

worksmart

Excellence Today
Opportunity Tomorrow

multiply.
TRAINING

worksmart

Contents

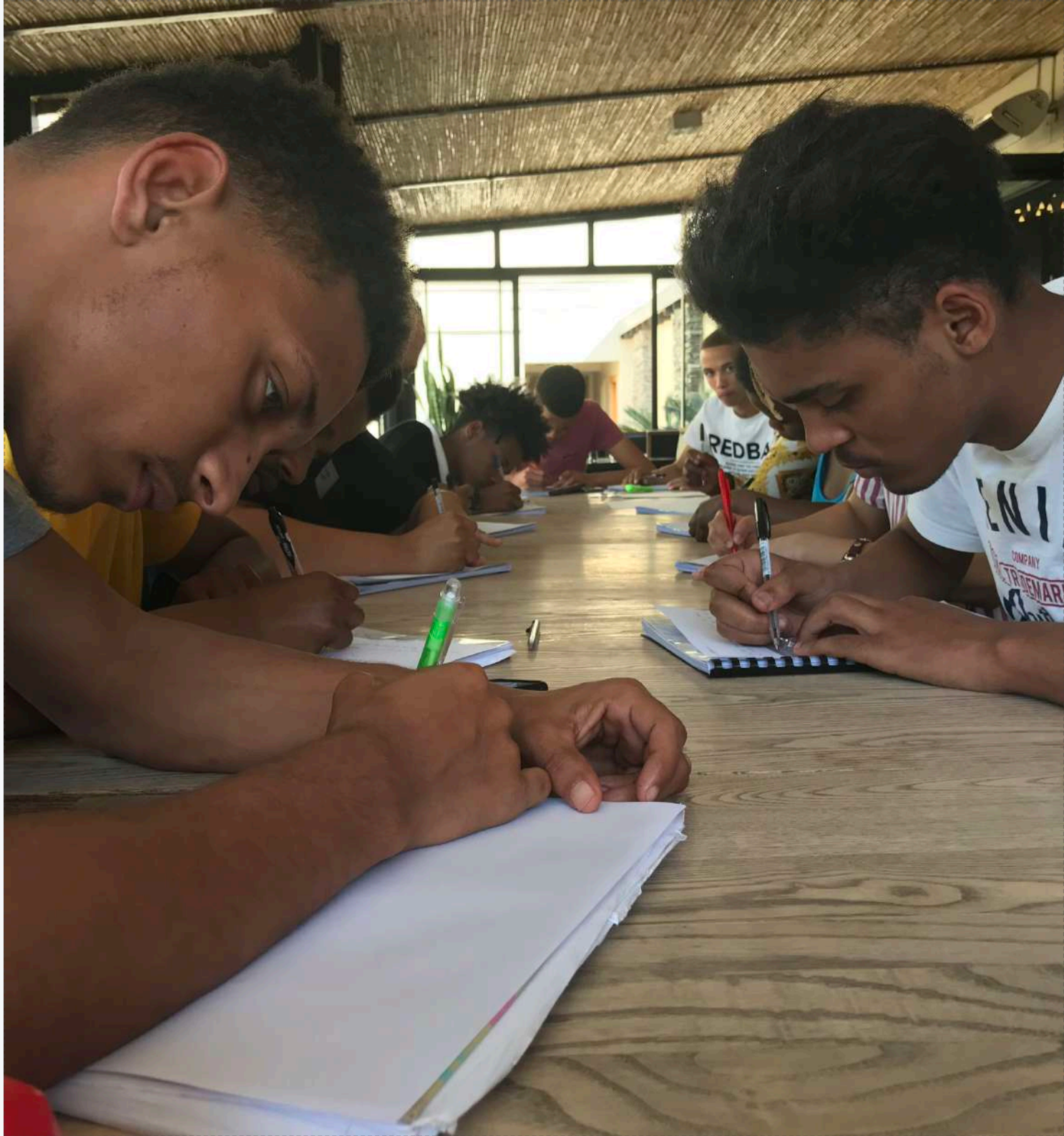
01	Introduction
02	The Problem
03	Our Solutions
04	Work Readiness Curriculum
05	Kaizen Curriculum
06	What Our Clients Say
10	In Action
11	Meet Our Instructor
12	Contact Us

01

Introduction

In South Africa, there is a growing need for basic employment training to address high levels of unemployment and skills shortages, particularly among young people. Many individuals entering the job market lack essential workplace skills such as communication, problem-solving, digital literacy and professionalism, which makes it difficult for them to secure and retain employment.

Basic employment training programmes can help bridge this gap by equipping people with the foundational skills and confidence required to adapt to different work environments. By focusing on practical competencies and entry-level readiness, such initiatives not only improve individual employability but also contribute to economic growth and social stability in the country.



02 The Problem

SKILLS SHORTAGE

Electricians

Plumbers

Welders

Boilermakers

Bricklayers / Masons

Carpenters

Diesel Mechanics

Tilers

WORKPLACE CHALLENGES

Poor time management
Missed deadlines and wasted hours reduce output.

Workplace conflict
Unresolved disputes lower morale and slow progress.

Weak communication skills
Misunderstandings lead to mistakes and rework.

Poor problem-solving ability
Small issues escalate into costly delays.

High absenteeism
Frequent no-shows disrupt production and teamwork.

Low engagement and motivation
Employees do the bare minimum, hurting efficiency.

Lack of teamwork and collaboration
Silos form, slowing down problem-solving.

Unsafe work practices
Accidents and injuries increase downtime and liability.

EDUCATION

41.9%
Expanded unemployment rate, including discouraged work-seekers

31.9%
Official unemployment rate

8.7%
Unemployment rate among graduates

8.0 million
People without work in South Africa (Q3 2024)

Source: Stats SA, Quarterly Labour Force Survey, Q3 & Q4 2024



03 · OUR SOLUTIONS

Solutions. Measurable Transformation.

01

Soft Skills Training

While technical proficiency is crucial in manufacturing, soft skills such as communication, teamwork, problem-solving and adaptability are equally vital.

02

Team Building

Most manufacturing tasks require coordination. Teams learn to share knowledge, help colleagues, communicate clearly and prioritise team success over personal recognition.

03

Return on Investment

Employees with strong life skills demonstrate 23% higher productivity and 37% lower absenteeism than those without such training.

+23% productivity

–37% absenteeism

04 · CURRICULUM 01

Work Readiness Curriculum

For all entry-level workers



01
Mindset
Growth vs survival mindset

Learners shift from getting through the day to building a future, setting personal goals and seeing work as a path to growth.

02
Values
Ownership and accountability

Taking responsibility for your actions, your work and its results, and following through on commitments to your team.

03
Work Ethic
Why we work

Understanding the purpose behind work: providing for family, building skills and contributing to the business and community.

04
Professionalism
12 characteristics of a professional

Punctuality, reliability, appearance, attitude and respect: the habits that make an employee trusted and promotable.

05
Health and Safety
Compliance and responsibility

Knowing workplace rules, using PPE correctly and spotting hazards so that everyone goes home safe.

06
Communication
Understanding culture and personalities

Listening well, speaking clearly and working effectively with colleagues from different backgrounds and personality types.

07
Emotional Intelligence
Social skills

Recognising and managing emotions, building empathy and handling pressure calmly on the job.

08
Conflict Resolution
Practical tools for facing workplace challenges

Addressing disagreements early and respectfully, finding common ground and keeping relationships intact.

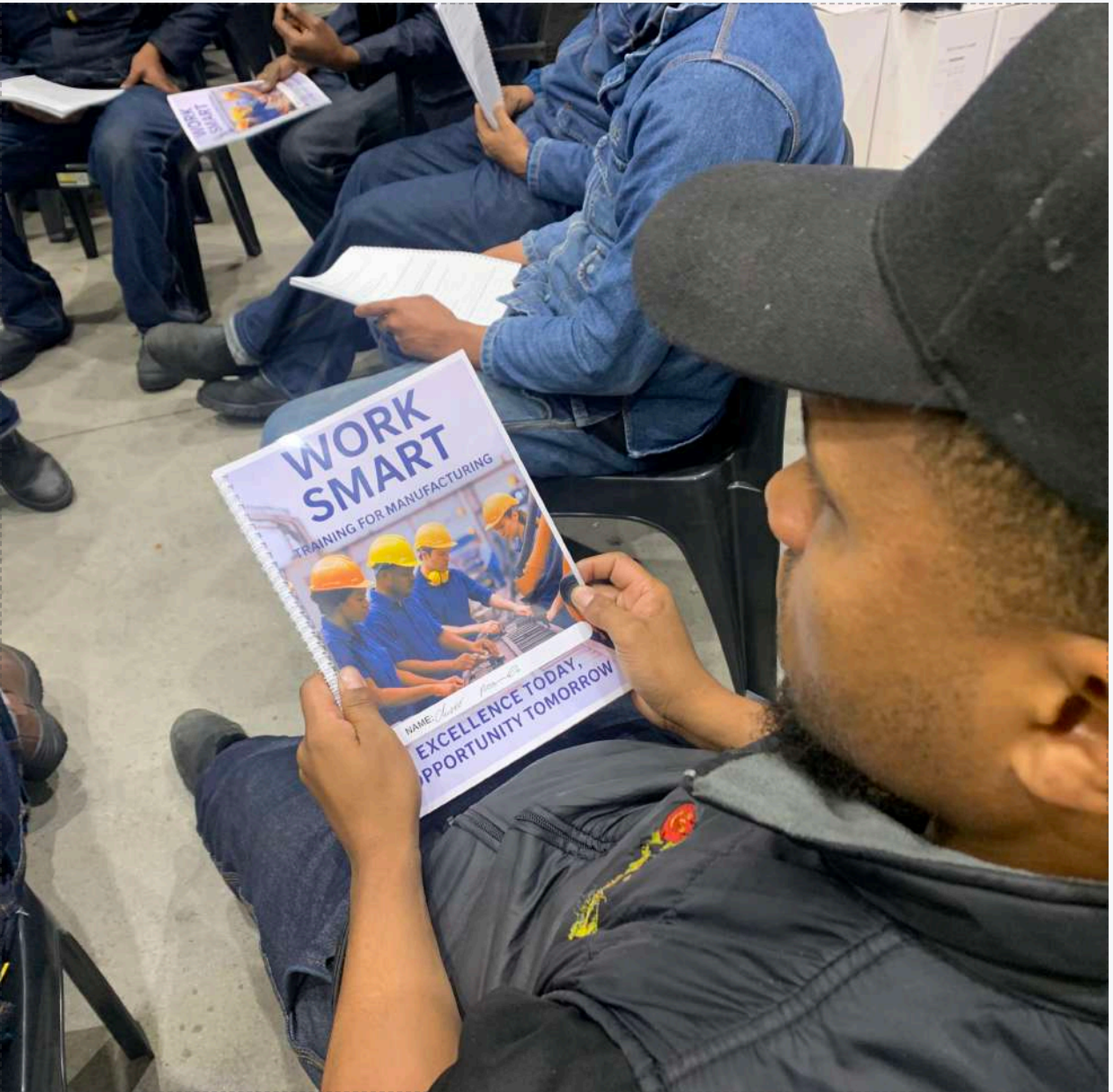
09
Kaizen
Introduction to lean manufacturing

The principle of small, continuous improvements, preparing learners for a lean production environment.

05 · CURRICULUM 02

Kaizen Curriculum

Manufacturing-specific



01
The 3 Ms
Muda (waste), Muri (overburden), Mura (unevenness)

Identifying the three main sources of inefficiency on the floor and practical ways to reduce each one.

02
The 5S Methodology
Seiri (sort), Seiton (set in order), Seiso (shine), Seiketsu (standardise), Shitsuke (sustain)

A step-by-step system for an organised, clean and efficient workplace that stays that way.

03
TQM
Total Quality Management

Building quality into every step so that everyone shares responsibility for meeting customer expectations.

04
JIT
Just-in-Time Manufacturing

Producing only what is needed, when it is needed, to cut inventory, waste and lead times.

05
TPM
Total Productive Maintenance

Involving operators in routine care of equipment to prevent breakdowns and maximise uptime.

06
The PQCDSM Methodology
Productivity, Quality, Cost, Delivery, Safety, Morale

Six key measures used to track and improve performance across the production line.

07
The PDCA Cycle
Plan, Do, Check, Act

A repeatable four-step method for testing changes, solving problems and making improvements stick.

08
Measuring Performance

Using KPIs, visual boards and daily data to see progress, spot problems and drive improvement.

09
Kaizen and ISO Standards

How continuous improvement supports ISO quality systems, audits and documented processes.

in2food
Inspiring beyond food

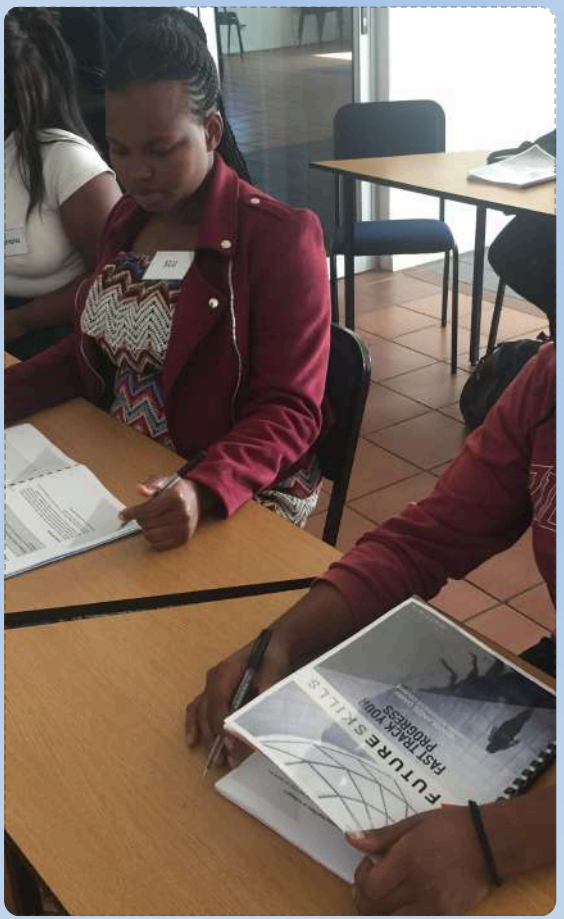


In2food is a leading South African food company that creates innovative, value-added food solutions across fresh produce, bakery, frozen goods, snacks and long-life products. It has over 8,000 employees and nine manufacturing sites.

“

Multiply Training has been on a journey with employees at one of the In2food factories. The difference they are making to colleagues’ thinking patterns and the building of their self-identity is having a significant and permanent impact on their lives. This translates into a better and more mature working environment, which leads to higher productivity and work satisfaction within the factory. Multiply Training also affects their family and social structures, where people become better role models for their families and their social circle. I feel that training using the Multiply method will not only create more productive workspaces but will also create better people and improve local communities.

Andre Haasbroek
Chief Operating Officer: Long-life and Systems, In2food



Woodlands Dairy is one of South Africa's leading dairy producers, best known for its FIRST CHOICE® range of products. Founded in 1995 in the Eastern Cape, the company has grown to employ around 1,700 people.

"

It is with much enthusiasm that I am writing to recommend the services of Multiply Training. We have had the pleasure of engaging with them as they conducted our Work Readiness programme.

HR – Learning and Development Department
Woodlands Dairy



IMSSA is a leading South African manufacturer of custom retail refrigeration and display solutions. With nearly two decades of experience, the company has grown from a small start-up into a full-scale creative factory employing over 55 specialists.

“

Multiply Training truly brings out the best in our people. Their passion, energy and personal approach have inspired our factory teams to grow in confidence and skill. We’re proud to have partners who care as much about our people as we do.

Steyn Laubscher
Director, IMSSA


MODULE 1:
PERSONAL
IDENTITY


MOSKOW


multiply.
TRAINING
www.multiplytraining.co









Sicelo Bani

LEAD TRAINER

Sicelo is a passionate trainer with a strong background in youth development, community leadership and team empowerment. With over a decade of experience guiding young people through mentorship, skills training and personal growth programmes, he brings energy, discipline and purpose to every learning environment.

Beyond his community work, Sicelo has gained diverse experience in hospitality, technical support, logistics and operations management, giving him a well-rounded perspective on both people and business.



Contact Us

PHONE +27 79 282 2085

EMAIL info@multiplytraining.co.za

WEB www.worksmart.org.za

PRESENTED BY

multiplyHUB.io

www.multiplyhub.io

worksmart

Excellence Today
Opportunity Tomorrow

Multiply Training (Pty) Ltd · Reg. 2018/612597 · VAT 4400318954