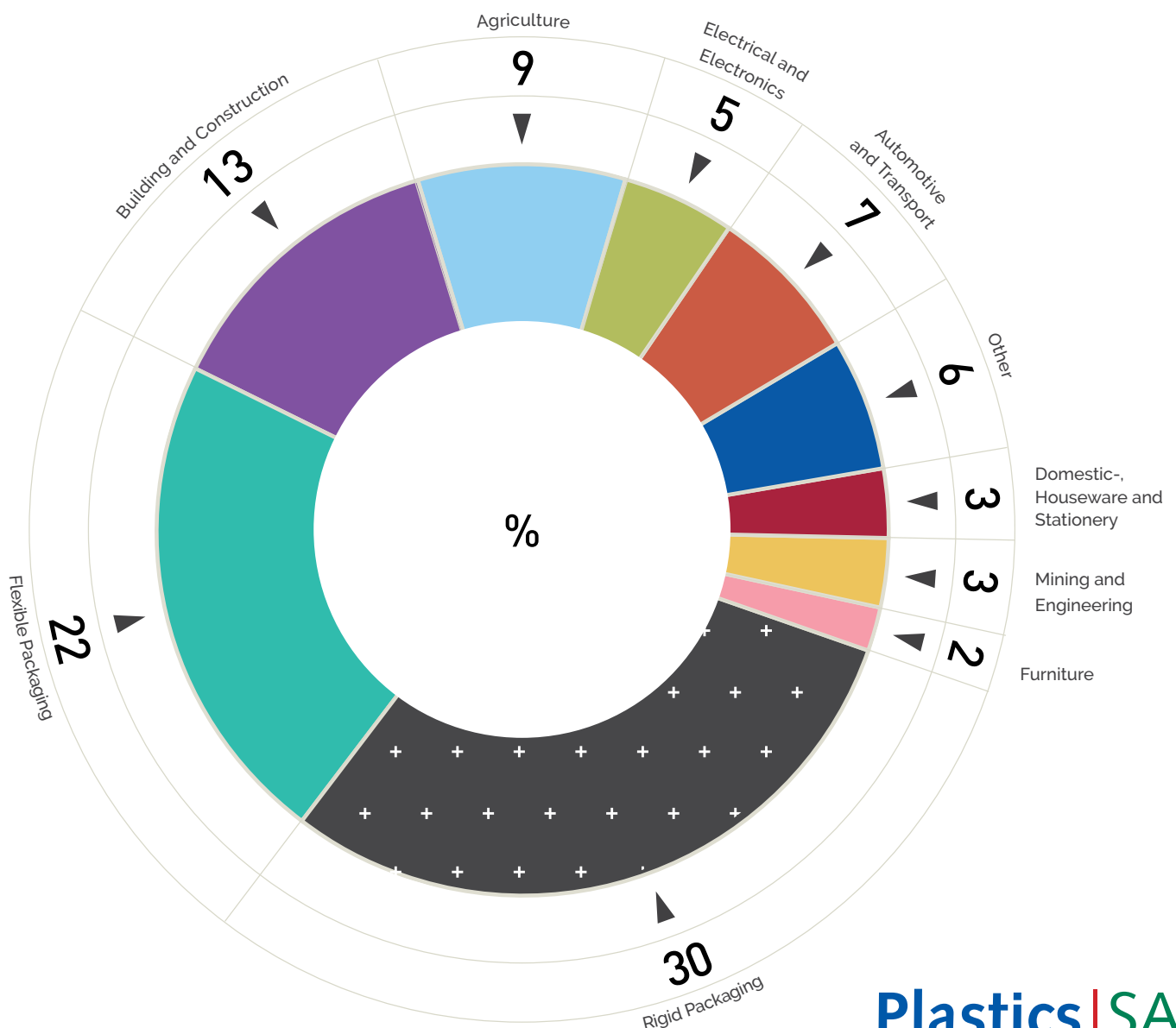
# South African Plastics Industry

More than  
**60 000** people  
employed in the plastics industry

Market size ex converter is  
estimated to be around  
**R 68** billion

Apparent virgin material converted in 2020  
**1 443 000** tons

## South African Plastics Market Sectors - 2020



# Assessments

Assessments are designed to help employers objectively measure candidates' cognitive abilities, attitudes, personality and knowledge.

**Results of the assessments can be used to inform decisions about the learners':**

- ▶ Ability to do a certain job
- ▶ Ability to embark on a certain level of training

There are many different types of activities that can be used to assess a learner's proficiency on a given learning objective, and the same activity can be used to assess different objectives.

Note: Formative and Summative Assessments are carried out as part of our learning programmes and the fees for this are included in our training programme or learning programme development fee.

At Plastics|SA we are able to conduct various Assessments as part of our offerings:

## Pre-assessments

There are **3 different pre-assessment options** and the costs include preparation, the actual pre-assessment, evaluation of the results and preparation of the matrix report, as well as a meeting with the customer to discuss matrix and next development initiatives.



PRE-ASSESSMENT

1

Conventional  
pre-assessment

PRE-ASSESSMENT

2

Job-specific  
pre-assessment

PRE-ASSESSMENT

3

Task-specific  
pre-assessment

## Recognition of Prior Learning (RPL)

"Recognition of prior learning means the comparison of the previous learning and experience of a learner, howsoever obtained, against the learning outcomes required for a specified qualification, and the acceptance for purposes of qualification of that which meets the requirements".

Recognition of Prior Learning (RPL) is defined in the National Standards Bodies Regulations (No 18787 of 28 March 1998, issued in terms of the SAQA Act 58 of 1995) as follows:

**This definition makes clear a number of principles in the development and execution of RPL:**

- ▶ Learning occurs in all kinds of situations – formally and informally;
- ▶ Measurement of the learning takes place against specific learning outcomes required for a specific qualification; and
- ▶ Credits are awarded for such learning if it meets the requirements of the qualification.

# Assessments

Therefore, the process of recognising prior learning is about:

- ▶ **Identifying** what the candidate knows and can do;
- ▶ **Matching** the candidate's skills, knowledge and experience to specific standards and the associated assessment criteria of a qualification;
- ▶ **Assessing** the candidate against those standards; and
- ▶ **Crediting** the candidate for skills, knowledge and experience built up through formal and informal learning that occurred in the past.

Plastics|SA offers RPL services across all Levels from NQF L2 – NQF L5. For levels lower than NQF L5, pre-assessments are recommended. RPL is commonly conducted on learners who are sufficiently qualified on NQF L5 based on their Portfolio of Evidence.

## Psychometric Assessments

Psychometric Assessments are used to determine the individual's natural ability or aptitude and to assess trainability and the extent to which the individual will benefit from training at the various NQF levels.

Plastics|SA is able to provide the following:

1

**LPCAT**

Learning  
Potential  
Computerised  
Adaptive Test

Selection for  
Occupational  
Positions

2

**DAT**

Differential  
Aptitude Test

Selection for  
Occupational  
Positions

3

**TTB**

Technical Test  
Battery

Selection of  
Apprentices

4

**WSQ**

Work Styles  
Questionnaire

Selection of  
Supervisors

A **combination of 2 or more** of these assessments can also be provided, depending on the purpose of the assessments.

### CUSTOMISED LEARNING PROGRAMMES

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### CONSULTING

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# Learnerships

## What is a learnership?

A learnership is a vocational education and training programme to facilitate the link between structured learning and work experience in order to obtain a registered qualification.

Learnerships are the recommended framework within which to

explore new opportunities. They directly address the "how" of the Skills Development Strategy.

Learnerships are intended to address the gap between education and training provision and the needs of the labour market.

Criteria, as set out in the Skills Development Act, indicate that a learnership must:

1

include a  
**structured  
learning  
component**

2

include  
**practical work  
experience**

3

lead to a  
**qualification**

4

relate to an  
**occupation**

## The importance of learnerships

Learnerships in the Plastics sector:

- ▶ provide a programme which is **outcomes-based**;
- ▶ allow the learner access to a **working environment (practical)** that is pertinent to the theory;
- ▶ allow the learner to experience and understand the **workplace dynamics**;
- ▶ allow assessment to occur at various stages, based on the **learner's competence** (learner centred), and
- ▶ the qualification gained is **recognised nationally** and, in many instances, is benchmarked against **international standards**.

# Learnerships

Plastics|SA offers both Scheduled and In-house Learnerships in the following areas:  
(minimum number of learners required for cost effectiveness)

NQF Level	Registered and Accredited Learnerships	SAQA ID	Credits
2	NC Plastics Manufacturing Learnership	49450	120
3	NC Plastics Manufacturing Learnership	49449	126
4	FET Plastics Manufacturing Learnership	49451	163
4	FET Manufacturing and Assembly Operations Supervision	48915	150
2	NC Polymer Compound Manufacturing Learnership	79408	120
3	NC Polymer Compound Manufacturing Learnership	79407	145
2	NC Polymer Composite Fabrication Learnership	36154	132
3	NC Polymer Composite Fabrication Learnership	36155	130
4	NC Polymer Composite Fabrication Learnership	36153	154
2	NC Production Technology Learnership	58781	125
2	NC Thermoplastic Fabrication Learnership	24215	121
3	NC Thermoplastic Fabrication Learnership	24217	126
4	NC Thermoplastic Fabrication Learnership	24218	137
5	NC Generic Management - Generic Manufacturing Learnership	60270	163

NC = National Certificate

FET = Further Education and Training

# Plastics Manufacturing

The National Certificate in Plastics Manufacturing NQF Level 2 is the first qualification of a series on a career path involving plastics manufacturing processes. The qualifications reflect the skills, knowledge and values required by learners to participate effectively in the plastics manufacturing industry, whether in micro, small, medium or large organisations.

The manufacturing process influences the particular plastic used and the characteristics of the product manufactured.

#### The principal manufacturing processes are:

- ▶ Rotational moulding
- ▶ Injection moulding
- ▶ Blow moulding
- ▶ Extrusion

- ▶ Casting
- ▶ Fabrication
- ▶ Foaming
- ▶ Thermoforming
- ▶ Compression moulding

The National Certificate in Plastics Manufacturing NQF Level 2 is the first qualification of a series on a career path involving plastics manufacturing processes. The qualifications reflect the skills, knowledge and values required by learners to participate effectively in the plastics manufacturing industry, whether in micro, small, medium or large organisations.

#### We offer the following programmes in the various plastics manufacturing processes:

Bag Making, Blow Moulding, Cable Extrusion, Pipe and Profile Extrusion, Film and Sheet Extrusion, Granulation, Injection Moulding, Recycling, Rotational Moulding and Sheet Cutting

#### NQF LEVEL



Machine construction  
(for each process)

#### NQF LEVEL



Machine operations  
(for each process)

#### NQF LEVEL



Machine setting  
(for each process)

All of these programmes are offered as part of the Plastics Manufacturing Learnership towards the National Certificate Plastics Manufacturing NQF 2, 3 and 4.

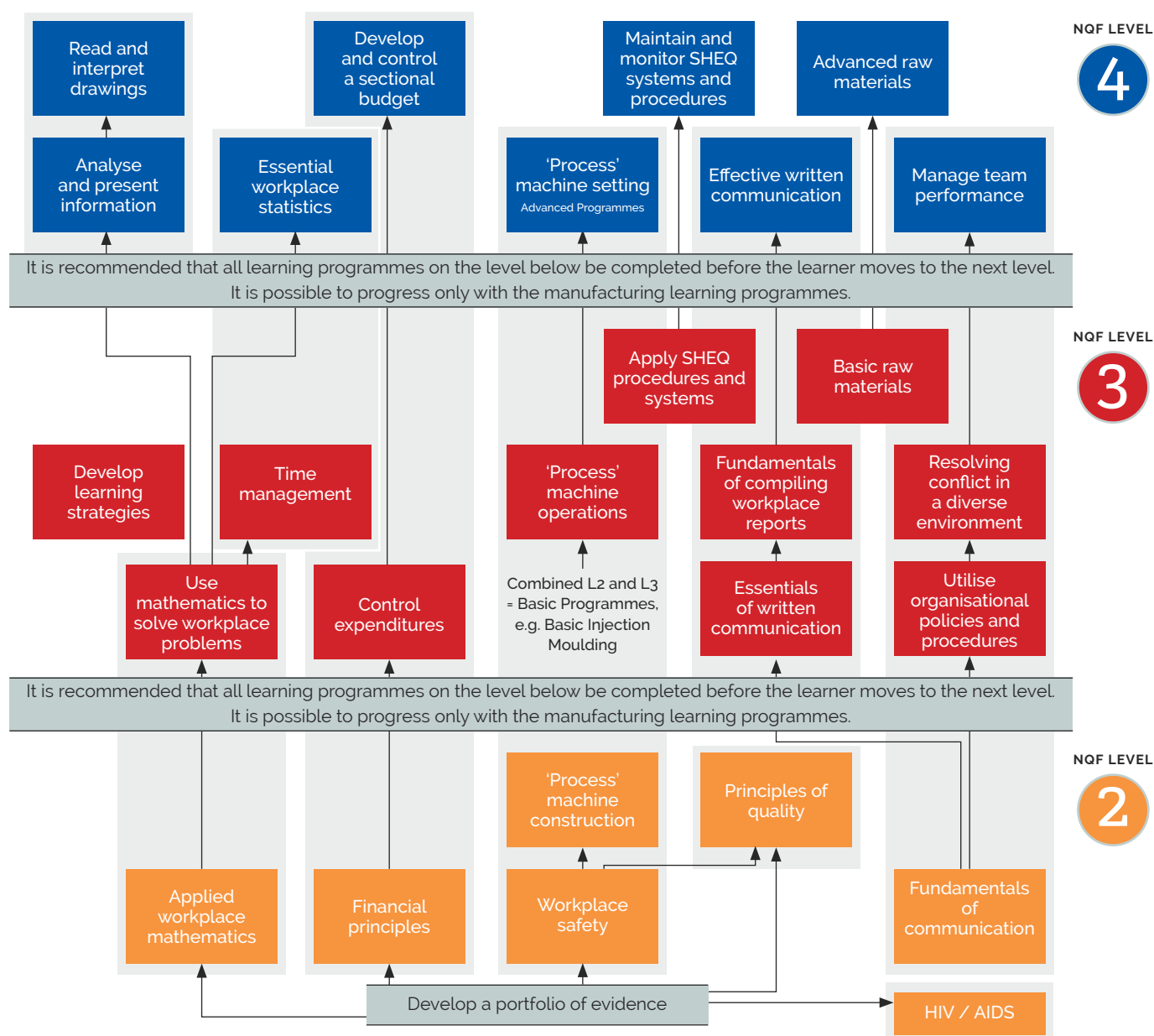
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# LEARNING ROUTE MAP FOR NATIONAL CERTIFICATE IN Plastics Manufacturing



► Learner is awarded a National Certificate in Polymer Manufacturing when competent on each NQF level

► **Note:** Arrows indicate next step in training as well as the prerequisites for each Learning Programme.

# MANUFACTURING AND ASSEMBLY

## Operations Supervision

Whether you are a Junior Manager or Team Leader, the Supervisory Management learning programmes will sharpen your skills and add valuable competencies in areas such as problem solving, decision making and effective communication. This will enable you to make a discernable difference in the workplace.






The role of the supervisor carries with it a number of responsibilities from organising a section and staff to representing management within the organisation. They also need to supervise work, ensuring that productivity and quality standards are met and a safe and healthy work environment is created and maintained.

Modern day supervisors must be able to anticipate future scenarios, plan resources, as well as motivate the team to meet targets and deadlines.

Outcomes are geared toward workplace effectiveness as supervisors need to demonstrate their skills and competencies in order to fulfil the high level of responsibilities they are entrusted with.

All of these programmes are offered as part of the:

FET Certificate Manufacturing and Assembly Operations Supervision NQF 4 (48915)

Supervisory Management PHASE	Supervisory Management PHASE	Operations Supervision PHASE	Operations Supervision PHASE	Operations Supervision PHASE
 1 Effective planning	 2 Effective communication	 3 Effective workplace calculations	 4 Effective workplace performance	 5 Effective industrial relations
SP0375/09-17	SP0483/10-17	SP0584/11-17	SP0583/11-17	SP0581/11-17
Skills Programme Number				

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# Polymer Compound Manufacturing

Rubber products permeate our world. They are used extensively in vehicles, from tyres to gaskets. They are used in industrial machinery and household appliances. Rubber is also used in the production of articles as diverse as clothing and footwear, sportswear, sporting equipment, raincoats and sponges, bowling balls and pillows, electrical insulation and erasers, toys, balls, rafts, elastic bandages, adhesives, paints, hoses and a multitude of other products.

Those standing to benefit from these qualifications are Polymer Compound Process Workers in a small to more established polymer compound processing setting. Learners who are currently working in the industry and new entrants who aspire

to pursue a career in Polymer Compound manufacturing will find these qualifications beneficial. Small, Micro and Medium enterprises providing products or services to the major players in the industry stand to benefit from these qualifications as it will professionalise their businesses and entrepreneurial initiatives.

The National Certificate in Polymer Compound Manufacturing NQF Level 2 (Industrial Rubber) is the first qualification of a series on a career path involving Polymer Compounding Manufacturing processes in Industrial Rubber. The qualifications reflect the skills, knowledge and values required by learners to participate effectively in the Polymer Compound Manufacturing industry, whether in micro, small, medium or large organisations.

## We offer the following programmes in Polymer Compound Manufacturing:

NQF LEVEL

2

Industrial Rubber Manufacturing

NQF LEVEL

2

Industrial Rubber Operations

NQF LEVEL

3

Rubber Machine Setting

NQF LEVEL

3

Industrial Rubber Processing

These programmes are offered as part of the Polymer Compound Manufacturing Learnership towards the National Certificate Polymer Compound Manufacturing NQF 2 and 3.

### CUSTOMISED LEARNING PROGRAMMES

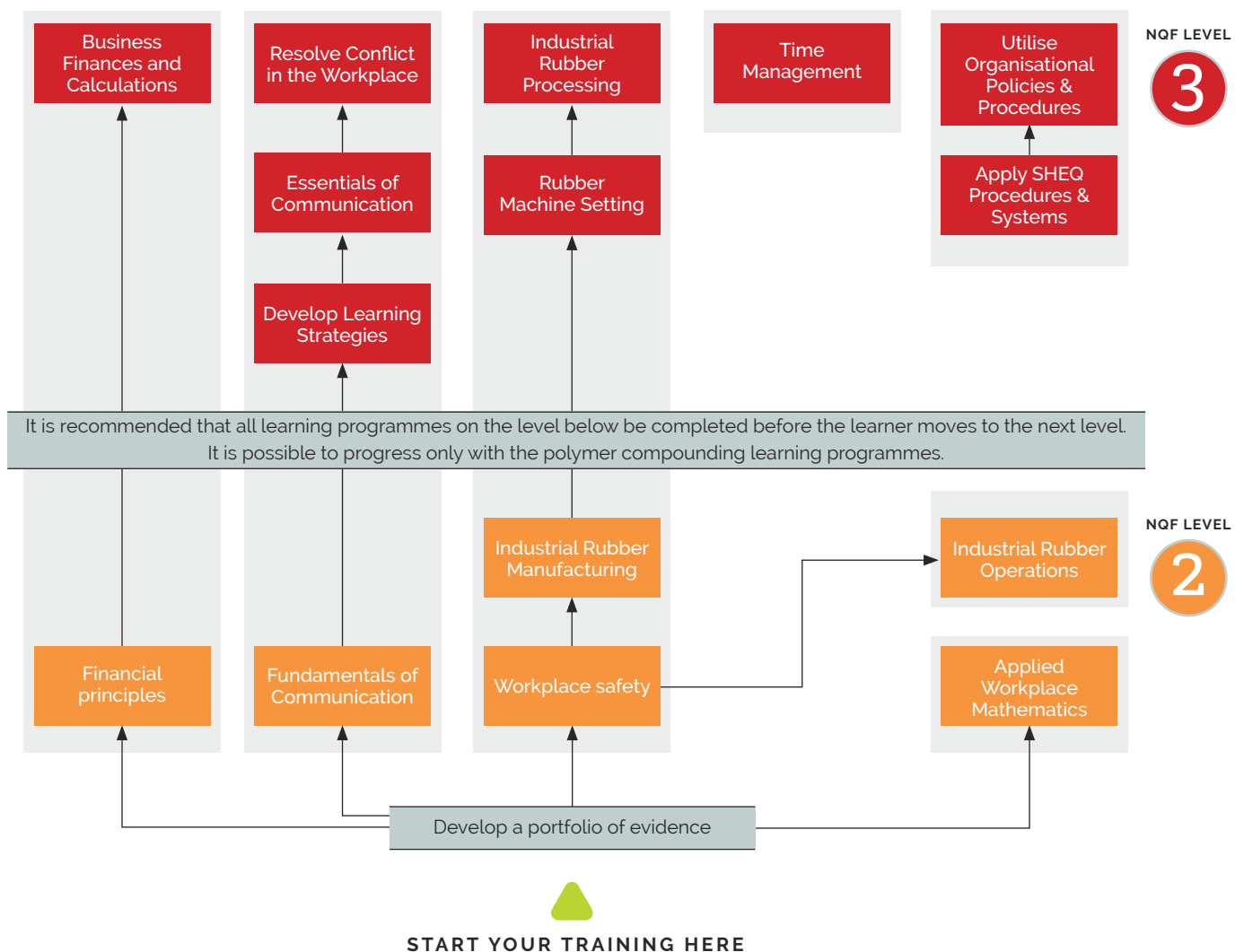
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# LEARNING ROUTE MAP FOR NATIONAL CERTIFICATE IN Polymer Compound Manufacturing

## QUALIFICATIONS NQF LEVELS 2 & 3



▶ Learner is awarded a National Certificate in Polymer Compound Manufacturing when competent on each NQF level

▶ **Note:** Arrows indicate next step in training as well as the prerequisites for each Learning Programme.

# Polymer Composite Fabrication

The polymer composite fabrication industry operates in a competitive and challenging environment. The finished fabrications have to respond to a wide variety of exacting consumer requirements. In addition, the industry has to respond to international competition and ongoing development of new products as a result of changing customer needs and environmental issues.

The fabrication of composites requires the combination of two or more different materials to form a product. What makes them unique is that a composite material is formed at the same time as the structure itself is being fabricated. This means that the person making the structure is creating the properties of the resultant composite material, and so the manufacturing processes used have a critical part to play in determining the performance of this structure.

Composite materials are used in aircraft parts, canopies and

vehicle bodies, chemical plant tanks, pressure vessels, reactor bodies, material handling, pipes, valves and flow control, boats, yachts and ships; decorative panels, roof sheets and structures; distribution boxes, machine parts and covers.

Our programmes will ensure that the learner gains an understanding of material needs analyses, planning and sequencing activities, monitoring and maintenance of quality and the verification of conformance of completed components, assemblies and understanding of the different properties of the various materials.

The National Certificate in Polymer Composite Fabrication NQF Level 2 is the first qualification of a series on a career path involving Polymer Composite Fabrication processes. The qualifications reflect the skills, knowledge and values required by learners to participate effectively in the Polymer Composite Fabrication industry, whether in micro, small, medium or large organisations.

## We offer the following programmes in Polymer Composite Fabrication:

### NQF LEVEL

2

Use  
fabrication  
tools and  
equipment

### NQF LEVEL

2

Manufacture  
a composite  
product

### NQF LEVEL

3

Complex  
Polymer  
Composite  
Producer

### NQF LEVEL

4

Specialised  
Composite Parts  
Fabricator

### NQF LEVEL

4

Produce  
Detailed  
Engineering  
Drawings

These programmes are offered as part of the Polymer Composite Fabrication Learnership towards the National Certificate Polymer Composite Fabrication NQF 2, 3 and 4.

### CUSTOMISED LEARNING PROGRAMMES

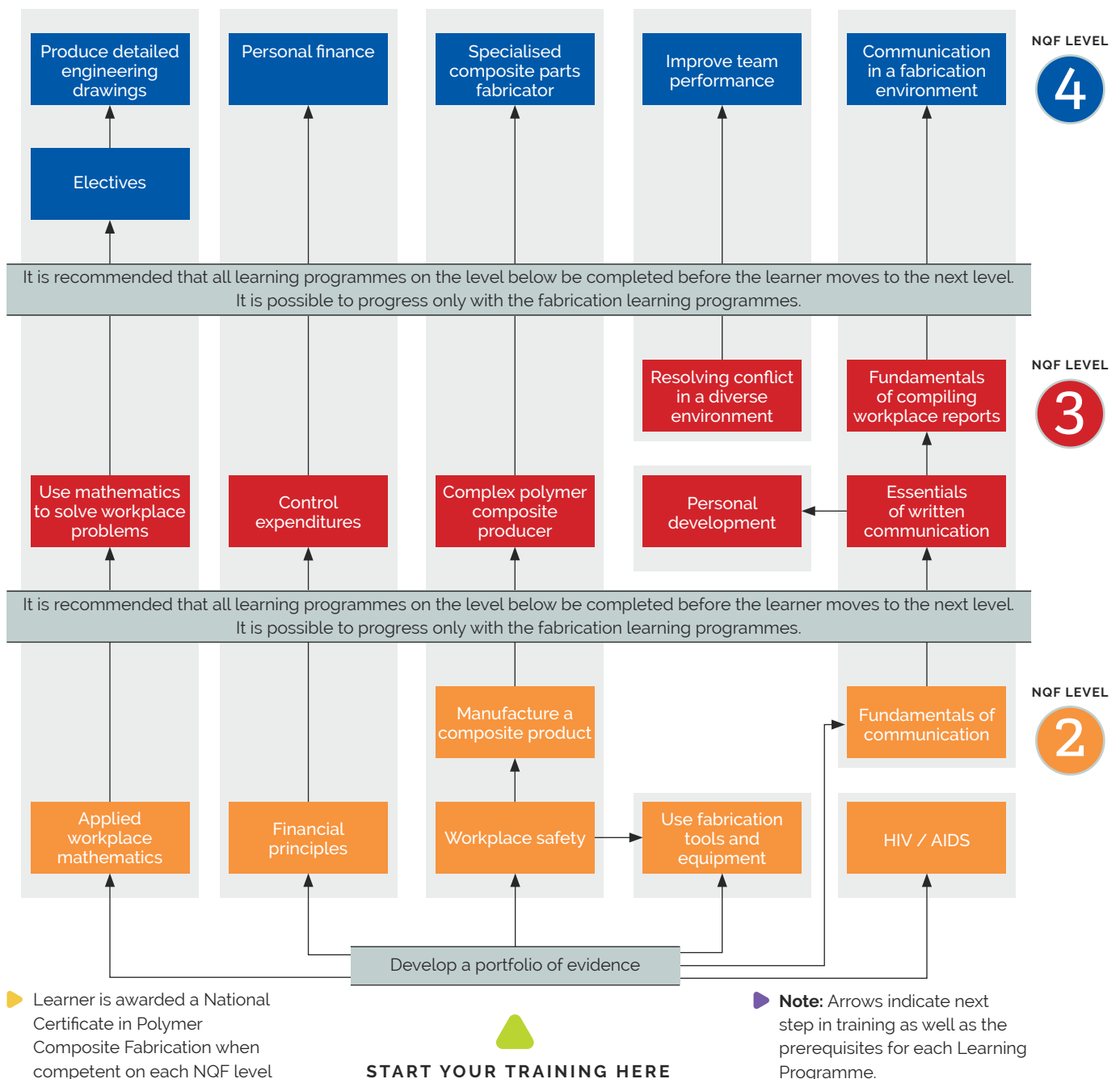
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# LEARNING ROUTE MAP FOR NATIONAL CERTIFICATE IN Polymer Composite Qualifications



► Learner is awarded a National Certificate in Polymer Composite Fabrication when competent on each NQF level

► **Note:** Arrows indicate next step in training as well as the prerequisites for each Learning Programme.

# Production Technology

The National Certificate in Production Technology NQF Level 2 is a combination of learning outcomes that will provide the qualifying learner with vocational knowledge and skills appropriate to the context of production technology. This is the first qualification in a series of qualifications.

This qualification contributes to the industries in manufacturing and related fields that will allow learners who achieve the qualification to contribute and function in areas such as production processes, systems and maintenance, quality and occupational health and safety. Learners who will typically embark on this qualification are individuals who have an interest in a career in

production technology. Incumbents in any other manufacturing, engineering and technology field can enrol for the production technology competencies incorporated in this qualification as support skills programmes.

The National Certificate in Production Technology NQF Level 2 is the first qualification in a pathway of three (3) qualifications for learners in the production technology environment. The qualification reflects the skills, knowledge and values required by learners to participate effectively in the Manufacturing sector, whether in micro, small, medium or large organisations.

## We offer the following programme in Production Technology:

NQF LEVEL

2

Production Control

NQF LEVEL

2

Production Tools and Equipment

NQF LEVEL

3

Production Logistics and Support

NQF LEVEL

3

Production Equipment Operations

NQF LEVEL

3

First Line Maintenance

## CUSTOMISED LEARNING PROGRAMMES

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# LEARNING ROUTE MAP FOR NATIONAL CERTIFICATE IN Production Technology Qualification



► Learner is awarded a National Certificate in Production Technology when competent

► **Note:** Arrows indicate next step in training as well as the prerequisites for each Learning Programme.

# Thermoplastic Fabrication

Thermoplastic Fabrication is a process which requires a large degree of manual input and expertise, particularly in the use of welding systems and methods. Such activities should be supported by experienced welding technicians and fabricators who hold the relevant qualifications supported by valid certification.

Thermoplastic Fabrication is a secondary manufacturing process which can be defined as the use and further modification of primary manufactured sheet, pipe, lining and moulded or formed profiles using compatible materials and welding methods to

produce a final product or system. This can be used in conjunction with, or in isolation from, non-thermoplastic materials in the provision of a service, facility, system or process in a diverse range of Industrial applications.

The National Certificate in Thermoplastic Fabrication NQF Level 2 is the first qualification of a series on a career path involving Thermoplastic Fabrication processes. The qualifications reflect the skills, knowledge and values required by learners to be effective in the Thermoplastic Fabrication industry, whether in micro, small, medium or large organisations.

## Plastics|SA offers the following programmes in Thermoplastic Fabrication:

### NQF LEVEL

2

Welding in  
Thermoplastic  
Fabrication

### NQF LEVEL

2

Use  
Fabrication  
Tools  
and  
Equipment

### NQF LEVEL

3

Fabricate  
Complex  
Fabrication  
Assemblies

### NQF LEVEL

4

Finalisation  
and  
Commissioning  
of Fabricated  
Products

### NQF LEVEL

4

Maintain  
the quality  
of welded  
thermoplastic  
products

These programmes are offered as part of the Thermoplastic Fabrication Learnership towards the National Certificate Thermoplastic Fabrication NQF 2, 3 and 4.

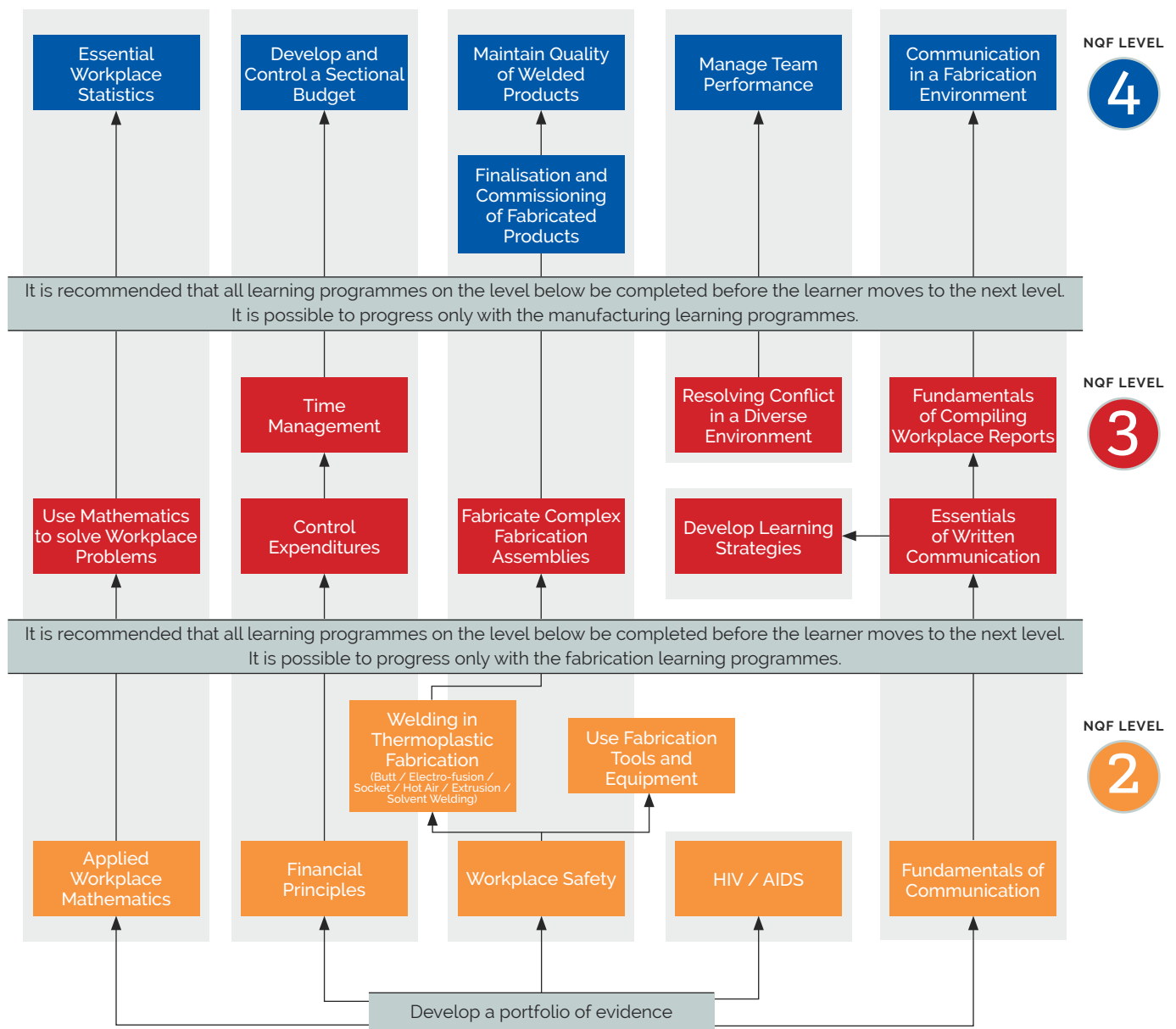
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# LEARNING ROUTE MAP FOR NATIONAL CERTIFICATE IN Thermoplastic Fabrication Qualification



► Learner is awarded a National Certificate in Polymer Composite Fabrication when competent on each NQF level

**START YOUR TRAINING HERE**

► **Note:** Arrows indicate next step in training as well as the prerequisites for each Learning Programme.

# Generic Management - Generic Manufacturing

The scope of generic management covers five domains: leadership, managing the environment, managing relations, managing knowledge and the practice of management. This qualification addresses each of these domains with generic competencies, so that it allows learning programmes to be contextualised for specific sectors and industries. It reflects a similar design to the FETC: Generic Management, in that it provides opportunities for learners to transfer between various specialisations within management.

Those standing to benefit from this qualification are those who are already in middle-management positions and those who have qualified in the Supervisory Management NQF Level 4 Programmes. This qualification leads to the strengthening of management competencies and will enable managers at this level to manage successfully systems, processes, resources, managers and teams in their various occupations and contexts.

The National Certificate: Generic Management-Generic Manufacturing, NQF Level 5 forms part of a learning pathway of management qualifications across various sectors and industries. The programme is specifically designed to develop management competencies required by learners in any occupation, particularly those who manage first line managers.

The qualification builds on the FETC: Generic Management and further develops the key concepts, principles and practices of management that will enable learners to lead, manage, organise and control first line managers and team leaders. The learners will typically be managers who have other junior managers or team leaders reporting to them. In smaller organisations or entities, the managers could primarily be responsible for managing the supervisors and staff within their section, division or business unit.

## We offer the following programmes in Generic Management-Generic Manufacturing:



### CUSTOMISED LEARNING PROGRAMMES

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### Head Office

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