



ETHEKWINI MARITIME CLUSTER

GRADUATE SUPPORT & PLACEMENT PROGRAMME

BACKGROUND

The EThekwini Maritime Cluster (EMC) is a non-profit company that was launched in 2009. The EMC provides a platform for collaborative engagement between different levels of government, state owned enterprises and the maritime community to implement programs of common interest that support the growth and improve performance and competitiveness of the maritime industry.

VISION

The vision of the eThekwini Maritime Cluster is to create a platform on which stakeholders and role players can work towards the common goal of improving the competitiveness of the maritime industry thereby contributing to economic growth of the city, the province and the country.

MISSION STATEMENT

In support of this vision the EMC has identified the following specific objectives: To provide a platform for role players to network with each other and to engage with government and Transnet to overcome infrastructural and institutional constraints

- To benchmark the value chains of cargoes moving through the ports so as to improve efficiencies and competitiveness
- To improve education and training for the maritime industry and to enable talented people to enter the industry
- To foster the growth of small and medium sized businesses in the industry as well as the transformation of the industry generally
- To improve maritime safety, health and environmental management
- To foster the development of the ship repair and boat and ship building sectors which offer good opportunities for employment creation
- To promote the eThekwini maritime industry locally, nationally and globally

EThekweni Maritime Cluster consists of 5 Key programmes:

- Governance and Operations
- Training and Skills Development
- Enterprise Development
- Industry Promotions
- Maritime Manufacturing

TRAINING AND SKILLS DEVELOPMENT

The purpose and objective of this programme is to improve education and training for the maritime industry, and as well as to enable talented people to enter the industry. The key deliverables involve facilitating between institutions of higher learning, and developing the City as a Centre of Excellence in maritime education and facilitating a graduate placement programme within the industry.

WHAT IS A GRADUATE PLACEMENT PROGRAMME

- A structured programme that combines working and training, targeted to recent graduates from different fields.

OBJECTIVES OF THE TRAINING AND SKILLS DEVELOPMENT

- To improve education and training for the maritime industry and to enable talented people to enter the industry;
- Placement of unemployed graduates through work experience exposing them to the maritime industry;
- Identify unemployed graduates for re-skilling and up-skilling to benefit in the scarce and critical skills opportunity;
- To coach, mentor, empower, train graduates during graduate placement;
- To create career opportunity /development in the maritime sector.

Every financial year, EMC in partnership with the EThekweni Municipality undertakes a work experience programme, where graduates, learners and artisans are placed within the maritime industry to gain work experience. For those who do not find placement within the maritime industry at the end of their training, EMC will provide post internship support.

Potential candidates are sourced from the EThekweni Municipality and from the universities and TVET colleges through their CV database. EMC conducts a work readiness workshops that focus on grooming and deportment, work place etiquette, drafting of a marketable CV, understanding personality types, and positioning among many other job-hunting skills.

GRADUATE PLACEMENT AND SUPPORT PROGRAMME (GPS 2020)

VISION FOR THE PROGRAMME

- A Plethora of Maritime Professional making us a proud maritime nation

MISSION

- To activate maritime employment opportunities for graduates

STRATEGIC OBJECTIVES

- 1. PRE PLACEMENT PHASE**
- 2. PLACEMENT PHASE**
- 3. POST GRADUATE PLACEMENT SUPPORT**

Universities play a significant role in preparing young graduates with foundational knowledge necessary to enter the world of work. However there remains a gap between learning and work and many graduates struggle to bridge the gap without support. EThekweni Maritime Cluster coordinates a suite of programmes to support students and new graduates to transition smoothly into working for the maritime industry.

A common challenge for new graduates is that entry level positions require some degree of work readiness. Many graduates lack knowledge of career opportunities and require support to find their 'niche' in working for the maritime industry. Through its Graduate Placement Programme, EThekweni Maritime Cluster together with partners support young graduates to begin a rewarding career path within the maritime industry.

1. PRE PLACEMENT PHASE – JOB READINESS

What does Job readiness mean?

- To render services to learners, employers and academic departments and ;

- To equip learners with job hunting and life skills in order to make them independent and responsible citizens and job hunters that can contribute meaningfully in the work place.

2. PLACEMENT PHASE

EThekweni Maritime Cluster provides an overview of the Key focus for Graduate Placement and Support which is focused on ensuring graduates are placed in the industry when they are deemed to be job ready. The job readiness process is illustrated in the five steps below:

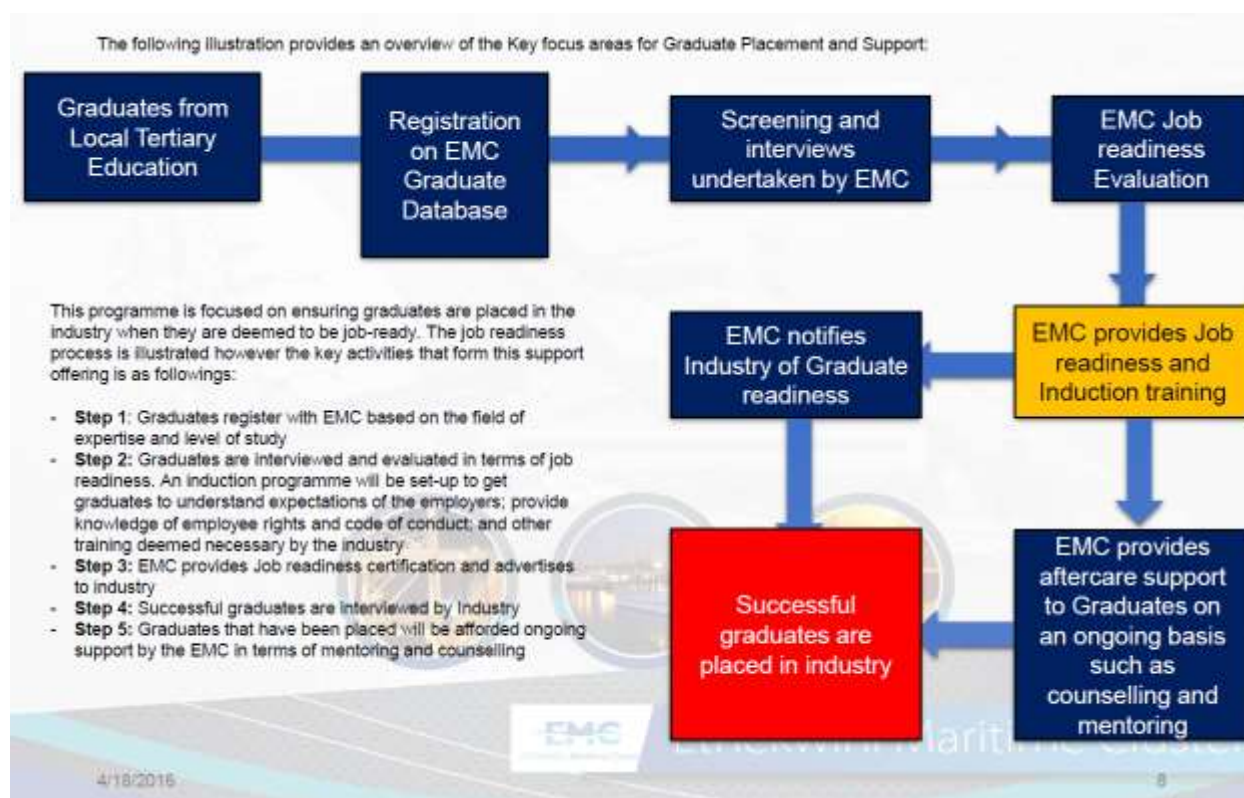
STEP 1: Graduates register with EMC based on the field of expertise and level of study

STEP 2: Graduates are interviewed and evaluated in terms of job readiness. An induction programme will be set up to get graduates to understand expectations of the employers; provide knowledge of employee rights, code of conduct; and other training deemed necessary by the industry.

STEP 3: EMC provides job readiness certification and advertises to industry

STEP 4: Successful graduates are interviewed by industry

STEP 5: Graduates that have been placed will be afforded ongoing support by the EMC in terms of mentoring and counselling



3. POST GRADUATE PLACEMENT SUPPORT

This programme is focused on ensuring that graduates which are not placed in the industry have the choice of re-entering the tertiary education sector to broaden and or sharpen their skills. The post – graduates process is illustrated in the six step below:

STEP 1: Graduates register with EMC data based on the field of expertise and level of study

STEP 2: Graduates are interviewed and evaluated in terms of job readiness. An induction programme will be set up to get graduates to understand expectations of the employers; provide knowledge of employee rights and code of conduct; and other training deemed necessary by the industry .

STEP 3: EMC provides Job readiness certifications and advertises to industry

STEP 4: Successful graduates are interviewed by Industry

STEP 5: Graduates that have NOT been placed will be afforded OTHER support by the EMC in terms of securing bursaries for Post –Graduates studies locally or internationally

STEP 6: Upon graduation the candidate will continue on the Job placement programme

