

necessary. Finally, skills in laboratory analysis are relevant due to the impact of regulations on technology.

## 1.5 OCCUPATIONAL CATEGORIES

### 1.5.1 The Hard to Fill Vacancies in the Sector

There is a need for Food and Beverages Manufacturing sector to narrow the gap between supply and demand of skill. Below is a list of vacancies that take over twelve months to fill:

- ✓ Food and Beverage Technician
- ✓ Production/Operations Manager (Manufacturing)
- ✓ Engineering Manager
- ✓ Fitter and Turner
- ✓ Electrical or Telecommunications Trades Assistant
- ✓ Seafood Processing Machine Operator
- ✓ Chemical Plant Controller
- ✓ Safety, Health, Environment and Quality Practitioner
- ✓ Sales and Marketing Manager
- ✓ Human Resources Manager

The data below is a reflection of occupational categories in organisations across the five food and beverages manufacturing sub sectors, i.e. Baking, Cereals, Confectionary and Snacks, Beverage Manufacturing, Dairy, Food Preparation Products, and Processed and Preserved Meat, Fish, Fruit and Vegetables. In order to address scarce and critical skills within these occupational categories in the sector, grants are allocated towards both employed and unemployed learners in order to address different occupational categories within the sector.

The table below is an indication of planned interventions to address the scarce and critical skills as indicated in the Sector Skills Plan.

OCCUPATIONAL CATEGORIES	PLANNED INTERVENTION	Description	Number of employed learners	Number of unemployed learners
Managers / Professionals	Bursaries	MDP,SMDP, EDP	50	-

OCCUPATIONAL CATEGORIES	PLANNED INTERVENTION	Description	Number of employed learners	Number of unemployed learners
			-	-
Specialists	Bursaries	Postgraduate studies	100	-
	Work Experience	HET Graduates	-	100
	Learnerships	NQF 4-6	100	100
	Skills programme	Various	150	-
Technicians	Internships	Students	-	250
	Skills Programme	Various	300	-
	Learnership	NQF 4-6	100	100
	Work Experience	HET Graduates	-	150
Trades / Skilled Workers	Apprenticeship	Various	92	100
	Learnership	Various	800	400
	Skills Programmes	Various	400	-
	Work Experience	HET Graduates	-	250
	Internships	Students	-	250
	TVET Placements	Students	-	405
Unskilled workers	AET	Numeracy/Literacy	250	-
	Learnership	NQF 1-3	600	1000
	Skills programmes	Various	350	-
Small businesses, NLPE, NGO, CBO, Co-operatives and	Skills Programme,	Various	-	100
	Learnership (People with disability &		-	20
Recognised Prior Learning	Learnership	NQF 1-4	100	-

Below is a list of qualifications funded in order to address the occupations in high demand in the sector:

UNDER GRADUATE AND POST GRADUATE LIST OF APPLICABLE PROGRAMME	
<p><b>A) Engineering:</b></p> <ul style="list-style-type: none"> <li>➤ Electrical/ Electronics</li> <li>➤ Mechanical</li> <li>➤ Industrial</li> <li>➤ Materials</li> <li>➤ Marine</li> <li>➤ Chemical</li> <li>➤ Skipper</li> </ul>	<p><b>B) Food and Nutrition:</b></p> <ul style="list-style-type: none"> <li>➤ Consumer Science: Food and Nutrition</li> <li>➤ Food Science</li> <li>➤ Food Technology</li> <li>➤ Food Production Management</li> </ul>
<p><b>C) Commerce:</b></p> <ul style="list-style-type: none"> <li>➤ Accounting/Finance</li> <li>➤ Sales/ Marketing</li> </ul>	<p><b>D) General:</b></p> <ul style="list-style-type: none"> <li>➤ Production Management</li> <li>➤ Packaging and Operation Management</li> <li>➤ Occupational Health, Safety</li> <li>➤ Environmental Science/Health</li> <li>➤ Quality systems</li> <li>➤ Human Resources Management</li> <li>➤ Chemistry</li> </ul>
<p><b>Doctoral Studies</b> aimed at enhancing research and innovation in human capacity within the food and beverage value chain.</p>	

## 1.6 Organisational Environment

The FoodBev SETA Board is responsible for governance and providing strategic direction and leadership to the organisation. Executive Committee, Finance and Remuneration Committee, Governance and Strategy Committee, and Audit and Risk Committee support the Board.

The Board is responsible for ensuring that FoodBev SETA achieves its mandate by reviewing organisational performance, corporate strategy and monitoring compliance. The Chief Executive Officer is responsible for the strategic leadership of the organisation assisted by the Chief Financial Officer, General Manager Operations and Senior Managers. The Board approved a revised organogram in order to ensure adequate capacitation of the organisation. The objective of the organisational review was to ensure proper execution of the mandate of FoodBev SETA and optimising

