

# PULSE

## THE GROWING DEMAND

FOR QUALIFIED ARTISAN  
TRADESMEN & WOMEN  
IN SOUTH AFRICA



## FUTURE PROOF EDUCATION

Equipping learners  
To add skills value

## PIZZA, PURPOSE & PLENTY OF HEART

FFA Chefs team up  
with Up With Downs

## WOMEN'S MONTH FEATURE

Meet Chef Cheri-Lynn  
Speelman - Passionate  
about Training and Food



Winter | Spring 2025

Skills Development  
News & Views



# 10

## ESSENTIALS ABOUT CAREER-READY ARTISANSHIP

On 20 February 2025, Phillip Harmse, Chief Business Development Officer at UXi Artisan Development, was featured on RSG's "Spitstyd" with Willem Pelsaer, sharing the 10 Insights and Need-to-Know Essentials on Work Experience for Career Readiness.

### 1. Work Integrated Learning

Artisan qualifications – ranging from welding and electrical to mechanical and renewable energy – are delivered through a three-year programme, combining 30% classroom instruction with 70% practical application in campus workshops and accredited host employers. Graduates emerge fully prepared for autonomous work.

### 2. Enhanced Employability

The demand for skilled technical professionals is escalating both locally and internationally. Industry-specific courses with practical exposure ensure candidates become highly sought-after assets across multiple sectors.

### 3. Cutting-Edge Knowledge and Skills

Participants acquire modern, industry-essential theory and immediately apply these insights in real-world settings, bolstering job security.

### 4. Competitive Compensation

Upon attaining the Red Seal certification, artisans can expect annual salaries between R250 000 and R500 000, dependent on field and industry.

### 5. Fiscal Incentives for Employers

Companies with annual revenues exceeding R500 000 benefit from tax rebates for contributions to artisan training, supporting workforce development and B-BBEE compliance.

### 6. Comprehensive Training Provision

Technical institutions furnish all necessities – expert instructors, equipment, safety gear, tools, training materials, and trade test fees – minimizing financial burdens on learners and families.

### 7. Additional Benefits

Work-integrated programmes often include overtime pay, tool allowances, medical aid contributions, and retirement provisions, enhancing financial stability.

### 8. Professional Networking

Certified artisans gain membership access to professional bodies such as the South African Institute of Electrical Engineers (SAIEE) and the Institute of Plumbing South Africa (IOPSA), fostering targeted networking and field-specific insights.

### 9. Career Advancement Prospects

With QCTO-accredited certifications and hands-on experience, graduates are positioned for supervisory and managerial roles within their industries.

### 10. Entrepreneurial Opportunities

A trade qualification equips individuals to launch their own enterprises, create employment, and contribute to sustainable economic growth.

Phillip's insights underscore how strategic work experience and accreditation not only secure immediate employment but also pave the way for leadership and entrepreneurial success.

Theory, practical and real workplace experience distinguishes Durmacol and other UXi Artisan Development graduates from the rest. **Photo UXi AD Media**



# INDEX



|                                                                   |    |
|-------------------------------------------------------------------|----|
| 10 Essentials About Career-ready Artisanship                      | 02 |
| Editor's Note                                                     | 04 |
| From Elsie's Desk                                                 | 05 |
| Future Proof Education                                            | 06 |
| Woman's Month Feature: Chef Cheri-lynn Speelman                   | 07 |
| Africa Skills VereenigingTech                                     | 10 |
| Discover Your Agri Future with Africa Skills                      | 12 |
| My Journey with Empilweni Education                               | 14 |
| UXI Artisan Development: Change the Game for Young South Africans | 16 |
| (A)rtisan of the Future                                           | 19 |
| Ability Identity                                                  | 21 |
| My Red Seal, My Gateway to Freedom                                | 22 |
| From Rock Bottom to Roof Plans                                    | 23 |
| Financial Independence is Red Seal Value to My Family             | 25 |
| A Life-changing Experience for Block 1 and Block 2                | 26 |
| Africa Skills Powers Garden Route                                 | 27 |
| Millwright: The Career You Never Know You needed                  | 28 |
| All-new Institute for Industry Business Launches in South Africa  | 30 |
| Start with the End Goal in Mind                                   | 31 |
| Is it a Mindshift that South African Businesses Need?             | 33 |
| Learner's Interest is UXI Artisan Development Priority            | 34 |
| Maximise ROI on Tax Payments                                      | 35 |
| Secure the Future of Your Business                                | 37 |
| Becoming a Host Employer                                          | 38 |
| Passion to Profession                                             | 41 |
| Pizza, Purpose & Plenty of Heart                                  | 43 |
| Imported Skills and Lost Opportunities                            | 45 |
| How Technology Impacts Artisan Careers                            | 47 |
| Appointed to Lead Training Excellence                             | 48 |
| The Future Of Artisan Development In South Africa                 | 50 |
| Plumbing: The Purpose-Driven Career That Pays                     | 51 |
| Experience Gives Confidence                                       | 54 |
| Calling All Graduates From UXI Campuses                           | 55 |



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The magazine is available free of charge to clients, staff and students at all UXI Artisan Development Campuses and conditions apply.



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# EDITOR'S NOTE



Enjoy the Rhythm  
of our **UXi Pulse**



Jan Greyling

We are excited about our Winter/Spring edition of UXi Skills Pulse – where we find our rhythm set on a life-changing future for the youth of South Africa who are in search of a significant secure future. In this issue we spotlight how hands-on, work-integrated training is powering personal and corporate growth across South Africa and beyond where ‘The Future Is Artisan’, ‘The Future is Health Care’, ‘The Future is Culinary’, ‘The Future is Business’ and ‘The Future is Agriculture.’

## In This Issue:

### Latest UXi Artisan Development News:

From new campus facilities to innovative programme launches in artisan training, business programmes, culinary arts and healthcare training, **our footprint is expanding – and so are your opportunities.**

### Career-Ready Employability:

Explore how our host-employer partnerships create real-world learning environments, equipping learners with the skills top industries demand. **Discover the benefits for host employers, too:** access to a pipeline of motivated trainees, tax incentives, and leadership development.

### Artisan and Business Training in Harmony:

Whether you're drawn to agri-artisan trades or corporate business solutions, UXi offers integrated pathways to financial independence. Read inspiring testimonials from recent graduates who've transformed their futures through our craft-and-commerce curriculum.

### High-Demand Careers for Bright, Sustained Futures:

From plumbers and millwrights to project managers and marketing coordinators, we break down the roles shaping tomorrow's economy – and how you can step right in.

### Business Solutions for Corporate Growth:

Learn how our tailored workforce-development programmes help companies upskill teams, boost productivity, and meet strategic objectives.

### Choose Your Future Campus:

With growing campuses nationwide, your next step is closer than ever. Tour our state-of-the-art facilities, meet expert facilitators, and see firsthand what “learning by doing” really means.

### As you read, you'll feel our conviction:

The Future Is Culinary. The Future Is Healthcare. The Future Is Artisan. At UXi, we're more than educators; we're architects of tomorrow's workforce.

**Thank you for joining us on this journey. Let's build futures – one skill, one learner, one success story at a time.**

**Warm regards**

**The UXi Skills Pulse Editorial Team**

# From Elsie's Desk

## Finding Your Rhythm: The Power of Purpose and Preparation

**Written by:**  
Elsie Harmse, CEO –  
UXi Artisan Development

In life, there are two powerful rhythms that guide our journey: the spiritual rhythm that gives us purpose, and the physical rhythm that gives us motion. When these two align, something extraordinary happens – clarity. And with clarity comes confidence, direction, and significant growth.

At **UXi Artisan Development**, we walk alongside thousands of young people every year – each standing at the edge of life-shaping decisions. Whether you're a school leaver unsure of your next step, an apprentice refining your craft, or a decision-maker shaping learning pathways, this moment matters.

**The choices you make now will set the tone for the rest of your life.**

Gen Z is a generation brimming with potential. They are the foundation of our socio-economic future. But potential without purpose can often feel like pressure. **That's why we encourage every young person to ask themselves:**

- Who am I really?
- What am I good at?
- What makes me feel alive?

**These aren't "soft" questions – they are essential strategic ones.**

When you discover your unique talents, find your deeper why, and receive the right guidance, you unlock more than just a job or career path. You unlock job security, financial independence, and most importantly personal fulfilment. It's not just about becoming qualified – **it's about becoming qualified in something that truly aligns with who you are and where the world is headed.**

The future belongs to artisans, technicians, and skilled professionals who bring both heart and expertise to their work. The better you know yourself, the better you can build a life that works for you.

Helping you find your rhythm – and keeping ours in motion – is what UXi Artisan Development and our 15 campuses across the country are all about.

So, take a breath. Tune into your rhythm. Then take the next step – fully informed, fully prepared, and fully yourself.

**At UXi, we believe in purpose-driven education, because the future isn't something to be found – it's something to be created.**



# FUTURE PROOF EDUCATION: EQUIPPING LEARNERS TO ADD SKILLS VALUE

**Written by** Christo Nicholls: CEO, Utility Consulting Solutions (UtCS) | Future Learning Institute (FLi)

A bright and fulfilling future is entirely within your grasp – but it demands the right mindset. Begin by accepting this truth: your worth in any marketplace is determined not by your academic certificates, but by your ability to satisfy real needs or wants that others are willing to pay for.

Too often, people believe that accumulating degrees automatically makes them valuable. It does not. Value is created when you can skillfully address a specific problem or desire that someone else wants solved. Whether you are a coder solving complex software issues, a carpenter building custom furniture, or an energy consultant helping municipalities trade green electricity more effectively – your value lies in what you can do, not what you studied.

However, becoming this type of valuable individual requires intelligent preparation. First, you must educate yourself – not in the traditional sense alone, but by understanding what needs and wants exist in the world around you. Study the marketplace. Observe trends. Listen to what people and businesses are struggling with.

Once you've identified a need you believe you can address, the next step is acquiring the specific skills required to do it well. This process of self-education – learning both the need and the skills to meet it – is the true foundation of becoming a self-sustaining, value-adding individual in your chosen sector of society.



**Remember:**  
you get paid for solving problems –  
not for passing exams. Focus your  
learning where it matters most.

**Feel free to get in touch:**  
[christo@utcs.co.za](mailto:christo@utcs.co.za)

**Christo Nicholls is a visionary leader driving transformational impact across two key sectors:** energy transition and future education. As CEO of Utility Consulting Solutions (UtCS), Christo spearheads the development of innovative municipal electricity trading frameworks, unlocking affordable, sustainable energy access for South African communities. As founder and CEO of the Future Learning Institute (FLi), he is pioneering global, future-ready secondary education models aligned with the World Economic Forum's Education 4.0 vision.

# WOMAN'S MONTH FOCUS



## MEET CHEF CHERI-LYNN SPEELMAN: LEADING WITH PASSION, PURPOSE AND A WHOLE LOT OF HEART

At the heart of the François Ferreira Academy in George is a powerhouse of passion, purpose and mentorship – Chef Cheri-Lynn Speelman. As Head of Teaching and Learning, she's not only helping to shape the next generation of culinary professionals but inspiring them to dream big and cook with heart. UXi Skills Pulse had a face to face with Chef Cheri to learn more about her journey, her purpose, and her message to future chefs.

### Q: Chef Cheri, where did your culinary journey begin – did you always know this was your path?

Honestly, no, after matriculating from George High in 2009, I wasn't sure what the future looked like. I even considered nursing at one stage. But food had always been part of my life – even if it wasn't the obvious choice at first. My great-great-grandfather was a baker, and I grew up around food, watching my mom and my grandmother feed people with love and purpose. That planted a seed in me.

### Q: What changed everything for you?

Meeting Chef François Ferreira. It was life changing. I believe he was sent into my life by God for a reason. He showed me what's possible when you combine skill, vision and heart in his vision for training an developing young future chefs. Today, I honour that legacy by building on the foundation he laid – by nurturing and guiding aspiring chefs to be ready for the real world.

### Q: What does “first-class chef” mean to you?

It's about more than technique. A first-class qualified chef is passionate, driven, creative, disciplined, and constantly learning. They show up every day with a can-do attitude and a love for service. You need more than talent. You need grit, heart, and the will to keep growing and going.

### Q: What role does mentorship play in your leadership style?

That is the gift I got while being trained by Chef François – mentorship is everything. It's not just about transferring knowledge – it's about giving part of yourself to every learner. I love watching our students grow, finding their voice and confidence. My role is to guide them to become whole chefs who will be technically skilled, emotionally grounded, and professionally ready.



Chef Cheri-Lynn Speelman, Head: Teaching and Learning at François Ferreira Academy. Photo: UXi AD Media



You need more than talent. You need grit, heart, and the will to keep growing and going, says Chef Cheri. Photo: UXi AD Media



Chef Cheri is as passionate about chef and development as she is about François Ferreira Academy's training kitchen Photo: UXi AD Media

**Q: What's your view on teamwork in the culinary world?**

Teamwork is non-negotiable in this industry. A kitchen doesn't function because of one great chef. It works when the entire brigade moves as one. From the commis to the head chef, every person plays a critical role. Respect, communication and support are key. I always tell my students: the way you show up for your team determines how far you'll go. Great chefs don't just cook well – they lift others, they collaborate, and they lead with humility.

**Q: What makes François Ferreira Academy special in your eyes?**

We honour the uniqueness of each student. Every aspiring chef comes with their own dreams, backgrounds and talents. Our team is here to shape those dreams into sustainable careers. We're not just a training institution but a home for future chefs.

**Q: Your message to a Grade 12 learner or recent matriculant who's unsure about their next step?**

Don't chase trends. Choose a path that fuels your soul. If you love food, people, and creativity, then this could be your place. Be patient – success takes time and commitment. But when passion meets purpose, anything is possible.

**Q: Final words of encouragement?**

If culinary and hospitality is your passion, you CAN be a chef. Show up, stay curious, and give it your all. The industry needs your unique flavour. The world is waiting for your plate.

## INSPIRED BY CHEF CHERI'S STORY?

Applications for the François Ferreira Academy **September 2025 and February 2026 intakes are now open.**

Visit [www.francoisferreira.com](http://www.francoisferreira.com) or call **044 884 0765** to start your own culinary journey. Follow us on TikTok, Instagram and Facebook at: **FrancoisFerreiraAcademy.**

**Click Here for  
Chef Cheri's Video**

## CHEF CHERI'S TOP 5 TIPS FOR FUTURE CHEFS

**Side of wisdom served fresh!**



**You don't just cook food – you create experiences. It starts with how you show up in the kitchen.**

**Chef Cheri-Lynn Speelman**



**1**

**Bring Your Passion to Work**

Let your love for food shine in everything you do. Passion is what fuels long-term success in the kitchen.

**2**

**Respect the Team Kitchens run on collaboration**

Treat every role – from sculler to sous – with equal respect.

**3**

**Stay Curious & Keep Learning Trends change**

Techniques evolve. The best chefs never stop growing.

**4**

**Own Your Space with Discipline**

Be consistent, clean, and committed. A sharp knife means nothing without a sharp work ethic.

**5**

**Choose Joy, Even in Pressure**

Yes, the kitchen gets intense. But joy and pride in your craft will carry you through the toughest shifts.

# ELEVATING YOUTH, ONE CAREER AT A TIME



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## THE FUTURE IS ARTISAN!

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Estate, Goodwood, Cape Town, 7460



# AFRICA SKILLS VEREENIGINGTECH: YOUR FUTURE STARTS WITH YOUR HANDS



## Want a career that's future-proof, in-demand, and hands-on?

Say hello to Africa Skills VereenigingTech, a modern training campus built for hands-on tech-loving dreamers, doers, and makers.

Located in central Vereeniging, our all-new tech campus offers a launchpad into the world of accredited artisan training, from electricity and welding to mechanical fitting and millwright work. Here, your hands don't just learn - they build your future.

### VereenigingTech Red Seal value **Skills = freedom.**

Whether you want to work locally, travel the world, or start your own business, trades are always in demand. And with the Africa Skills work-integrated learning model, you won't just sit in class - you'll be in workshops, on-site, at real work employers and job-ready before you even graduate.

### Our programmes include:

- Welder
- Boilermaker
- Electrician
- Fitter and Turner
- LOPT

According to Bernhard le Roux, Campus Manager, accreditation is also expected soon for:

- Rigger
- Millwright
- Metal Machinist
- Mechanical Fitter

Each course is tailored to give you the real-world experience and technical knowledge employers want-fast. **Click on our website for a complete range of many more options.**

### Parents, here's what you should know

Africa Skills VereenigingTech is more than just a campus. It is a safe, structured environment where learners gain real skills for real careers. In a world of rising unemployment, trades offer stability, financial independence, and job mobility.

**Our qualifications are QCTO and Seta accredited, trusted, and aligned with industry needs.**



### READY TO APPLY?

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# DISCOVER YOUR **AGRI FUTURE** WITH AFRICA SKILLS

**OPLEIDING IN LANDBOU, aangebied deur Graan SA**  
**TRAINING IN AGRICULTURE, presented by Grain SA**



UXi Artisan Development's Phillip Harmse, third from left, is sharing the role of Africa Skills in the training of QCTO and Seta accredited Red Seal artisan qualifications for the growth of future primary and secondary agriculture.  
**Photo: UXi AD Media**

**Hey future agri artisan champions!** Ready to level up your skills and slay a sustainable future game in agriculture? Africa Skills is your launchpad – our expert-led, internationally accepted and QCTO accredited training programs will have you knowing and owning the farm-to-fork world.

## **Why Africa Skills?**

- Red Seal Qualifications that open doors anywhere.
- Short Courses in farm management, irrigation, agri-engineering and more.
- Hands-On Experience so that you graduate job-ready.

## **Choose your agri career path**

### **Diesel Mechanic Red Seal (3 years)**

Master modern farm machinery maintenance, diagnostics and repairs—be the go-to expert on tractor and combine.

### **Millwright Red Seal (3 years)**

Learn to install, maintain and fix heavy machinery in packhouses, dairies, cheese factories and agri-processing plants.

### **Automotive Motor Mechanic Red Seal (3 years)**

Get hands-on with farm equipment drivetrain, suspension, brake and clutch systems, and earn key automotive certifications.

### **Heat Pump Installer (3 years)**

Install, repair and maintain domestic and commercial air-source heat pumps—unlock plumbing and entrepreneurial opportunities.

### **Project Manager (18 months)**

Lead agri-projects (and beyond!) with top-tier planning, budgeting and execution skills.

### **Dispatch & Receiving Clerk (6 months)**

Become the logistics wizard every agri-wholesale and retail outlet need.

### **Marketing Coordinator (1 year)**

Support marketing campaigns, coordinate launches, and connect agri-products with the right audiences.

**Coming soon at Africa Skills:** Dairy Farm Supervisor, Fermented & Fresh Dairy Products Maker, Poultry Farmer, Abattoir Supervisor, Livestock Farmer.

## SECURE YOUR FUTURE!

Obtain your Agri Business Qualification  
or Agri-trade Red Seal Artisanship

Become **CAREER-READY, FINANCIALLY  
INDEPENDENT, AND IN DEMAND.**



APPLY NOW

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## YOUR FUTURE IS HEALTH CARE



POWERED BY  
Artisan Development

# MY JOURNEY WITH EMPILWENI EDUCATION MORE THAN JUST A CERTIFICATE

Hi, I'm Mpilenhle Mavuso Nkosi – a proud graduate of the Empilweni Education Home-Based Care Worker programme in Randburg. My journey started in July 2024, and by June 2025, I had earned not just my Empilweni certificate, but also a Basic Emergency First Aid Responder qualification.

## Why health care?

Because I've seen too many people in my community – especially the elderly and disabled – being overlooked or hidden away. I knew I had to be part of the change. I wanted to care, serve, and stand up for those who couldn't do it alone.

During my training, I completed five months of hands-on experience at Ekklesia Park Retirement Village. I worked in frail care, supporting patients with their daily needs. What I didn't expect was how much it would shape me. I discovered a deeper compassion, more patience, and learned that caring isn't just physical – it's emotional, human. Sometimes being there, holding a hand, saying "You're not alone," is just as important as giving medication.

## Studying at Empilweni Education was life changing.

The environment is welcoming, the facilities are modern, and the staff treat you like family. Every class felt like a step closer to my future. What I've taken with me most? Kindness and respect.

There's a massive demand for skilled care workers, both locally and abroad. With my Empilweni certificate, I'm ready to start my career, gain financial independence, and make a real difference. I dream of working as a personal caregiver and one day becoming a social worker.

## If you're passionate about people and looking for purpose and a career, Empilweni in Randburg is where your journey begins.

If you are passionate about making a difference and assisting your fellow citizens while earning your salary for you and your loved ones, get in touch with Empilweni Education. They offer a variety of health care courses and awaits your call.

Click on [www.empilwenieducation.co.za](http://www.empilwenieducation.co.za) for all the course information.

Or call 010 442 9877 today.



The real workplace experience at Ekklesia Home for the Aged prepared Melody for her real work expectations. **Photo: Supplied**



Melody Nkosi is an Empilweni Education graduate who loves caring for those who cannot care for themselves. **Photo: Supplied**

# THE FUTURE IS **HEALTHCARE!**



## WANT A **SECURED FUTURE?**

Obtain your Home-Based Care / ECD / Health Info Management Qualification

Become **CAREER-READY, FINANCIALLY INDEPENDENT, AND IN DEMAND.**



**APPLY NOW**

### CONTACT US

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-  [www.empilwenieducation.co.za](http://www.empilwenieducation.co.za)
-  307 Surrey Ave, Ferndale, Randburg



## YOUR FUTURE **IS BUSINESS**



**POWERED BY**  
Artisan Development



# UXI ARTISAN DEVELOPMENT - CHANGING THE GAME FOR YOUNG SOUTH AFRICANS



**Written by** Kimberley Rowan: Academic Head, UXi Artisan Development

**Let's be honest — the world is changing, fast.** The pressure to “figure out your future” after school is real, and for a lot of young people, and their parents, it's essential to find the best way forward.

**That's why UXi Artisan Development exists:** to make this big decision way easier, and way more exciting.

We're part of the UXi Private Education Group, a forward-thinking group of training institutions across South Africa that actually care about helping you build a real future. We don't do boring, outdated learning. We're about skills that matter, support that lasts, and careers that change lives.

## So, what's UXi all about?

We believe in the Whole Learner. That means we don't just care about marks on a paper. We care about who you are, where you're going, and how we can help get you there, mentally, emotionally, and practically in shaping your future with career-ready training.

### At our campuses, we help students:

- Learn by doing
- Gain real-world work experience
- Grow in confidence
- Get job-ready
- And find work after graduating

## Meet the UXi family

**We've got a whole squad of campuses that specialise in skills and trades, including:**

- François Ferreira Academy (George - for all the future chefs)
- Empilweni Education (Randburg)
- Africa Skills Centurion
- Africa Skills Pofadder
- Africa Skills VereenigingTech
- Africa Skills George-Ntaka
- Africa Skills GeorgeTech
- IETI BayTech (Gqerberha)
- IETI Roodepoort
- IETI CapeTech (Cape Town)
- MCD Training (Rustenburg)
- P&T Training (Germiston)
- Durnacol Skills Hub (Newcastle, KZN)
- IIB (Industry Institute for Business)
- Africa Skills Business Randburg
- EBDA - Ergo Business Development Academy (Brakpan)

All of these are accredited, nationally recognised, and trusted by industries around the country.



## Real skills. Real jobs. Real futures.

### Here's what makes UXi Artisan Development stand out:

- 297 accredited qualifications and skills programmes (yup, that's a lot)
- 67 SETA-accredited courses
- Digital learning that's actually modern and user-friendly
- Partnerships with real companies so you can train for real jobs
- Proof that our students go on to build amazing careers

**No fluff. Just future-focused, results-driven learning that works.**



### The big picture: SA needs you

Did you know that South Africa needs 30 000 newly qualified skilled artisans every year just to keep up with development goals? Right now, we're only training about 13 000 a year.

That means we're way behind. It also means there are huge opportunities for young men and women willing to learn a skill and go after a career that matters.

From Electricians, Welders, Millwrights, Boilermakers, Solar PV, Diesel Mech, Automotive Motor Mechs, Carpenters to Chefs and Home Based Care Workers — these are essential jobs, and there's serious demand.



# THE FUTURE IS ARTISAN!



## SECURE YOUR FUTURE! Obtain your Red Seal

Become **CAREER-READY, FINANCIALLY INDEPENDENT, AND IN DEMAND.**



**APPLY NOW**

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- 📍 19 Mission Street, Pofadder, Community Skills Development Training Centre



## Why this matters for YOU

If varsity's not your vibe or you want something faster, hands-on, and more practical - any of our many UXi Artisan Development campuses could be the move. We're here to help you find your thing, train for it, and turn it into a career. No gatekeeping. Just support, guidance, and real-world results.

Parents, you want peace of mind knowing your child is on a path that leads somewhere solid. We get it. That's why we focus on quality education, industry alignment, and student wellness. You're not just investing in a course - you're investing in a confident, capable young adult with a future.

## READY TO DO IT?

There's space for everyone at UXi Artisan Development - whether your dream is in a kitchen, on a construction site, in a workshop, in a dynamic business, in a health care support environment or running your own business one day.

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# (AI)RTISAN OF THE FUTURE

by **Juanita Vorster**,  
Independent Business Advisor



In a world filled with opinions about the impact of Artificial Intelligence (AI), it's worth having your own view of the big picture of this latest technological revolution.

My view is that we shouldn't turn the conversation into a comparison. It's not about who does it better, or who's going to win or lose.

For tradespeople – or artisans, as they're called in South Africa – the conversation should focus on the collaboration between human and artificial intelligence through all the stages needed to fulfil the overarching purpose of artisan work: creating things that make life better, safer, easier, or more enjoyable.

## Collaboration in training

Chatbot-based AI tools like ChatGPT use large language models (LLMs) trained on information from a huge range of fields. During an artisan's training phase, these tools can act as lightning-fast research assistants, offering existing knowledge relevant to a specific question – packaged in a way that's quick and easy to understand.

But the strength of these tools is also their limitation: because they rely on existing information, they can't create anything original. That's where human trainers are still essential. Their creativity and ability to adapt to different learners' needs are things AI can't replicate.

Human trainers also support more than just learning the theory – and since trades are about applying knowledge through hands-on experience, there's a lot of value in combining what people and machines each do best. The potential for positive collaboration in artisan training is huge.



**As renowned business leadership speaker and coach**, Juanita Vorster is connecting the dots of the big picture in her world-renowned series presented by The CEO Experts™: Juanita Vorster and Roger Harrop.

## Collaboration in design

In the design phase, humans bring creative thinking, while AI tools can offer memory, idea comparisons, storage and recall, and even theory-based testing of early designs.

If artisans learn how to use these tools properly, they can spend more time focusing on what they're trained to do. For those with more experience, it's also a chance to keep pushing their skills and exploring new ways of doing things.

## Collaboration in production

Looking at the robotics side of AI, there's also plenty of space for working together. A robot – which still needs to be programmed by someone who knows the job – can repeat tasks without getting tired. But it still can't recognise when something's gone wrong.

This means artisans may take on more of a supervisory or robot-training role, rather than doing the task directly. But even that might not be the case everywhere – or any time soon. Technology may move fast, but it often takes much longer for large-scale, cost-effective rollout to happen.

## Collaboration in process optimisation and quality control

Improving processes and maintaining quality takes loads of data, plus the know-how to spot where small tweaks can make a difference. AI can help by capturing, storing, analysing and comparing that data, which can save time, effort, and money.

Even so, it's still a collaboration – not a handover. Machines look at data, but they can't take human behaviour or preferences into account. That's why artisans are still key to making sure that everything runs in a way that works for people, not just numbers.

Human artisans are still needed to use their special skill – being human – to ensure that processes and quality are optimised for the human experience.

## Disclosure of AI usage:

All thoughts and opinions are those of the author. The author used ChatGPT for editing assistance in terms of spelling, grammar and readability. The prompts by the author and changes to the article is available for editorial review at [chatgpt.com](https://chatgpt.com).

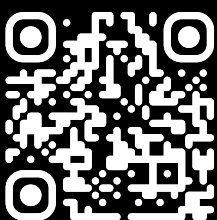


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# ABILITY IDENTITY

**Written by** Sonja Squires  
[Neurolink]



**When you start life, you carry seeds of ability that can grow into enormous power over time.**

From the concrete understanding of a child to the adult's development of higher-order skills in language, calculation, and critical thinking, ability becomes your greatest asset – provided you nurture it. It is not about where you are now or where you've been; success depends on your willingness to invest time and effort in your ability.

**Growing pains are inevitable during intentional effort.**

Discomfort is a precursor to building strength that invites possibility, and possibility eventually bears the rewards of confidence and self-respect. Investing in your ability involves accurate self-evaluation, dedication to practice routine, and sustainable habits like a healthy diet and consistent sleep.

**Our ABILITY IDENTITY program empowers individuals at school to excel beyond socio-economic barriers.**

We help strengthen your development through local facilitators, tailored support materials, and equipment. The program begins by identifying each person's unique intelligence preferences, structured into a personal grid using Neuro Agility measurement.

Biblically, "ability" enables you to comprehend context, withstand people pressure, and cultivate practical wisdom. It helps individuals navigate stress-filled work environments, overcome personal adversities, and find satisfactory answers of life.

**Do not let your innate abilities go to waste.**

Show up, focus, and work diligently in all seasons of life. Your God-given abilities hold power to unlock doors of great new possibilities for you until you become strong and steadfast.

**Neurolink Contact:**  
**078 831 2430 / [info@riseandexcel.co.za](mailto:info@riseandexcel.co.za)**



# MY RED SEAL

## MY GATEWAY TO FREEDOM

**Written by** Etienne de Kock – Alumni Electrician: Africa Skills George-Ntaka

From a young age, I was drawn to the challenge of understanding how things work – especially electricity. That passion led me to pursue my Red Seal qualification in the electrical trade at Africa Skills in George.

It wasn't just a milestone – it became the foundation for a career that now takes me offshore, working around the world in demanding, high-voltage environments, on crucial offshore infrastructure. Currently I am enjoying great times and challenges alike as a high-voltage electrician appointed to work on ocean-based wind farms in the Netherlands.

**Thanks to my Red Seal,** I've gained access to opportunities I never imagined. I earn a strong, stable income doing specialized work I enjoy, while constantly learning and growing.

I'm able to support my loved ones, travel, and enjoy experiences that were once far out of reach – all because of the skills I carry in my hands and the qualification that backs them.

What makes it all truly fulfilling is knowing that I'm doing what I love every day, solving real problems with practical skills. The Red Seal is more than a qualification – it's a passport to independence, purpose, and opportunity.

The future is artisan. And I'm proud to be part of that future and thankful to Africa Skills and the dedication of my facilitators.



As a Red Seal Electrician Etienne de Kock exchanged his proudly Africa Skills PPE for protective and safety gear as a high-voltage electrician in the Netherlands. **Photo: Supplied**



25-year old Etienne de Kock, an Africa Skills qualified Red Seal Electrician is preparing for high-voltage night shift on a wind farm installation on the ocean in Taiwan. **Photo: Supplied**



A glimpse of the current Offshore based office of Africa Skills Alumni Etienne de Kock as they are operating in Taiwan. **Photo: Supplied**



25-year-old Africa Skills Red Seal Electrician Alumni Etienne de Kock on duty as a high-voltage electrician installing and maintaining Offshore Wind Power on the ocean at the Netherlands. **Photo: Supplied**



Some inspirational motivation from Africa Skills Alumni Etienne de Kock on an Offshore Wind Power installation rig in the Netherlands. **Photo: Supplied**

[Click to view video](#)

# FROM ROCK BOTTOM TO ROOF PLANS: HOW CARPENTRY HELPED ME REBUILD MY LIFE

**"Hi, I'm Debbie Goeiman. I'm 27. And not too long ago, I was stuck – really stuck."**

After almost five years in retail, I felt like I was losing myself. I was drained, anxious, and spiralling. One day, it all caught up with me and I landed in hospital after a panic attack. That was my wake-up call. I knew something had to change.

With the help of a psychiatrist, I started digging deep. What did I love? What made me feel alive? That's when the memories hit me – measuring everything in the house as a kid – yes, everything –, watching DIY shows, sketching floorplans at school without even realising I was drawn to building things. I realised: My future was in my hands – both, literally.

## Discovering my purpose in carpentry

I started researching carpentry. I didn't know where to start, but I knew I had to try. Then someone told me about Africa Skills – and they had a Carpentry programme. I reached out. A few weeks later, Joyce Sonti from Africa Skills called and told me about an Open Day. I didn't wait for Saturday – I pulled up the next day. And that's how my new journey began in May 2022.

I walked into campus on Day 1 not knowing much. I thought carpentry was just about making cupboards and tables. But that workshop opened my eyes – and lit a fire in my soul. This wasn't just woodworking. It was transformation. I wasn't just building furniture – I was rebuilding me.

## Learning, leading, growing



Hands-on carpentry training became the foundation for a fresh start and a brighter future. **Photo: UXi AD Media**

Debbie Goeiman's achievement and life story proves carpentry is more than a trade – it's a life changing journey.

Discover how Africa Skills helped her build confidence, purpose, and career dreams.

**"This wasn't just woodwork. It was transformation. I wasn't just building furniture – I was rebuilding me."**

## Learning, leading, growing



Mastering her practical tasks opened life-changing doors to newly qualified Africa Skills Red Seal Carpenter Debbie Goeiman.

**Photo: UXi AD Media**

We work hard and progressed through three years' theory in six months to be able to get to the most important and enjoyable of all. The real deal: site work.

I got placed at Ruwaccon Projects on the Metro Grounds Housing Project, and on Day 1 we were building shelters! Soon, I was asking to see roof plans, calculating materials, leading the team. Imagine – a woman leading on-site in a man's world. But I was born for it. From measuring trusses to climbing roofs, I found courage I didn't know I had.

I even got promoted to assist the Carpentry foreman. Me, the same girl who once doubted herself was now leading, solving problems, and showing up with pride.

## Why Carpentry?

Because this trade teaches you more than how to use a hammer. It teaches resilience, focus, leadership, teamwork, and confidence. It teaches you how to build structures—but also how to build your future.

Now that I completed my goal of achieving the internationally recognised Carpentry Red Seal I'm waiting to hear back from a few companies. I might start my own business. I want to give back, create jobs, and inspire other women to enter trades. And if I join a company, I want to be a site manager or an inspector one day.

## My message to you

If you're sitting in doubt, not sure what to study, or feeling stuck like I was, look at trades. Carpentry isn't just for men. It's not just "manual labour." It's creativity. It's leadership. It's smart work. And it's a career that can change your life – just like it did and will be changing mine.

You don't need to be perfect. You just need to start. Even if you fall 100 times, stand up 101. You're not just building with wood – you're building your worth, your future, your confidence.

**Believe in yourself. You CAN do this.**

## Ready to Build Your Future?

Start your journey at Africa Skills GeorgeTech

**Call:** 044 050 0211

**WhatsApp:** 067 675 9847

**Email:** [study@africaskills.co.za](mailto:study@africaskills.co.za)

**Visit your nearest Africa Skills or any of the other UXI Artisan Development campuses.**

**Ask questions and apply.**



As a newly qualified Red Seal carpenter Debbie also enjoys outdoor breakaway at the nearby ocean in the Garden Route. **Photo: Supplied**



Debbie loves her family and took her Granny's 99th birthday on the Day before her trade test as a blessing on her final Trade Test and her life as a newly qualified carpenter. **Photo: Supplied**



During her Red Seal training Debbie also earned her First Aid Level 3 certificate, presented by Gail Bekeer (Garden Route District Municipality) **Photo: Supplied**



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## Your Next Steps:

**Book a Campus Tour:** 044 050 0211 / 044 884 0791

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**Business courses:** [study@iibonline.co.za](mailto:study@iibonline.co.za)

**Websites:** [www.africaskills.co.za](http://www.africaskills.co.za) | [www.iibonline.co.za](http://www.iibonline.co.za)

**Invest in your agri-future with paid, accredited study plus real-world work experience.** Unlock career advancement, financial independence and the chance to make an impact on Africa's and the world's food systems.

**Don't wait. Your agri-potential is calling. Hit us up today and start preparing to live your purpose!**

## FINANCIAL INDEPENDENCE IS RED SEAL VALUE TO MY FAMILY

Growing up in the Cape Flats, opportunities were scarce, and life was filled with daily struggles. But I always had a passion for working with my hands and solving technical problems. That passion led me to pursue a trade in the electrical field, and qualifying with my Red Seal at IETI Cape Town – now IETI CapeTech – in 2012 changed everything for me.

My training gave me not just skills but a sense of purpose. Since 2010 I have never been without work. Today I serve as the Technical Director of a solar company, where I get to apply my passion every day. Whether I'm designing systems or mentoring young artisans, I find deep fulfilment in the work I do.

Living in Diep River, I now enjoy financial freedom. I'm able to give my children a quality education and create meaningful memories with my family through holidays and time together. The Red Seal did more than qualify me – it opened the door to a life I once only dreamed of.

To any young person out there, know this – your background does not define your future. A trade qualification like the Red Seal can give you purpose, freedom and a future worth fighting for. It did for me.



Dale Gates, IETI Red Seal Electrician attending to management and administrative responsibilities.  
**Photo: Supplied**



Former IETI Capetech apprentice Electrician Dale Gates and his family at the port ready to leave for a breakaway.  
**Photo: Supplied**



Dale Gates earning his Electrical Red Seal contributes to a flourishing and stable family life.  
**Photo: Supplied**

Dale (left), Cassidy (daughter - right), Shunig (wife - front left), Luke (son - front right)



13 years after qualifying as a Red Seal Artisan Dale Gates – an IETI Cape Town Alumni – enjoys his calling and passion as a professional Electrician.  
**Photo: Supplied**

# A LIFE-CHANGING EXPERIENCE FOR BLOCK 1 AND BLOCK 2 INTAKES NATIONWIDE

Dreams turned into reality! UXi Artisan Development's 2025 new learner intakes went smoothly with a warm welcome and proper introduction into life-changing training at UXi Artisan Development campuses at our 15 campuses across South Africa.

On 3 February and 8 May, new learners started their journey to a dream career. From CapeTech to Pofadder, our campuses are in full swing and buzzing with excitement! Our 2025 apprentices, culinary learners and health qualification candidates are now well away on the path to success, as they are equipped with skills, knowledge and hands-on real workplace work experience to take on the world!

**#UXiArtisanDevelopment**  
**#DreamBig #CareerGoals.**



# AFRICA SKILLS POWERS GARDEN ROUTE'S GREEN MOBILITY REVOLUTION

Aligned with the Garden Route's major leap into the future of sustainable transport with UXi Artisan Development and Africa Skills right at the centre of it, the first charging station will be installed on-site at the François Ferreira Academy.

Many more new charging stations are planned from Cape Town International Airport to Plettenberg Bay - bringing clean mobility to rural tourism and urban hubs alike.

In a powerful show of public-private innovation, a landmark EV (Electric Vehicle) Charging Station partnership was signed at George - officially kicking off a region-wide rollout of solar-powered EV charging infrastructure.

UXi Artisan Development, through our Africa Skills GeorgeTech campus, has partnered with the Garden Route District Municipality, Solar Energy Africa, and François Ferreira Academy to enable this trailblazing development.

See the combined media statement:

<https://www.gardenroute.gov.za/2025/07/03/03-july-2025-media-statement-public-private-ev-charging-partnership-launched-in-garden-route>

At the first ever Garden Route EV Seminar, hosted at Africa Skills GeorgeTech, leaders across sectors highlighted the critical role of skilled artisans in powering South Africa's EV future. From EV battery systems to solar integration and electrical installations, Africa Skills is already training apprentices in the competencies that this green shift demands.

"This is more than an infrastructure shift. It's a skills revolution," said Phillip Harmse, Chief Business Development Officer at UXi Artisan Development.

With the Western Cape Government actively transitioning its fleet to electric, and national policy moving toward a post-combustion era, the Garden Route is fast becoming South Africa's green mobility leader - solar-powered, skills-driven, and ready for the road ahead.



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# MILLWRIGHT: THE CAREER YOU NEVER KNEW YOU NEEDED - UNTIL NOW

Are you a Gen Z dreamer who loves solving problems, working with your hands, and making machines move? Do you want a job that's in-demand, futureproof, and pays well – but doesn't mean sitting behind a desk all day?

## Then it's time to meet your match: Millwrighting.

A Red Seal–certified trade that blends mechanical, electrical, hydraulic, and pneumatic skills into one powerhouse career – and South Africa needs more of them. Badly.

## What's Millwright, anyway?

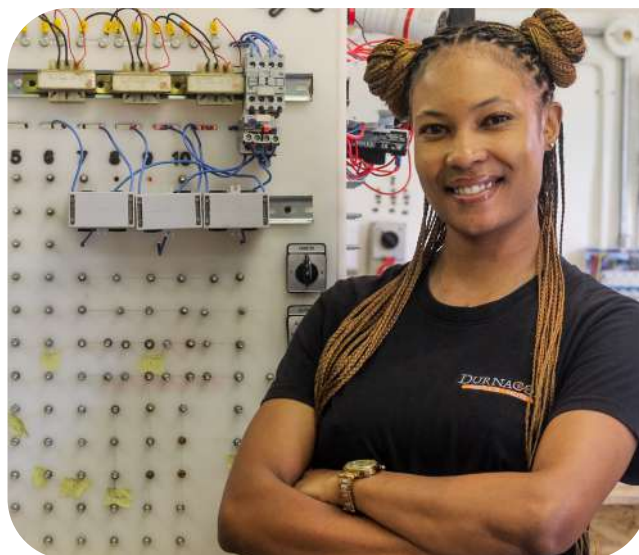
Millwrights are the technical superheroes who install, maintain, repair, and reassemble machinery in factories, power plants, warehouses, and on construction sites. From turbines to conveyor belts, gearboxes to motors – if it moves, turns, or powers something, a Millwright is moving it, placing it and keeping it going.

Globally known as industrial mechanics or machinists, Millwrights read diagrams, align gears, connect couplings, and even do tap welding. It's skilled, physical work that requires sharp thinking, attention to detail, and a love for building things that work.



The Red Seal Millwright qualification is a well-balanced high in demand certificate combining mechanical and electrical specialisation. **Photo: UXi AD Media**

At various UXi Artisan Development campuses Millwrights are qualified to fit, install and maintain small, medium and very large industrial and agricultural machinery. **Photo: UXi AD Media**



## Why Millwrights Matter

Industries like manufacturing, construction, agriculture and energy are growing fast. South Africa's infrastructure projects need hands-on talent – not just more degrees. That's why Millwrights are listed by the Department of Higher Education and Training (DHET) as a high-demand trade.

"There is an international drive towards the appointment of men and women with accredited Red Seal Millwright qualifications – Millwrights are sought after industry leaders," says Elsie Harmse, CEO of UXi Artisan Development

## How do you become a Millwright?

To qualify for the Red Seal Occupational Certificate, here's what your journey looks like:

- 3 years full-time training, including 3 months per year: Knowledge + Practical Skills and 9 months per year: Real-world Workplace Experience

## Entry requirements:

- Grade 12 with Maths, Science, and Engineering Graphics preferred
- Strong communication, problem-solving, and time management skills
- Physical stamina and sharp attention to detail

Learn in a workshop. Train on site. Earn your place as a qualified artisan.

### You'll Master Skills Like:

- Engineering drawings, tools, and lifting systems
- Welding, lubrication, and bearings
- Electrical systems, wiring (SANS 10142-1), and diagnostics
- Pneumatics and hydraulics
- Fault finding and machine alignment
- Gearboxes, seals, valves, and drives

### Where will you work?

- Power stations
- Manufacturing plants
- Construction sites
- Warehouses and factories

### Working hours?

Full-time, flexible, sometimes contract based. Expect good overtime rates and opportunities to go freelance.

### Hazards?

You'll learn to use protective gear and follow strict safety rules.

### Where can you study?

**You can train at these accredited campuses:**

#### Africa Skills

GeorgeTech | Pofadder | VereenigingTech  
[www.africaskills.co.za](http://www.africaskills.co.za)

#### IETI (Industries Education & Training Institute)

CapeTech | Roodepoort | Gqeberha  
[www.ieti.co.za](http://www.ieti.co.za)

#### Durnacol Skills Hub (Newcastle)

[www.durnacol.co.za](http://www.durnacol.co.za)

**THE NEXT INTAKE STARTS ON  
8 SEPTEMBER 2025 – DON'T  
MISS YOUR SHOT.**

### Not just a job!

This is your chance to build your future, keep the production plants and factories running, fix what's broken, and power South Africa's economy with real skills.

So, if you're still searching for your path — look no further.

**The world needs Millwrights.  
Will you answer the call?**

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- Community Connection
- Learning That Lasts

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[www.edentoys.co.za](http://www.edentoys.co.za)

# ALL-NEW INSTITUTE FOR INDUSTRY BUSINESS LAUNCHES IN SOUTH AFRICA



## The Future of Business is Here. And It's Anything but Boring.

Introducing the Industries Institute of Business (IIB) – the next-gen business education platform that's flipping the script on how South Africans learn, lead, and level up.

Forget the dusty textbooks. Forget the endless theory. This is business education, reimagined.

## Built for Real Life. Backed by Real Results.

Powered by the trusted legacy of Africa Skills, IIB is more than just a training institution – it's a launchpad for real careers and real growth. We've built programs that don't just teach business – they build business leaders.

From marketing to finance, office admin to project management, retail, and more – **our courses are:**

- Fully accredited
- Industry-relevant
- Workplace-integrated – because no one wants to graduate clueless

You don't just learn what's in the book. You learn what works in the real world.

## Who's it for?

- School leavers who want more than a certificate
- Professionals looking to upgrade their skills – and their income
- Companies wanting smart, trained, promotion-ready teams
- Digital learners looking for flexibility without losing quality

Whether you're studying full-time or balancing your hustle with online classes, IIB fits your life – not the other way around.

## Why IIB? Because Empowerment > Education

We're not here to hand out papers that gather dust but to ignite potential, grow confidence, and open the door to opportunity.

- **This is for the bold.**
- **For the doers.**
- **For the future CFOs, CMOs, project managers, admin specialists, entrepreneurs, managers, and business changemakers.**

South Africa's economy is evolving. Are you ready to lead in it?

At IIB, we don't just teach business. We build it, one capable, career-ready graduate at a time.

**Your future starts now.**  
**Apply today at [www.iibonline.co.za](http://www.iibonline.co.za)**



Johan Pretorius, HOD:  
IIB Sales and Marketing



Denise Marshall,  
Campus Manager: IIB

**Written by** Johan Pretorius:  
HOD, IIB Sales and Marketing

**LET'S SHAPE THE  
NEXT GENERATION  
OF BUSINESS  
EXCELLENCE –  
TOGETHER.**

# START WITH THE END GOAL IN MIND: **A FUTURE OF REAL WORK, NOT JUST A CERTIFICATE**

Written by Magda Pretorius, Schools Marketing Specialist – UXi Artisan Development

**This isn't just a cool quote from Stephen Covey's '7 Habits of Highly Effective People' – it's the heartbeat of all 15 UXi Artisan Development campuses.**

**We get it:** the goal of post-school education isn't just about collecting diplomas or racking up classroom hours. It's about jobs. Real careers. Your future.

Too many young people grind through years of university only to end up stuck – degree in hand, but no job in sight. Why? No experience. No foot in the door. The gap between theory and the real world is just too wide.

**That's where UXi Artisan Development flips the script. We don't just teach. We train for life.**

Our learners learn the theory, they practice their newly acquired skills in high-tech campus workshops, and most importantly – they go out and do the actual work in real businesses. **Not simulations. Not "maybe one day." Now.**

This cycle of learning it – practicing it – doing it for real keeps going until they've mastered their trade. So when a learner passes their Red Seal trade test, they've already done the job – with skill, confidence, and real-world experience to prove it.

**Here's the flex:**

**Up to 89% of our learners get permanently hired** by the same companies where they trained. That's not luck – that's by design.

**A Red Seal qualification is more than a piece of paper.** It's a globally respected, career-launching passport – opening doors in South Africa and beyond.

At UXi Artisan Development, we start with the end in mind. And that end is clear: **A future where you're not just qualified – you're employed.**



”  
**START  
WITH  
THE END  
IN MIND.**  
“



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## YOUR FUTURE IS ARTISAN





# IS IT A **MINDSET SHIFT** THAT SOUTH AFRICAN BUSINESSES NEED?

**Written by** Rudi Cooke: Services Specialist, UXi Artisan Development

As debates around B-BBEE policies continue to divide opinion, perhaps it's time to ask a deeper question – not whether the policy is perfect, but whether we're using it strategically.

Across industries, one recurring frustration we hear from our clients is this: "We can't find the right people to do the work." At face value, this seems paradoxical in a country with such a high unemployment rate. But the real issue isn't a lack of people – **it's a lack of practical, job-ready skills.**

## **The Real Problem: A Skills Mismatch**

No matter how refined your recruitment strategy, you're likely to be disappointed if the candidates simply don't meet the skill level your business demands – or worse, if they exit early for better offers elsewhere. The truth is, we're facing a structural skills mismatch in South Africa.

**This is not a recruitment failure – it's a workforce development gap.**

## **The Sustainable Solution: Build the Skills You Need**

This is where a strategic mindset shift is essential. Instead of waiting for the "perfect hire," more forward-thinking companies are building their own pipelines – training people to meet their real operational needs.

At UXi Artisan Development, we provide end-to-end workforce development solutions that do exactly that. From skills planning to accredited training delivery, we help companies address skills gaps at the root.

**And the proof?** 89% of our qualified learners are absorbed into the job market immediately. These are work-ready individuals who've undergone industry-aligned, QCTO-accredited, hands-on training.

**Where Does B-BBEE Fit In? It Should Be a Business Strategy – Not a Burden**

**Part of the B-BBEE policy's very intention is to encourage exactly this:** a shift towards meaningful skills development. It rewards businesses not just for checking boxes, but for investing in South Africa's future workforce.

When approached with the right mindset, B-BBEE becomes more than a compliance hurdle – **it becomes a competitive advantage:**

- You develop loyal, skilled employees aligned with your business needs.
- You earn valuable B-BBEE points under the Skills Development pillar.
- You contribute to national transformation while solving your own HR challenges.

## **THE FUTURE OF BUSINESS IS SKILLED – AND PARTNERED**

**So, is the issue with policy – or with mindset?** At UXi Artisan Development, we believe B-BBEE should be reframed as an enabler. A smarter, sustainable future depends on partnerships between businesses and training institutions that deliver real results.

Let us show you how to turn your B-BBEE obligations into strategic wins.

Train for Tomorrow as you partner with UXi Corporate Business Services.

### **Learn more about our Business Solutions**

**Contact us** at [rudi@uxi.ad.za](mailto:rudi@uxi.ad.za)  
**Or connect under 'Business Solutions'**  
at [www.uxi-ad.co.za](http://www.uxi-ad.co.za).

## LEARNER'S INTEREST IS UXI ARTISAN DEVELOPMENT PRIORITY

On June 5th, 2025, P & T Training was highlighted nationally when our campus in Germiston fell victim to workplace placement fraud. With the interest of our learners at heart, UXi ensured clarity on the inconvenience to our clients with a national media statement:

P & T Training Takes Swift Action Following Fraudulent Learner Placement

P & T Training, a committed occupational training provider in Gauteng, dedicated to learner development and workplace readiness, recently became the target of a fraudulent placement scheme.

Our institution was contacted by what appeared to be a bona fide agency, helping with the placement of a group of our skills training apprentices at the workplace. The agency presented documentation aligned with legitimate requirements.

As part of the placement process, P & T Training incurred costs associated with the required medical clearances for the learners, ensuring they were fully prepared for their work-based learning experience.

Arrangements were made for the learners to report to the designated workplace as stipulated in the placement agreement with the agency on our behalf.

However, upon arrival, the learners contacted our offices in confusion - the workplace in question had no knowledge of any agreement, nor were they expecting learners to arrive for duty. Upon immediate investigation, it became clear that this placement was not legitimate.

P & T Training responded without delay, ensuring the safe and prompt return of all learners to their respective homes.

We take this matter very seriously and have handed it over to our legal department for further investigation. At P & T Training, our primary concern is the well-being and professional development of our apprentices. We remain committed to providing high-quality training and ethical workplace placement opportunities in collaboration with trusted partners.

**Finally, it remains our top priority to hold the parties responsible accountable and to minimise the impact of the fraudulent scheme on our learners.**



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TRAINING



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# MAXIMISE ROI ON TAX PAYMENTS THROUGH STRATEGIC TRAINING INCENTIVES

**Written by** Elizabeth Swart: Service Specialist,  
UXi Artisan Development

In today's competitive economy, South African businesses can significantly enhance their return on investment (ROI) by leveraging government-backed tax incentives tied to skills development. Two key mechanisms – the Employment Tax Incentive (ETI) and Section 12H of the Income Tax Act – offer substantial financial relief when implemented strategically and compliantly.

## EMPLOYMENT TAX INCENTIVE (ETI)

The ETI, governed by the Employment Tax Incentive Act No. 26 of 2013, allows employers to reduce monthly PAYE liabilities for qualifying employees. As of April 2025, the revised incentive amounts are as follows:

### First 12 months of employment:

- R0–R2,499.99: 60% of monthly remuneration
- R2,500–R5,499.99: Fixed R1,500 per month
- R5,500–R7,499.99: Tapering incentive value

### Second 12 months:

- R0–R2,499.99: 30%
- R2,500–R5,499.99: Fixed R750
- R5,500–R7,499.99: Further tapering

### Eligibility:

- Employees aged 18–29
- Earning below R7,500 per month
- **Must be paid at least the higher of:**
  - The national minimum wage
  - A sectoral minimum wage, or
  - A legislated minimum of R2,500 for 160 hours

This makes the ETI a powerful tool to reduce labour costs while hiring and upskilling young employees.



## SECTION 12H LEARNERSHIP ALLOWANCE

Section 12H of the Income Tax Act No. 58 of 1962 incentivises employers to register employees in accredited learnership programmes, including apprenticeships.

### Employers are entitled to two separate allowances:

#### Annual Allowance (for each full 12-month period of a registered learnership):

- R40,000 for learners without disabilities (NQF Level 1–6)
- R20,000 for learners without disabilities (NQF Level 7–10)
- R60,000 for learners with disabilities (NQF Level 1–6)
- R50,000 for learners with disabilities (NQF Level 7–10)

#### Completion Allowance (upon successful completion of the learnership):

- Equal to the annual amount, pro-rated for periods shorter than 24 months.

**Note:** The combined value of annual and completion allowances can amount to up to R80,000 or more per learner, depending on:

- NQF level
- Disability status
- Length of the learnership

The learnership must be formally registered and concluded within the timeframes allowed. This incentive is available for agreements entered into before 1 April 2027.



## UXI ARTISAN DEVELOPMENT: SIMPLIFYING THE PROCESS

UXi Artisan Development streamlines the process of accessing these tax incentives by:

- Managing WSP/ATR submissions
- Applying for discretionary grants
- Facilitating ETI claims and reporting
- Ensuring Section 12H learnership compliance
- Supporting B-BBEE scorecard optimisation, particularly under the Skills Development element

Their turnkey solution enhances not only compliance, but also contributes to employee retention, skills transfer, and long-term productivity – while unlocking substantial cost savings.



## STRATEGIC ADVANTAGE: TRAINING AS A TAX STRATEGY

By integrating training initiatives into your tax planning, your business can:

- Reduce PAYE and income tax liabilities
- Build a skilled and loyal workforce
- Enhance B-BBEE standing
- Qualify for SETA funding



## APPLICABLE LEGISLATION:

- Employment Tax Incentive Act No. 26 of 2013
- Income Tax Act No. 58 of 1962 (Section 12H)
- Taxation Laws Amendment Bill [B27—2023] (ETI and 12H amendments, effective April 2025)
- National Minimum Wage Act No. 9 of 2018

# ACT TODAY

**Partner with UXi to unlock hidden tax savings and empower your business for sustainable success.**



# SECURE THE FUTURE OF YOUR BUSINESS. **START NOW, BUILD FOR TOMORROW**

**Written by** Alex Engelke, Service Specialist (Corporate Sales),  
UXi Artisan Development



Consider UXi Artisan Development Corporate as part of your team for future success. Call on us for an insightful savings consultation.  
**Photo: iStockImages**

UXi Corporate Business Solutions offer WSP, Tax Savings, Tax Incentives, Host Employment, EE and B-BEE services to secure the future of your business. **Photo: iStockImages**

Every successful business eventually asks the question: "How do I protect my company's sustainability – not just for today, but for decades beyond my time?"

The answer doesn't lie in bigger offices or the latest technology. It lies in something far more fundamental: people. Your staff are your business's most valuable asset. They are the key to sustainable growth, innovation, and legacy.

At UXi Artisan Development, we believe true business growth begins with forward-thinking planning and strategic investment in people. UXi Corporate Business Solutions not only help you develop your workforce, but also position your company intelligently, efficiently, and future ready.

## Four strategic steps:

- Plan regular training for your employees – not just to stay relevant, but to lead in service delivery, customer experience, and product innovation.
- Identify key roles and personnel – these are the non-negotiable foundations of your business.
- Implement effective succession planning – ensure at least two internal successors are prepared for every key role.
- Analyse future growth areas – understand what new roles and skills your company will require.

Start building your training strategy and structure now for those future roles – as part of a sustainable five-year development plan.

Optimise Training. Minimise Costs. Build with Purpose.

At UXi Artisan Development we understand that training is often seen as an expense, but with the right strategy and training partner, it becomes a high-return investment. That's why UXi Artisan Development helps your business to:

- Leverage the Workplace Skills Plan (WSP) to access SETA funding.
- Qualify for tax benefits such as Section 12H and the Employment Tax Incentive (ETI).
- Appoint interns and apprentices internally as part of your succession planning – at a fraction of the cost of external hires.
- Offer fully accredited qualifications to your staff – through integrated learning that combines theory and practice.

UXi Artisan Development is your strategic partner in a future-focused business

Our corporate solutions are designed to be practical and impactful and include training strategies and curriculum development and full administration of your WSP/ATR submissions, training reports, and succession planning.

At UXi, we don't just believe in training – we build legacies.

## Want to secure your business legacy?

**Contact us today at** 044 884 0791 / 044 050 0211

**Email to:** alex@uxi-ad.co.za / rudi@uxi-ad.co.za  
elizabeth@uxi-ad.co.za

**Click in:** [www.uxi-ad.co.za](http://www.uxi-ad.co.za). Find 'Business Solutions' and get in touch.

# BECOMING A HOST EMPLOYER:

## Invest in Skills, Empower the Future

Partnering as a Host Employer with one of the UXi Artisan Development campuses is more than a contribution to education. It's a strategic investment in your company's future.

Whether you're involved in hospitality, construction, culinary, plumbing, electrical, health care or business services, becoming a host company gives you access to a pipeline of eager, motivated, and work-ready talent.

### Our campuses include:

- François Ferreira Academy (George – for all future chefs)
- Empilweni Education (Randburg)
- Africa Skills Centurion
- Africa Skills Pofadder
- Africa Skills VereenigingTech
- Africa Skills George-Ntaka
- Africa Skills GeorgeTech
- IETI BayTech (Gqeberha)
- IETI Roodepoort
- IETI CapeTech (Cape Town)
- MCD Training (Rustenburg)
- P&T Training (Germiston)
- Durnacol Skills Hub
- IIB (Industry Institute for Business)
- Africa Skills Business Randburg
- EBDA – Ergo Business Development Academy (Brakpan)



Industry leaders engage in the 'Becoming a Host Employer' session, investing in skills to empower the future. **Photo: UXi AD Media**



Real work experience at real workplaces is core to our theoretical, practical and work-integrated (WIL) training model in all UXi Artisan Development, Culinary, Healthcare and Business courses. **Photo: Laetitia Puren**



UXi Artisan Development group Host Employer appreciation get-togethers are held annually at campuses across South Africa like the one on October 18, 2024, at Africa Skills Centurion **Photo UXi AD Media**

Through Work-Integrated Learning (WIL), learners apply their classroom knowledge in real-world settings under the mentorship of skilled professionals. As a host, you play a critical role in shaping South Africa's future workforce, while directly benefiting from new energy, fresh skills, and potential future employees already trained in your working culture.

**Short-term**, you gain support in your daily operations.

**Medium-term**, you develop a reliable talent pipeline.

**Long-term**, you help uplift entire industries through skills development and economic empowerment.

Becoming a host employer is straightforward and we support you every step of the way. To find out more, visit [www.uxi-ad.co.za](http://www.uxi-ad.co.za) and explore how our training model benefits both companies and learners.

**Ready to take the next step?**

**Call us on 044 884 0791, or contact:**

- Janke Page – [janke@uxi-ad.co.za](mailto:janke@uxi-ad.co.za)
- Alex Engelke – [alex@uxi-ad.co.za](mailto:alex@uxi-ad.co.za)
- Lizelle Wessels – [lizelle@uxi-ad.co.za](mailto:lizelle@uxi-ad.co.za)
- Rudi Cooke – [rudi@uxi-ad.co.za](mailto:rudi@uxi-ad.co.za)

**INVEST IN PEOPLE.  
GROW YOUR BUSINESS.  
EMPOWER SOUTH AFRICA.**

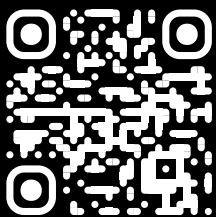


**THE FUTURE  
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## YOUR FUTURE IS CULINARY ARTS



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Artisan Development





François Ferreira Academy students enjoy 70 percent practical and work experience during training. **Photo: UXi AD Media**

## PASSION TO PROFESSION: THE PLACE FOR CULINARY TRAINING

**Written by** Johannes du Plooy, Operations Manager – François Ferreira Academy and Apprentice

If food is your love language, your creative outlet, or your dream job, you're in the right place. At François Ferreira Academy in George, we don't just teach cooking. We train first-class culinary professionals. The kind who thrives under pressure, lead with confidence, and create food that tells a story.

**Here's the truth:** passion alone isn't enough. If you want to go from foodie to five-star, you need real training, real skills, and real experience.

### World-class credentials

Our academy offers Highfield (UK) and QCTO (SA) accredited qualifications – meaning your training is respected across South Africa and around the globe. Whether you dream of working in top restaurants, hotels, game lodges or on luxury cruise liners, we'll get you there.

Our flagship programme is the 3-Year Occupational Chef qualification. It's your launchpad to greatness.

### What you'll learn

You'll walk out with more than a certificate. You'll have the skills, confidence, and mindset of a true culinary professional in demand by industry worldwide.



**WE SPECIALISE IN CATERING, CLEANING, PEST CONTROL & HYGIENE SERVICES TO THE CORPORATE, EDUCATION, HEALTHCARE & RETIREMENT SECTORS**

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- Coffee Bar & Call Order Offerings
- Packed Meals & Lunches
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- Healthcare Meals
- Function Catering

### VALUE ADDED SERVICES

- Kitchen Layout & Design
- ESG (Environmental, Social & Governance)
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## Technical Excellence:

- Advanced knife skills & modern cooking methods
- Ingredient knowledge & flavour pairings
- Food safety & hygiene mastery
- Menu creation, food costing, and budgeting
- Show-stopping plating and presentation

## Professional Strength:

- Leadership in high-pressure kitchens
- Communication & teamwork skills
- Time management & multitasking
- Adaptability to food trends & diverse cuisines

## Business Mindset:

- Inventory & cost control (so you don't burn through the budget)
- Menu pricing for profit
- Intro to entrepreneurship for future restaurant owners

A solid culinary future awaits Gen Zs with a François Ferreira Academy qualification. We keep it real. Our training is hands-on, practical, and industry driven. You won't just sit in class - you'll live the chef life, from kitchen to service. And with expert chefs as mentors, you'll be guided by people who've walked the path before you.

Plus, studying in George means you're surrounded by natural beauty, a foodie community, and real job placement opportunities.

# YOUR FUTURE IS COOKING

It's not just about making great food. It's about becoming the kind of chef who leads, inspires, and makes a mark in the culinary world.

If you've got the fire, we'll give you the kitchen.

## Apply Now & Start Your Culinary Journey

François Ferreira Academy:  
George, Western Cape

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📞 071 611 9730

✉️ [study@francoisferreira.com](mailto:study@francoisferreira.com)

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Johannes du Plooy: Operations Manager, François Ferreira Academy and Apprentice. **Photo: Supplied**



Being a Highfield Occupational Chef student requires discipline and focus. **Photo: UXi AD Media**



Highfield Professional Chef Diploma students are paying close attention to their Facilitator Chef Pieter Nortje's demonstration **Photo: UXi AD Media**



## PIZZA, PURPOSE & PLENTY OF HEART: EMBRACING 'UP WITH DOWNS'

### Making more than just pizza – we're making futures

At François Ferreira Academy in George, we believe the best learning happens when you feel something – not just when you follow a recipe. And one recent evening at Heather Park SuperSpar in George proved exactly that.

Our Highfield Occupational Chef Diploma learners traded their training kitchen for a buzzing SuperSpar bakery where they cooked up joy, laughter, and community spirit alongside the incredible crew from **Up with Downs**, a local organisation doing big things for people with special needs.

### Hands-on learning, heart-first living

With aprons on and mozzarella flying, our future chefs and the **Up with Downs** guest chefs rolled dough, sprinkled toppings, and shared way more than just pizza secrets. There was real connection – the kind that reminds you why food is love, and learning should always be human.

This wasn't just a community outreach. It was a community moment. One where skills were shared, confidence soared, and friendships were folded into every pizza slice.

#### Check them out:

<https://www.youtube.com/shorts/bGDw3hqV-II?feature=share>

### Who is Up with Downs?

**Up with Downs** is a proudly local, proudly inclusive centre right here in George. It offers:

- A school for foundational learning
- A training centre for life and work skills
- A hostel and adult home for independent living

Their team supports 40 incredible individuals – and they do it all without government funding. Every cent comes from kind-hearted donors, dedicated fundraisers, and moments like this one, where community comes together.

### Why this night mattered

This collaboration wasn't just about topping pizzas – it was about fulfilling dreams, building futures, and reminding each other that we do better together.

For our FFA students, it was real-life learning with real impact.

For **Up with Downs**, it was a space to shine, build confidence, and be celebrated.

For the community, it was a reminder that sharing your passion will change lives.

### Be part of the magic

Want to get involved? Whether you're a student, parent, or community member – you can support the amazing work **Up with Downs** is doing:

- Volunteer your time or talent
- Support a fundraising event
- Share their story

Every little act builds a better future. For all of us.

### Gratitude and Goodness

Big thanks to SuperSpar Heather Park for opening your kitchen and hearts. And to the learners and staff of **Up with Downs** – you've inspired us more than you know.

"At François Ferreira Academy we teach more than just recipes. We teach how to lead with kindness and cook with purpose."

## WANT TO TRAIN WHERE SKILLS MEET SOUL?

Join François Ferreira Academy's one, two or three-year Highfield Occupational Chef Diploma programme in George – where passion meet profession, and your future is plated with purpose. Next intake starts on 8 September 2025. Talk to us about registration and payment options.

Visit François Ferreira Academy:  
[www.francoisferreira.com](http://www.francoisferreira.com)

Contact: 044 884 0765 | WhatsApp: 071 611 9730  
Email: [study@francoisferreira.com](mailto:study@francoisferreira.com)

Secure your spot for 2025 or 2026 – **Apply Now!**

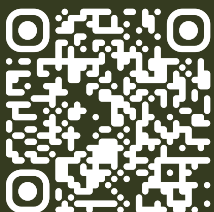


# THE FUTURE IS CULINARY!

## SECURE YOUR CULINARY FUTURE!

### Obtain your Highfield Chef Diploma

Become **CAREER-READY, FINANCIALLY INDEPENDENT, AND IN DEMAND.**



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- 📍 Farm 208, R102 Airport Road, George



# IMPORTED SKILLS AND LOST OPPORTUNITIES: WHEN SOUTH AFRICAN WORKERS ARE LEFT BEHIND



**Written by** Phillip Harmse: Chief Business Development Officer, UXi Artisan Development

It was 2014, and the rolling hills of Limpopo were buzzing with excitement and tension. A mega-project was taking shape – the Medupi Power Station, one of the largest coal-fired power plants ever attempted in Africa. Billions of rand were being poured into its construction. For communities in Lephalale and beyond, Medupi symbolised hope: jobs, growth, a chance to lift families out of poverty.

But as the giant cooling towers climbed into the sky, so did frustration. Locals watched as buses rolled in, day after day, offloading hundreds of foreign workers – artisans, welders, riggers, technicians – mostly from other provinces or abroad. Despite promises of local employment, many of the most technical jobs seemed forever out of reach.

Community leaders organised marches. “Why are our people standing outside the fence?” was the common cry. Studies were commissioned to gauge local sentiment. Predictably, these reports concluded that yes, the community felt excluded; and yes, they wanted training and jobs. But beneath these predictable findings lay the unspoken truth: no one had truly mapped the chasm between what the local workforce had, and what these complex jobs needed.

## The real gap: more than just opportunity

It wasn't that the people of Lephalale lacked willingness. The issue was that the roles required deep technical skill – welding to international codes, reading complex schematics, working safely in hazardous environments – and years of preparation. For example, a coded welder on Medupi needed certification to the ASME IX standard, often following 3–5 years of formal training and workplace experience.

Yet many in the community had no more than Grade 9 education. Some struggled with English, the lingua franca of engineering sites where a misunderstood instruction can cost lives.

The studies missed this. They recorded opinions but did not measure competence. They promised inclusion but failed to chart a realistic path.



## What a proper approach would have looked like:

Imagine if the studies had gone deeper. Imagine if they had begun, not with a survey of feelings, but with a skills audit:

- Who in the community could already read technical drawings?
- Who had basic numeracy and literacy aligned to NQF 2 or higher?
- Who had the mechanical aptitude, the eye for detail, the hand steadiness that precision work demands?

From there, a proper gap analysis could have mapped out how many years and what resources were needed to bring local candidates up to standard. It would have distinguished between immediate general labour roles and long-term artisan development plans.

Training could have started early – before the cranes arrived, before the first concrete was poured – with foundation skills: workplace English, basic maths for trades, tool-handling, safety culture.



Eskom announced the completion of Medupi Power Station on 2 August 2021. **Photo: ESI Media**

## The consequence of short-sighted planning

Medupi's story was not unique. Across South Africa today, from wind farms in the Northern Cape to mining expansions in Mpumalanga, similar patterns repeat. Communities are promised jobs, but without honest assessments and realistic pathways, frustration brews. Foreign labour fills the skills gap, deadlines are met, but local empowerment lags.

## A path forward: what private providers can do?

Private training providers have a unique role — and opportunity — to break this cycle:

- Build pre-trade academies offering bridging programmes in maths, English, and science, starting in partnership with local schools.

Offer aptitude assessments that identify candidates with potential, even if they lack formal qualifications.

Create phased training pipelines, where locals can start as general assistants, then progress through learnerships, apprenticeships, and trade tests.

Work with employers early, embedding these plans in localisation and procurement policies before the project starts.

Entry requirements for these pathways should focus not just on school certificates, but on demonstrated aptitude, literacy at minimum NQF 1/2 level, and commitment to multi-year development.

## The bigger picture

If we are to truly localise South Africa's infrastructure future, we must stop pretending that complex technical skills can be mass-produced overnight. Real empowerment means building the foundations early, investing steadily, and being honest about the timeline and effort required. Medupi taught us that lesson the hard way.

**The question is — will we apply it to the next big project?**



Medupi Power Station, Ellisras, Limpopo in South Africa. **Photo: Wikipedia**



Medupi coal power station as it looks like today. **Photo: Shutterstock**



# THE FUTURE IS ARTISAN!

## SECURE YOUR FUTURE!

## Obtain your Red Seal

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# HOW TECHNOLOGY IMPACTS ARTISAN CAREERS IN SOUTH AFRICA

In 2025, the future of work is changing faster than ever – powered by technology, AI, and simulation. But one truth remains: skilled artisans are and will be the heartbeat of the economy. For young South African men and women finishing school this year, and for the parents guiding them, there has never been a more exciting time to step into artisan training.

With the rise of smart systems, digital diagnostics, and immersive simulation tools, artisan careers are no longer what they used to be – they are better. Welders, electricians, plumbers, and mechanical technicians are now trained using cutting-edge simulation platforms and AI-assisted diagnostics. These innovations mean that artisan learners do not just practise in real workshops – they prepare for the high-tech, real-world demands of tomorrow's industries.



Accredited private training institutions like UXI Artisan Development are leading the way. Offering Red Seal qualifications across 15 campuses in KwaZulu-Natal, Gauteng, Western Cape, Eastern Cape, and Northern Cape, UXi combines classroom theory, hands-on skills, and real workplace experience. This prepares learners to become job-ready from day one – and future-proof for the years ahead.

For school leavers aged 17 – 26, choosing an artisan path means more than just getting a job. It is about building a career, living your passion, and embracing new technologies while working with your hands. For parents and guardians, it is about giving your child a future that is both secure and high in demand – especially in a world where skilled trades are more digitally empowered than ever before.

## READY TO STEP INTO THE FUTURE?

Apply to one of UXI Artisan Development's accredited training campuses and turn your talent into a career that shapes tomorrow.

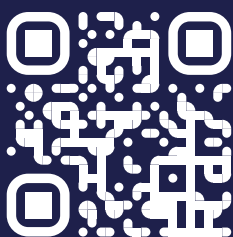


## THE FUTURE IS ARTISAN!



## WANT A SECURED FUTURE? Obtain your Red Seal

Become **CAREER-READY, FINANCIALLY INDEPENDENT, AND IN DEMAND.**



APPLY NOW

### CONTACT US

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- study-baytech@ietisa.co.za
- www.ietisa.co.za
- 25 Sidon Road, North End, Gqeberha, 6001



# APPOINTED TO LEAD TRAINING EXCELLENCE AT EBDA UNDER NEW NATIONAL PARTNERSHIP

In a landmark move for artisan training and development in South Africa, UXi Artisan Development has entered into a new Service Level Agreement (SLA) with the Ergo Business Development Academy (EBDA) – the historic training centre of DRDGOLD. Under this agreement, UXi Artisan Development will take full responsibility for the management of EBDA's workshops and facilitators, ensuring that training delivery is aligned with national standards, industry needs, and real-world impact.

This partnership marks a powerful convergence of legacy and innovation. DRDGOLD, one of South Africa's oldest and most respected mining companies, has long prioritised technical development and community upliftment. EBDA, its training academy, has trained thousands of artisans across engineering and mining-related fields – becoming a cornerstone of talent development in the South African mining sector.

With UXi Artisan Development now leading EBDA's facilitation and workshop operations, this collaboration is set to elevate the scope and quality of artisan training across Gauteng and beyond. Together, the organisations are fully committed to supporting South Africa's 2030 NDP goal of qualifying 30 000 Red Seal artisans per year – a goal that is both urgent and transformative for the national economy.

## Training opportunities under this partnership include:

- Engineering and Portable Skills-related Red Seal Trades
- Artisanship and Apprenticeships
- Full Learnerships and Accredited Short Courses

## These offerings complement UXi's existing national campus network, which includes:

- François Ferreira Academy (George)
- Africa Skills (Centurion, GeorgeTech, George-Ntaka, Pofadder, VereenigingTech)
- Empilweni Education (Randburg)
- IETI (CapeTech, BayTech, Roodepoort)
- MCD Training (Rustenburg)
- P&T Training (Germiston)
- Durnacol Skills Hub
- EBDA (Ergo Business Development Academy) (Brakpan)
- Industry Institute for Business (IIB)
- Africa Skills Business (Randburg)

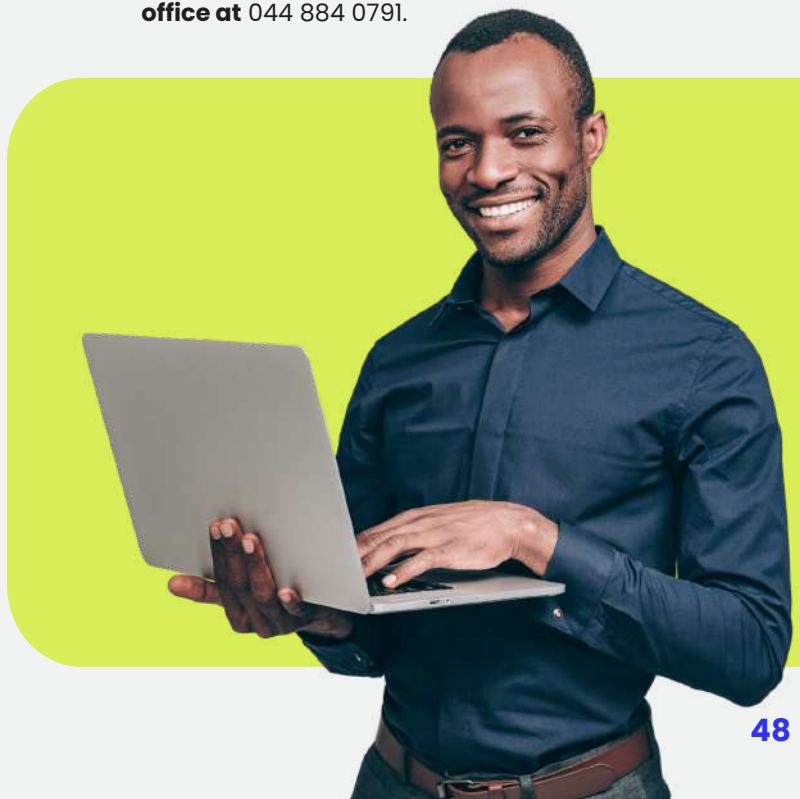
With this new SLA in place, EBDA gains access to UXi's robust quality management systems, facilitator support structures, and strategic training methodology – while UXi Artisan Development expands its national impact with another centre of excellence under its banner.

"This partnership is about honouring the legacy of EBDA while pioneering a new standard in future-focused, learner-centred training," says Phillip Harmse, Chief Business Development Officer at UXi Artisan Development. "It's more than just operational oversight – it's a shared mission to empower South Africa's future workforce with purpose, pride and professional skill."

**To explore training offerings or learn more about becoming a host employer, visit [www.uxi-ad.co.za](http://www.uxi-ad.co.za) or email [info@uxi-ad.co.za](mailto:info@uxi-ad.co.za) or [laetitia@uxi-ad.co.za](mailto:laetitia@uxi-ad.co.za).**

**For bookings or consultations, contact the national office at 044 884 0791.**

**THE  
FUTURE  
IS  
PARTNER  
SHIP**





## **SOLAR ENERGY** AFRICA

# **SUSTAINABLE DEVELOPMENT COMMUNITY EMPOWERMENT ENERGY INDEPENDENCE**

### **EMPOWERING COMMUNITIES THROUGH SOLAR INNOVATION**

At Solar Energy Africa, we don't just build solar plants — we build futures. As a leading solar EPC in South Africa, we are proud to lead impactful projects that go beyond energy generation.

We are currently constructing a 9MW solar wheeling plant in George, a groundbreaking development as the first of its kind within a South African municipality. Known as the Gwayang Solar Plant, this project marks a significant milestone for both our business and the future of municipal energy independence.

What makes this project even more meaningful is our partnership with Africa Skills. Students from their programs will actively participate in the construction of the plant, gaining invaluable hands-on experience in solar plant development. This collaboration is made possible through the visionary leadership of Jessica van de Merwe, MD of Solar Energy Africa, and Elsie Harmse, CEO of Africa Skills Village.

Together, we are creating a model for skills development, community upliftment, and renewable innovation — proving that progress is most powerful when shared.

**Contact Us** +27 21 202 8300 | [simone@solarenergy.africa](mailto:simone@solarenergy.africa)



# THE FUTURE OF ARTISAN DEVELOPMENT IN SOUTH AFRICA

South Africa's economy cannot grow without skilled hands to build, create, repair, and sustain it. With an urgent need for more artisans across key sectors like construction, manufacturing, mining, agriculture, and culinary services, the goal to deliver 30 000 newly qualified artisans annually by 2030 is more than ambitious – it is essential.

At the heart of this national movement is UXi Artisan Development, leading through a powerful network of accredited institutions including IETI, Durnacol Skills Hub, and Africa Skills. For over 30 years, these centres and their sister institutions within the group including P & T Training and EBDA have delivered QCTO and SETA-accredited, work-integrated training programmes that combine theory, hands-on practical learning, and real workplace experience.

**This is not just education – it is transformation.**

For Gen Z learners and parents, artisan training offers a direct, affordable, and purpose-driven path to secure employment in high-demand industries. For corporates,

partnering with private institutions like UXi means investing in a future-ready workforce while aligning with EE compliance, gaining from tax incentives and rebates and earning critical B-BBEE points while helping to close the skills gap.

Artisans are more than tradespeople – they are the builders of tomorrow's infrastructure, agriculture, manufacturing, and service sectors. As technology reshapes how we work, artisan skills remain indispensable. The demand is rising, and the opportunity is real.

**The future of artisan development is private, practical, and proudly South African.**



**YOUR WORK FUTURE  
IS IN YOUR HANDS.  
LET'S BUILD IT  
– TOGETHER.**

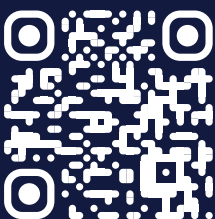


## THE FUTURE IS ARTISAN!

## ENSURE FUTURE FREEDOM!

### Obtain your Red Seal

Become **CAREER-READY, FINANCIALLY  
INDEPENDENT, AND IN DEMAND.**



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- 068 83 0813
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- www.pandttechnology.co.za
- 141 Lamp Road, Wadeville, Germiston



# PLUMBING:

## THE PURPOSE-DRIVEN CAREER THAT PAYS

### Think plumbing is just fixing taps? Think again.

If you're looking for a future that's hands-on, high-paying, and makes a real-world impact, it's time to consider becoming a Red Seal Certified Plumber. From clean water access to energy efficiency and construction, plumbers are shaping the future — literally.

"Plumbing is more than a job — it's a global priority," says Willie Matthiae, Operational Manager at Africa Skills.

### Why Plumbers matter (more than ever)

Clean water is life. And plumbers are the people who keep it flowing. The average person uses up to 380 litres of water daily — for drinking, bathing, flushing, and more. Multiply that by millions, and you'll see why qualified plumbers are in high demand, especially in fast-growing, urbanising countries like South Africa.

### Here's why this career matters:

- A single dripping tap wastes ±27,600 litres of water a year
- The average person takes over 100,000 showers in their lifetime
- Without plumbers, sanitation systems fail — and



Apprentice Plumbers are trained to handle all aspects of plumbing, including hot/cold- water systems, installation, operation and maintenance. **Photo: UXi AD Media**

Qualified Red Seal Plumbers are a never to be replaced industry leaders who earn excellent market related payment for hard work and dedication. **Photo: UXi AD Media**



With water security and infrastructure being national priorities, the Department of Higher Education and Training has marked plumbing as a scarce and priority trade.

### Plumbing needs more women

According to Plumbing Africa and IOPSA, the industry is actively recruiting more women plumbers. Think it's not for you? Think again — plumbing offers inclusivity, stability, and high earning potential. It's for anyone who wants a meaningful career built on skill, strength, and service.

### How do you become a QCTO and Seta accredited Red Seal Plumber?

- 3 Years Full-Time including 3 months per year: Knowledge + Practical Training and 9 months per year: Real Workplace Experience

### Entry requirements:

- Grade 11 (NQF Level 3)
- N2 equivalent with Engineering Maths, Science, and Building Drawings

## Core skills you'll build:

- Technical and tool use
- Customer service and communication
- Problem-solving and safety
- Installing and maintaining above and below-ground drainage
- Hot/cold water systems, sanitaryware, rainwater systems, and more

## Where you'll work

- Plumbing offers flexibility across industries:
- Residential
- Commercial
- Industrial
- Construction
- Sanitation services

Work hours can include full-time contracts, overtime, or even self-employment. And yes — plumbers earn well. Depending on location and experience, Red Seal plumbers can make R250,000 to over R500,000 per year.

## Workplace safety = top priority

From masks and protective gear to electrical safety and ventilation — certified plumbers are trained to follow strict safety protocols. You'll work smart, stay protected, and get the job done right.

## What you'll learn

### Knowledge modules:

- Health, safety, energy efficiency
- Site tools and equipment
- Drainage systems (above and below ground)
- Hot and cold-water systems
- Environmental ethics and regulations

### Practical skills:

- Install and maintain sanitaryware and piping
- Troubleshoot and repair systems
- Use drawings and building plans
- Master diagnostic techniques and tools

# THE FUTURE IS PLUMBING

## Workplace experience:

- More than 800 vetted host employer companies across the country
- 9 months of each year are dedicated to work integrated learning at host employers

## Where to study plumbing:

### You can train at these accredited campuses:

#### Africa Skills

George Ntaka  
[www.africaskills.co.za](http://www.africaskills.co.za)

#### IETI (Industries Education & Training Institute)

CapeTech | Roodepoort | Gqeberha  
[www.ieti.co.za](http://www.ieti.co.za)

#### Durnacol Skills Hub (Newcastle)

[www.durnacol.co.za](http://www.durnacol.co.za)



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Find us at 184 Commercial Road, Sidwell Gqeberha – (041) 363-0114



## READY TO ASSEMBLE YOUR FUTURE?

Once a year on March 11 the world celebrates World Plumbing Day which reminds us as water consumers: plumbing is essential, respected, and life changing. So, if you're searching for a future with purpose — and a trade you can be proud of — don't just follow the crowd.

Be the one who keeps the water flowing.  
Become a certified plumber.

For more info, contact:

044 884 0791 / 044 050 2011



Precision bathroom installations form a key foundation in mastering essential plumbing skills. Photo: UXi AD Media



# THE FUTURE IS ARTISAN!



## SECURE YOUR FUTURE! Obtain your Red Seal

Become **CAREER-READY, FINANCIALLY  
INDEPENDENT, AND IN DEMAND.**



**APPLY NOW**

### CONTACT US

- 012 940 3457
- 063 667 1593
- study-centurion@africaskills.co.za
- www.africaskills.co.za
- 2 Regency Drive, Route 21, Corporate Park, Centurion, 0187



# EXPERIENCE GIVES CONFIDENCE - FOR WORK AND FOR LIFE



Host employers often offer much more than real workplace experience as they truly care for future professionals' work-integrated-learning with them. **Photo UXi AD Media**

You have dreams. You want to make a difference. You want to wake up with a purpose, in a career that not only brings in money – but makes sense. And you know what? It's possible. But it starts with experience.

Research by PwC South Africa (2023) shows that **more than 70% of employers prefer practical work experience** as an integral part of accredited qualifications and even over academic performance.

Internationally, **UNESCO has found that work-integrated learning (WIL) is the most effective way to prepare young people for the labour market**, because learning by doing doesn't just build skills, it builds confidence.

**That's exactly what the UXi Artisan Development Group's campuses offer:** combinations of theory and practice, supplemented on 15 campuses accross South Africa, offering 70% real-world work. **At UXi Artisan Development campuses, you learn in the true work environment, under mentors who know what it takes to be successful.**

At UXi Artisan Development's artisan, chef, healthcare, business and agriculture related campuses, you don't just learn about work – you learn about yourself. You discover your passion, your calling, your power. And when you couple that with the right experience, good compensation and job security follow naturally.

Young men and women, it's time to build your future practically. **Get the right experience. Build your confidence. Find your calling.**

**Read more, do some research and start your journey at**  
[www.uxi-ad.co.za](http://www.uxi-ad.co.za)

**One after the UNESCO Skills Report:**  
<https://unesdoc.unesco.org/ark:/48223/pf0000374705>



In industry host employment placements learners will be exposed to hands-on skills and business work experience enabling them to participate smoothly in the real world of work. **Photo: Laetitia Puren**

# CALLING ALL GRADUATES FROM UXI CAMPUSES



**(Red Seal, Certificate or Diploma) – fulltime or partial qualifications – from 35 years ago until today.**

## Did you qualify at:

- IETI (Cape Town, Gqerberha, Roodepoort)
- Africa Skills (George-Ntaka, GeorgeTech, Centurion, Pofadder, VereenigingTech)
- Durnacol Skills Hub
- MCD Meyerton
- MCD Rustenburg
- P & T Technology / Training
- Empilweni Education, Randburg
- François Ferreira Academy, George
- Industries Institute for Business (IIB)

We're thrilled to announce the soon to be launched 'UXles Alumni Network' [still to be formally named by members], a platform for all graduates from any of the campuses of UXI Artisan Development group.

## CONNECT, SHARE and GROW!

**Join us in building the future and stay updated on exciting opportunities, news, and events.**

**To become a part of this amazing community of UXi Artisan Development graduates, simply send us your details:**

- Full Name
- Year and Month Qualified
- Campus & Trade/Qualification
- Email Address
- Contact Number
- Current Occupation
- Current Town

**Email to [jan@uxi-ad.co.za](mailto:jan@uxi-ad.co.za) by 30 September 2025 and stand a chance to win prizes and enjoy exclusive benefits!**



**LET'S BUILD A BRIGHTER FUTURE TOGETHER!**

UXI Artisan Development Graduates, it's time to connect!

# OUR CAMPUSES

## EMPILWENI EDUCATION

### RANDBURG

☎ 010 442 9877

☎ 065 805 4295

✉ study@empilwenieducation.co.za

📍 307 Surrey Road, Ferndale, Randburg, 2194



empilwenieducation.co.za

## FRANÇOIS FERREIRA ACADEMY

### GEORGE

☎ 044 884 0764

☎ 071 611 9730

✉ study@francoisferreira.co.za

📍 Farm 208, R102 Airport Road, George



francoisferreira.co.za

## DURNACOL SKILLS HUB

### KZN

☎ 087 527 0737

☎ 068 091 2456

✉ study@durnacol.co.za

📍 1 Willow Road, Durnacol, KwaZulu Natal



durnacol.co.za

## IETI

### CAPETECH

☎ 021 511 8048

☎ 064 276 0325

✉ study-capetech@ietisa.co.za

📍 Cnr 20 Voortrekker Rd & Townsend Estate, Goodwood, Cape Town, 7460

### BAYTECH

☎ 041 487 1545

☎ 068 035 9004

✉ study-baytech@ietisa.co.za

📍 25 Sidon Road, North End, Gqeberha, 6001

### ROODEPOORT

☎ 011 462 0784

☎ 067 263 9356

✉ study-roodepoort@ietisa.co.za

📍 Building K, Rand Leases Industrial Estate  
Cnr. Houtkapper & Main Reef Road,  
Roodepoort, 1709



ietico.za

## AFRICA SKILLS

### CENTURION

☎ 012 940 3457

☎ 063 667 1593

✉ study-centurion@africaskills.co.za

📍 2 Regency Drive, Route 21, Corporate Park, Centurion, 0187

### GEORGETECH

☎ 044 050 0211

☎ 067 675 9847

✉ study@africaskills.co.za

📍 1 Cnr York Street & P.W Botha, Blvd., George, 6529

### POFADDER

☎ 053 050 0160

☎ 068 192 1837

✉ study-pofadder@africaskills.co.za

📍 19 Mission Street, Pofadder, Community Skills Development Training Centre

### VEREENIGINGTECH

☎ 016 100 1769

☎ 069 152 3296

✉ study-vtech@africaskills.co.za

📍 Cnr. 21 De Villiers and Leslie Streets, Vereeniging, Gauteng

(MCD Training Pty Ltd trading as Africa Skills VereenigingTech)

### RANDBURG

☎ 010 442 9877

☎ 070 307 8626

✉ study@africaskills.co.za

📍 307 Surrey Ave, Ferndale, Randburg, 2194

(IIB trading as Africa Skills Randburg)



africaskills.co.za



EBDA

Africa Skills

Empilweni Education

Francois Ferreira Academy

MCD

Durnacol

IETI

P&T Training

IIB

## P&T TRAINING

### GERMISTON

☎ 011 827 4113

☎ 068 283 0813

✉ study@pandttechnology.co.za

📍 141 Lamp Road, Wadeville, Germiston



pandttechnology.co.za

## IIB

### GEORGE & ONLINE

☎ 044 050 0233

✉ info@uxi-ad.co.za

📍 15 Market Street, BoDorp, George



iibonline.co.za

## MCD

### RUSTENBURG

☎ 010 010 5647

☎ 069 152 3296

✉ sales2@mcdtraining.co.za

📍 Grace Help Centre, Stand 14,  
R104 Waterval East, Rustenburg



mcdtraining.co.za

## EBDA

### BRAKPAN

☎ 011 742 1045

✉ info@ebda.co.za

📍 7th Road, off 17th Road, Brakpan



ebda.co.za