



The PtSA TDM Powered Toolmaker Apprenticeship Programme

PtSA, as the Development Quality Partner (DQP), has developed a number of SAQA approved artisan qualifications and apprenticeship programmes for the Tool, Die, Mouldmaking (TDM) and Special Machining industry in South Africa.

How does it Work?

A 4-year apprenticeship that combines:

- Trade Theory (theoretical training)
- Simulated practical workshop training.
- Work experience with participating companies (OJT).

What are the Trades and Qualifications?

- SAQA registered and QCTO and merSETA accredited Toolmaker NQF Level 5 (SAQA ID 103177)
- Tooling Machinist NQF Level 5 (SAQA ID 103142)

PtSA Centres of Excellence

The programmes are offered in QCTO accredited PtSA Centres of Excellence:

- Parow in Western Cape
- Gqeberha in Eastern Cape
- Hermanstad in Gauteng
- Pietermaritzburg in KwaZulu-Natal

Who is involved?

The programme is a partnership between PtSA and industry with the support of **the dtic**, focusing on the tool, die, mould and special machining industry in South Africa.

What are the advantages of the PtSA TDM Powered Toolmaker Apprenticeship Programme compared to the Legacy Programme?

LEGACY APPRENTICESHIP PROGRAMME

- Qualifications are not linked to competency in an occupation.
- Many curricula are outdated.
- Long periods between theory and practice.
- The practical training and work experience are not always aligned to the requirements.
- In most instances the students are selected without reference to requirements of employers .

TDM POWERED TOOLMAKER APPRENTICESHIP PROGRAMME OFFERED BY PtSA

- PtSA focusses on toolmaking and special machining qualifications.
- The qualifications reflect occupational competency.
- Industry experts have recently developed the curricula.
- Trade theory, simulated practical training and work experience are closely aligned.
- Apprentices are carefully selected to ensure positive outcomes.
- There is a close interaction between PtSA and employers throughout the training.
- Qualification includes CAD, CNC and EDM.
- PtSA offers Maths, Science and English Remedial Courses to assist the students where necessary.

Change Technical Skills Training in a Company from a cost to a profit

- **During an apprenticeship a company receives benefits such as:**
 - Productive work by the apprentice during work experience (OJT),
 - SETA Grant towards training costs can be accessed,
 - Tax breaks from SARS,
 - BBBEE points for skills development.
- **After an apprenticeship a company benefits from:**
 - Skilled employees (trained to industry standards) are immediately productive,
 - Lower risk from recruitment (recruitment undertaken by PtSA),
 - Enhanced employee retention.

Subsidies and Incentives which can be accessed

Subsidy /Incentive /Allowance	Value	Note
SETA Apprenticeship Grant	R206 000	Paid in four (4) instalments over three (3) years.
SARS Training Allowance	Up to R44 500	Allowed in three (3) annual instalments.
SARS Employment Tax Incentive	R18 000	R1 000 pm for year one and R500 pm for year two.

Costs and Benefits of a PtSA Apprenticeship (per Apprentice)

Costs (based on four (4) year Apprenticeship)		Financial Benefits to the Company	
PtSA training costs @R66 240 PA x 4 years	R264 960	SETA apprenticeship training grant	R206 000
		SARS training allowance	R44 800
Apprentice wages based on MEIBC wage Scale for 2021	R467 000	SARS Tax incentive	R18 000
		Value of apprentice to Company	*R568 000
		Savings on Recruitment costs (recruitment by PtSA)	R50 000
Total Cost to Company:	R731 960	Total Benefit:	R886 800
		NET BENEFIT TO COMPANY	R154 840

*Source: - "Final Report of Cost-Benefit-Quality Project" merSETA & University of Bremen June 2016, adjusted to 2021.

In order to participate in the PtSA TDM Powered Toolmaker Apprenticeship Programme and receive these benefits you need to:

- Indicate your willingness to participate in the PtSA TDM Powered Toolmaker Apprenticeship Programme by completing an Application Form (Application to Participate in the PtSA TDM Powered Toolmaker Apprenticeship Programme—copy attached).
- Once an application for participation has been approved by PtSA , you need to employ one or more apprentices from a list of pre-screened candidates provided to you by PtSA or to recruit your own apprentice employee. You will be provided with these relevant details for the pre-screened candidates, and you will have the opportunity to interview the candidates in order to make your final selection.
- Be willing to allow the appointed apprentice/s to attend full time lectures and practical training modules at one of the PtSA Centres of Excellence in Gauteng, Western Cape, Eastern Cape and KwaZulu-Natal as required.
- Be willing to host your apprentice/s and other apprentices on a rotational basis during the on-the-job practical work experience sessions. The intention is to ensure that you always have an apprentice undergoing on-the-job practical training at your company.
- Prepare or provide a Workplace Skills Plan (WSP) for accessing the SETA grant (PtSA can assist with the preparation of such a WSP if needed).

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