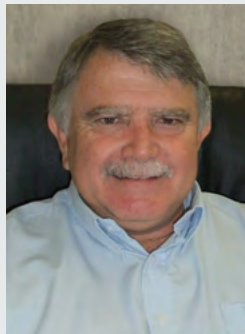


GARRY'S MESSAGE

A Sad loss

We are sorry to report the passing of two of our favourite people whose hard work played an important role in the evolution of express logistics.

On behalf of the members of SAEPA, we convey our condolences to the family, friends and colleagues of Alwyn Rautenbach and Dianne Holton.



Garry Marshall

Alwyn Rautenbach

Alwyn was the well-respected executive manager cargo at Airlink, where in a sixteen year stint, he saw the possibilities for expanding express cargo and seized them.

SAEPA will always remember Alwyn for his "get up and go" attitude which contributed greatly to building our industry and his willingness to help those around him learn the business.

Dianne Holton

Such was Dianne's dedication to the success of Logistics practice in South Africa that she personally took

charge of driving the prestigious Annual Logistics Achiever Awards competition. In search and celebration of excellence in Logistics, Dianne partnered with a number of industry bodies - SAEPA prominent among them - to identify pockets of excellence and innovation. She appointed an impressive panel of judges steeped in experience and expertise to adjudicate entries.

This enduring competition - last year's broke the 30 year barrier - brought together seasoned professionals with keen young practitioners from across the supply chain spectrum in search of productivity and profitability gains.

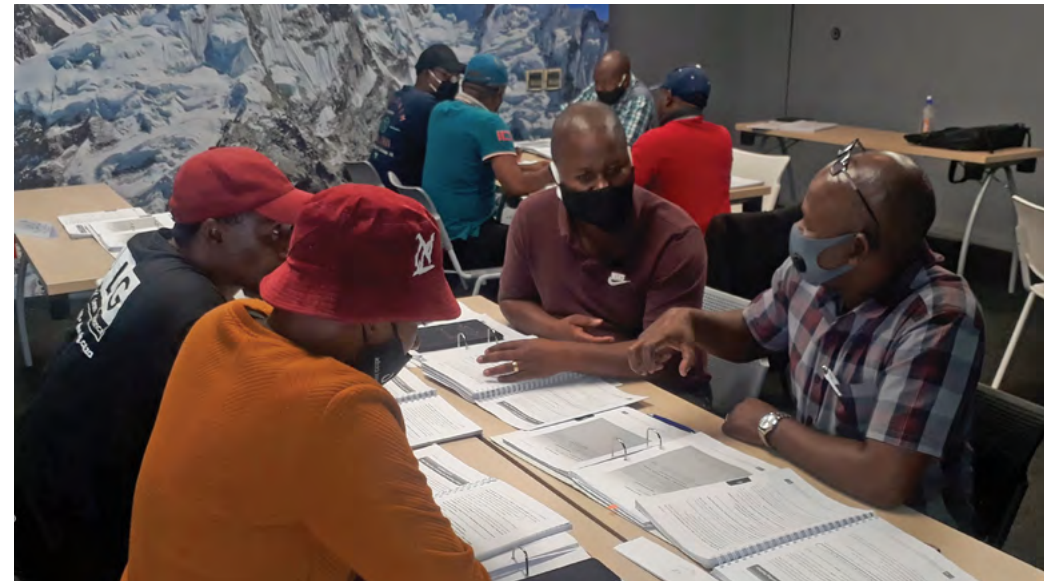
With progress detailed in Dianne's magazine "Logistics News", the quest for a winner culminated in an announcement at an Annual Gala dinner in Sandton.

Thank you, Dianne and Alwyn for your enormous contribution to our industry



A reason to celebrate

National Certificate Road Transport NQF 3



SAEPA learners from RTT, TNT Express, Freight Care and Skynet commenced their learnership with Open Learning Group (OLG) on the National Certificate Road Transport NQF 3 SAQA ID 48437 in October 2020. This learnership underpins knowledge of road transport operations. The core components of learning include knowledge of transport logistics, routing and scheduling, basic principles of road transport management and occupational health, safety and environmental protection as applied in a road transport logistics environment.

Thanks to RTT for hosting the learners at their training venue and well done, learners, dedicating yourselves to self improvement.

DAVID ON SECURITY

By David Alexander, GM Professional Aviation

Cyber Attack

Experiences from the Frontline



Instead of our customary article, this month I wanted to alert you to an important forthcoming webinar on the subject of Cybersecurity.

Until you've experienced a cyber attack, you have little concept of how devastating it can be.

So make a diary note for 25 March at 16h00. The event is timed to avoid interference with the work day and attendance is free. The goal is to help you understand your organisation's risk profile, your exposure and how to manage an incident.

The session will be run by Jayan Perera, Director Cyber Response EMEA and Will Brown, Director and Cyber lead for MENA

of Control Risks. It will last approximately 45 minutes with an opportunity for Q&A at the end and will be broken into 4 areas.

1. What we are seeing!

Control Risks will share an overview and insights in the current trends in cyber attacks

2. How it feels to fall victim to an attack

What does an organisation go through when its security has been breached or it falls victim to malware, including the first indications of a breach and an introduction to first actions.

3. How to respond

First actions – do's and don'ts. This will include how professional services providers will respond and how they can help. How to ensure your technical response and overarching crisis management capability are aligned

4. Assessing your organisation's current exposure

Introduction to the Control Risks Threat and Vulnerability assessment, how it works and how it can help your organisation.

For more details, contact David on 082 308 0169 - david@professional.aero

Dates for your diary

APRIL EXPRESS LOGISTICS

Transport Forum is hosting an online Special Interest Group (SIG) event on the subject of Express Logistics on (pardon the date) 1 April 2021. Harry van Huissteen is making the arrangements and there will be a prominent SAEPA presence. We will publish more details in next month's edition of News Delivery.

AUGUST SAPICS

Sapics, the South African Production and Inventory Control Society is holding its virtual annual conference this year from 24 – 26 August. As the Professional body for supply chain management, the Society has chosen its theme as Refine Rebuild reconnect. Interested members can contact Clare Fincham for details at 073 613 3670 or clare@upavon.co.za

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SAVE THE DATE

UNLOCKING OPPORTUNITIES FOR WOMEN IN TRANSPORT

Wednesday 17 March 2021 | 10h00 to 12h00 | Online Dialogue

Did you know that less than 1% of couriers and truck drivers in South Africa are female?

What can we do together to change this and give women the opportunity to thrive in the exciting world of commercial driving?

Join our Online Dialogue and make your voice heard on:

- HR policies that support the development of female freight drivers by overcoming barriers and unconscious bias
- Best practices for employing and developing women drivers
- Developing an ecosystem to support women drivers and inspire transformation

The speaker line-up includes:

- Kgatile Nkala – Corporate Services Manager: Transport Education and Training Authority
- Garry Marshall – CEO: SA Express Parcel Association
- Gavin Kelly – CEO: Road Freight Association
- Valentia Hobbs – Corporate Affairs Director: Volvo Trucks
- Nicci Scott – Founder: Commercial Transport Academy
- Melanie Naidoo-Padayachee – Head of People Development and Culture: Unitrans
- Malcolm Stevens – Head Trainer: OneLogix
- Elka Du Pisanie – Bureau Operations Manager and Campaign Manager: Hollard



Hosted by the Commercial Transport Academy, the event is supported by:

- The SA Express Parcel Association
- Chartered Institute of Logistics and Transport: South Africa
- The Road Freight Association
- SA Association of Freight Forwarders
- Women in Logistics and Transport
- Hollard
- OneLogix
- Unitrans
- Volvo Trucks

SKILLS DEVELOPMENT DEADLINES

Forewarned is Forearmed

Below are some of the timelines to be diarised and planned by Skills Development Facilitators (SDF) within SAEPA:

WSP 2021

- Closing date for submissions to TETA is 23h59 on 30 April 2021

DG 2021

- TETA notifications of DG 2021 awards expected at the beginning of April 2021
- Recruitment processes for 18.2 learners (unemployed learners) should be set up now in order to be ready for possible implementation dates as soon as 1 June 2021
- Finalisation of 18.1 learners (employed learners) for possible implementation as soon as 1 June 2021

DG 2020 Tranche 2 Submissions

- Tranche 2 documents from participating members are due to SAEPA between 18-21 May 2021

DG 2022 Applications

- Submission dates from past experience (2019 and previous years) September 2021
- TETA are planning online applications only for 2022

Employment Equity Reports 2021

- System will open on 1 October 2021

SAEPA's role in creating employment

SAEPA absorbed 35% of the unemployed learners funded from the 2019/20 programs. The programmes implemented were:

Internships

National Certificate Contact Centre & Business Processing NQF 3
Further Education Training Certificate Information Technology NQF 4
Higher Certificate Supply Chain Management NQF 5

This is proof of real, meaningful skills development in action!

To register click on https://us02web.zoom.us/meeting/register/tZclfuyorzlVH9XU8Uv_efpOMwP9scc7NTxb

Are you seizing the opportunity?

As our industry continues to grow in size and complexity, so the need increases for a production line of skilled personnel. The market just doesn't have a ready supply of talent waiting in the wings, so we have to grow our own. As always, SAEPA is investing time, money and energy in meeting these future needs.

What's trending in DG applications?

SAEPA's 2021 Discretionary Grant applications were submitted on time. DG 2021 awards should be made available from TETA at the beginning of April 2021.

Below is a summary of the total number of DGs applied for by SAEPA for the period 2019-2021:

2019			2020			2021		
TOTAL 18.1	TOTAL 18.2	GRAND TOTAL	TOTAL 18.1	TOTAL 18.2	GRAND TOTAL	TOTAL 18.1	TOTAL 18.2	GRAND TOTAL
547	508	1055	537	435	972	494	95	589

Qualifications applied for as a 1st time for SAEPA in 2020 DG applications:

Type of Qualification	Programme Name	Number of learners
Qualification: Occupational	Transport Clerk NQF 4 (Supervisor) SAQA ID 94025	39
Qualification: Occupational	Transport Manager NQF 5 (Manager) SAQA ID 96371	24
Qualification: Occupational	Occupational Certificate: Supply Chain Practitioner NQF5 SAQA ID 99111	20
Qualification: Occupational	Occupational Certificate: Clearing and Forwarding Agent NQF5 SAQA ID 96368	14
Qualification: Learnership	FETC: Road Transport Supervision NQF4 SAQA ID 48439	20
Qualification: Degree	Bachelor of Business Administration in Logistics & Supply Chain Management NQF 7 SAQA ID 91114	8

Qualification required by the industry but no training material developed yet therefore cannot be offered for learning at this stage:

Type of Qualification	Programme Name	2020
Qualification: Occupational	Customs Compliance Manager NQF 7 SAQA ID 102499	13

There is however the learnership HC MOTI: Customs NQF 5 available through The da Vinci Institute for Customs Entry Clerks (Clearing & Forwarding Agents) with minimum 3 years' experience as an Entry Clerk. Please contact martine@saepa.org.za for further information regarding this learnership.

Qualifications with increasing number in requests:

Type of Qualification	Programme	2019	2020	2021
Degree	Diploma: Logistics Management & SCM NQF 6 (SAQA ID 85028)	22	53	54
Learnership (da Vinci Institute)	Certificate: Technology Management and Innovation NQF 5: Business Improvement Specialist (SAQA ID 96742)	13	23	25
Degree	Bachelor of Commerce: Business Management (SCM) NQF 7 SAQA ID 84767	13	22	38
Degree	Bachelor of Commerce Business Management NQF 7 SAQA ID 84767	20	18	27

Non-TETA Qualifications in high demand by industry but offered by other SETAs:

Type of Qualification	Programme
Learnership	NC: Contact Centre and Business Process Outsourcing Support SAQA ID 93997
Learnership	NC Business Administration NQF3 SAQA ID 67465
Learnership	FETC: Generic Management NQF 4 SAQA 57712
Learnership	FETC: Business Administration Services NQF4 SAQA ID 61595
Learnership	FETC: Information Technology: Technical Support NQF4 SAQA ID 78964
Learnership	HC: Generic Management NQF5 SAQA ID 60269

The data available from the 2021 DG applications has provided information for further analysis and management by the industry. Members are invited to join a workshop at a date to be confirmed, where these trends will be analysed in more detail. Please email martine@saepa.org.za should you wish to be included in this workshop.