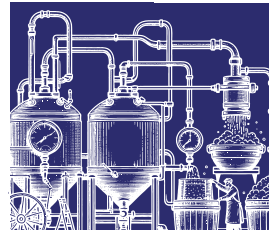
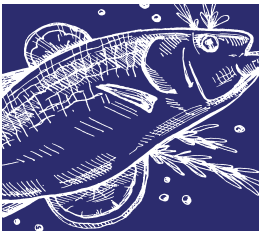


# CAREER GUIDANCE BOOKLET

# FoodBev

## Manufacturing SETA

EMPOWER • INNOVATE • ELEVATE



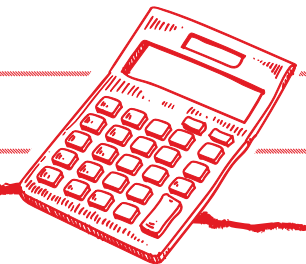
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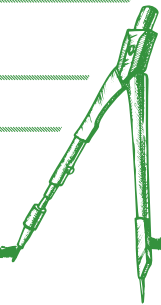
# GLOSSARY OF TERMS

TERM	DESCRIPTION
ACCREDITED QUALIFICATION	Qualification officially recognised by the South African Qualifications Authority (SAQA)
ADMISSION POINT SCORE (APS)	Scoring system used to evaluate Grade 12 results for university admission in South Africa
AGRICULTURAL SCIENCES	Subject covering farming, animal husbandry, and agricultural technology
APPRENTICESHIP	A structured training program where an individual learns a skilled trade through on-the-job training under a qualified professional, combined with related classroom instruction, leading to trade certification
APS CALCULATION	Process of converting Grade 12 marks into a score for university entrance
ARTISAN	Skilled trade professional trained in a specific craft, e.g. electrician, fitter
ASSISTANT BAKER, FERMENTED DOUGH PRODUCTS	Role assisting in the baking of bread and fermented dough items
BACHELOR'S DEGREE	An undergraduate degree (NQF Level 7 or 8) usually requiring 3–4 years of study
BASIC FOOD SAFETY COMPILER	Person responsible for documenting and ensuring basic food safety standards
BEVERAGE MANUFACTURING	Industry sector producing drinks such as juices, soft drinks, and alcoholic beverages



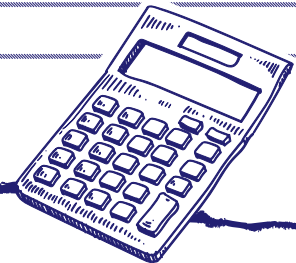
# GLOSSARY OF TERMS

TERM	DESCRIPTION
BURSARY	Financial award to support study, often requiring service commitment after graduation
BUTCHER	Professional skilled in meat preparation, cutting, and processing
CAREER CHECKLIST	Tool used by learners to plan and track career preparation steps
CAREER GUIDANCE BOOKLET	Resource to help learners explore careers, pathways, and make informed study choices
COMPULSORY SUBJECTS	Required subjects in Grades 10–12, e.g., Home Language, Mathematics, Life Orientation
CONSUMER STUDIES	School subject focusing on consumer rights, nutrition, and household management
DOCTORAL DEGREE / PHD	The highest academic degree requiring original research and a dissertation (NQF Level 10)
ELECTRICAL TECHNOLOGY	Subject covering electrical systems, circuits, and technology
ELECTIVE SUBJECTS	Optional subjects chosen by learners, e.g., Physical Sciences, Engineering Graphics, Hospitality
ENGINEERING GRAPHICS & DESIGN (EGD)	Technical subject teaching engineering drawing and design principles
ENGINEERING MANAGER	Manager overseeing engineering projects and teams in a manufacturing environment



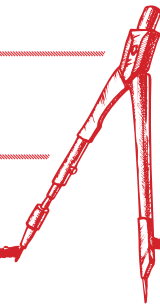
# GLOSSARY OF TERMS

TERM	DESCRIPTION
ENTREPRENEURSHIP IN FOODBEV	Starting and running a business in the food and beverage sector
FITTER AND TURNER	Tradesperson specialising in fitting, assembling, and machining metal parts
FOOD & BEVERAGE SCIENTIST	Professional who researches and develops food and drink products
FOOD MANUFACTURING	Industry sector producing food products such as processed foods, baked goods, dairy products, and packaged meals
FOOD SAFETY STANDARDS	Regulations and guidelines ensuring food products are safe for consumption
FOOD TECHNOLOGY	Application of science and technology to food production and preservation
FULL-TIME STUDY	Study mode where the learner is enrolled as a full-time student
FUNDING OPPORTUNITIES	Financial support options for study, e.g., NSFAS, bursaries, loans
HIGH-DEMAND CAREERS	Occupations in high demand within the food and beverage sector, e.g., Food Scientist, Millwright, Butcher
HOSPITALITY	Subject focusing on food service, tourism, and accommodation management
INFORMATION TECHNOLOGY	Subject covering computer systems, software, and digital literacy



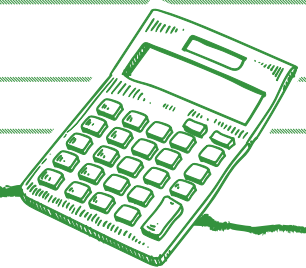
# GLOSSARY OF TERMS

TERM	DESCRIPTION
INTERNSHIP	A temporary, supervised work placement, often for students or recent graduates, providing practical experience in a professional field without necessarily leading to a formal qualification
LEARNING PATHWAYS	Structured educational and career routes linking qualifications to employment opportunities
LEARNERSHIP	A South African work-based learning program that combines theoretical learning with practical workplace experience, leading to an NQF-registered qualification. Often includes a stipend
MANUFACTURING OPERATIONS MANAGER	Manager overseeing production processes, efficiency, and staff in a manufacturing plant
MASTER'S DEGREE	A postgraduate degree (NQF Level 9) typically requiring 1–2 years of study
MEAT PROCESSING	Industry sector involved in slaughtering, cutting, and packaging meat
MILLWRIGHT	Tradesperson who installs, maintains, and repairs industrial machinery
NATIONAL STUDENT FINANCIAL AID SCHEME (NSFAS)	A South African government student loan and bursary scheme
NQF (NATIONAL QUALIFICATIONS FRAMEWORK)	A South African system that organises qualifications into 10 levels to ensure consistency and quality in education and training



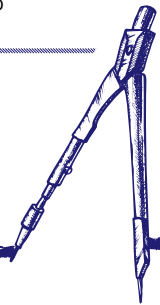
# GLOSSARY OF TERMS

TERM	DESCRIPTION
OCCUPATIONAL QUALIFICATION	Qualification linked to a specific job or trade, often developed with industry input
PART-TIME STUDY	Study mode allowing learners to study while working or fulfilling other commitments
PRODUCT DEVELOPMENT	Process of creating new or improved food and beverage products
PRODUCTION / OPERATIONS SUPERVISOR	Supervisory role responsible for day-to-day production activities
QUALITY ASSURANCE (QA)	Systematic processes to ensure product quality and consistency
QUALITY CONTROLLER	Role responsible for ensuring products meet safety and quality standards in manufacturing
RED MEAT DE-BONER	Skilled worker specialising in deboning red meat products
SAQA (SOUTH AFRICAN QUALIFICATIONS AUTHORITY)	Body responsible for overseeing the NQF and qualification standards
SCHOLARSHIP	Financial award based on academic or other merit
SETA (SECTOR EDUCATION AND TRAINING AUTHORITY)	Body responsible for skills development within a specific economic sector (e.g., FoodBev SETA)
SETA GRANT	Funding provided by a SETA for skills development and training



# GLOSSARY OF TERMS

TERM	DESCRIPTION
SKILLS PROGRAMME	Short, focused training designed to develop specific workplace skills, often NQF-aligned
SMME	Small, Medium and Micro Enterprises – businesses of varying sizes that contribute to economic growth, job creation, and innovation across industries
SUBJECT PACKAGE	Combination of subjects chosen in Grade 9 for Grades 10–12
SUPPLY CHAIN MANAGEMENT	Oversight of the flow of goods from raw materials to finished products
SUSTAINABILITY IN FOOD MANUFACTURING	Practices aimed at reducing environmental impact in food production
TVET INSTITUTION	Technical and Vocational Education and Training college offering occupational and vocational programmes
WORK-BASED PROGRAMMES	Training programmes that combine work experience with accredited NQF qualifications
WORK INTEGRATED LEARNING (WIL)	An educational approach that integrates academic study with supervised, authentic work experience to develop both theoretical knowledge and practical skills

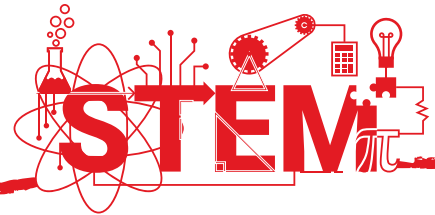


# GLOSSARY OF TERMS

STEM stands for Science, Technology, Engineering and Mathematics. It's not just about learning these subjects separately—it's about connecting them to solve real-world problems.

In the Food & Beverage industry, STEM helps create smarter machines, improve food safety, and develop new, sustainable products. It's all about using innovation and teamwork to make the world (and our food!) better.

STEM	DESCRIPTION	ROLE IN THE FOOD AND BEVERAGE SECTOR
SCIENCE	Build understanding of life science, physics, and chemistry. Develop experimental skills and data interpretation.	Ensures food safety, nutritional quality, and microbial control.
TECHNOLOGY	Helps to develop digital literacy, coding, and problem-solving through software and robotics.	Develops and applies processing, sterilisation, and digital automation of tools.
ENGINEERING	Teaches design thinking, technical drawing, and building real-world solutions. It also connects academic concepts to machines, structures, and systems.	Designs and integrate systems for heating, packaging, and achieving energy-efficient operations.
MATHEMATICS	Offers numerical and logical skills that are essential for STEM Careers. Pure mathematics is particularly valuable, but mathematical literacy forms a part of a broader base.	Implements data-driven decision making for optimising processes and quality assurance.



# FOREWORD

## YOUR FUTURE STARTS HERE!

Welcome to the vibrant and essential world of food and beverage manufacturing—an industry where science meets creativity, and innovation touches everyday life.

At FoodBev Manufacturing SETA, we are committed to empowering South Africa's youth with the skills, training, and opportunities needed to thrive in this fast-growing sector. Whether your passion lies in product development, food safety, engineering, entrepreneurship, or sustainability, there is a meaningful career here for you.

This Career Guidance Booklet is your starting point. Inside, you will discover high-demand careers, learning pathways, and real-world opportunities designed to help you turn your interests into a rewarding profession.

Dream boldly, explore widely and take charge of your future.

We are here to support you every step of the way.

**Ms Nokuthula Selamolela**  
Chief Executive Officer  
Food and Beverages Manufacturing SETA

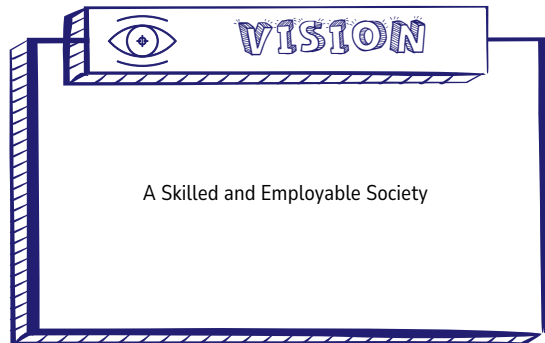


# ABOUT FOOD & BEVERAGE MANUFACTURING SETA

**The Role of FoodBev SETA** – The Food and Beverage Manufacturing Sector Education and Training Authority (FoodBev SETA) is a statutory body established to resolve critical skills shortages and enhance employability within the food and beverage manufacturing sector.

**Our Core Function** – We execute our mandate by developing and facilitating relevant, high-quality skills programmes and qualifications. These initiatives equip individuals with practical, industry-aligned competencies, thereby increasing their economic productivity and value within the modern business landscape.

**Our Mandate** – Our authority and responsibility are derived from the South African Constitution and a framework of national legislation, including the Skills Development Act. This legal mandate charges us with fostering a skilled and competitive workforce essential for the growth and sustainability of the sector.



A blue-outlined box with a stylized eye icon in the top left corner. The word "VISION" is written in a bold, hand-drawn font at the top. Below the icon and text, the text "A Skilled and Employable Society" is centered within the box.

**VISION**

A Skilled and Employable Society



A green-outlined box with a diamond icon in the top left corner. The word "VALUES" is written in a bold, hand-drawn font at the top. Below the icon and text, the text "WE BELIEVE IN THE FOLLOWING VALUES & WE COMMIT TO:" is centered. Below this, a bulleted list of five values is provided.

**VALUES**

WE BELIEVE IN THE FOLLOWING  
VALUES & WE COMMIT TO:

- Service Excellence
- Integrity
- Commitment
- Transparency
- Accountability



# ABOUT FOOD & BEVERAGE MANUFACTURING SETA



## MISSION

### SUPPORTING THE DRIVE TO:

- Increase employability of workforce entrants
- Enhance greater entrepreneurship and
- Improve the competitiveness of the industry.
- Maintain relevance of the SETA skills interventions to the sector.

### By

- Facilitating skills training and
- Driving investment in human capital development

### Through:

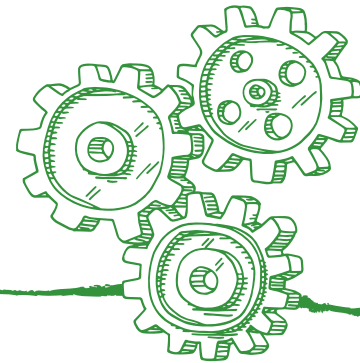
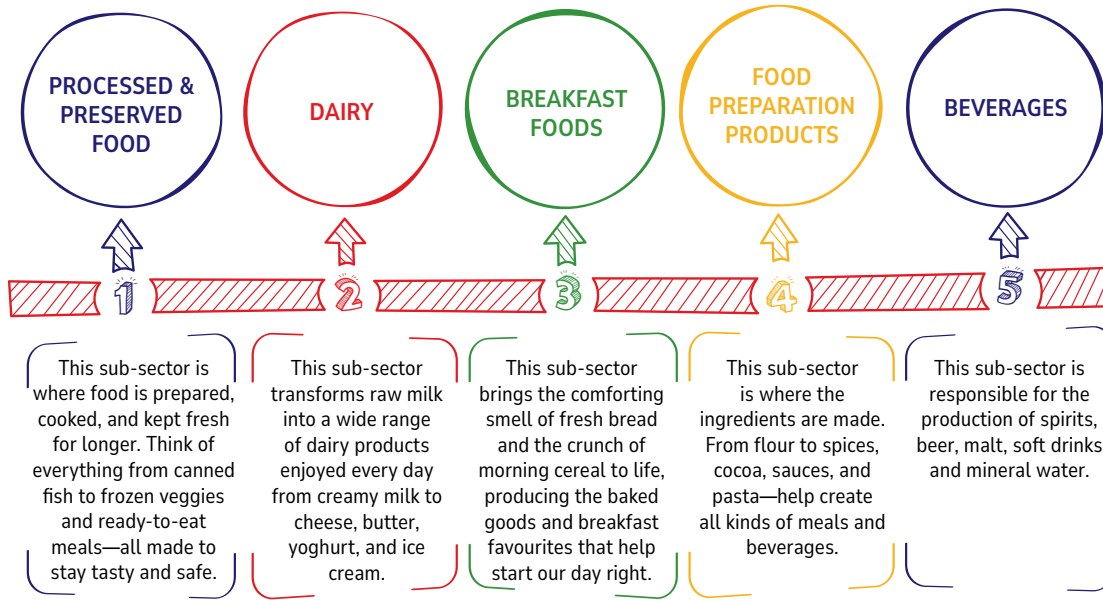
- Innovation and being the best at managing SETA Funds
- Collaborating with learning and industry partners and
- Increasing visibility of what we do and what we can offer.



# THE INDUSTRIES WE SERVE

The food and beverage manufacturing industry is where science, creativity, and teamwork come together—to make the products we eat and drink every day. From big factories producing famous brands to small local businesses crafting unique treats, this industry is full of opportunities waiting for you!

Each sub-sector plays a special role—and each one needs young, skilled people like you to keep it growing and innovative.



# FOOD & BEVERAGE VALUE CHAIN

Food and Beverage Manufacturing is the industrial process of transforming raw ingredients – such as grains, fruits, vegetables, meat, dairy, and water—into finished food and drink products that are safe, nutritious, and ready for consumption.

It involves a combination of science, technology, engineering, and creativity to produce items. Ranging from everyday staples like bread, milk, and bottled water to more complex products like yoghurt, sauces, snacks, beer, wine, and ready-to-eat meals.

## KEY ACTIVITIES INCLUDE:

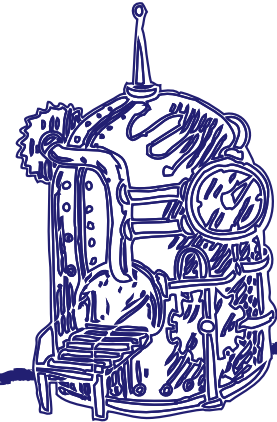
- Processing: Cooking, baking, fermenting, pasteurising, freezing, canning, etc.
- Packaging: Ensuring products are safely sealed, labeled and preserved.
- Quality Control: Testing for safety, flavour, texture and compliance with regulations.
- Storage & Distribution: Managing logistics to deliver products to retailers, restaurants and consumers.

## WHERE IT HAPPENS:

Factories | Bakeries | Dairies | Breweries | Wineries | Bottling plants | Processing facilities

## WHY IT MATTERS:

This industry is essential to everyday life. Providing safe and consistent food and drinks while also contributing to economic growth, job creation, and innovation in sustainability, nutrition and food security.



# WHERE DO YOU FIT IN?

FoodBev SETA focuses on the core manufacturing stage –the essential engine that adds value and creates products. We develop the skilled technicians, the skilled technicians, food scientists, process engineers, safety experts, and operators who make this possible.

## YOUR CAREER, FROM FARM TO FORK

This sector manages the complete journey of our food and drink—from the farm to your fork. It's a dynamic chain with many exciting career points:

- It starts on the farm with growing and harvesting raw ingredients.
- At its heart is manufacturing, where these ingredients are transformed through science, engineering, and technology into the products you know.
- It ends with you, as products for consumption are packaged, distributed, and sold in stores and restaurants.

### AGRICULTURE

Growing grains, fruits, vegetables, meat, dairy, oils—the starting point for all food and beverage.

Turning those raw materials into finished products like juices, bread, yoghurt, sauces and snacks.

### FOODBEV MANUFACTURING

### TRANSPORT

Moving products safely from factories to shops, restaurants and homes.

Selling the food and drinks you see on supermarket shelves or in your favourite corner shop.

### WHOLESALE & RETAIL

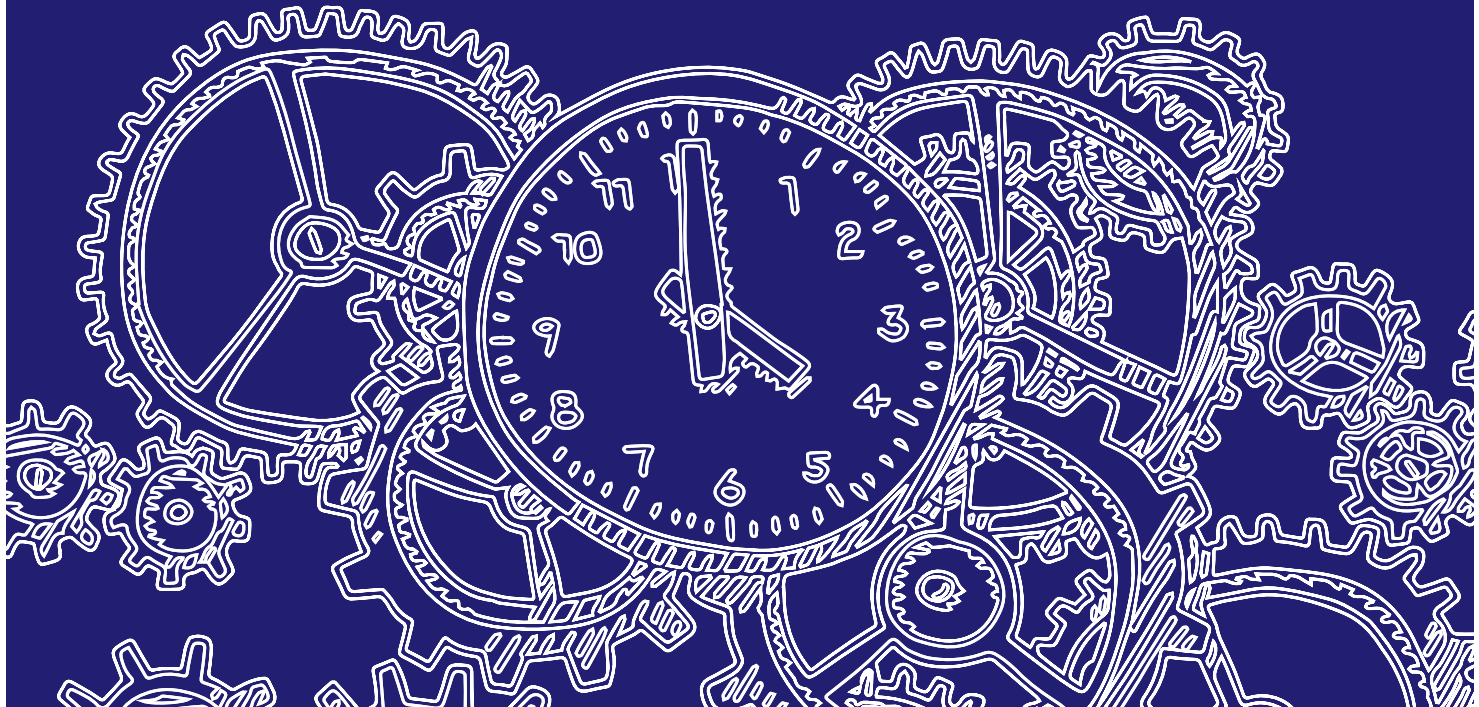
### HOSPITALITY & CONSUMERS

Hotels, restaurants, caterers—and you, the final consumer, enjoying the end result!



01

# SETA LEARNING INTERVENTIONS



# LEARNING PATHWAYS

We offer learning opportunities that help individuals gain real skills, get workplace experience, and build careers in the food and beverage manufacturing industry.

Here's how you can get started:

## 1

**Bursaries:** If you've been accepted to study at a Higher institution of learning, you can apply for a FoodBev SETA bursary. These bursaries support studies in critical and scarce skill areas—helping you qualify for jobs the industry really needs. Available only through accredited public institutions. Duration up to 4 years.

## 2

**Learnerships:** Learnerships are work-based learning programmes that blend classroom training with real-world workplace experience to deliver nationally recognised qualifications registered on the National Qualifications Framework (NQF). These programmes are developed in partnership with industries and are directly linked to specific occupation or job roles in the food and beverages manufacturing field. These lead to NQF-registered qualifications (Level 2–5) in areas such as food

## 3

**Graduate Programmes:** For recent graduates in relevant fields, these programmes offer hands-on experience inside real food and beverage companies. You'll work with mentors, follow a structured development plan, and grow your professional skills. Duration: 12–18 months.

## 4

**Internships:** Provides students or graduates a chance to apply what they've learned in a real work environment. It's a great way to build confidence, gain experience, and open doors to future employment. Duration: 12–18 months.

## 5

**Apprenticeships:** Provides mixed classroom learning, practical training, and real workplace experience—perfect for hands-on careers like machine operation, maintenance, or food processing. Duration: Up to 3 years.

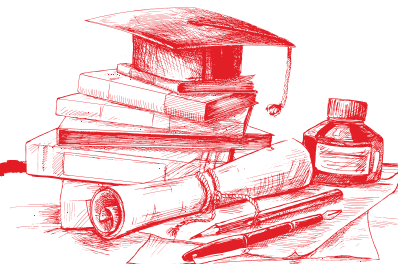
## 6

**Skills Programme:** Short, targeted courses leading to partial NQF credits—often focusing on specific practical competencies like food safety, production support or technical operations.

*Each of these learning paths helps you grow your skills, build your future, and become part of South Africa's fast-moving food and beverage industry.*



SCAN FOR MORE  
INFO ON CAREERS



# CAREER PATHWAY

## HERE'S HOW IT WORKS:

### Levels 1–4:

School and vocational qualifications  
(Grade 9–12 or TVET certificates)

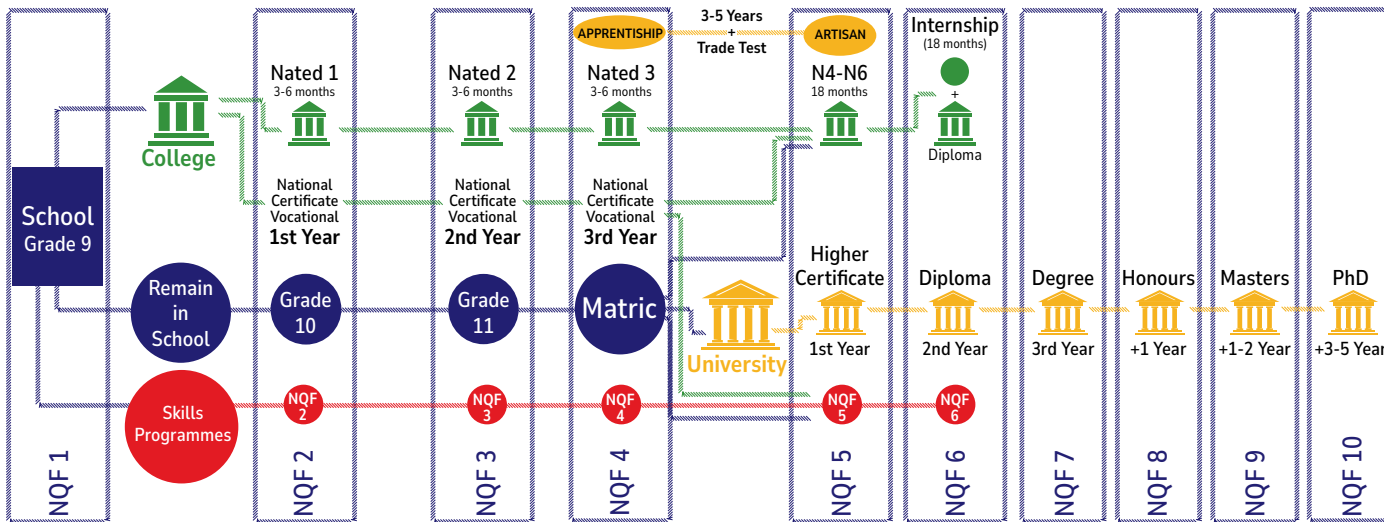
### Levels 5–6

College and technical qualifications  
(Higher Certificates, Diplomas)

### Levels 7–10

University qualifications (Bachelor's,  
Honours, Master's, Doctorate)

Every step you climb builds on the one before—helping you grow your skills, knowledge, and career opportunities. This is how they relate to different educational options within the South African educational system.



# OCCUPATIONAL QUALIFICATIONS

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MORE INFO



OCCUPATIONAL QUALIFICATION	SAQA ID	NOF	CREDITS	DESCRIPTION
Occupational Certificate: Condensed Liquid Dairy Products Maker	102916	4	189	A Condensed Liquid Dairy Products Maker operates equipment and performs tasks to prepare milk, produce evaporated milk or dairy mixtures, manipulate concentrates, and control production during the manufacturing of condensed liquid dairy products.
Occupational Certificate: Fermented Dairy Products Maker	102917	4	168	A Fermented Dairy Products Maker operates equipment and performs tasks to prepare milk, produce coagulated milk or dairy mixture, process coagulated milk or dairy mixture and control production during manufacturing of fermented dairy products.
Occupational Certificate: Fresh Dairy Products Maker	102918	4	136	A Fresh Dairy Products Maker operates equipment and performs tasks to prepare milk or cream, mix, blend and process raw materials and control production during the manufacturing of fresh dairy products.
Occupational Certificate: Liquid Long Life Dairy Products Maker	103092	4	180	A Liquid Long Life Dairy Products Maker operates equipment and performs tasks to prepare milk or dairy mixture, produce sterilised milk or dairy mixture and control production during manufacturing of liquid long life dairy products.
Occupational Certificate: Ripened Cheesemaker	103129	4	201	A Ripened Cheesemaker operates equipment and performs tasks to prepare cheese milk, produce and handle rennet-coagulated cheese curd, produce green cheese, produce packed and ripened cheese and control production during manufacturing of ripened cheese.
Occupational Certificate: Winemaker's Assistant	116275	4	153	A Winemaker's Assistant, assists a Winemaker in the execution of the winemaking process in a cellar.
Intermediate Occupational Certificate: Baking and Confectionery Operator	121147	3	123	A Baking and Confectionery Operator operates equipment and performs tasks to produce products by adjusting, maintaining and overseeing the equipment set up and operating parameters to ensure that quality standards and specifications are met.



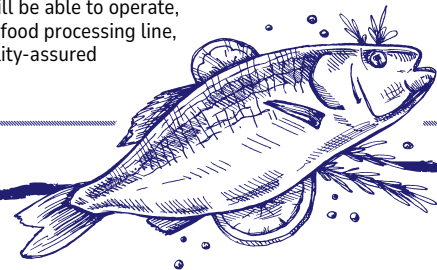
# OCCUPATIONAL QUALIFICATIONS

OCCUPATIONAL QUALIFICATION	SAQA ID	NOF	CREDITS	DESCRIPTION
Intermediate Occupational Certificate: Food and Beverage Packaging Operator	121148	3	123	A Food and Beverage Packaging Operator, operates multiple pieces of equipment in primary, secondary and tertiary packaging processes. Operates packaging equipment and performs tasks to package food, beverage and related products by adjusting, maintaining and overseeing the equipment set up and operating parameters to ensure that quality standards and specifications are met.
Intermediate Occupational Certificate: Food and Beverage Process Machine Operator	121149	3	123	A Processed Cheesemaker operates equipment and performs tasks to prepare raw materials, manufacture processed cheese and control production during manufacturing of processed cheese.
Occupational Certificate: Dried Dairy Products Maker	102961	4	353	A Ripened Cheesemaker operates equipment and performs tasks to prepare cheese milk, produce and handle rennet-coagulated cheese curd, produce green cheese, produce packed and ripened cheese, and control production during manufacturing of ripened cheese.
Occupational Certificate: Cottage Cheesemaker	102960	4	190	A Cottage Cheesemaker operates equipment and performs tasks to prepare cheese milk, produce and handle acid-coagulated cheese curd, produce fresh cheese (smooth and chunky), prepare and add dressing (optional for certain types) and control production during manufacturing of cottage cheese.
Occupational Certificate: Butter Maker	102919	4	174	A Butter Maker prepares cream, manufacture butter from prepared cream and control production during manufacturing of butter.



# OCCUPATIONAL QUALIFICATIONS

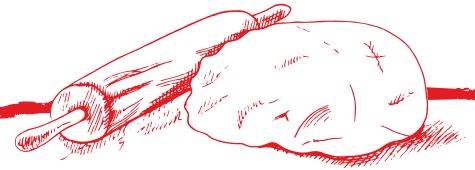
OCCUPATIONAL QUALIFICATION	SAQA ID	NOF	CREDITS	DESCRIPTION
Occupational Certificate: Processed Cheese Maker	103097	4	135	A Processed Cheesemaker operates equipment and performs tasks to prepare raw materials, manufacture processed cheese, and control production during manufacturing of processed cheese.
Occupational Certificate: Ice Cream Products Maker	102946	4	156	An Ice Cream Product Maker operates equipment and performs tasks to prepare ice cream mix, produce soft ice cream products, produce hardened ice cream products, and controls production during the manufacturing of ice cream products.
Intermediate Occupational Certificate: Liquid Dairy Reception Operator	121154	3	123	A Liquid Dairy Product Reception Operator operates equipment and performs tasks to receive milk, cream or other liquid food products at a dairy reception facility. Adjusts, maintains and oversees the equipment setup and operating parameters—to ensure quality standards and specifications are met.
Intermediate Occupational Certificate: Meat Processing Operator	121153	3	123	A Meat Process Operator, operates equipment and performs tasks to process meat products by preparing, processing and finishing meat products for consumption, to ensure that quality standards and specifications are met.
Occupational Certificate: Fish and Seafood Processor	124348	2	78	A person with this qualification will work across the fish and seafood processing chain—from intake to final product. While applying quality and food safety standards.
Intermediate Occupational Certificate: Fish and Seafood Processing Operator	124347	3	167	A person with this qualification will be able to operate, control, and maintain a fish or seafood processing line, in order to manufacture safe, quality-assured products.



# SKILLS PROGRAMME

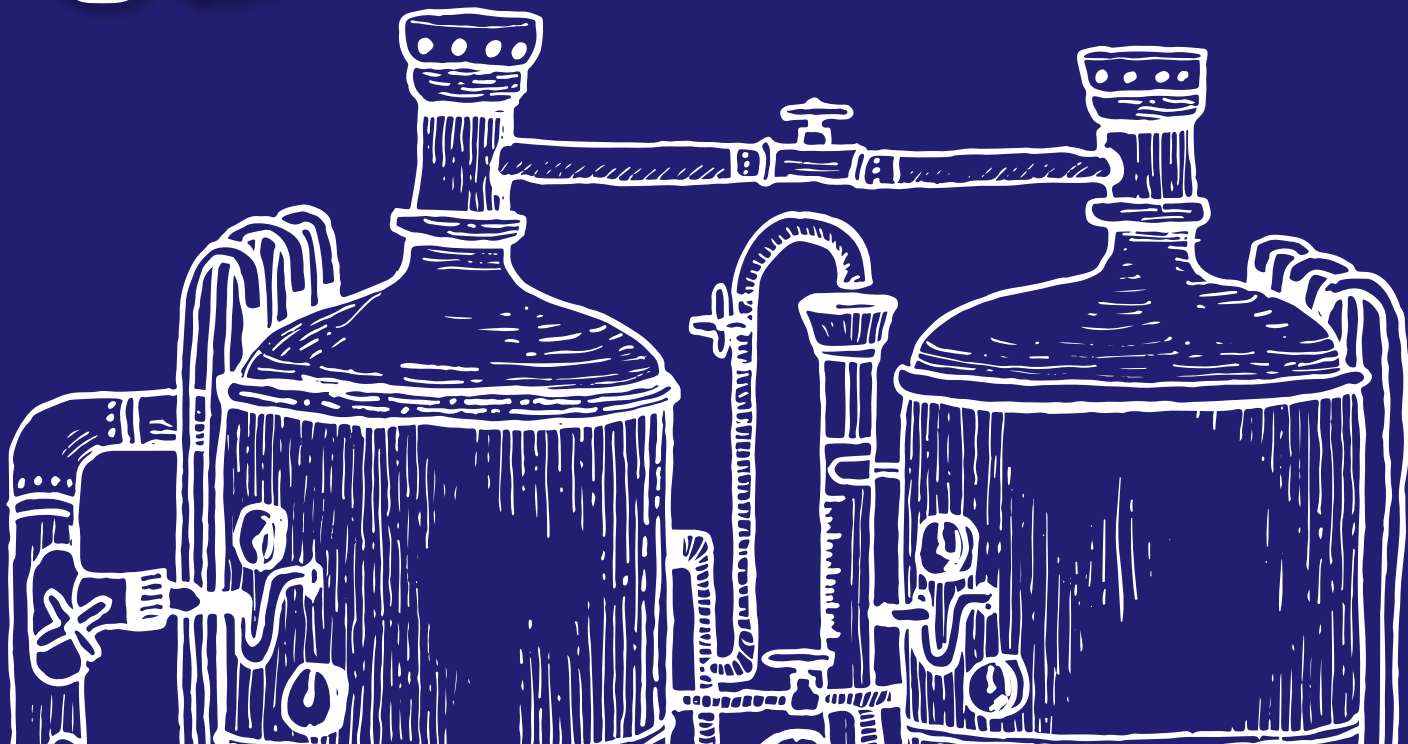
## CAREERS IN THE TECHNICAL & VOCATIONAL

SKILLS PROGRAMMES	SP REG NUMBER	NOF	CREDITS	DESCRIPTION
Basic Food Safety Complier	SP-241202	2	16	This programme equips learners with the essential knowledge and practices required to maintain food safety in a production environment. It covers hygiene principles, contamination risks, safe handling, and compliance with food safety standards to ensure a safe workplace.
Assistant Baker: Fermented Dough Products	SP-191206	2	36	This programme introduces learners to the basics of preparing, mixing, fermenting, and baking dough products. It focuses on practical baking skills, understanding ingredients, following recipes, and maintaining quality standards in a bakery setting.
Red Meat De-boner	SP-220325	2	48	This programme provides learners with foundational skills in safely and efficiently de-boning red meat. It includes knife-handling techniques, workplace safety, carcass preparation, trimming, and meeting hygiene and quality requirements in a meat processing environment.



02

## TOP 10 HIGH-DEMAND CAREERS IN FOOD & BEVERAGE MANUFACTURING



# HIGH-DEMAND OCCUPATIONS (TOP 10)

The food and beverage industry is full of exciting opportunities—especially for young people with skills, curiosity, and drive.

## CAREERS IN FOOD SCIENCE & TECHNOLOGY

Love science, innovation, and problem-solving? These roles shape what the world eats and drinks.

**Food & Beverage Scientist**—Develops and improves new food and drink products.

**Food & Beverage Technician**—Tests quality, safety, and flavour during production.

**Quality Controller (Manufacturing)**—Makes sure every product meets high standards.

**Winemaker**—Blends science and art to produce fine wines.

## CAREERS IN THE TECHNICAL & VOCATIONAL FIELD

Enjoy hand-on work and fixing machines? These careers keep production running smoothly.

**Millwright**—Installs, maintains, and repairs factory machinery.

**Fitter & Turner**—Builds and maintains parts used in manufacturing.

**Butcher**—Prepares, cuts, and processes meat products safely and skillfully.

## CAREERS IN BUSINESS & MANAGEMENT

Love leading teams and getting things done efficiently? These roles drive productivity and growth.

**Manufacturing Operations Manager**—Oversees the entire production process.

**Production / Operations Supervisor**—Leads teams, manages workflow, and ensures smooth daily operations.

## CAREERS IN ENGINEERING

Engineering minds make innovation possible in food and beverage manufacturing.

**Engineering Manager**—Leads technical teams that design, maintain, and improve production systems.



SCAN FOR MORE INFO  
ON AN EXPERIENCE



# CAREERS

# CAREERS IN FOOD SCIENCE & TECHNOLOGY

National Senior Certificate Life Science,  
Physical Science, Maths

## UNIVERSITY DEGREE

Bachelor of Science in Food Science or Bachelor of Science (BSc)  
Agriculture: Food Science

### Majors in:

- Food Chemistry and Analysis
- Food Microbiology, Fermentation and Biotechnology
- Food Safety and quality Management
- Food Production Development
- Consumer Science
- Food Production Technology
- Nutrition and Dietetics (In some programmes)
- Oenology

## POSTGRADUATE

A postgraduate degree or diploma is needed to specialise.  
Each institution will have specific areas that they will promote.

### Specialisation areas may include:

- Milling Nutritionist
- Protein Development Technologist
- Food Safety Standards Manager
- Food Sanitation and Safety Inspector
- Food Quality Consultant
- Food Technology Advisor
- Food Safety Standards Auditor
- Food and Drink Technologist
- Food Chemist/Engineer
- Food Microbiology
- Food Processing
- Oenology

## UNIVERSITY OF TECHNOLOGY

National Diploma / Bachelor of Technology (Btech) in

- Food Technology
- Consumer Science: Food and Nutrition
- Microbiology
- Biotechnology
- Agricultural Management: Food Production
- Quality Management(Food-related)
- Environment Health(Food Safety Focus)

## BACHELOR DEGREE

A Bachelor of Technology (Btech), or a Master of Technology Degree (MTech) or Doctoral Degree (PhD) can be followed in related specialisations.



# 1. FOOD & BEVERAGE SCIENTIST

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Life Sciences
- Physical Science
- Mathematics

### STUDY PATHWAYS:

- Bachelor of Science in Food Science (BSc).
- Bachelor of Science in Food Technology (BSc).
- Bachelor of Agriculture: Food Science (BSc Food Sc.)
- Postgraduate studies in Food Science or related fields (e.g., Biotechnology, Microbiology, Nutrition).
- Additional skills programme in specialised areas such as food safety, quality assurance, and product development.

### JOB DESCRIPTION:

Food Science combines food and science to understand what food is made of and how it behaves. Food & Beverage Scientists ensure our food is safe, high-quality, and sustainable—making them key players in the food industry.

### WHAT THE JOB ENTAILS:

- Study the chemistry and biology of food.
- Examine physical properties like texture and structure.
- Assess nutrition and health impacts.
- Research how food is made, preserved, and packaged.
- Solve real-world problems, like improving quality or reducing waste.
- Test and develop new or better food products in labs, factories or kitchens.

## RECOMMENDED ASSOCIATION BODY

### SAAFOST

SAAFoST is the Association for Food Scientists, Technologists, and other Professionals serving the food and allied industries in South Africa.

[www.saafofst.org.za](http://www.saafofst.org.za)



# 2. FOOD & BEVERAGE TECHNICIAN

## SCHOOL LEVEL: GRADE 9 NCV / NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Mathematics
- Technology
- Physical Science

### STUDY PATHWAYS:

- Apprenticeship programs.
- Learnerships.

- Occupational curriculum programs (Depending on NQF level).
- TVET College courses in Food and Beverage related trades.
- Artisan Recognition of Prior Learning (ARPL) for experienced workers.

### JOB DESCRIPTION:

A Food & Beverages Technician helps produce and test food and drinks, making sure they are safe, high-quality and consistent.

### WHAT THE JOB ENTAILS:

- Attend practical and theoretical training at a TVET college or training center.

- Gain workplace experience under a qualified mentor.
- Operate machinery, monitor production, and test product quality.
- Follow an apprenticeship or learnership to complete your training.
- Pass a Trade Test (Red Seal Qualification) to become fully qualified.



# 3. QUALITY CONTROLLER (MANUFACTURING)

## CAREERS IN ENGINEERING

### SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

#### RECOMMENDED SUBJECTS:

##### Compulsory Subject (for Degree):

- Mathematics
- Physical Science
- Life Science & Technology

#### STUDY PATHWAYS:

- Bachelor of Science in Food Science (BSc).
- Quality Assurance.
- Diploma in Food Technology.

#### JOB DESCRIPTION:

A Quality Controller checks food and beverage products during production to make sure they meet safety and quality standards.

#### WHAT THE JOB ENTAILS:

- Inspect Products: Look for defects during production.
- Test and Measure: Use tools to check if products meet standards.

- Record Findings: Keep detailed reports and suggest improvements.
- Control Plans: Help create systems for consistent, defect-free products.
- Train Staff: Guide team members on quality rules and processes.



# 4. WINEMAKER

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Life Sciences
- Physical Sciences
- Mathematics

### STUDY PATHWAYS:

- Bachelor of Science in Food Science (BSc).
- Bachelor of Agriculture: Food Science. (BSc Food Sc.)(with specialisation in Oenology).

- National Diploma or Bachelor of Technology in Consumer Science: Food and Nutrition, Microbiology, or Biotechnology (with focus on wine production)(BTech).
- Postgraduate studies in Oenology or related specialisations.

### JOB DESCRIPTION:

A Winemaker produces high-quality wine—combining science and craft to ensure safety, quality and flavour.

### WHAT THE JOB ENTAILS:

- Oversee winemaking: from grape selection to bottling.
- Apply food science to meet safety and quality standards.

- Use chemistry and biology to manage fermentation and flavours.
- Apply physics for texture, clarity, and structure.
- Evaluate sensory and nutritional properties.
- Maintain quality control and follow industry regulations.



# CAREERS IN THE TECHNICAL & VOCATIONAL

Grade 9 NCV / National Senior Certificate Mathematics, Technology

## APPRENTICESHIP

Entry Requirement: Grade 9  
Duration: 3-4 Years

### PRACTICAL

Attend practical classes at a registered training center to complete the module requirements.

### THEORETICAL

Attend theoretical classes at a registered training center or TVET college to complete the module requirements.

### WORKPLACE EXPERIENCE

You will work under the supervision of a qualified artisan to practically apply what you learned to gain experience.

## LEARNERSHIP

Entry Requirement:  
Duration: 24 Months (2 Years)

### PRACTICAL

Attend practical classes at a registered training center or TVET college to complete the module requirements.

### THEORETICAL

Attend theoretical classes at a registered training center or TVET college to complete the module requirements.

### WORKPLACE EXPERIENCE

You will work under the supervision of a qualified artisan to practically apply what you learned to gain experience.

## OCCUPATIONAL CURRICULUM

Entry Requirement: QCTO  
Requirements Duration:  
12-24 Months (Depends on NQF level you started on)

### PRACTICAL

Attend practical classes at a registered training center or TVET college to complete the module requirements.

### THEORETICAL

Attend theoretical classes at a registered training center or TVET college to complete the module requirements.

### WORKPLACE EXPERIENCE

You will work under the supervision of a qualified artisan to practically apply what you learned to gain experience.

## ARTISAN RECOGNITION OF PRIOR LEARNING (ARPL)

Entry Requirement: To be assessed

### WORKPLACE EXPERIENCE

For a person already working, you need to have accumulated a minimum of 3 years working experience in relevant trade.

### APPLY FOR ARPL ASSESSMENT

Apply for assessment to undergo ARPL at a registered, accredited ARPL.

1. Apply for EISA-External Integrative Summative Assessment (Trade Test) Apply for assessment to undergo EISA at a registered, accredited assessment center.
2. EISA Trade Test Assessment includes practical tasks that the apprentice must complete within a specific period.
3. Pass (Red Seal Qualification)



# 5. MILLWRIGHT

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

**Compulsory:** Mathematics

- Physical Sciences
- Engineering & Technology

### STUDY PATHWAYS:

*(Refer to pathways on the previous page)*

- Four pathways to qualify as a registered artisan, typically through TVET Colleges accredited and funded by a SETA.
- Qualifications and skills programs as outlined

by the TVET route (N1–N3, plus practical training and trade test).

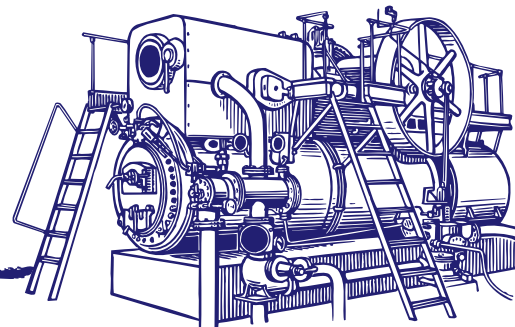
### JOB DESCRIPTION:

A Millwright installs, maintains, and repairs heavy industrial machinery across mechanical, electrical, hydraulic, and pneumatic systems—to ensure smooth factory and plant operations.

### WHAT THE JOB ENTAILS:

- Fit, adjust, and repair motors, generators, and machinery.
- Service electrical and industrial equipment.
- Inspect and test manufactured electrical products.
- Install, connect, maintain, and modify electrical/control systems.

- Work on lifts, escalators, and moving walkways.
- Replace and repair defective parts.



# 6. FITTER AND TURNER

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Mechanical Technology
- Mathematics
- Engineering
- Graphic Design

### STUDY PATHWAYS:

- 4-year learnership in the metal industry.
- Practical training at an accredited training center.

- In-service training under supervision of qualified tradespeople.
- Theoretical training through a TVET college up to N6 level Four pathways available to qualify as a registered Artisan.

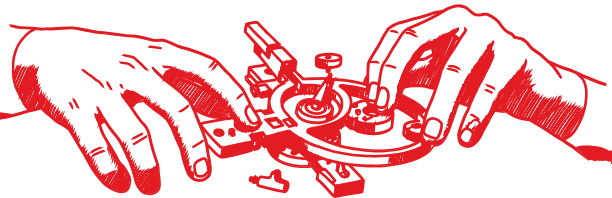
### JOB DESCRIPTION:

A Fitter and Turner assemble, maintains, and repairs mechanical components and machinery using precision tools and machines.

### WHAT THE JOB ENTAILS:

- Assemble and fit components using lathes, milling machines, drills, etc.
- Maintain and repair machinery through inspections and troubleshooting.

- Read and interpret technical drawings and blueprints.
- Operate specialised machinery for fabrication and repairs.
- Follow safety standards when working with heavy machinery.



# 7. BUTCHER

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Mathematical Literacy
- Physical Science or Life Science
- Technical Subjects

### STUDY PATHWAYS:

- Four pathways to qualify as a registered Artisan (through qualifications, skills programs, or apprenticeships).
- Training available at accredited TVET Colleges funded by a relevant SETA (Sector Education and Training Authority).

- Occupational Qualifications in butchery/meat processing.

### JOB DESCRIPTION:

A butcher prepares and processes meat for sale, ensuring quality, safety, and presentation standards are met.

### WHAT THE JOB ENTAILS:

- Select & Inspect Meat: Choose quality cuts, check freshness, trim unwanted parts.
- Break Down Carcasses: Use knives, saws, and grinders to prepare steaks, chops, roasts, fillets, sausages, etc.
- Weigh, Package & Display: Label, package, arrange displays, and rotate stock for freshness.

- Maintain Hygiene & Safety: Sanitise equipment, follow food safety regulations, wear protective gear.
- Equipment Upkeep: Sharpen knives, clean tools, maintain or repair machinery.



# CAREERS IN BUSINESS

## National Senior Certificate with Mathematics and Physical Science

### UNIVERSITY

Bachelor of Commerce (BCom) or Bachelor of Science (BSc) or Bachelor of Science in Engineering (BSc(Eng))

#### Majors in:

- Applied Mathematics
- Marketing
- Accounting
- Logistics
- Human Resources
- Operations Management
- Quality Management

### POSTGRADUATE

A postgraduate degree or diploma is needed when a learner wants to specialise.

Each institution has specific areas it will promote.

#### These may include:

- Manufacturing Operations Manager
- Production / Operations Supervisor (Manufacturing)

Students at a University of Technology who intend to pursue postgraduate studies must first complete an Advanced Diploma, which may then be followed by a Master's degree and subsequently a Doctorate.

### UNIVERSITY OF TECHNOLOGY

National Diploma

#### Diploma in:

- Management Accounting
- Marketing
- Human Resources
- Operations Management
- Production Management
- Supply Chain & Logistics

### INTERNSHIP / WORK EXPERIENCE

Work experience is needed for the completion of a diploma.



# 8. MANUFACTURING OPERATIONS MANAGER

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Mathematics
- Business Studies
- Physical Science

### STUDY PATHWAYS:

- Diploma in Operations Management (Minimum APS 17 with mathematics).
- Bachelor of Technology in Operations Management (BTech).

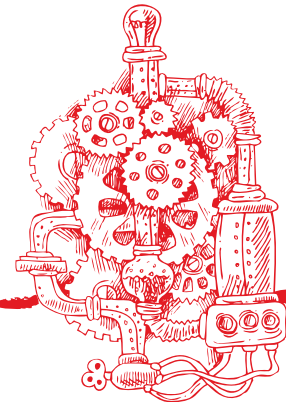
### JOB DESCRIPTION:

Responsible for planning, coordinating, controlling, and optimising all resources and processes involved in producing goods.

### WHAT THE JOB ENTAILS:

- Select & Inspect Meat: Choose quality cuts, check freshness, trim unwanted parts.
- Ensure Quality & Compliance: Maintain product standards and adhere to safety and regulatory requirements.
- Plan Resources & Capital: Allocate materials, equipment, and budgets effectively.
- Optimise Manufacturing Processes: Improve efficiency, reduce waste, and implement best practices.

- Lead & Develop Teams: Guide staff, build skills, and maintain productivity.
- Oversee Production Processes: Manage day-to-day operations to ensure smooth workflow.



# 9. PRODUCTION & OPERATIONS SUPERVISOR (MANUFACTURING)

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Mathematics (required for degree)

### STUDY PATHWAYS:

- National Diploma in Management or
- Bachelor of Commerce in Management (BCom).
- Diploma/degree in Industrial Engineering or Production Management.

**Additional Notes:** Entry usually requires 2-4 years supervisory experience.

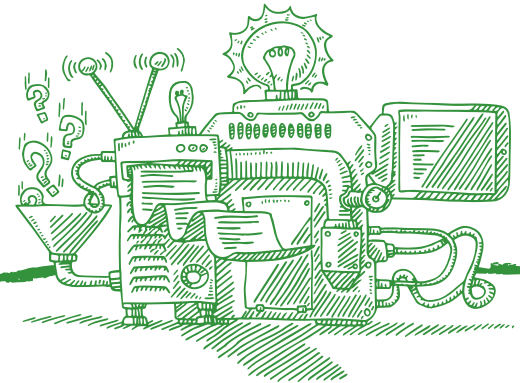
### JOB DESCRIPTION:

Oversees daily production activities in food and beverage or general manufacturing—ensuring operations are smooth, safe, and efficient.

### WHAT THE JOB ENTAILS:

- Manage Daily Production: Oversee schedules, equipment, and staffing.
- Optimise Processes: Implement continuous improvements to reduce waste and enhance performance.
- Lead Teams: Mentor supervisors, operators, and maintenance staff.
- Resource Management: Plan materials, labour, and budgets to meet production targets efficiently.

- Ensure Compliance: Maintain quality standards and adhere to safety regulations.
- Coordinate Cross-Functionally: Work with engineering, procurement, supply chain, and quality control teams.



# CAREERS IN ENGINEERING

National Senior Certificate with Mathematics (Physical Science will be required only for BSc)

## UNIVERSITY DEGREE

Bachelor of Engineering / Bachelor of Science in Engineering.

- Chemical
- Computer
- Civil
- Aeronautical
- Electrical
- Electronic
- Geodetic
- Industrial
- Mechanical
- Mechatronics
- Metallurgical

## UNIVERSITY OF TECHNOLOGY

National Diploma in Engineering Technology / Bachelor of Engineering Technology.

- Chemical
- Civil
- Electrical
- Electronic
- Industrial
- Mechanical
- Mechatronics
- Metallurgical

## INTERNSHIP / WORKPLACE EXPERIENCE

To register as a Professional Engineer with the Engineering Council of South Africa (ECSA), you first must register as a Candidate Engineer and gain three years of work experience.

## PROFESSIONAL REVIEW (ENGINEER)

After the completion of the candidate phase ECSA conducts a professional review of the work experience. You can apply for registration as a Professional Engineer after the review has been completed.

## DESIGNATION : PROFESSIONAL ENGINEER

Only Engineers registered with the ECSA may use the designation Professional Engineer. A designation is a title that a professional person may use (write behind her/his name) to indicate that she/he is fully qualified in a certain professional field and is a member of a professional body.



# 10. ENGINEERING MANAGER

## SCHOOL LEVEL: NATIONAL SENIOR CERTIFICATE (NSC)

### RECOMMENDED SUBJECTS:

- Relevant engineering disciplines such as Mechanical, Electrical Engineering (implied by the bachelor's degree focus)

### STUDY PATHWAYS:

- Register with the Engineering Council of South Africa (ECSA) as an Engineer in Training after completing a bachelor's degree.
- Complete a 3-year training period with an approved employer.
- Obtain registration as a Professional Engineer from ECSA upon successful completion of training.

- Postgraduate studies available in Mechanical Engineering at several universities and universities of technology.

### JOB DESCRIPTION:

Leads engineering or technical projects from planning to completion, ensuring quality, safety, and efficiency.

### WHAT THE JOB ENTAILS:

- **Project & Team Leadership:** Set goals, budgets, timelines, lead meetings, delegate and coach team members.
- **Technical Oversight:** Provide design guidance, review work, and ensure compliance with engineering standards.

- **Communication & Stakeholder Management:** Coordinate with clients, executives, and departments; prepare reports and technical documents.
- **Process Improvement:** Identify risks, optimise workflows, implement best practices, track performance, and drive continuous improvement.



# EMERGING JOBS WITHIN FBS



## Sustainable Packaging Technology

A professional who creates ecology-friendly packaging materials, mostly based on organic substances.



## Food Waste Recycling Specialist

A professional who comes up with how to extract useful organic compounds from food waste that are suitable for reuse.



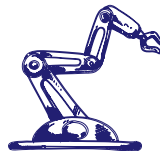
## Food Biochemist

Plans and conducts complex projects in basic and applied research of organic substances used for food and beverage preparation, manages laboratory teams and monitors the quality of their work, and presents new solutions and products to food technologists and management.



## System risk manager

Conducts risk assessments, collecting and analysing documentation, statistics, reports, and market trends using AI. Recommends and implements risk management solutions such as insurance, safety, and security policies. Reviews and analyses various metrics and employee activity that could uncover fraudulent behavior.

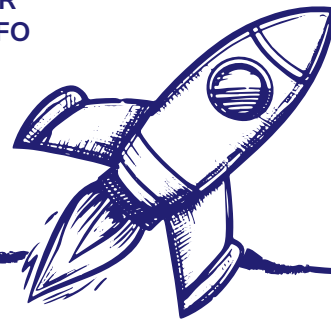


## Robotic systems designer

An IT specialist who designs industrial robots and cyberphysical systems for food and beverage plants and warehouses to optimise the process of production and logistics.



SCAN FOR  
MORE INFO



03

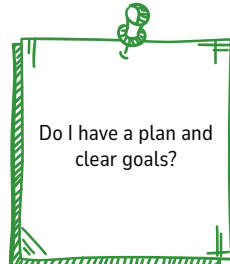
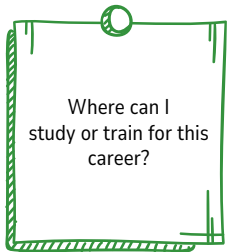
## PLANNING MY CAREER



# CAREER PLAN

Choosing your career after school or tertiary can feel like a big step—but it's really a journey made up of small choices. You don't have to have it all figured out yet! Start by learning more about you and the exciting opportunities in Food and Beverage manufacturing sector.

## KNOW YOURSELF



## REMEMBER:

Your career journey starts now. Explore, stay curious, and keep learning—the Food & Beverage industry is full of fresh opportunities waiting for you!



## R – REALISTIC CAREERS

Fitter and Turner, Food Processing Machine Operators, Butcher, Production Technicians, Wine Makers, Electricians, Health & Safety Officers, Food and Beverage Scientists, and Technical Millwrights.

Technical and vocational education in settings like TVET colleges. Practical training through apprenticeships, learnerships, skills programmes, and Work Integrated Learning (WIL) opportunities.

## I – INVESTIGATIVE CAREERS

Food and Beverage Scientist, Food Technologists, Millwright, Engineering Manager, Fitter and Turner, Environmental Health Specialists—ensuring food safety and nutrition, Quality Controller Officers—all addressing evolving industry needs.

Academic and research pathways supported by bursaries (BSc, MSc, PhD in food science, food technology, or related fields).

## C – CONVENTIONAL CAREERS

Structured and systematic roles such as Compliance Officers, Quality Controllers, Operations Managers, Butcher, Engineering Manager, Manufacturing Operations Manager, Production/Operation Supervisor, Supply Chain Coordinators—ensuring standards, efficiency, food and beverage scientists, and regulatory compliance.

Training in regulatory compliance, food safety standards, data management, and supply chain systems—often embedded in accredited skills programmes and learnerships via FoodBev SETA.

## A – ARTISTIC CAREERS

Roles involving product design and innovation—such as Packaging Designer, Product Development Technologist, R&D creatives focused on healthier, visually appealing consumer products, and Wine Makers.

While SETA doesn't explicitly offer art-focused streams, these roles align with creative curriculum or specialised higher-education in design or product aesthetics, often fostered through partnerships or sector-specific trainings.

## S – SOCIAL CAREERS

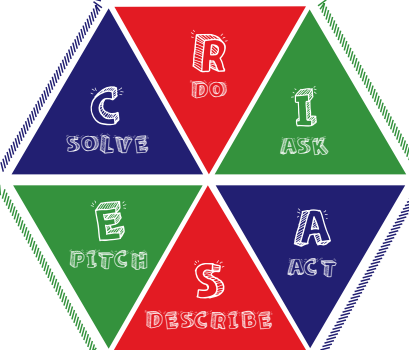
Roles like Community Liaison Officers, Skills Development Facilitators (SDFs), and Training Coordinators—bridging education, employers, and learners to strengthen the skills pipeline.

Education in human services, education, or social sciences, plus certified facilitator training and career guidance aligned with FoodBev's community outreach and support roles.

## E – ENTREPRENEURSHIP CAREERS

Entrepreneurial roles such as SME owners in food production, Production/Operations Supervisor, Engineering Manager, Manufacturing Operations Manager, cooperatives, or food-related design enterprises supported via FoodBev's Special Projects grants, particularly for youth, women and persons with disabilities.

Business development programmes, entrepreneurial training, and initiatives to support start-ups and cooperatives in the food sector.



# UNDERSTANDING YOUR PASS LEVELS

## HIGHER CERTIFICATE PASS

You can study at a TVET college or an accredited private college.

### REQUIREMENTS:

1. Pass 6 of 7 subjects
2. Get 40% or more in your Home Language
3. Get 40% or more in two other subjects
4. Get 30% or more in four other subjects

## DIPLOMA PASS

You can study for a Diploma at a University, University of Technology (UOT), TVET, or private college.

### REQUIREMENTS:

1. Pass 6 of 7 subjects
2. Get 40% or more in your Home Language
3. Get 40% or more in three other subjects (excluding Life Orientation)

4. Get 30% or more in the language of learning (English or Afrikaans)

## BACHELOR PASS

You can study towards a Degree or Diploma at a University, UOT, TVET, or private college.

### REQUIREMENTS:

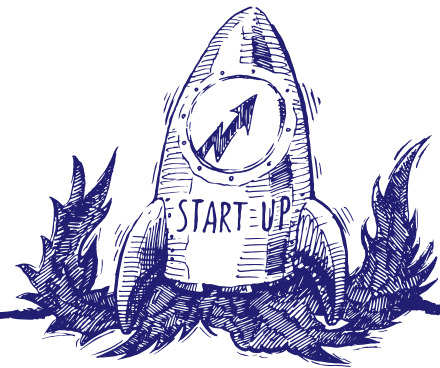
1. Pass 6 of 7 subjects
2. Get 40% or more in your Home Language
3. Get 50% or more in four other subjects (excluding Life Orientation)
4. Get 30% or more in the language of learning (English or Afrikaans) and at least 30% in your other language

This is a point-based system used by the South African Higher education institutions to assess matric results for university, University of Technology, or TVET college entry.

## ADMISSION POINT SCORE - APS

Marks (%)	AP SCORE
80 - 100	7
70 - 79	6
60 - 69	5
50 - 59	4
40 - 49	3
30 - 39	2
20 - 29	1

Most institutions exclude Life Orientation when calculating your APS.



# FINAL SUBJECT CHOICE

## CHECKLIST:

*should be used in Grade 9 to help you make smart subject choices for Grade 10-12*

### 1. KNOW YOURSELF

- I know which subjects I enjoy most
- I know where I usually perform well (my strengths)
- I understand my learning style (theory, practical or mixed)

### 2. THINK ABOUT YOUR CAREER GOALS

- I have thought about what I want to do after school
- I have explored careers that match my interests
- I checked which subjects are required for those careers
- I understand the APS (Admission Point Score) I will need

### 3. UNDERSTAND EACH SUBJECT

- I know what is taught in each subject
- I've asked teachers or career guidance practitioners to explain subject options
- I understand the difference between Mathematics and Mathematical Literacy
- My Current subjects and Marks for Grade 9



# FINAL SUBJECT CHOICE

SUBJECT	FINAL SUBJECTS (TICK ON THE CHOSEN SUBJECT)
<b>COMPULSORY</b>	
Home Language	
First Edition Language	
Life Orientation	
Mathematics or Mathematical Literacy	
<b>ELECTIVE (SELECT AT LEAST 3)</b>	
Physical Sciences	
Life Sciences	
Consumer Studies	
Agricultural Sciences	
Engineering Graphics & Design (EGD)	
Mechanical Technology	
Electrical Technology	
Business Studies	
Accounting	
Economics	
Hospitality	
Information Technology	



04

# FUNDING AND STUDY SUPPORT



# WHAT DOES NSFAS COVER?

The National Student Financial Aid Scheme (NSFAS) is a public entity under the Department of Higher Education and Training that provides financial aid to eligible students from disadvantaged households to study at universities and TVET colleges.

(NSFAS amounts follow the latest DHET guidelines.)

- Applicants who are approved for NSFAS funding are covered for:
  - Registration fees
  - Tuitions fees
  - Learning material
  - Personal Care
  - Transport or Accommodation

## WHO QUALIFIES FOR NSFAS?

- South African citizens or permanent residents.
- SASSA grant recipients.
- Applicants whose combined gross household income is not more than R350 000 per year.
- Persons with disabilities who's combined gross household income is not more than R600 000 per year.
- Must have email account and cell phone number.

## NEED STUDY FUNDING?

- Yes: I want to apply for NSFAS, SETA bursaries, or international scholarships (see next page)
- No: I already have a scholarship or family support

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## SCAN FOR MORE INFO

[www.my.nsfas.org.za](http://www.my.nsfas.org.za)

0800067327

[info@nsfas.org.za](mailto:info@nsfas.org.za)



# WHAT DOES KHETHA COVER?

Khetha is a career guidance service from the Department of Higher Education and Training (DHET). It helps learners, youth, and job seekers with career information, advice, and counselling.

Khetha is a great place to start when you're researching and planning your future—helping you make smart choices about your studies and career path.

## NATIONAL COORDINATION

Here you will find, among others:

- National Policy for an Integrated Career Development System for South Africa (gazetted).
- Career development coordinating bodies, partners and stakeholders.

## CAREER ADVICE HELPLINE

Here you will find information about our national multi-channel helpline which provides quality and up-to-date career information, advice and guidance to people of all ages.

## CDS OUTREACH

Here you will find information on Career Development Services outreach programmes which are carried out in the form of career information, advice and guidance to the public at career exhibitions and expos, school visits and career information sessions.

## KHETHA RADIO PROGRAMMES COMING SOON

The radio shows feature industry experts and professionals who provide information and advice on careers.

## SCAN FOR MORE INFO

[www.careerhelp.org.za](http://www.careerhelp.org.za)



# STUDY ABROAD WITH DHET INTERNATIONAL SCHOLARSHIPS

The Department of Higher Education and Training (DHET) helps South African students access international scholarships through its official website:  
[www.internationalscholarships.dhet.gov.za](http://www.internationalscholarships.dhet.gov.za)

## WHAT'S ON OFFER

Studying in another country lets you:

- **Explore new cultures** and gain global experience
- **Develop new skills** inside and outside the classroom
- **Meet people** from all over the world
- **Boost your career prospects** with an international qualification

## OPPORTUNITIES

DHET partners with global institutions and governments to offer scholarships and skills-development programs for South African students. Other international agencies also provide additional funding and study opportunities—so keep exploring and apply early!

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## SCAN FOR MORE INFO

012 312 5393

[internationalscholarships.dhet.gov.za](http://internationalscholarships.dhet.gov.za)



# APPLY FOR A BURSARY OR SCHOLARSHIP

## CHECKLIST

- Certified copy of your ID (and guardian's if needed)
- Latest report card or Matric Certificate
- Pay slips or unemployment affidavit
- Municipal bill or residence affidavit
- Registration/admission proof from your college/university
- Motivation letter
- Consent form (if required)
- Guardian ID copies (for dependents)

★ **TIP:** Check each bursary's requirements carefully—some may ask for extra documents like medical reports or proof of disability. Stay organised and submit everything on time!



05

## FINDING YOUR FIRST JOB



# TIPS TO FIND YOUR FIRST JOB

Starting your career can feel overwhelming, but with the right tools, you can land your first job confidently.

## GET YOUR DOCUMENTS READY

Before you apply, make sure you have:

- Certified copy of your ID
- Matric certificate or highest qualification
- Updated CV
- Cover letter (optional but helps you stand out)
- Reference letters (from teachers, previous employers, or community leaders)
- Driver's license (if required)

**TIP:** Keep printed and digital copies on your phone, USB or email.

## FIND JOB VACANCIES

Check these places regularly:

- Online portals: Indeed, CareerJunction, LinkedIn, PNet
- Company websites: Many post vacancies directly

- Social media: Facebook, LinkedIn, Twitter
- Newspapers & community boards
- Walk-ins: Drop off your CV in person
- Networking: Tell friends, family, and community leaders you're job hunting

**TIP:** Avoid scams—don't pay money to apply for a job.

## WRITE A WINNING CV

Your CV is your first impression. Keep it short, clear and professional.

**Include:**

- Personal Details: Name, ID, contact info, address
- Career Objective: 1-2 sentences about your goals
- Education: Schools, subjects, qualifications
- Work Experience / Volunteering: Part-time jobs, internships, community projects
- Skills: Computer literacy, teamwork, communication, problem-solving

- References: At least two contactable people

**TIP:** Keep your CV max 2 pages. No photos, fancy fonts, or unnecessary personal info.

## APPLY AND FOLLOW UP

- Send your CV with a polite, professional email
- Include the job title in the subject line
- Attach a short cover letter if possible
- Follow up after a week with a call or email

## FINAL TIPS

*Finding a job takes time and patience.*

- Stay positive
  - Apply widely
  - Treat each interview as a learning experience
- Your first job is just the first step toward bigger opportunities!*





# HIGHER EDUCATION INSTITUTIONS & SETA'S



# UNIVERSITIES IN SOUTH AFRICA

## GAUTENG

- University of Johannesburg – [www.uj.ac.za](http://www.uj.ac.za)
- University of Pretoria – [www.up.ac.za](http://www.up.ac.za)
- University of Witwatersrand – [www.wits.ac.za](http://www.wits.ac.za)
- UNISA – [www.unisa.ac.za](http://www.unisa.ac.za)
- Sefako Makgatho Health Sciences University – [www.smu.ac.za](http://www.smu.ac.za)

## NORTHWEST

- North West University – [www.studies.nwu.ac.za](http://www.studies.nwu.ac.za)

## WESTERN CAPE

- University of Cape Town – [www.uct.ac.za](http://www.uct.ac.za)
- University of Western Cape – [www.uwc.ac.za](http://www.uwc.ac.za)
- Stellenbosch University – [www.sun.ac.za](http://www.sun.ac.za)

## NORTHERN CAPE

- Sol Plaatje University – [www.spu.ac.za](http://www.spu.ac.za)

## EASTERN CAPE

- University of Fort Hare – [www.ufh.ac.za](http://www.ufh.ac.za)
- Nelson Mandela University – [www.mandela.ac.za](http://www.mandela.ac.za)
- Rhodes University – [www.ru.ac.za](http://www.ru.ac.za)
- Walter Sisulu University – [www.wsu.ac.za](http://www.wsu.ac.za)

## KWAZULU-NATAL

- University of KwaZulu-Natal – [www.ukzn.ac.za](http://www.ukzn.ac.za)
- University of Zululand – [www.unizulu.ac.za](http://www.unizulu.ac.za)

## LIMPOPO

- University of Limpopo – [www.ul.ac.za](http://www.ul.ac.za)
- University of Venda – [www.univen.ac.za](http://www.univen.ac.za)

## FREE STATE

- University of the Free State – [www.ufs.ac.za](http://www.ufs.ac.za)



# UNIVERSITIES OF TECHNOLOGY (UOTS)

## WESTERN CAPE

- Cape Peninsula University of Technology (CPUT) – [www.cput.ac.za](http://www.cput.ac.za)

## FREE STATE

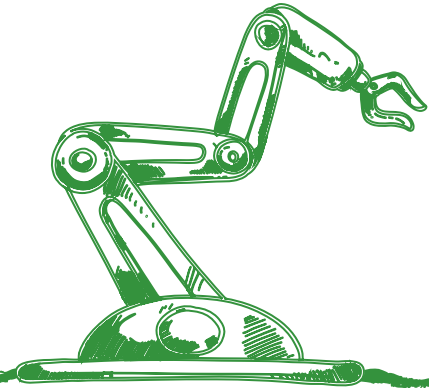
- Central University of Technology (CUT) – [www.cut.ac.za](http://www.cut.ac.za)

## KWA-ZULU NATAL

- Durban University of Technology (DUT) – [www.dut.ac.za](http://www.dut.ac.za)
- Mangosuthu University of Technology (MUT) – [www.mut.ac.za](http://www.mut.ac.za)

## GAUTENG

- Tshwane University of Technology (TUT) – [www.tut.ac.za](http://www.tut.ac.za)
- Vaal University of Technology (VUT) – [www.vut.ac.za](http://www.vut.ac.za)



# TVET COLLEGES BY PROVINCE

## GAUTENG

- Central Johannesburg TVET College – [www.cjc.edu.za](http://www.cjc.edu.za)
- Ekurhuleni East TVET College – [www.eec.edu.za](http://www.eec.edu.za)
- Ekurhuleni West TVET College – [www.ewc.edu.za](http://www.ewc.edu.za)
- Sedibeng TVET College – [www.sedcol.co.za](http://www.sedcol.co.za)
- South West Gauteng TVET College – [www.swgc.co.za](http://www.swgc.co.za)
- Tshwane North TVET College – [www.tnc.edu.za](http://www.tnc.edu.za)
- Tshwane South TVET College – [www.tsc.edu.za](http://www.tsc.edu.za)
- Western TVET College – [www.ewc.edu.za](http://www.ewc.edu.za)

## NORTHWEST

- Orbit TVET College – [www.orbitcollege.co.za](http://www.orbitcollege.co.za)
- Taletso TVET College – [www.taletso.edu.za](http://www.taletso.edu.za)
- Vuselela Tvet College – [www.vuselelacollege.co.za](http://www.vuselelacollege.co.za)

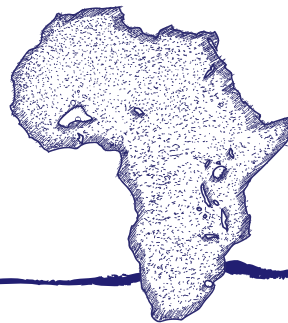
## EASTERN CAPE

- Buffalo City TVET College – [www.bccollege.co.za](http://www.bccollege.co.za)
- East Cape Midlands TVET College – [www.fundiconnect.co.za](http://www.fundiconnect.co.za)
- Ikhala TVET College – [www.ikhala.edu.za](http://www.ikhala.edu.za)
- Ingwe TVET College – [www.ingwecollege.edu.za](http://www.ingwecollege.edu.za)

- King Hintsa TVET College – [www.khc.edu.za](http://www.khc.edu.za)
- Kings Sabata Dalindyebo TVET College – [www.ksdcollege.edu.za](http://www.ksdcollege.edu.za)
- Love Dale TVET College – [www.lovedale.edu.za](http://www.lovedale.edu.za)
- Port Elizabeth TVET College – [www.pecollege.edu.za](http://www.pecollege.edu.za)

## WESTERN CAPE

- Boland TVET College – [www.bolandcollege.com](http://www.bolandcollege.com)
- College of Cape Town – [www.cct.edu.za](http://www.cct.edu.za)
- False Bay TVET College – [www.alsebaycollege.co.za](http://www.alsebaycollege.co.za)
- Northlink TVET College – [www.northlink.co.za](http://www.northlink.co.za)
- South Cape TVET College – [www.sccollege.co.za](http://www.sccollege.co.za)
- West Coast TVET College – [www.westcoastcollege.co.za](http://www.westcoastcollege.co.za)



# TVET COLLEGES BY PROVINCE

## KWA-ZULU NATAL

- Coastal TVET College – [www.coastalkzn.co.za](http://www.coastalkzn.co.za)
- Elangeni TVET College – [www.elangeni.edu.za](http://www.elangeni.edu.za)
- Esayidi TVET College – [www.esayiditvet.co.za](http://www.esayiditvet.co.za)
- Majuba TVET College – [www.majuba.edu.za](http://www.majuba.edu.za)
- Mnambithi TVET College – [www.mnambithicollege.co.za](http://www.mnambithicollege.co.za)
- Mtshashana TVET College – [www.mthashanacollege.co.za](http://www.mthashanacollege.co.za)
- Thekwini TVET College – [www.thekwini.edu.za](http://www.thekwini.edu.za)
- Umfolozi TVET College – [www.umfolozi.coltech.co.za](http://www.umfolozi.coltech.co.za)

## LIMPOPO

- Capricorn TVET College – [www.capricornonline.co.za](http://www.capricornonline.co.za)
- Lephalale TVET College – [www.leptvetcol.edu.za](http://www.leptvetcol.edu.za)
- Letaba TVET College – [www.letcol.co.za](http://www.letcol.co.za)
- Mopani South TVET College – [www.mopanicollege.edu.za](http://www.mopanicollege.edu.za)
- Sekhukhune TVET College – [www.sekhukhunetvet.edu.za](http://www.sekhukhunetvet.edu.za)
- Waterberg TVET College – [www.waterbergcollege.co.za](http://www.waterbergcollege.co.za)

## FREE STATE

- Flavius Mareka TVET College – [www.flaviusmareka.net](http://www.flaviusmareka.net)
- Goldfields TVET College – [www.goldfieldstvet.edu.za](http://www.goldfieldstvet.edu.za)
- Maluti TVET College – [www.malutitvet.co.za](http://www.malutitvet.co.za)
- Motheo TVET College – [www.motheoetvet.edu.za](http://www.motheoetvet.edu.za)
- Northern Cape Rural TVET College – [www.ncrtvet.com](http://www.ncrtvet.com)
- Northern Cape Urban TVET College – [www.ncutvet.edu.za](http://www.ncutvet.edu.za)

## MPUMALANGA

- Ehlanzeni TVET College – [www.ehlanzenicollege.co.za](http://www.ehlanzenicollege.co.za)
- Gert Sibande TVET College – [www.gscollege.edu.za](http://www.gscollege.edu.za)
- Nkangala TVET College – [www.ntc.edu.za](http://www.ntc.edu.za)



# SETA'S & THEIR CONTACTS

## AGRISETA

Agriculture

Phone: +27 (0) 12 301 5600

Website: [www.agriseta.co.za](http://www.agriseta.co.za)

## CHIETA

Chemical Industry

Phone: +27 (0) 11 628 7000

Website: [www.chieta.org.za](http://www.chieta.org.za)

## FOODBEV SETA

Food & Beverages Manufacturing

Phone: +27 (0) 11 253 7300

Website: [www.foodbev.co.za](http://www.foodbev.co.za)

## BANKSETA

Banking

Phone: +27 (0) 11 805 9661

Website: [www.bankseta.org.za](http://www.bankseta.org.za)

## ETDPSETA

Education & Training

Phone: +27 (0) 11 372 3300

Website: [www.etdpseta.org.za](http://www.etdpseta.org.za)

## FP&MSETA

Fibre Processing & Manufacturing

Phone: +27 (0) 11 879 3700

Website: [www.fpmseta.org.za](http://www.fpmseta.org.za)

## CATHSSETA

Culture, Arts, Tourism, Hospitality & Sport

Phone: +27 (0) 11 217 0600

Website: [www.cathsseta.org.za](http://www.cathsseta.org.za)

## EWSETA

Energy & Water

Phone: +27 (0) 11 274 4700

Website: [www.ewseta.org.za](http://www.ewseta.org.za)

## HWSETA

Health & Welfare

Phone: +27 (0) 11 607 6900

Website: [www.hwseta.org.za](http://www.hwseta.org.za)

## CETA

Construction

Phone: +27 (0) 11 265 5900

Website: [www.ceta.org.za](http://www.ceta.org.za)

## FASSET

Finance & Accounting

Phone: +27 (0) 11 476 8570

Website: [www.fasset.org.za](http://www.fasset.org.za)

## INSETA

Insurance

Phone: +27 (0) 11 381 8900

Website: [www.inseta.org.za](http://www.inseta.org.za)



# SETA'S & THEIR CONTACTS

## LGSETA

Local Government

Phone: +27 (0)11 456 8579

Website: [www.lgseta.org.za](http://www.lgseta.org.za)

## MQA

Mining

Phone: +27 (0) 11 547 2600

Website: [www.mqa.org.za](http://www.mqa.org.za)

## SERVICESTETA

Services

Phone: +27 (0) 11 276 9600

Website: [www.servicseta.org.za](http://www.servicseta.org.za)

## MERSETA

Manufacturing, Engineering & Related

Phone: +27 (0)10 219 3000

Website: [www.merseta.org.za](http://www.merseta.org.za)

## PSETA

Public Service

Phone: +27 (0) 12 423 5700

Website: [www.pseta.org.za](http://www.pseta.org.za)

## TETA

Transport

Phone: +27 (0) 11 577 7000

Website: [www.teta.org.za](http://www.teta.org.za)

## MICTSETA

Media, Information & ICT

Phone: +27 (0)11 207 2600

Website: [www.mict.org.za](http://www.mict.org.za)

## SASSETA

Safety & Security

Phone: +27 (0) 11 087 5555

Website: [www.sasseta.org.za](http://www.sasseta.org.za)

## W&RSETA

Wholesale & Retail

Phone: +27 (0) 12 622 9500

Website: [www.wrseta.org.za](http://www.wrseta.org.za)

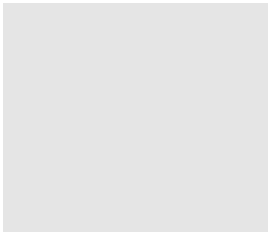






# NOTES

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