



SUCCESS STORIES

2025



FP&MSETA

Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE SKILLS • EMPLOYABILITY • GROWTH



INTRODUCTION BY FP&M SETA CEO

IN AN ERA OF RAPID TECHNOLOGICAL ADVANCEMENTS AND GLOBAL ECONOMIC SHIFTS, THE EMPOWERMENT OF OUR YOUTH THROUGH SKILLS DEVELOPMENT STANDS AS A BEACON OF HOPE AND PROGRESS. AT THE FIBRE PROCESSING AND MANUFACTURING SECTOR EDUCATION AND TRAINING AUTHORITY (FP&M SETA), WE BELIEVE THAT INVESTING IN THE POTENTIAL OF YOUNG PEOPLE IS NOT JUST A MANDATE, IT IS A MORAL IMPERATIVE AND A CORNERSTONE OF SUSTAINABLE DEVELOPMENT.

South Africa's youth embody resilience, innovation, and an untapped wealth of creativity. Yet, the barriers they face ranging from limited access to quality education and training to high unemployment rates remain significant. Addressing these challenges demands a collaborative and proactive approach that aligns with the country's broader economic goals. FP&M SETA has consistently prioritised initiatives that equip young people with industry-relevant skills, fostering a culture of excellence and innovation. Through partnerships with educational institutions, businesses, and government entities, we have created pathways for youth to access opportunities in sectors such as forestry, printing, publishing, and clothing manufacturing. These industries hold immense potential to drive job creation and economic growth.

This booklet is a celebration of the young people who have walked this journey with us. It is more than a collection of achievements it is a platform to put faces to the numbers, to tell the stories behind the statistics. Each learner featured here represents a unique journey of growth, resilience, and transformation. By sharing their voices and experiences, we aim to inspire others, demonstrate the real-world impact of our programmes, and reinforce our commitment to inclusive, youth-centered development. These are not just success stories they are the faces of progress, the voices of tomorrow, and the proof that when we invest in people, we invest in a better future for all.



PERFORMANCE HIGHLIGHTS

In the past financial year, the FP&M SETA has continued to demonstrate exceptional performance and governance under the visionary leadership of CEO Dr. Felleng Yende and the FP&M SETA Board. The organisation achieved three consecutive 100% performance ratings and maintained clean audit outcomes in seven of the last ten financial years, reflecting its strong financial integrity and commitment to accountability. Through a transformative business model focused on innovation, strategic partnerships, and effective skills development, the SETA has significantly improved its performance from an initial 49% to consistent scores above 90%.

The SETA has also played a critical role in addressing national priorities such as artisan development, work-integrated learning, and youth and gender transformation, with a strong focus on rural and township development. Its grant disbursements have prioritised marginalised communities and people with disabilities, aligning with the National Development Plan 2030. These achievements have earned FP&M SETA national recognition, including the Gold Award for Most Outstanding SETA and accolades for Dr. Yende, such as the Dr. Naledi Pandor Award and Africa's Most Influential Women in Business and Government Public Sector Visionary Award.

YOUR STORY COULD BE NEXT

We invite you to explore the pages that follow. Each story is a powerful reminder that success is possible, no matter where you start. These are the voices of young South Africans who turned opportunity into achievement, and who now stand as role models for others. Let their journeys inspire you, motivate you, and remind you that with the right support, your dreams are within reach. This is your moment. Your future starts here.

Dr. Felleng Yende

KAMOHELO PROUDLY REPRESENTED SA AT WORLD SKILLS IN 2023



KAMOHELO MOFOKENG, A 21-YEAR-OLD FROM FREEDOM PARK TOWNSHIP IN SOWETO, COMPLETED HIS N6 CLOTHING PRODUCTION IN 2023 AT SOUTH-WEST GAUTENG COLLEGE (SWGC) AND IS CURRENTLY DOING HIS INTERNSHIP FUNDED BY FP&M SETA.

SWGC is an FP&M SETA funded training provider and a lecturer from the college encouraged him to participate in the World skills South Africa regional competition. After several rounds of participation where he progressed from one heat to the next, he qualified to represent Gauteng Province in the National competition at Durban Exhibition Centre. The achievement of a gold medal at the national event guaranteed him a spot in the Worldskills International in France Lyon2024 for Fashion Technology.

Kamohelo didn't have a strong background in Fashion Design, but through great mentoring and guidance from Clothing Production lecturers at SWGC George Tabor campus, he developed a love and passion for the skill.

Kamohelo talks about his experience of flying to Lyon after being crowned a South African Champion for WorldSkills International Competition. "The experience was like none other and indeed, I built a global family of ambassadors who are individually and jointly galvanised to make a huge difference".

His dream is to teach fellow South Africans in the Fashion field to learn about quality that meets international standards, and his involvement with WorldSkills has been a core enabler, bringing him closer to making that dream a reality. He has already expanded his networks in the South African skills and fashion sectors.



DEDICATION AND TENACITY PAY OFF FOR SANELE

SANELE MBHEKENI ZULU'S JOURNEY IS TRULY REMARKABLE. AS A YOUNG, QUALIFIED TEXTILE TECHNOLOGIST, HE EARNED HIS QUALIFICATION IN 2018 FROM DUT IN KZN. SANELE GAINED PRACTICAL EXPERIENCE BY WORKING AS A STUDENT AT TWO DIFFERENT COMPANIES.



His pivotal moment came when he was appointed as an Intern at Aranda Learnership College from 1 October 2021 to 30 September 2022. During this time, he facilitated and coached unemployed learners at Aranda Textile Mills, who were

enrolled in the new Occupational Textiles Machine Operator NQF2 Learnership programmes.

In 2022, Sanele completed the Coaching and Mentoring Learning Programme, a Skills Programme funded by the FP&M SETA. Following his internship, Sanele secured a permanent position as Head of Assessment at the Seriti Industrial Assessment Centre.

He underwent assessor training, funded by the FP&M SETA, and became a registered assessor in 2023. Additionally, in 2022, he received a bursary from Aranda Learnership College to pursue a Diploma in Business Management NQF6.

Sanele's dedication to his studies has led him to excel, and he is now in the final year of the three-year programme.



I started my internship on 14 November 2022 and concluded it on 30 October 2023 and have remained with Arena Holdings ever since. Despite my initial concerns about transitioning from school to a professional environment, the team's warmth and friendliness made it effortless.

I've acquired technical skills beyond my studies, and I now work as an IT Help Desk Support and Desktop Technician

on contract. I'm immensely grateful for the FP&M SETA opportunity and remain committed to excellence

Tshepang Mpuu
(Work Integrated Learning)
ARENA Holdings



ONNICA'S COMMITMENT TO SELF-DEVELOPMENT YIELDS RESULTS

FIKILE'S JOURNEY IS TRULY INSPIRING. SHE EARNED HER NQF6 DIPLOMA IN TRANSPORTATION MANAGEMENT FROM UJ IN JANUARY 2018. DESPITE THE CHALLENGES IN FINDING EMPLOYMENT, FIKILE PERSISTED AND SEIZED OPPORTUNITIES. DURING 2021-2022, SHE SERVED AS AN INTERN AT ARANDA LEARNERSHIP COLLEGE, A POSITION FUNDED BY THE FP&M SETA.



Her strong computer skills and understanding of logistics and accounts immediately benefited the skills development environment. Fikile also completed the Coaching and Mentoring Skills Programme, supported by the FP&M SETA. Recently, she registered for the Diploma in Project Management NQF6 at UJ, thanks to a bursary grant from the FP&M SETA.

The college's commitment to empowering young individuals like Fikile allowed her to excel and provided the motivation and inspiration to continue her studies. In 2023, Aranda Learnership College offered her a permanent position and her future is certainly looking bright.



I extend my heartfelt gratitude to FP&MSETA for their generous sponsorship, enabling me to pursue my education. Their support has not only facilitated my academic journey, but has also bolstered my confidence and provided essential resources for achieving my goals.

Obtaining my certificate would have been impossible without their kind contribution, that has significantly impacted my life. I sincerely thank them for believing in my potential and for their valuable support.

Mamphuthi Thage

(Artisan RPL)

The Saj Competency Training



“

FP&M SETA has consistently prioritised initiatives that equip young people with industry-relevant skills, fostering a culture of excellence and innovation. Through partnerships with educational institutions, businesses, and government entities, we have created pathways for youth to access opportunities in sectors such as forestry, printing, publishing, and clothing manufacturing. These industries hold immense potential to drive job creation and economic growth.”

Dr Felleng Yende
CEO FP&M SETA



A BACHELOR OF EDUCATION FOR ONE OF OUR OWN

At FP&M SETA, we believe in the importance of investing in youth. This commitment is evident, not only in our programmes and initiatives, but also in our very own corridors.

Avhapfani Mmbengwa, who was employed as part of our security team, has shown remarkable dedication and perseverance. she diligently pursued

her studies in Bachelor of Education in intermediate Phase Teaching and has now earned a well-deserved spot as one of our interns.

Her journey is a testament to the power of hard work and determination, and we are incredibly proud of her achievements.

UNATHI GOES FROM ZERO TO HERO WITH SKILLS TRAINING

UNATHI KWINANA IS A 46-YEAR OLD MOTHER OF THREE WHO BOUGHT HERSELF A SEWING MACHINE IN 2016. SHE DID NOT KNOW HOW TO SEW, BUT SHE DID NOT ALLOW THIS TO DETER HER AMBITION TO LEARN HOW TO SEW. IN 2018, SHE FOUND OUT ABOUT A SEWING SKILLS COURSE WITH MICROMATICA AND FUNDED BY FP&M SETA.

"The good thing about this programme was that it was designed to cater even for those with no income because we didn't pay any fees, and on top of that FP&M SETA offered a stipend to all the learners," says Unathi "and I completed my NQF Level 1 Clothing Manufacturing Processes programme in a record time of 12 months."

Unathi's experience was an extremely positive one and the fact that Micromatica coached the learners to 'get out there' and stand up for themselves resonated well with Unathi and her co-learners. They assisted her with registering her company, Unathi Kay Designs, which is still very active. They also coached her in running my a small business more efficiently.

A key highlight was the opportunity to be selected as Micromatica's student representative to attend an FP&M SETA sponsored Women's conference. This remains a memorable moment that still inspires her to this day. Micromatica's obsession with the finishing quality on all products has earned her a loyal client base. Unathi wishes to one day employing people in her company so that they too can be able to feed their families.





A friend introduced me to the FP&M SETA and I would like to express my deepest gratitude to the FP&M SETA for the life-changing internship opportunity. My journey at Timrite began in 2021 when I was selected to join their Internship Programme. The time I've spent here has been incredibly intense and rewarding. I gained valuable experience working in a team and learned extensively about Timrite's corporate culture, values, and work principles.

In February 2024, I was offered a permanent position within one of their governance departments. My time at Timrite has been personally and professionally enriching - I've learned

so much in a short period. Connecting with like-minded individuals who share common goals and aspirations has been inspiring. The atmosphere of mutual assistance, respect, and support motivates me to strive for more. I sincerely appreciate this opportunity and look forward to continued growth.

Nokosekaze Xaba
(Work Integrated learning)
TIMRITE PTY LTD



I resided at Ikhaya Lethemba, a home for abused women and children. The learnership programme played a pivotal role in helping me overcome the stress caused by gender-based violence (GBV). It boosted my self-confidence and empowered me to become an independent woman. I completed the

Furniture Making (Cabinet Making) course through Skills To Furnish. After achieving my NQF Level 2 certification, I sought advice from Ausi Maki on becoming a facilitator. Recognising my potential, she requested my CV, and I was fortunate to join the entire SFI team.

I express my gratitude to FP&M SETA and SFI for believing in me and transforming my life. Today,

I proudly state that I've moved beyond the shelter—I now rent a room with my children, enabling them to attend school.

Thank you, and I hope FP&M SETA continues its impactful work in changing young lives across our country.

Ke ya leboga

Christina Masito
(Learnership)
Skills To Furnish International

SHOWCASING SOUTH AFRICAN DESIGN TALENT

THROUGH A STRATEGIC PARTNERSHIP WITH THE FP&M SETA, THE LGODA INCUBATOR HAS SIGNIFICANTLY ENHANCED ITS TRAINING PROGRAMME FOR YOUNG DESIGNERS. THIS COLLABORATION HAS PROVIDED ASPIRING FASHION TALENTS WITH THE RESOURCES AND GUIDANCE NEEDED TO THRIVE IN THE COMPETITIVE FASHION INDUSTRY.

Enriching Young Designers

Donald Ramonyaloe

One such success story is Donald Ramonyaloe, a visionary designer from Virginia in the Free State. Donald is making waves in the fashion world with his unique and innovative designs. Known for his bold use of color and texture, he masterfully blends traditional and modern styles, creating pieces that are both timeless and contemporary.

Donald's work has been showcased on numerous prestigious platforms, including World Fashion Week in Dubai. His fresh and exciting approach to design has quickly garnered a loyal following of fans who appreciate his creativity and passion. With his remarkable talent and dedication, Donald Ramonyaloe is poised to continue making a significant impact in the fashion industry for years to come.



Rising Star

Sduduzo Andisiwa Nkwanyana

Sduduzo , a dynamic designer from Empangeni (eMacekane), has made significant strides in the fashion industry with his innovative brand, SANEP TECHWEAR. His journey began at Lindiwe Academy, where he honed his craft and developed a keen interest in the business aspects of fashion. It was during this time that SANEP TECHWEAR was born, a brand that seamlessly merges street culture with convenience.

In 2023, Nkwanyana's talent and creativity were recognized when he won first place at the Durban Fashion Fair's Rising Star

Competition. This achievement marked a turning point in his career, leading to his discovery by the prestigious Igoda Incubator. This connection opened doors to the FP&M SETA programme, providing him with the resources and platform to further refine his skills and expand his reach in the industry.

With the support of the FP&M SETA and the Igoda Incubator, Sduduzo continues to push the boundaries of fashion, making a name for himself as a rising star in the industry. His journey is a testament to the power of talent, hard work, and the right opportunities.





A friend introduced me to the Skills to Furnish programme, that has been transformative.

It provided an escape from the gangsterism and crime in my area, reshaping my perspective on life. I am currently pursuing furniture making (upholstery) at NQF Level 3, my dream is to establish my own company once I become an artisan. Through this venture, I hope to employ youth from Eldorado Park, addressing poverty and the daily tragedy of young lives lost to violence. I extend my heartfelt gratitude to FP&M Seta for this opportunity and encourage them to expand similar programmes to surrounding areas like Westbury. A big thank you also goes to Skills To Furnish.

Alanzo Fisher

(Learnership)
Skills to Furnish International



I deeply appreciate the FP&MSETA grants that have supported my journey toward my Artisan Qualification. Their generosity has been truly inspiring and has significantly impacted my life.

Justina Mokoatedi

(Artisan RPL)
The Saj Competency Training



I successfully applied for the internship and navigated through the process, including the psychometric assessment and induction. The timing of this internship couldn't have been better in my life. It took nearly 11 years for me to secure a proper job opportunity and has been a challenging journey, but as they say, it's all history now.

I'm immensely grateful for FP&M SETA's initiative. My life has improved significantly. I have gained work experience, honed my interpersonal skills, and now having my own salary feels quite satisfying! Moreover, Timrite extended another opportunity to me: participation in their Graduate Development Programme within the Operations Department. I eagerly anticipate further growth.

Mamothamo Seekane

(Work Integrated Learning)
TIMRITE PTY LTD





In 2023, I embarked on the learnership programme, and the first day posed significant challenges. My knowledge was limited to theory, but the patient instructors and resilient workers helped me navigate the complexities. Each coach had their unique training strategy, which I embraced wholeheartedly in my pursuit of excellence.

Recently, I received an opportunity to join Aranda as a contract worker - an achievement that validates my hard work and boosts my confidence. I extend eternal gratitude to FP&M SETA for granting me this life-changing opportunity.

Kabelo Mogashou
(Learnership)
Aranda Textile Mills

Since January 2021, I've been part of Aranda Textile Mills, initially as an intern after completing my studies in Business Management at a TVET college. In July 2022, I transitioned to a permanent role as a Yarn Store Recording Clerk.

My time at Aranda has been transformative. I have grown both as an individual and a team player. Initially, being the youngest in the Yarn store department posed challenges, but the company supported my development by sending me for a leadership course. This training equipped me to overcome obstacles effectively. Additionally, I enrolled in an Information Technology course to further my career aspirations, with the company's assistance. The overall mood at Aranda is positive, motivating us to approach work with enthusiasm.

Sicelo Sibeko
(Work experience)
Aranda Textile Mills



SAPPI SAICOR DEMONSTRATES ITS COMMITMENT TO SKILLS DEVELOPMENT



Duncan Harper

After seven years working as an unqualified turner at companies that consistently overpromised, Duncan Harper applied for an apprenticeship through Sappi Saiccor. With the support of Sappi and FP&M SETA, he embarked on a four-year journey to become a qualified Fitter and Turner. Despite initial challenges, Duncan persevered, benefiting from exceptional training and mentorship. Today, he is a Red Seal-qualified Fitter and Turner, holding a position as a Mechanical Fitter and Rotable Controller at Sappi Saiccor. Duncan's story is a testament to the opportunities provided by Sappi and FP&M SETA.



Nozipho Khuluse

Nozipho Khuluse began her journey at Sappi in 2010 as a liquor analyst. Driven by her passion for electrical work, she pursued part-time studies and applied for an apprenticeship in 2019. In 2020, she was selected as an electrical apprentice, resigning from her permanent job to follow her dream. Through hard work and dedication, Nozipho earned her trade certificate in 2023 and secured a permanent position as an Electrician at Sappi. Her story highlights the life-changing impact of the opportunities provided by Sappi.



Jodie Christy Mzimela

Born in Durban and raised in Wentworth, Jodie Christy Mzimela completed her NQF Level 2 in chemical fitting in 2017 and began her mechanical fitting apprenticeship at Sappi Saiccor in 2018. Despite the physical challenges, Jodie excelled in her training, acquiring valuable skills and adapting to various environments. She completed her trade test in 2021 and secured a position as a Mechanical Fitter at Sappi Saiccor Mill. Jodie is currently working towards her N6 in Mechanical Engineering, showcasing her commitment to continuous growth.



Philani Dion Zama

Philani Dion Zama started his Boilermaker Apprenticeship at Sappi Saiccor in 2018. Through rigorous theoretical and practical training, he passed his Trade Test in 2021. Philani's hard work and determination led to a permanent position at BMG as a Boilermaker. In May 2024, he transitioned to a role as Technical Training Officer at the Sappi Skills Centre, where he continues to grow and develop his career. Philani's journey underscores the importance of grant funding from FP&M SETA in enabling career progression.

sappi



FROM LEARNER TO THRIVING BUSINESS OWNER

In 2019, Nhlakanipho Ndovela embarked on a transformative journey through FP&M SETA's Furniture Making and Upholstery Learnership at UDUMO Training & Development. Determined to build a better future, he acquired valuable industry skills that laid the foundation for his success.

After completing the programme, Nhlakanipho launched MVELISI Interior Designers and Construction, turning his education into a thriving business. Committed to giving back, he now provides in-service training and employment to new learners, creating opportunities for others in his community.

His story is a testament to the power of education, determination, and opportunity. By uplifting others, Nhlakanipho exemplifies the far-reaching impact of FP&M SETA's initiatives in fostering entrepreneurship and economic growth.

FROM LEARNER TO LEADER: NDUMISO MTSHALI'S INSPIRING JOURNEY

FP&M SETA IS PROUD TO CELEBRATE THE REMARKABLE JOURNEY OF NDUMISO MTSHALI, ONE OF OUR EXCEPTIONAL LEARNERS WHOSE STORY EXEMPLIFIES RESILIENCE, DETERMINATION, AND THE TRANSFORMATIVE POWER OF INCLUSIVE SKILLS DEVELOPMENT.

Ndumiso enrolled in the National Certificate in CTFL Manufacturing Processes: Fabric Inspection & Packaging learnership, facilitated by our valued stakeholder, African Blue Sky Investment Pty Ltd. From the outset, Ndumiso had no prior experience in sewing or garment production. However, his eagerness to learn and unwavering determination quickly set him apart.

Living with dwarfism, Ndumiso encountered unique physical challenges in the training environment, including the need to adapt sewing machines to accommodate his height. Yet, he approached each hurdle with courage and tenacity, demonstrating extraordinary perseverance throughout the programme.

With time, dedication, and the guidance of skilled mentors, Ndumiso mastered the full process of garment creation from start to finish. His growth from a complete novice to a proficient professional is a powerful testament to the impact of accessible, inclusive training.



FP&M SETA awarded African Blue Sky Investment Pty Ltd a discretionary grant of R157 200, which played a crucial role in enabling this transformative journey. This funding helped ensure that learners like Ndumiso received the tools, training, and support needed to thrive.

We are delighted to share that Ndumiso has been offered a permanent position at the institution, an acknowledgment

of his talent, hard work, and valuable contributions. His success illustrates what is possible when individuals are empowered through education and inclusive opportunity.

At FP&M SETA, we remain committed to creating pathways that support diverse learners in unlocking their full potential. Ndumiso's story is not only a celebration of personal achievement,

but also a shining example of how skills development can transform lives and foster meaningful inclusion in the workplace.

We are incredibly proud of Ndumiso and excited to watch his continued growth and success. His journey reminds us all that with the right support and opportunities, no challenge is too great to overcome.

STEPPING UP: TRANSFORMATIVE TRAINING AT BOLTON FOOTWEAR

Success Stories of Growth and Empowerment

AS WE REFLECT ON THE PAST YEAR, WE PROUDLY CELEBRATE THE REMARKABLE ACHIEVEMENTS OF OUR LEARNERS AND BENEFICIARIES. THEIR JOURNEYS ARE POWERFUL EXAMPLES OF HOW EDUCATION AND TRAINING MADE POSSIBLE THROUGH THE UNWAVERING SUPPORT OF THE FP&M SETA AND PARTNERS SUCH AS SAPPI CAN TRULY TRANSFORM LIVES. WITH COMMITMENT, PERSEVERANCE, AND ACCESS TO OPPORTUNITIES, THESE INDIVIDUALS HAVE NOT ONLY ACHIEVED PERSONAL SUCCESS BUT ALSO SERVE AS INSPIRING ROLE MODELS FOR OTHERS.

At Bolton Footwear, the development of highly skilled talent is a cornerstone of the business. The company places strong emphasis on continuous training and development at all levels. Central to this success is its enduring partnership with the FP&M SETA and the strategic use of training grants. These grants have enabled Bolton Footwear to run training programmes for both employed and unemployed individuals—upskilling current staff, improving productivity, and nurturing the next generation of shoemakers.





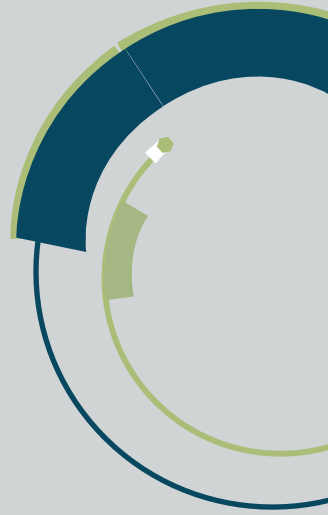
YONELA SIBAMBANO: FROM LEARNER TO SKILLED MACHINIST

Bolton Footwear continues to train large cohorts of unemployed learners each year, equipping them with the foundational skills of shoemaking and valuable hands-on experience. Among these learners, a few outstanding individuals emerge—and Yonela Sibambano is one of them.

During her learnership, Yonela consistently demonstrated dedication and a willingness to take on new challenges. She quickly mastered table hand operations and, through Bolton's training school, went on to learn multiple processes. Her strong performance earned her a permanent role after the completion of her learnership. Today, she is a qualified machinist, proficient in operating various machines and currently learning a scarce, high-demand machinist skill.

Thanks to FP&M SETA's funding for unemployed training, Bolton Footwear is helping to develop a new generation of multi-skilled shoemakers—benefiting not only the organisation but the broader footwear industry.

These stories are a testament to the impact of FP&M SETA's interventions and the commitment of industry partners like Bolton Footwear. We remain proud to support their efforts to grow talent, create jobs, and ensure the sustainable development of skills in the South African footwear sector.



TAZMEEM SOLOMONS: FROM MACHINIST TO FLOOR MANAGER

One of the most inspiring examples of growth within Bolton Footwear is that of Tazmeem Solomons. Tazmeem joined the company in 1990 at the age of 19, shortly after completing Grade 10. Determined to build a better future, he embraced every opportunity to acquire new skills and take on new challenges. Through a combination of on-the-job learning and FP&M SETA-funded programmes, Tazmeem completed six courses—including four focused on production, management, leadership, labour law, and industrial relations.

Today, the young machinist who began his career on the factory floor proudly serves as a floor manager, leading the largest team and floor area within the factory. His training has equipped him with the tools to effectively manage, motivate, and support his team—encouraging them to take advantage of the same opportunities that helped him succeed.



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