

MEDIA RELEASE

25 July 2017

ENGINEERING GRADUATE PLACEMENT PROGRAMME MAKES INROADS

Jobs fund project, titled **Programme for Industrial and Manufacturing Excellence (PRIME)** aimed at up-skilling and channelling unemployed black engineers into manufacturing jobs, has increased 3 fold within Industry showing good appetite for its program value.

The AIDC EC says that the third phase of the project began with 31 graduates placed in host companies in September 2016 and that this number has now grown to 66 graduates placed at 17 host companies.

Qualified Industrial, Electrical, Mechanical, Quality and Logistics Engineers - have already completed 11 months “on the job training” at their respective host companies and are about to embark on their career in industry by being absorbed into the host companys' workforce.

During the year the graduates were trained in advance business process by accredited training bodies in:

- Total Productive Maintenance which was followed by a practical Kaizen project within the host company.
- Six Sigma Green belt including a project at the host company
- Lean Manufacturing
- Quality training including the various tools that can be used in a QMS system.
- Project Management
- PLC
- AutoCAD
- Health and Safety
- Leadership
- Cleaner Manufacturing
- Supply chain development
- Statistical Process control

The host companies assign a mentor to each of their graduates to monitor their progress during the year of “on the job learning” and the AIDC EC on a monthly basis engages with the mentors, graduates and the companies Human Resources department to track the development of the graduate Engineers.

This training and development 12 month programme has seen that graduates from the first two phases have their careers fast tracked by four (4) years. Further evidence of the success of the development and quality of these young graduates is that many have already become

team and project leaders. Evidence of the Industry aligned skills and knowledge allows the engineers to make meaningful contribution to continuous improvement in the workplace.

The benefit for the host companies have been:

- A high level six sigma green belt project and kaizen project with recommendations for improvement of the host company.
- The development of these graduates allows the management and leadership teams of hosts implement a sustainable transformation programme.
- Internal capacity and experience is built for the host companies without any recruitment or manpower costs for the first year.

The AIDC continues to refine the processes and training of the program to continue to ensure that the program is meeting its objectives of producing graduates of excellence in knowledge and experience of business process in manufacturing to assist the motor industry to continue to be world class.

For more information on how to benefit as a host company in the Programme for Industrial and Manufacturing Excellence, supported by the Jobs Fund and DEDEA.

Visit website for more info : www.aidcec.co.za

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