SAMSA
“enterprise of integrity”

Presentation to
SASSETA
On Human Resources Development

BY: Commander TSIETSI MOKHELE
CEO SAMSA
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THE SAMSA MANDATE AND ROLE
THE NATION’S MARITIME INTERESTS
THE ROLE OF SAMSA IN MARITIME SKILLS DEVELOPMENT
SKILLS DEVELOPMENT CHALLENGES
RESPONDING TO THE CHALLENGES
CONCLUSION
GALLERY
SOUTH AFRICA’s
MARITIME INTERESTS:
Trade Reality

58% GDP (2008)
98% Trade Volumes
Top 15 by Tonne-Mile
3.5% World Shipping Trade
MARITIME TRAFFIC 03 FEBRUARY 2012 16:20 - 9871 SHIPS
SA Land mass = 1,220 sq.km
SA Sealand = 3,432 msq.km
SA Search and Rescue Region = 27.7 m sq.km.
WAY FORWARD
- AFRICA'S MARITIME DEVELOPMENT
- MARITIME SECTOR CLUSTER

GOAL 2: Promote South Africa's maritime industry/economy development

- Promotion of Maritime BBBEE and industry transformation
- Promotion of maritime awareness, maritime industry skills capacity and creation of jobs

SAMSA STRATEGIC GOALS

PUBLIC INTEREST PERSPECTIVE

- MARITIME SUPPLY CHAIN SECURITY
- SAFETY OF LIFE, PROPERTY, CLIMATE & ENVIRONMENT
- TERRITORIAL INTEGRITY INCLUDING MARION ISLANDS & ANTARCTICA

TRANSPORTATION PERSPECTIVE

- LOCAL/REGIONAL COASTAL SHIPPING & LOGISTICS
- INTERNATIONAL SHIPPING & LOGISTICS

INDUSTRIAL PERSPECTIVE

- SHIP & BOAT BUILDING
- OFFSHORE ENERGY & MINING
- SHIP REPAIRS/CONVERSION
- EXPLORATION
- PRODUCTION
- MID & DOWNSTREAM

COMMERCIAL SERVICES

- SHIPPING/CARGO OPERATIONS & LOGISTICS
- LEGAL, BANKING, AUDITING, ASSURANCE
- ENGINEERING & TECHNOLOGY SERVICES
- BUSINESS CONSULTING SERVICES
- SKILLS TRAINING RESEARCH & INNOVATION
- PORT, COASTAL & MARITIME ADMINISTRATION

RESOURCES PERSPECTIVE

- RENEWABLE ENERGY
- OIL & GAS
- FISHING
- MINING

TOURISM AND LEISURE PERSPECTIVE

- MARINE TOURISM
- SPORTS & RECREATION
- LEISURE
STATE & MARITIME ZONES SECURITY

PORT FACILITIES SECURITY

ENVIRONMENTAL & FOOD SECURITY

SHIP, CREW & CARGO SECURITY

TRADE & ECONOMIC SECURITY

CITIZEN & HUMAN SECURITY

MARITIME SAFETY AND SECURITY FRAMEWORK
- A PUBLIC INTEREST PROGRAMME
Coastal and Inland Water Ways

- 45 Small Harbours
- Over 400 dams
- 23 large rivers (across 9 Provinces)
- About 1.2 million boats

- Used for Sports and Recreation and Tourism
MARITIME SKILLS DEVELOPMENT AND JOB OPPORTUNITIES... KEY CHALLENGES

• Maritime is made up largely of shipping (maritime transport and logistics) and the oceanic and marine environment - the 2 sides of the maritime sector that underpin international trade and commerce and are driven largely by marine competences (both seafaring and ocean knowledge content).

• The existence of other maritime areas, such as ports and marine services, logistics support, ship repair and ship building, oil and gas, as well as living marine resources, security and defence, etc., also depends on the seafaring skills and competence supplied by shipping industry and ocean studies.

• The world ocean and inland waterways constitute over 70% of the planet earth, providing the world with trade routes, coastal and inland waterways ecosystems which sustain both the global commerce and world climates.

• With all its vast international and national interests and obligations, arising from South Africa’s geographic location as a maritime country, the lack of awareness about the sector persists.

• The maritime sector in South Africa suffers policy neglect and attracts very little attention as a sector which can create jobs, grow the economy and make effective interventions in society.

• The sector remains untransformed and a domain of European expatriates in the absence of skills development focus for South Africans and Africans.

• The maritime skills funding is negligible, with limited infrastructure and resources capacity for skills development programme.

• There can be no growth of the sector without investing in maritime skills development.
ADDRESSING THE CHALLENGES - INITIATIVES

Other Challenges raised by the study are the following and SAMSA had already undertaken the initiatives (in italics) which respond to some of the challenges:

The quality of schools and the teaching human capital employed are generally less than adequate
- SAMSA has partnered with the Provincial Governments, Industry and Agencies to create awareness about maritime careers and set up a network of maritime high schools in port cities. The initiatives is being extended to the Northern Cape and Gauteng. The initial phase (2011/2012) included strengthening the existing maritime high schools (Western Cape and KwaZulu Natal), partnering with maths and science focussed schools, and sponsoring scholars.

Insufficient infrastructure and skills capacity for skills development
- SAMSA has intervened by partnering with and assisting the two universities of technology offering seafaring maritime studies by conducting maritime career awareness campaigns, offering bursaries, topping up salaries for the lecturers in order to attract quality teaching staff;
- SAMSA is purchasing a training simulator software for navigation studies in partnership with TETA;
- SAMSA has taken over the Agulhas ship and convert into a floating classroom; and
- SAMSA plans on establishing a Maritime University/Institute by 2014 catering for the continent as well.

Lack of industry transformation and shortage of training berths for cadets.
- SAMSA has commissioned two crewing companies to source cadetship berths on the international fleet for 130 students within 2011/2012, 480 next year, to reach 1200 /1600 per annum within 8 years;
- SAMSA has a workplace exposure scheme for 20 maritime graduates per annum; and
- SAMSA has launched Women in Maritime scheme and Sisters of the Sea women’s mentorship network.
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<th>Critical Skills</th>
<th>SETAs</th>
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<tr>
<td>Shipping, Ports and Logistics</td>
<td>Navigation Officers; Engineers; Engine and Deck Ratings; Hydrographers; Oceanographers; Maritime Technologists; Marine Ecologist; Meteorologists; Fire-fighters; Transport and Logistics management; Maritime Project Management; Vessel Traffic Management; Sea-watch and rescue operators</td>
<td>TETA; MERSETA; BANKSETA; FASSET; THETA</td>
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<td>Offshore Oil and Gas</td>
<td>Geologists/Geophysicists; Engineers (Chemical Engineers, Geotechnical, Drilling, Structural, Marine, Mechanical); Deck Officers; Artisans</td>
<td>TETA; CHIETA; FOODBEV; HWSETA; INSETA; ISETT; MERSETA; MQA</td>
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<tr>
<td>Fisheries and Aquaculture</td>
<td>Aquatic Health or Aquaculturalist; Deck Officers; Marine Engineers; Artisans; Ratings, Engine</td>
<td>TETA; AGRISSETA; BANKSETA; FASSET; FOODBEV; THETA; W&amp;RSETA</td>
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<tr>
<td>Vessel Construction &amp; Repairs</td>
<td>Naval Architects; Production Managers; Designers; Electricians; Electronics; Metal fabricators; boiler makers and welders; Riggers; Technicians</td>
<td>TETA; MERSETA; INSETA</td>
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<tr>
<td>Commercial Services</td>
<td>Marine Attorneys/Lawyers, Marine and Environmental Lawyers; Maritime Economists; Marine Financiers/Underwriters; Maritime Consultants, Crewing, Training, Research and innovation, business</td>
<td>TETA; MERSETA; INSETA; BANKSETA</td>
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<td>Marine Tourism</td>
<td>Hospitality Officers (Chefs, Stewards, etc.); Marine Conservation Officers; Dive Videographers/ Photographers</td>
<td>TETA, MERSETA; CATHSSETA; CACHETA; W&amp;RSETA SASSETA, TETA</td>
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<tr>
<td>Safety, Security, Defence</td>
<td>Security, Defence personnel, Inspectors, Lawyers, Quality professionals, etc</td>
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RECOMMENDATIONS...

- Collaboration in upgrading maritime engineering skills by converting mechanical engineers into maritime engineers
- Collaboration in addressing large demand for expertise in logistics and marine environment
- Explore offering of undergraduate degrees in marine technology, engineering, maritime business and management, nautical sciences and technology, safety, security and maritime law
CONCLUSION

SASSETA - SAMSA PARTNERSHIP

- Collaboration in developing long term skills, research and awareness to support the development of the sector and state capacity to position and regulate the sector in economic, environment, social, security and defence

- Collaboration in strengthening capacity in security, safety and defence

- Offer specialisation programmes to support the growth and development strategy
  - Water safety Awareness
  - Maritime Security at Foundational Schooling, FETs and Universities
  - National Cadetship Programme
  - Re-Skilling and Placement of Defence Graduates and Veterans
  - Support Enterprise Development and Empowerment

- All Africa Female Voyage
Die seevaarders wat die SA Agulhas die volgende paar dae sal beman, is in der waarheid almal vroue. Die marieneweek en is 'n poging om jong mense, veral vroue, van beroepsgeleenthede in seevaart bewus te ma.

Vroue wys hul slag op SA
SEAFARERS SKILLS DEVELOPMENT AND JOBS – SEAFARERS CASE STUDY

The global shortage in seafarers presents an opportunity for becoming a labour supply nation to the global shipping transport industry, thereby creating jobs particularly for the youth in the underdeveloped parts of the country, including rural and township areas.

Setting the Scene

- Over 80% of world trade is seaborne, handled by a fleet of over 50,000 merchant vessels; South Africa = 0 Ships
- The world fleet of over 50,000 employs about 1.4 million seafarers; South Africa = about 1,500
- There are shortages of about 250,000 ie 34,000 officers and 224,000 ratings]; South Africa’s unemployed = 40%
- On board the 12,000 merchant ships visiting the South African ports annually, they carry about 240,000 seafarers who transport and handle our imports and exports (= 98% of total trade); South African port mariners = about 1,500
- South Africa’s seaborne cargo constitutes a significant 3.5% of the global seatrade. South African transport = 0

Making the Case: Dilemma or Lack of Vision

- Applying the uneducated rules of equitable participation, South Africa should be claiming a share of 30,000 - 45,000 seafaring jobs in international shipping [1 seafaring job has a multiplier factor of 8 to 10 jobs ashore].
- However South Africa needs to be training about 3,000 to 4,500 seafarers annually to reach the target, however, with no coherent Human Resource Development Strategy, Programme and Plan to capture a share of those jobs unemployment in South Africa will persist.
  (Phillippines intends to increase their number from the current 250,000 seafarers which they supply)
SEAFARERS SKILLS DEVELOPMENT AND JOBS – SEAFARERS CASE STUDY

• The global shortage in seafarers presents an opportunity for becoming a labour supplier nation to the global shipping transport industry, which in addition to creating jobs for citizens has its strategic advantages to the nation’s geo-economic and geo-strategic position world-wide.

• The findings that the opportunity of South Africa being favoured globally due to being an English speaking multi-cultural nation, with high standards in seafarer training, suggest that South Africa possesses basic characteristics that could make it globally competitive in providing quality seafarers.

• In order for the country to position itself for these opportunities, a more collaborative strategic engagement within government, with the private sector and civil society needs to ensue, enabling:
  ❖ The development of a National Policy and Programmes on Seafarer Development, addressing:
    ✓ the need to position South Africa as a major supplier of high quality sea workers and expertise;
    ✓ the need for sustainable funding and incentive scheme to be adopted; and
    ✓ the capacity to grow the numbers and sustain a World Class Seafarer Center of Excellence [SAMSA considers its funding of the current cadetship program initiative as seed funding].

  ❖ The National Seafarer Training system will realise its full potential when:
    ✓ a dedicated Maritime Institute is set up, with faculties anchored within the existing FET and University of Technology systems;
    ✓ South Africa grow a critical mass of ships on Ship Register to enable provision of training berths and jobs for the seafarers; and
    ✓ The current available capacity within government and SOE controlled fleet vessels is used exclusively to provide the required training support to the institutions and industry.
CONCLUSION

• SAMSA realises the potential of the international and domestic maritime industry in assisting with the creation of employment that is sustainable, of high quality and attracting foreign earnings, eliminating poverty and contributing to economic growth.

• The projected seafarer numbers, only represent the South African quota of the total international seafarer market, with a potential to take a bigger share of both the seafarers and non seafaring.

• The current persistent unemployment levels require step change...for 17 years we have been doing same of old, yet expecting different outcomes.

• The maritime industry as a whole holds currently and potentially hundreds of thousands of jobs:
  ✓ Fisheries employ about 200,000 yet receives little skills development support;
  ✓ Boat and Ship building and repairs, including offshore structures create hundreds of jobs, with little skills development support; and
  ✓ Seafaring has the potential to create thousands of jobs, yet there is no support...
  ✓ Security and Defence need many more p[eople

• SAMSA holds annual Maritime Skills Development and Jobs Summits at which the industry engages with skills development policy makers and providers engage in a process to develop the long term Maritime Skills Development Strategy, Programme and plans. You are invited!