

Strategic view of Training

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Key Challenges

- Business Environment
- Scarce Skills
- Employment Equity
- New Technologies
- Competition for Skills
- Gen Y Expectations

Agriseta Funding

- Funding secured - To assist with expanding our skills base
- Bursaries
- Interns-EIT, IST, ATDP
- Workplace Experience
- Apprentices

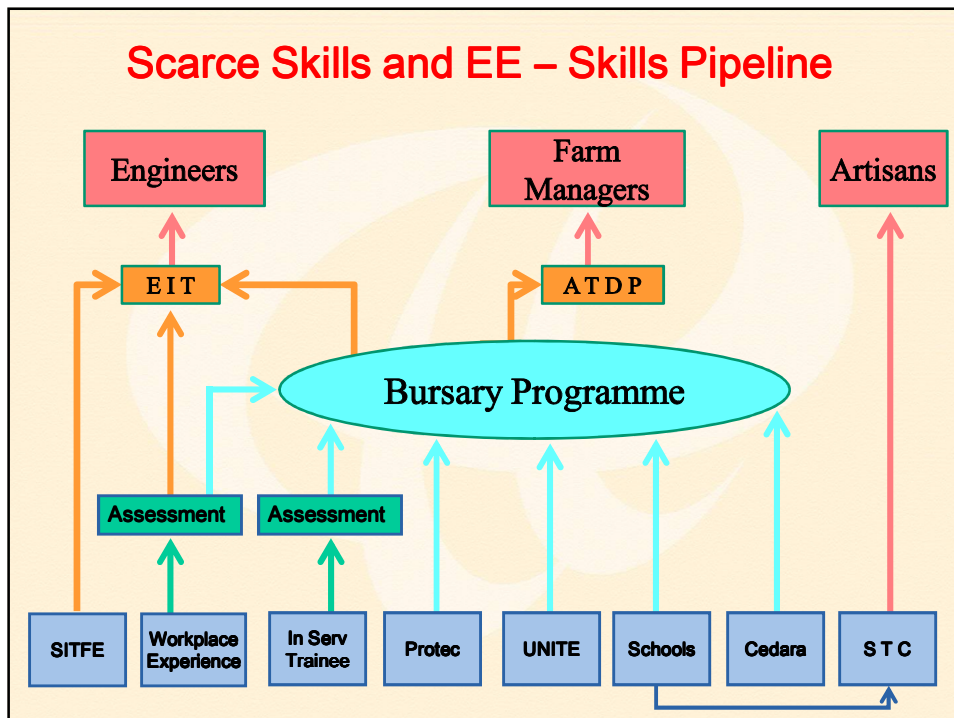
Scarce Skills

- Chemical Engineers
- Mechanical Engineers
- Electrical Engineers-Heavy Current
- Farm Managers
- Artisans

Strategic Partnerships

- UNITE - UKZN
- DUT - Coop Dept., WOW Careers Fair, Adv Boards
- MUT - FX Factory visit
- Protec- Elect Eng info session
- Schools - Felixton Career Day, George Campbell Tech School presentation
- SITFE
- CEDARA Agric College
- STC

Scarce Skills and EE – Skills Pipeline



New Technologies

- Eg. Fructose, WSM
- Bursaries – Based on Specific need
- On-the-job Training

Competition for skills

- Retention challenge
- Focus Groups
- Identify Needs
- Respond
- Review retention strategy

Generation Wars

- Gen Y (born after 1982) thinks Gen X (born bet 1961 and 1981) is a bunch of whiners
- Gen X sees Gen Y as arrogant and entitled
- Everyone thinks the Baby Boomers (1943 to 1960) are self-absorbed workaholics.

GENERATION Y - Characteristics

- Challenging
- Questioning
- Engaging
- Requires development
- Desires close relationship with manager

GENERATION Y – Training Interventions

- Assertiveness- Communication
- EQ – Self awareness,Self control
- MDP – Leadership
- Multi disciplinary Mentorship – Life Skills,Finance,Technical and Management

Conclusion

- Changing environment
- Different needs and aspirations
- Training strategies need to be adapted accordingly.