



WORKPLACE FIBRE

AN UPDATE ON WHAT IS NEW AT THE FP&M SETA

December 2025

FP&M SETA

Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE SKILLS • EMPLOYABILITY • GROWTH



Seasons Greetings

As the year draws to a close, the Fibre Processing and Manufacturing SETA (FP&M SETA) extends warm festive season wishes to our stakeholders, partners, employers, training providers, learners and the broader FP&M sector.

We thank you for your continued collaboration and commitment to advancing skills development, transformation and economic inclusion across our sector throughout 2025.

PLEASE NOTE that FP&M SETA offices will close on Monday, 22 December 2025, and will re-open on Monday, 05 January 2026.

We wish you a safe and restful festive season and look forward to continuing our collective efforts to drive impactful skills development, innovation and sustainable growth in 2026.



Fibre Processing & Manufacturing Sector Education and Training Authority

FUTURE SKILLS • EMPLOYABILITY • GROWTH





FROM THE DESK OF **THE CEO**

Dr Felleng Yende

As 2025 draws to a close, it presents an important moment to reflect on the progress made by the FP&M SETA over the last 12 months, while also looking ahead with purpose to the final quarter of the 2025/26 financial year. The past year has been one of consolidation, performance delivery and continuity, anchored in a shared commitment to responsive skills development and organisational excellence.

During the year, FP&M SETA maintained strong performance across its core programmes, delivering against its Annual Performance Plan despite a challenging economic and operating environment. High standards of governance, compliance and financial management were sustained, supported by ongoing efforts to streamline internal processes, strengthen digital systems and enhance performance management. The result has been FP&M SETA's 12th consecutive unqualified audits and the 8th clean audit.

A significant milestone in 2025 was the launch of the new FP&M SETA website. More than a visual refresh, the platform represents a strategic investment in accessibility, transparency and improved stakeholder engagement. This development aligns with FP&M SETA's broader digital transformation agenda and commitment to customer-centric service delivery.

Beyond programme delivery, FP&M SETA actively participated in a range of national commemorative initiatives during the year. Activities linked to Youth Month and Youth Day focused on expanding awareness of skills pathways, career opportunities and funded programmes for young people entering the sector. During Women's Month and Women's Day, the organisation highlighted women's participation and leadership within the Fibre Processing and Manufacturing sector, reinforcing its commitment to gender equity. Mandela Month and Mandela Day initiatives further underscored FP&M SETA's values of social responsibility and community upliftment, with staff and partners engaging in initiatives that reflected service, solidarity and active citizenship.

The year was also marked by leadership continuity and stability. I am deeply appreciative of the confidence shown in my reappointment as Chief Executive Officer, which I regard as both an honour and a responsibility. This renewed mandate reinforces the importance of sustaining momentum, institutional knowledge and long-term strategic focus as the organisation continues to evolve. At the same time, FP&M SETA welcomed the newly appointed Board, which formally took up its tenure during the year.

Performance during 2025 was further strengthened through collaboration with key partners across the fibre processing and manufacturing value chain. Our engagements with employers, training institutions, organised labour and government stakeholders remain central to ensuring that funded interventions are aligned to sector priorities and national development objectives. Consistent with our transformation mandate, we continued to prioritise access for youth, women, people living with disabilities and SMMEs.

As we enter the final quarter of the 2025/26 financial year, from January to March 2026, the organisation remains focused on concluding the year on a strong footing. This period is critical for consolidating delivery, finalising performance targets and ensuring that funded initiatives translate into measurable impact, while also preparing for the next planning cycle.

As the Festive Season approaches, I extend my sincere appreciation to our stakeholders, partners and staff for their continued commitment and professionalism. I wish everyone a safe and restful Festive Season, and I look forward to working together as we complete the 2025/26 financial year with focus, discipline and renewed energy in the months ahead. Sincerely,

Dr Felleng Yende
CEO FP&M SETA



FP&M SETA'S SUPPORT FOR **HONOURABLE DEPUTY MINISTER DR. GONDWE'S COMMUNITY INITIATIVES**

FP&M SETA partnered with the Honourable Deputy Minister of Higher Education and Training, Dr. Mimmy Gondwe (MP), on several impactful projects in 2025, reinforcing a shared commitment to inclusive education and community development across South Africa.

Mandela Day: Driving Impact Through Collaboration

On 18 July 2025, FP&M SETA proudly led the Mandela Day Commemoration at Phakamile Community Learning Centre in Kariega, in partnership with the Honourable Deputy Minister. The initiative brought together multiple SETAs under a unified vision of community upliftment and inclusive education. By spearheading this campaign, FP&M SETA demonstrated leadership in fostering collaboration across the skills development ecosystem and ensuring that Mandela Day served as a platform for meaningful, community-centred impact.

Women's Day: Celebrating Women's Development

In August 2025, FP&M SETA participated in the Women's Day Celebration at Magede Community Learning Centre in Mokopane,

Limpopo. Hosted by the Deputy Minister's Office and the Department of Higher Education and Training (DHET). The event highlighted the critical role of Community Education and Training (CET) Colleges in advancing women's prospects. FP&M SETA showcased skills awareness through an exhibition, engaging learners, community members and stakeholders to promote opportunities within the Post-School Education and Training (PSET) sector, reinforcing commitments to gender equality, lifelong learning and women's empowerment through skills development.

Matric Support Programme: Opening Doors to Higher Education

Later in August 2025, FP&M SETA supported the Deputy Minister's Matric Support Programme in Kuruman and Douglas in the Northern Cape. The programme focused on equipping matric learners with vital information on study pathways and funding options ahead of their transition into the PSET system. In collaboration with NSFAS, the National Skills Fund (NSF) and Old Mutual, FP&M SETA shared insights on skills development opportunities, helping learners make informed decisions about their academic and career journeys.

Through these initiatives, FP&M SETA continues to advance inclusive education, gender empowerment and youth development that align strongly with its mandate and the Deputy Minister's vision for a transformed and accessible education landscape.

FP&M SETA AGM

— A COLLECTIVE REFLECTION

The FP&M SETA's Annual General Meeting that took place on 5 December 2025 at Gallagher Estate in Midrand, provided an important opportunity for the organisation to engage with its stakeholders, reflect on progress achieved and reaffirm shared commitments to skills development within the fibre processing and manufacturing sector. The event brought together a broad range of stakeholders, including industry representatives, organised labour, skills development providers, board members and staff, creating a space for meaningful interaction and reflection.

The AGM took place in a positive and celebratory atmosphere, marking another year of consistent performance and organisational stability. The gathering also recognised the collective effort required to deliver on FP&M SETA's mandate in a complex and evolving skills environment. Stakeholders were afforded insight into the organisation's performance, strategic priorities and operational focus areas, reinforcing transparency and trust.

Discussions highlighted the importance of collaboration in addressing sector skills needs, particularly in the context of technological change, sustainability imperatives and workforce transformation. The AGM underscored the value of partnerships in ensuring that skills interventions remain relevant, impactful and aligned with both industry demand and national priorities.

Importantly, the tone of the engagement was balanced and forward-looking. Rather than excessive formality, the event reflected a shared sense of purpose and mutual respect among stakeholders, acknowledging achievements while remaining mindful of the work that lies ahead. It served as a reminder that sustained progress is built through consistent effort, sound governance and open engagement.

Stakeholders departed with a clear understanding of the organisation's direction and a renewed commitment to supporting skills development that enables growth, transformation and long-term sector resilience.







FP&M SETA WELCOMES ITS **NEWLY APPOINTED BOARD**

FP&M SETA extends its warmest congratulations to the newly appointed Board and wishes its members every success as they assume this important leadership role. The Board's collective expertise, experience and commitment to good governance will be instrumental in guiding the organisation through the next phase of its mandate, strengthening oversight, and ensuring continued alignment with national skills development priorities.

We look forward to working closely with the Board in advancing innovation, transformation and inclusive growth across the fibre processing and manufacturing sector, while building on the strong foundation of performance, accountability and stakeholder confidence.

Mr. Vilina Membinkosi
Organised Labour - SACTWU

Mr. Rachel Makwela
Organised Labour - SACTWU

Ms Portia Mamase
Organised Labour - SACTWU

Mr. Mahlasela Nkambule
Organised Labour - CEPPEWU

Ms Melanie Jacobs
Organised Business - Forestry SA

Mr. Mpuka Radinku
Organised Business - PASA

Ms Olga Bezuidenhout
Organised Business - PAMSA

Ms Theresa Otto
Organised Business - SAAA

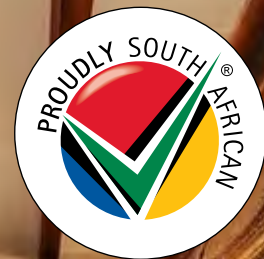
Mr. Jan Andre De Beer
Organised Business - NTBC

Mr. Jermaine Naicker
Organised Business - Printing SA

Prof. Thidziambi Phendla
Independent Professional

Mr. Nhlanhla Ngubane
Independent Community

Ms Karen Coetzee
Organised Labour - NULAW



FASHION POLICE FINALE HIGHLIGHTS THE POWER OF LOCAL SKILLS, **MANUFACTURING AND CONSCIOUS CONSUMERISM**

FP&M SETA, in partnership with Proudly South Africa, participated in the 5th annual Fashion Police event held in November 2025. The event reinforced the importance of localisation, ethical production and the value of buying South African-made products. The gathering brought together designers, manufacturers, industry stakeholders and creatives to engage on key issues affecting the clothing and textile sector, including sustainability, market access and competitiveness.

Through its involvement, FP&M SETA emphasised the critical role of skills development in strengthening the fashion and apparel value chain. Engagements focused on building technical and entrepreneurial capacity, supporting small and emerging designers, and strengthening the connection between training, production and market opportunities. The event provided a platform to demonstrate how targeted skills interventions can contribute to job creation, innovation and long-term sector resilience.

Proudly South Africa's participation reinforced the importance of local procurement and consumer awareness, encouraging audiences to recognise the economic and social impact of supporting locally manufactured products.

"The collaboration between FP&M SETA and Proudly South Africa reflects a shared commitment to growing local industries, supporting SMMEs and promoting responsible consumer choices, comments Dr Felleng Yende, CEO for FP&M SETA, "and our recognition of the finalists and winners is our acknowledgement of the talent and dedication that continue to drive the sector forward."



HANDS THAT SPEAK – DEAF DESIGNERS SHINE IN EAST LONDON FASHION SHOW

On 22 November 2025, East London hosted a landmark fashion event that placed Deaf designers and models firmly in the spotlight. Hosted in collaboration with the Deaf Federation of South Africa (Eastern Cape) and supported by FP&M SETA, the fashion show celebrated creativity, skills development and inclusion within the clothing and textile sector.

More than a showcase of garments, the event highlighted the depth of talent within the Deaf community. Collections featured on the runway reflected strong craftsmanship in sewing, beadwork and design, demonstrating that creativity transcends communication barriers. Each design told a story of identity, resilience and artistic expression.

Miss South Africa, Mia Le Roux, attended the event as a special guest and delivered a message underscoring the importance of representation and inclusivity in the creative industries. Dressed by Deaf designers, she embodied the evening's theme of empowering Deaf artisans through skills development and fashion.

The event coincided with the official recognition of South African Sign Language as an official language, reinforcing its broader social significance. For FP&M SETA, the initiative aligns with its mandate to promote transformation and create sustainable opportunities for people living with disabilities within the fibre processing and manufacturing sector. As part of the event, the FP&M SETA Marketing Team interviewed learners

from the Deaf Artisan Empowerment Programme, including Sandisiwe Dani and Kabelo Mokoena. Their stories highlight how access to training and platforms for exposure can unlock personal growth and community impact.

Speaking to SABC on 14 November 2025, FP&M SETA CEO Dr Felleng Yende reaffirmed the organisation's commitment to inclusive skills development, noting that people living with disabilities must be active participants in the skills revolution.

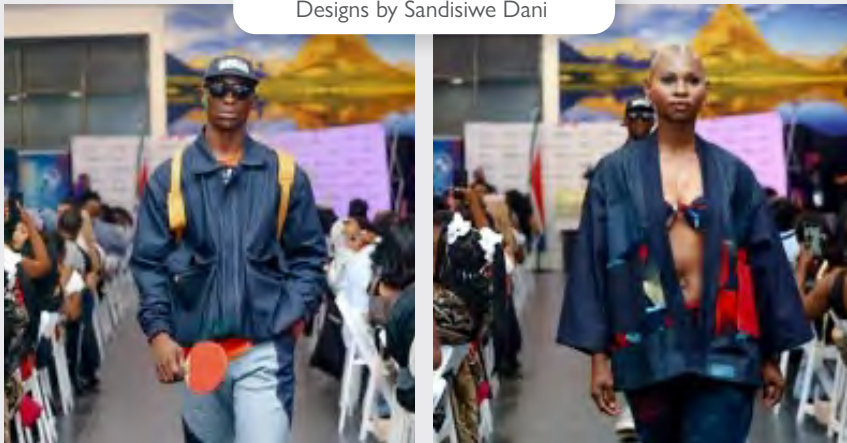
The event concluded with a clear message: when skills are supported and platforms are created, talent can thrive. Through partnerships such as this, FP&M SETA continues to advance inclusion, dignity and opportunity across the sector.

"Fashion is the one language we all speak without saying a word. Tonight, that language is loud, proud, and stamps local authority! When you choose local, you are not just buying a garment you are investing in a dream, sustaining livelihoods, and shaping a future where our designers compete globally." Dr Felleng Yende, CEO FP&M SETA

Designs by Kabelo Mokoena



Designs by Sandisiwe Dani



BCM FASHION SHOW 2025
A Night of Creativity, Inclusion & Empowerment

22 Nov 2025 | 18:00

Buffalo City Municipality

Experience the brilliance of Deaf Designers —
Upskilling the hands that shape the future of fashion

Celebrating Deaf Designers

Join us as we celebrate the beauty of diversity and the power of skills development to transform lives.

Special Guest: Miss South Africa 2024 – Mia Le Roux,
the first Deaf Miss South Africa, making history through inclusion and inspiration

Presented by: Buffalo City Municipality
In collaboration with: FP&M SETA & Department of Sport, Recreation, Arts & Culture (DSRAC)



OPENING DOORS TO OPPORTUNITY: A NEW ERA OF HOPE AND PROGRESS

Across South Africa, the education and skills development landscape continues to evolve, expanding access and creating new pathways for young people to realise their potential. Two recent milestones reflect this progress: the launch of the 2026 NSFAS application season and the opening of the Aliwal North Engineering Campus. Together, these initiatives demonstrate how policy, investment and collaboration can translate into meaningful opportunities for learners.

On 16 September 2025, the University of Pretoria's Mamelodi Campus hosted the launch of the upgraded NSFAS online application platform, unveiled by the Honourable Deputy Minister of Higher Education and Training, Dr Nomusa Dube-Ncube (MP). The enhanced system is designed to improve accessibility, provide clearer guidance to applicants and ensure that eligible students are supported throughout the application process. In addition to the technical improvements, the launch placed emphasis on awareness, encouraging learners to apply on time and understand the criteria for funding.

During the engagement, the Deputy Minister reaffirmed government's commitment to supporting students facing financial challenges. She indicated that efforts are underway to reprioritise within the existing budget and to address instances where students were defunded or experienced delays, with the objective of assisting as many affected learners as possible.

Students were also encouraged to consider a range of post-school pathways, including TVET colleges, which offer practical, work-oriented skills aligned to labour-market demand. NSFAS Acting CEO, Mr Wassim Carrim, echoed this message, urging prospective students to apply so that they can access institutions best suited to their career aspirations.

This focus on access and skills development was further reinforced in the Eastern Cape with the opening of the Aliwal North Engineering Campus, supported by FP&M SETA and the Department of Higher Education and Training. The new campus provides modern lecture facilities, administrative infrastructure and student support services, strengthening local access to engineering and technical training. Its establishment reflects a broader effort to expand and modernise the TVET sector, particularly in areas where educational opportunities have historically been limited.

Together, these developments underscore a shared national commitment to education as a driver of social and economic inclusion. By improving funding access and investing in quality training infrastructure, government and its partners are laying the foundation for a future in which skills, opportunity and dignity are within reach for more South Africans.





FROM NAMAKGALE TO THE NATIONAL STAGE: **A STORY OF SKILL, DISCOVERY AND OPPORTUNITY**

In Namakgale, a rural township outside Phalaborwa in Limpopo Province, 23-year-old Katjila Rakoma's journey into fashion began out of necessity. Unable to afford new clothes, he started repairing his own torn jeans, an experience that sparked a growing interest in design and garment construction. What began as a practical solution soon developed into a creative pursuit, taking him from a small garage workspace to a national platform.

Largely self-taught, Katjila learned the basics of sewing and went on to establish his own clothing label, *Insane Living*. While his passion was evident, he soon realised that creativity alone was not enough to build a sustainable business.

A turning point came when Chen Women Empowerments, an FP&M SETA-accredited training provider led by Mrs Lindile Mathebula, invited him to participate in a six-month sewing programme. Funded and quality-assured by FP&M SETA, the programme provided him with structured technical training in pattern making, garment construction and industrial machine operation, while also introducing essential business skills such as pricing, branding and marketing.

Reflecting on the experience, Katjila describes the training as transformative. He notes that it exposed him to skills he had not previously considered, while also strengthening his discipline and

confidence. The combination of practical instruction and business knowledge enabled him to refine his craft and think more strategically about his future in the industry.

His story gained wider attention when FP&M SETA initiated a campaign to trace past learners for a national docuseries highlighting skills development success stories. Katjila was recommended by Mrs Mathebula, and during his interview he shared that his work was inspired by renowned fashion designer David Tlale. This insight led to an unexpected opportunity.

Invited to attend the FP&M SETA Annual General Meeting at Gallagher Estate, Katjila was unaware that his designs would be showcased on a national stage. The surprise was heightened when David Tlale himself was present. Impressed by Katjila's work and potential, Tlale publicly acknowledged his talent and announced his selection to join the David Tlale Academy, supported by Absa.

Looking ahead, Katjila's ambitions extend beyond personal achievement. He hopes to establish a clothing factory in Namakgale, creating employment opportunities for young people in his community. His journey reflects the impact of structured skills development and industry exposure, demonstrating how accredited training can connect talent to opportunity and enable young people to become drivers of change.

FP&M SETA: UPSKILLING COMMUNITIES ACROSS SOUTH AFRICA

From January to November 2025, FP&M SETA maintained a strong national presence at career exhibitions, community outreach programmes and sector-focused events, advancing its commitment to career awareness, skills development and inclusive access to opportunities. Across urban centres, townships and rural communities, these engagements supported a shift in understanding from “What is a SETA?” to “Which SETA?”, enabling learners, job seekers and entrepreneurs to better navigate pathways into the world of work.

The year began in January with grassroots community engagements, including a visit to Mpumuza in the Umgungundlovu District Municipality on 24 January, followed by a Career Day at Rakoko Secondary School in the North West on 31 January. These early interactions focused on introducing learners to sector opportunities and the importance of skills planning at school level.

Momentum continued into February, with participation in the NYDA “The Future is NOW” Career Exhibition in Khayelitsha, Cape Town on 5 February, followed by the Africa Print Expo in Polokwane on 6 February. Mid-month activities included the Youth Entrepreneur Programme in Thohoyandou, Limpopo from 14 to 16 February, which placed emphasis on entrepreneurship and enterprise development. During February and March, the Nzalo Career Exhibitions rolled out across multiple locations in Gauteng and Limpopo, broadening reach and engagement with young people and unemployed job seekers. This phase concluded with the Career Development Expo in Welkom, Free State on 5 March.

Following engagements earlier in the year, activities resumed in July with the Mandela Day Commemoration celebrating a decade of Community Education and Training (CET) Colleges on 30 July. This event highlighted the role of CET institutions in lifelong learning and community development. In August, participation in the DHET Back-to-School Drives across the Eastern Cape and Northern Cape supported learner guidance at a critical point in the academic calendar, while Women’s Month Empowerment Events in Limpopo and KwaZulu-Natal reinforced commitments to gender inclusion and women’s economic participation.

The focus on enterprise and sector engagement continued in September, marked by the Skills and Business Imbizo in George, Western Cape on 23 September, as well as participation in the Printing SA FESPA Expo in Johannesburg. The same period included involvement in various Career Summits and Conferences across Nelson Mandela Bay, the timber construction space and AgriSETA-linked platforms, extending outreach into sector-specific audiences during September and October.

The year concluded with creative-industry-focused engagements in November, including collaboration with the Deaf Federation of South



Africa at a Fashion Show on 22 November, followed by the Local Fashion Police Campaign Final on 27 November. These events showcased inclusivity, innovation and emerging talent within the fibre processing, clothing and creative industries.

Collectively, these engagements provided thousands of participants with opportunities to explore diverse career paths, gain insight into industry trends and connect with training providers and potential employers. As the financial year progresses, FP&M SETA remains committed to bringing career awareness directly to communities, ensuring that individuals across South Africa have access to the knowledge, guidance and opportunities needed to thrive in an evolving labour market.

To view highlights and images from these initiatives, stakeholders are encouraged to visit the FP&M SETA website and soci



EMPLOYERS IN FIBRE PROCESSING AND MANUFACTURING SECTOR **URGED TO PREPARE FOR WSP AND ATR SUBMISSIONS**

As the new year approaches, levy-paying employers are reminded to ensure that their organisational information on the FP&M SETA Learner Management Information System (LMIS) is accurate and up to date. Maintaining current company profiles, contact details and training records enables effective communication, improves data integrity and supports credible sector skills planning. Accurate LMIS data also allows FP&M SETA to provide more targeted support aligned to industry needs.

Stakeholders are advised that the submission period for the 2026–2027 Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) will commence in January 2026. Early preparation and timely updates on LMIS will contribute to a smoother submission process and continued compliance. Employers are encouraged to share this information within their networks, reinforcing collective responsibility for accurate reporting and effective skills development across the fibre processing and manufacturing sector.

Why is submitting a WSP and ATR beneficial to your business?

Companies with an annual payroll exceeding R500 000 are required to pay the Skills Development Levy (SDL) to SARS in terms of the Skills

Development Levies Act (1999). Submitting a compliant WSP and ATR enables employers to recover a portion of these levies through the Mandatory Grant administered by FP&M SETA.

By meeting the required legal and procedural criteria, employers may claim up to 20% of their SDL. This funding can significantly support workplace training plans and skills development initiatives. Beyond financial recovery, the WSP and ATR process assists organisations in identifying skills gaps and hard-to-fill vacancies, enabling more informed workforce planning and long-term skills investment.

Failure to submit a WSP and ATR can have serious implications, including a negative impact on a company's B-BBEE status. These reports form a key component of the Skills Development priority element of the B-BBEE Scorecard. Without a SETA-approved WSP and ATR, skills development points may be forfeited or invalidated, potentially resulting in a lower overall B-BBEE score.

Non-payment of a mandatory grant can limit an organisation's ability to fund training initiatives and place additional financial pressure on internal resources, particularly for smaller businesses.

TOP TIPS FOR SUCCESSFUL WSP AND ATR SUBMISSION



Plan and prepare early

Begin the process well in advance to allow sufficient time for data collection, review and correction. Early preparation reduces errors and last-minute delays.



Understand the requirements

Ensure that all supporting documentation is available, including training invoices, attendance registers and certificates, to avoid incomplete submissions.



Align with your B-BBEE Scorecard

Aligning training initiatives with B-BBEE requirements can contribute significantly to improved compliance outcomes, including potential scorecard level improvements.



Submit on time

The submission deadline is 30 April each year. Timely and accurate submission is essential to avoid penalties and ensure grant eligibility.



Keep records of submissions

Retain proof of submission and supporting documents for compliance verification and future reference.

MARKETING INTERNS PROVIDED **VALUABLE WORK EXPERIENCE OPPORTUNITY**



As part of its ongoing commitment to youth development, FP&M SETA welcomed two marketing interns in 2025 to support the work of the Marketing and Communications team. **Ms Anathi Mpenzana** is based at the Cape Town Office, where she contributes to regional communication activities, including content development and stakeholder outreach. Her work supports the organisation's efforts to strengthen visibility and engagement across its platforms.

Ms Zingisa Nkonzo joined the team at the Johannesburg Office, where she assists with digital content and brand communication initiatives. Her role includes supporting the development of marketing materials and contributing to online engagement efforts. Both interns form part of FP&M SETA's broader approach to providing young people with practical workplace experience and exposure to the communications environment within the skills development sector.





Fibre Processing & Manufacturing Sector Education and Training Authority

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