

SKILLS DEVELOPMENT PROJECTS

Name of Project	Description	Number of learners	Learner Status	Region	Start Date	End Date
Management Development Programme (NQF 6)	MDP Pivotal 15/16. The comprehensive Management Development Programme (MDP) equips participants to implement their organisations' strategic objectives. It provides middle managers who are currently managing others or individuals who have the potential to manage others with the necessary competencies to bring real business benefits to themselves and their organisations.	26	18.1 (Employed Development Programme)	Cape Town, Pretoria, Durban, Johannesburg	May-16	Nov-16
Senior Management Development Programme (NQF 7)	Pivotal 15/16. The comprehensive Senior Management Development Programme (SMDP) provides participants with the necessary business acumen, leadership and change management, and strategic skills to function effectively within a highranking management environment. This is an opportunity to develop the competencies required to tackle management challenges with confidence and to build a career as a future executive.	6	18.1 (Employed Development Programme)	Cape town, Johannesburg, Natal	May-16	Nov-16
Retail Management Development Programme (NQF 6)	RMDP is run annually by W&RSETA and University of Pretoria. The programme is aimed at Mid-Level Managers to equip them to progress to Senior Management level. Management development is a key requirement for the sector as identified in the Sector Skills Plan. This requirement is an ideal opportunity for development of the Sector to meet its growth and employment potential through the provision of a Retail Management Development Programme (Retail MDP). While there are a number of programmes suited for development at various staff levels, there are very few programmes that specifically address skills acquisition for Supervisors and middle Managers in retail.	26	18.1 (Employed Development Programme)	Free State, Gauteng, Natal, Limpopo, Mpumalanga and Western Cape	May-16	Oct-16
International Leadership Development Programme (NQF 7)	The ILDP consists of 5 local study blocks held at an accredited institution in South Africa and 1 international study block where delegates travel to the USA and Canada, or to India and China and possibly to an African Country. The programme is aimed at Equity Senior Managers earmarked for development in their companies within the Wholesale and Retail Sector.	1	18.1 (Employed Development Programme)	Western Cape	Jan-16	Jan-17

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Management Development Programme (NQF 6)	pivotal 16/17. The comprehensive Management Development Programme (MDP) equips participants to implement their organisations' strategic objectives. It provides middle managers who are currently managing others or individuals who have the potential to manage others with the necessary competencies to bring real business benefits to themselves and their organisations.	27	18.1 (Employed Development Programme)	Cape Town, Durban, PE	May-17	Nov-17
Senior Management Development Programme (NQF 7)	pivotal 16/17. The comprehensive Senior Management Development Programme (SMDP) provides participants with the necessary business acumen, leadership and change management, and strategic skills to function effectively within a high-ranking management environment. This is an opportunity to develop the competencies required to tackle management challenges with confidence and to build a career as a future executive.	14	18.1 (Employed Development Programme)	Johannesburg, Cape Town, PE, George	May-17	Nov-17
Supply Chain: Management Development Programme (NQF 6)	The comprehensive Management Development Programme (MDP) equips participants to implement their organisations' strategic objectives. It provides middle managers who are currently managing others or individuals who have the potential to manage others with the necessary competencies to bring real business benefits to themselves and their organisations.	25	18.1 (Employed Development Programme)	Western Cape	Mar-16	Oct-16
Supply Chain: Sewing Machinist Learnership	Special project funded by W&R SETA to train unemployed youth in the textile industry. This is an NQF2 Qualification in National Certificate Clothing, Textile, Footwear & Leather Manufacturing Processes.	130	18,2	Western Cape	Feb-16	Apr-17
Supply Chain: Mechanic Learnership	Special project funded by W&R SETA to train unemployed youth in sewing machine mechanics. This is an NQF Level 3 qualification: National Certificate: Sewing Machine Mechanics	20	18,2	Western Cape	Apr-16	Mar-17
Unisa Retail Certificate (HEQF 6)	This is a programme in Retail Management that equips students with the knowledge and skills to be able to function effectively in a retail organisation at all levels in the retail sector. This programme affords students the opportunity to gain real retail knowledge and develop retailing skills.	44	18.1 (Employed Development Programme)	Western cape, Gauteng, Pretoria, North West, Limpopo, Northern Cape	Apr-16	Mar-17
Retail Practice	This programme is aimed at equipping new and existing retail employees with a comprehensive knowledge and understanding of the retail industry of South Africa. This is an NQF5 qualification bearing 32 credits.	28	18,1	JHB & CT	Jun-16	Aug-16
Trainee Graduate Programme	Our training program is designed to help transition graduates from campus into the world of Corporate Retail, and provide a pool of qualified candidates for key scarce retail skills within TFG	45	18,2	Western Cape	Jan-16	Mar-17

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Fedisa Bursary Programme	3 year BA Degree – providing access to a 3 year BA degree in fashion for individuals who would otherwise have no way of funding these studies as well as addressing the skills shortage and transformational challenges within the merchant space within retail. These individuals contribute to the merchant skills pipeline. We have taken on two students every year since January 2015 with the first year intake graduating at the end of 2017. Funded through the TFG foundation.	7	18.2 (unemployed students)	Western Cape	Jan-15	Dec-19
University of the Western Cape Bursary	This was the first year of our commitment to providing access to higher education for individuals who were unable to access it through other avenues with a focus on transformational and skills shortage objectives. We awarded bursaries to 4 individuals completing their honours at UWC. The individuals studied information systems and Organisational psychology.	4	18.2 (unemployed students)	Western Cape	Jan-16	Dec-16
TFG Vacation Work	TFG Vacation Work is a work experience programme for 40 final year students from a variety of academic backgrounds. The programme aims to offer students a taste of the retail environment and the kinds of careers offered in retail. Students complete a three week placement in one of TFG's trading or service divisions, and at the end of the placement are required to present on their learnings and deliverables. Vac work interns are assessed against the seven core graduate criteria and therefore the placement provides the YO Talent Acquisition team the opportunity to review candidates' eligibility for a future placement in the company. Of the 2016 interns, 52,5% were placed in full-time positions in the business in 2017.	40	18,2	Western Cape	Jun-16	Jul-16
Weeg	Special project funding released for workplace experience students. TFG took 51 graduates into positions in Head Office and Stores. These graduates will be here for 12 to 18 months depending on their qualifications	51	18,2	KZN, Gauteng, Western Cape	Jan-16	Jul-17
Disability Learnership	A learnership is a mode of delivering a learning programme that combines work-based experience together with structured learning (training). This learning programme / learnership should lead to a qualification and the duration thereof is usually between 12 – 18 months. This learnership is specifically targeted at people with disabilities.	8	18,2	Western Cape	Apr-16	Feb-17

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Rural Youth NQF 4 Learnership	A learnership is a mode of delivering a learning programme that combines work-based experience together with structured learning (training). This learning programme / learnership should lead to a qualification and the duration thereof is usually between 12 - 18 months.	82	18,2	Free State, Gauteng, Limpopo	Apr-16	Oct-16
Monyetla Learnership	This learnership is aimed at: equipping unemployed South Africans from the National Skills Development Strategy target groups with skills required to enter employment in the Business Process Services Sector, to optimise employment by implementing an employer-led consortium model, to ensure at least 70% placement of learners in employment occur on completion, to facilitate the development home-grown supervisors and managers and to encourage employers to facilitate the completion of remaining credits of the qualification	84	18,2	Western Cape	Between May & October 2016	Jan-17
Supply Chain: Prestige Learnerships (RPL)	The Recognition of Prior Learning (RPL) is a process through which formal, non-formal and informal learning are measured, mediated for recognition across different contexts and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system or workplace. This makes it possible for the candidates to obtain formal recognition for prior knowledge gained through the workplace. Learners obtain a National Certificate in CTFL Manufacturing Processes: Machinist Garment Constructor	77	18,1	Western Cape	Mar-16	Feb-17
Supply Chain: Trace Programme Part Qualification - NC: Sewing Machine Mechanics (NQF 3) [Trace Skills Programme]	TRACE (Team Responsibility and Competitiveness Evaluation) skills development programme is aligned to the National Qualification: Production Technology, NQF Level 3. This programme provides the participants the opportunity to address the realities present in their workplace by developing a deeper understanding in the context of World Class Manufacturing (WCM) by empowering first line managers to assume responsibility and drive change within their organisations through a clear set of best practice WCM principles	50	18,1	Western Cape	Apr-16	Sep-16
Supply Chain:Lean Workshops	This workshop is designed to introduce participants to the concepts of lean, WCM (best practice), including 5s as a tool to help drive effective problem solving on the shopfloor, and understanding the importance of flow and determining different ways to improve flow on the shopfloor to drive operational improvements on the shopfloor. 3 x 2 day programme facilitated in the 16/17 financial year	75	18,1	Western Cape	Apr-16	Mar-17

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Supply Chain:NC Production Technology NQF3 (Trace Learnership)	Learners on the TRACE (Team Responsibility and Competitiveness Evaluation) programme are provided insights and practical guidance to help them assume greater levels of responsibility in implementing lean principles and engaging their teams in continuous improvement efforts. The Full Learnership programme equips Team Leaders with the knowledge and practical experience to implement the WCM tools and techniques within their operating environments.	33	18.1 Employed Learnership	Western Cape	Mar-16	Mar-17
Weeg	Special project funding released for workplace experience students. TFG took 51 graduates into positions in Head Office and Stores. These graduates will be here for 12 to 18 months depending on their qualifications	43	18,2	KZN, Gauteng, Western Cape	Mar-16	Sep-17
DEDAT (employee work experience)	Government provided funding to bridge the skills gap amongst South African youth. TFG took 35 unemployed youth into positions in Stores for them to gain workplace experience.	35	18,2	Western Cape	Sep-16	Dec-16
IFUNDI	This is an application that was made on behalf of FS. Learners are placed in TFG FS call centre. Learners are broken up into two groups. Group 1 is doing Generic Management Level 4 and group 2 is doing Business Administration Level 4	28	18,2	Western Cape	Apr-17	Mar-18
Retail Relate (Gen Man & Ops Supervision)	A national certificate Generic Management NQF level 5 and a national certificate Wholesale and Retail Operations Supervisions NQF Level 4.	142	18.1 & 18.2	National	Mar-17	Mar-18
N6 Interns	Students from TVET colleges who have completed their N6 Certificate and now needs 18 months workplace experience in the field of their study. Once they have completed their 18 month workplace experience, they can then do their application for National Diploma.	83	18,2	National	Mar-17	Sep-18
Degree Interns	Students that have graduated from a HET with a degree. They can now gain workplace experience to make them more marketable in the labour market. Note this is different to the N6 interns in that these graduates do not NEED the workplace as a requirement for their qualification.	15	18,2	National	Mar-17	Feb-18
Diploma Interns	Students that have graduated from a HET with a diploma. They can now gain workplace experience to make them more marketable in the labour market. Note this is different to the N6 interns in that these graduates do not NEED the workplace as a requirement for their qualification.	30	18,2	National	Mar-17	Feb-18
Weeg	This project is a combination of N6 Interns, Degree graduates & Diploma graduates.	40	18,2	National	Mar-17	Sep-18