

SkillSTALK @HWSETA

October 2015

Soshanguve Youth Career Expo

HWSETA staff who attended a Youth Career Expo hosted by the Deputy President on 3 October 2015 in Soshanguve were delighted when the Ministerial entourage stopped at the HWSETA stand to discuss details around the HWSETA's skills development activities.



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Seen here at the HWSETA stand are Councillor Rosemary Ngobeni; Ms. Eulanda Mabusela - MMC City of Tshwane; the Honourable Mduduzi Manana - Deputy Minister of Higher Education and Training; the Honourable Siyabonga Cwele - South African Minister of Telecommunications and Postal Services; the Honourable Cyril Ramaphosa - Deputy President of the Republic of SA and Thilivhali Netshiongolwe - HWSETA Provincial Officer for Gauteng.

Second Consecutive Clean Audit Awarded to HWSETA

The HWSETA is one of seven SETAs awarded a clean audit for the 2014 – 2015 financial year. This is the second consecutive year that the HWSETA has received recognition for its achievements in terms of corporate governance, risk management, consistent application of internal control, knowledge of the application of legislation and Generally Recognised Accounting Practice (GRAP)/International Financial Reporting Standards (IFRS), leadership oversight, as well as staff dedicated and committed to clean reporting.

"This achievement follows a seven year period of maintaining good performance relating to financial statements that resulted in an unqualified audit each year," comments Elaine Brass, Chief Financial Officer at the HWSETA.

The trophy awarded to the HWSETA for its first clean audit during the 2013 – 2014 financial period was returned to the HWSETA with a second plaque at the Auditor-General's presentation on National Audit Outcomes on 3 August 2015.

"A clean audit means an unqualified audit with no emphasis of matter, no findings under internal control weaknesses, no findings under non-compliance with legislation, and finally no findings on predetermined objectives or as we refer to it, performance information," adds Ms Brass.

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A word from the CEO

The HWSETA has done it again by achieving a clean audit for the second time in a row. Gratitude must go to the Board for providing direction and to the employees for rising to the occasion by ensuring that projects and programmes are fully implemented to make a difference.



Credit must also be given to the stakeholders and other critical role players who opened their doors and turned every workplace into a training space. This is commendable.

With limited capacity, the HWSETA had to ensure efficiency and effectiveness as well as economic use of resources. Though a clean audit is commendable, it goes without saying that the objectives of the NSDS III are Key. The impact of our projects are critical to addressing societal challenges.

The extension of the NSDS III for another two years will provide space for the HWSETA to take stock of what has been achieved in the past four years, the gaps and weaknesses and identify areas which can unlock potential for job creation.

Another important factor that motivates the team at the HWSETA is the knowledge that the current financial year is the last year of the NSDS III. Whilst we have made consistent progress over the last few years, we are intent on making the final six months count and in so doing cementing the good work that has been done by the HWSETA to date.

In the June 2015 issue of Skillstalk@HWSETA we provided details on initiatives that the HWSETA has embarked on within the veterinary health sector. A key motivator for these initiatives is the link between animal health and human health, but they are also important steps in addressing transformation within the animal health sector.

At the most recent HWSETA Board meeting, the Board approved several skills development projects that will positively impact the sectors in which we operate.

Internships for 430 unemployed graduates from Universities and Universities of Technology who have completed training relevant to the health, social development and veterinary sectors will be funded by the HWSETA. Small and Micro Enterprises (SMEs) within our sectors will also be supported through the SME Support Project that represents an inclusive menu of fit-for-purpose, needs driven skills development services to respond to the varied needs of the SME sector, including adequate support for new and emerging business.

Funding for the placement of TVET

College learners in workplace experience projects will assist learners who require work experience, as well as those who have graduated but are still unemployed.

Cape Mental Health, a registered non-profit organisation, will also benefit from HWSETA funding. This project will contribute to the training of people who work with children and adults with severe and profound intellectual disability.

The skills development needs within the sectors we serve are both massive and varied in their nature. The HWSETA's Skills Development Planning Division, in ongoing consultation with our Research Information Monitoring and Evaluation Division, works hard to identify where resources will be best utilised so that as a SETA we can really make a difference to the lives of South Africans who require support from personnel in these sectors.

With the end of the calendar year just round the corner we are looking forward to our Festive Season break that will no doubt ensure that all the HWSETA will be ready to give of their very best in the last quarter of this financial period.

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Second Consecutive Clean Audit Awarded to HWSETA

"The HWSETA operates within the health and social development sectors that are critical in this country, yet also extremely challenging and this in itself makes the HWSETA's achievement of a clean audit that much more remarkable," says Yvonne Mbane, CEO for the HWSETA.

"We set the bar high in the previous financial year and the fact that we have been successful at achieving a clean audit for a second year running speaks volumes about the dedication shown by the HWSETA Board, Management and Staff to deliver on its skills development mandate," concludes Ms Mbane.



Seen here with the trophy and certificate awarded to the HWSETA at the function hosted by the Auditor-General on 3 August 2015 are Ms Elaine Brass, Chief Financial Officer for the HWSETA, Mr Fanie Kok, Senior Manager National F for the Auditor-General of South Africa, Ms Yvonne Mbane, Chief Executive Officer for the HWSETA, and Mr Londoloza Songwevu, Manger National F for the Auditor-General of South Africa.

Auditor General South Africa's Aspirations for the Public Service



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If you wish to be added to the HWSETA database to receive this quarterly newsletter and other communication from the HWSETA, please send an e-mail to Dhesan Govender at dhesang@hwseta.org.za



Muwaweni Home Based Care Hosts Learners

Seen here is a group of learners being funded by the HWSETA for the Learnership 'Further Education and Training Certificate: Public Awareness Promotion of Dread Disease and HIV/AIDS'. Muwaweni Home Based Care is an NPO situated in Muwaweni Village, Makhado in Limpopo Province. Through the learnership these ladies will be providing an extremely important service to this very rural community.

The HWSETA and Tshwane North TVET College Join Forces to Train Artisans

The Health and Welfare Sector Education and Training Authority (HWSETA) has joined forces with Tshwane North TVET College (TNC) to train 100 young unemployed learners as artisans. The launch function, held on 20 August 2015 in Pretoria, was attended by the Honourable Mr Mduduzi Manana, Deputy Minister of Higher Education and Training.

In his speech Mr Manana said, “We believe that skilling our labour force will play a role in fighting unemployment directly by providing skilled people to a skills-starved economy, but also indirectly by providing a stimulus to economic growth and the development of new and existing industries and economic sectors”.

Unless South Africa ramps up its annual training of artisans to 30 000 a year by 2030, the country’s requirement for artisans in the construction, engineering and other relevant sectors will not be met and the impact will be felt in the sustainability of these industries and very importantly, economic growth. The decline in the training of artisans started in the mid-1980s and by 2013 was identified as an urgent priority for the country.

The national government policy titled ‘White Paper for Post-school Education and Training: Building an Expanded, Effective and Integrated Post-school System’ was approved by Cabinet in November 2013 and in January 2014 the Minister of Higher Education and Training, the Honourable Dr Blade Nzimande, released the policy that not only directly supports the implementation of the National Development Plan 2030, but makes specific provision for the development of trained artisans.



The achievement of the artisan development targets that have been set is dependent on two factors. The first of these is sustained, committed and high profile political leadership and second is considerable investment and commitment by all artisan development role players in South Africa.

South Africa’s 21 Sector Education and Training Authorities (SETAs), as well as the 50 Technical and Vocational Education and Training (TVET) Colleges have a key role to

play in reaching the target for trained artisans.

Since the launch of the Ten Year Ministerial Advocacy Programme known as the ‘Decade of the Artisan’ in 2014, numerous SETAs have actively pursued and enjoyed success in establishing programmes aimed at meeting the country’s artisan training targets. The Health and Welfare Sector Education and Training Authority (HWSETA) is no exception and has implemented some key projects.

In line with the Department of Higher Education and Training’s (DHET) directive of utilising South Africa’s TVET Colleges for the purposes of training artisans, the HWSETA has entered into a partnership with the Tshwane North TVET College (TNC) for the training of 100 learners in a two-year accelerated artisan development programme.

“The artisan training target of 30 000 artisans annually by 2030 is a massive challenge for South Africa, but if every role player that is able to participate does so, as a country we can succeed and it is because of this that the HWSETA sees this project as a valuable contribution not only to address the country’s artisan shortage, but also to address poverty, unemployment and inequality,” comments Yvonne Mbane, CEO for the HWSETA.

The HWSETA has committed R9.7 million of funding for the recruitment and training of the 100 learners over the two-year project period.

According to Mr Sello Sethusa, Acting Principal for Tshwane North TVET College, “This partnership with the HWSETA is

expected to have a multi-faceted impact in that not only will it create jobs, alleviate poverty and skill artisans, but it will make a contribution to socio-economic development in the Tshwane Metropolis.”

“Whilst this project is expected to make

an important contribution to the HWSETA in fulfilling its mandate of upskilling artisans in South Africa, the HWSETA has every intention of pursuing further opportunities that arise with other TVET Colleges that wish to partner with the HWSETA,” concludes Ms Mbane.



ABI Hosts Artisans for Practical Training

An internet search titled ‘artisan skills shortage South Africa’ returned numerous hits comprising articles and research findings that highlight South Africa’s severe shortage of trained artisans. Casper Du Plessis, Technical Training Controller, for ABI and someone who is a veteran in South Africa’s technical environment has first-hand experience of this challenge.

“Not only is there a serious shortage of trained artisans in the country,” states Du Plessis “but, many of our young artisans that have been exposed to the theoretical aspect of artisanship lack much-needed practical experience.”

The Department of Higher Education and Training (DHET) has appealed to industry at large to open their places of work as places of training for young artisans to be exposed to the practical aspect of artisanship and in so doing assisting these young people with their careers, whilst addressing a problem of national concern.

Each of South Africa’s 21 Sector Education and Training Authorities (SETAs) has a role to play in addressing the artisan skills shortage through projects and programmes that will not only encourage youngsters to consider a career in artisanship, but also identify suitable candidates for a technical career.

In 2014 the HWSETA entered into a partnership with the Swiss-South African

Cooperation Initiative (SSACI) to fund 300 learners on an accelerated artisan development programme. The 18-month programme comprises 6 months in a workshop and a further 12 months in a practical environment. Ten apprentices were placed with ABI for their 12-month practical period under the watchful eye of Casper Du Plessis.

During the 12-month period, each trainee artisan is paired with a qualified artisan and then exposed to every technical aspect of the ABI bottling environment from the blow moulders to the palletiser, in short, the entire bottling process from beginning to end.

“We have aimed to make the process as interactive as possible, and although the technical aspects of their training are considered extremely important, we have also exposed each of the artisans to the necessary paperwork so that they receive a holistic view of what is expected of them in the future,” continues Du Plessis.



Casper Du Plessis, Technical Training Controller for ABI, is seen here with Katlego Komana who joined the programme as an apprentice millwright.

Du Plessis considers regular contact, feedback and interaction vital in ensuring that the young artisans understand what they have learnt and it is for this reason that Friday afternoons are allocated to this process.

The HWSETA met Katlego Komana, a millwright artisan on site at ABI’s Pretoria West plant towards the end of August 2015. Komana was close to finishing his 18-month training period and was preparing himself for his trade test. He expressed hope for his future as a result of the opportunity afforded to him by the HWSETA, ABI and SSACI.

“Many would associate the need for trained artisans with the technical, mining and construction industries,” comments Yvonne Mbane, CEO for the HWSETA, “but South Africa’s many public and private hospitals, as well as clinics have a need for qualified artisans to ensure that they are able to deliver the services required of them.”

“The SSACI programme is an excellent one and I am privileged to have been provided with an opportunity to influence the lives of these young artisans. What’s more, I feel that I have been able to use my many years of experience to positively impact South Africa’s artisan skills shortage,” concludes Du Plessis.

The group of apprentices being funded by the HWSETA on site at ABI’s bottling plant in Pretoria East.

Mandela Day Career Festival 2015

The Umfolozi TVET College and the University of Zululand in the uThungulu District of KwaZulu Natal played host to the 6th annual Mandela Day Career Festival which took place from 15 to 18 July 2015.

Organised by the Department of Higher Education and Training (DHET), the purpose of the festival was to provide career information, advice and guidance to youth which are Not in Employment, Education or Training (NEET) who live in rural and under-served areas, while simultaneously offering local learners an opportunity to discover a broad spectrum of post school studying opportunities as well as the different career paths available in South Africa. These aims were achieved through various industry

related exhibition villages comprised of SETAs, TVET colleges, universities, possible employers and other governmental organisations.

The HWSETA team, through close knit interactive group sessions, instilled key messages with youth and learners encouraging them to be passionate and proactive in building their careers, while making use of the opportunities and resources that are available to them. A key message communicated by all exhibitors is

that career development is a life-long journey which must be taken seriously.

Speaking at the University of Zululand, The Minister of Higher Education and Training, Dr Blade Nzimande said: “One of Nelson Mandela’s main concerns was the future of the youth. He passionately believed that education could enable young people to fulfil their potential.”

Nelson Mandela himself said: “No country can really develop unless its citizens are educated.”



Heritage Day the HWSETA Way

Chakalaka ... Potjiekos ... Vetkoek ... Shisa Nyama ...
Babotie ... Biltong ... Morogo ... Amadumbe ...
Koeksisters ... Melktert ... Walkie Talkies ... Sosaties ...
Bunny Chow ... Boerewors (yum)

When we talk about Heritage Day, the first thing that often comes to mind is the favourite foods enjoyed by South Africa's many cultural groups. Whilst food is a very important aspect of South Africa's cultural make up, Heritage Day celebrated every year on 24 September is in essence a day on which South Africans across the spectrum are encouraged to celebrate their culture and the diversity of their beliefs and traditions.

Staff at the HWSETA planned an informal Heritage Day celebration on 23 September 2015 and at their own cost prepared traditional meals that were shared by everyone. The gathering can only be described as a 'riot of colour' and a taste experience that has left everyone talking about the day for weeks afterwards.

"When our first democratically elected government decided to make Heritage Day one of our national days, we did so because we knew that our rich and varied cultural heritage has a profound power to help build our new nation"

Nelson Mandela



Go Pink or Go Home!

Apart from non-melanoma skin cancer, Breast Cancer is the most common cancer in women of all races. According to the 2009 National Cancer Registry, one in 33 South African women gets breast cancer.

Early detection is important and awareness is key. The website of the Cancer Association of South Africa (CANSA) www.cansa.org.za provides extensive information on Breast Cancer, as well as other forms of cancer.

Since October is 'Breast Cancer Awareness Month' on Friday, 16 October 2015 staff from the HWSETA wore pink to show their support for people who have lost the battle, those who are still waging the battle and also to celebrate the women who have won the fight against Breast Cancer.

HWSETA staff from its head office in Bedfordview are seen here sporting pink in support of the fight against breast cancer and holding the trophy received for the 2014/15 financial year clean audit.



In Support of Persons with Disabilities

South Africa's annual 'Casual Day', a project that is managed by the National Council for Persons with Physical Disabilities in SA (NCPDPSA) in support of persons with disabilities, this year coincided with the start of Spring. This prompted the theme for the 15th Casual Day event of 'Spring into Action'.

As is often the case in Gauteng, the province was hit by the last cold snap for the year and prevented Gauteng based staff from discarding their winter woollies and celebrating spring in all its glory. Fortunately, the weather around the country played along and staff in the provincial offices took the spring theme seriously.



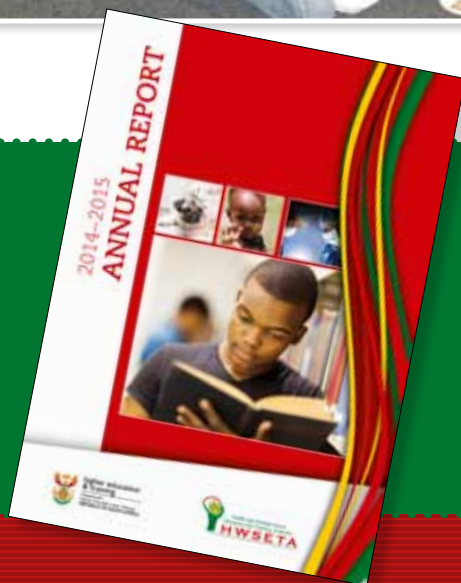
Above: Western Cape Provincial Team



Right: KZN Provincial Team

2014 – 2015 Annual Report

The HWSETA's 2014 – 2015 Annual Report is available on request. If you require a copy of the Annual Report send a mail to Mosima Mehlahe in the HWSETA Marketing Department at mosimam@hwseta.org.za or call her on 011 607 6924.

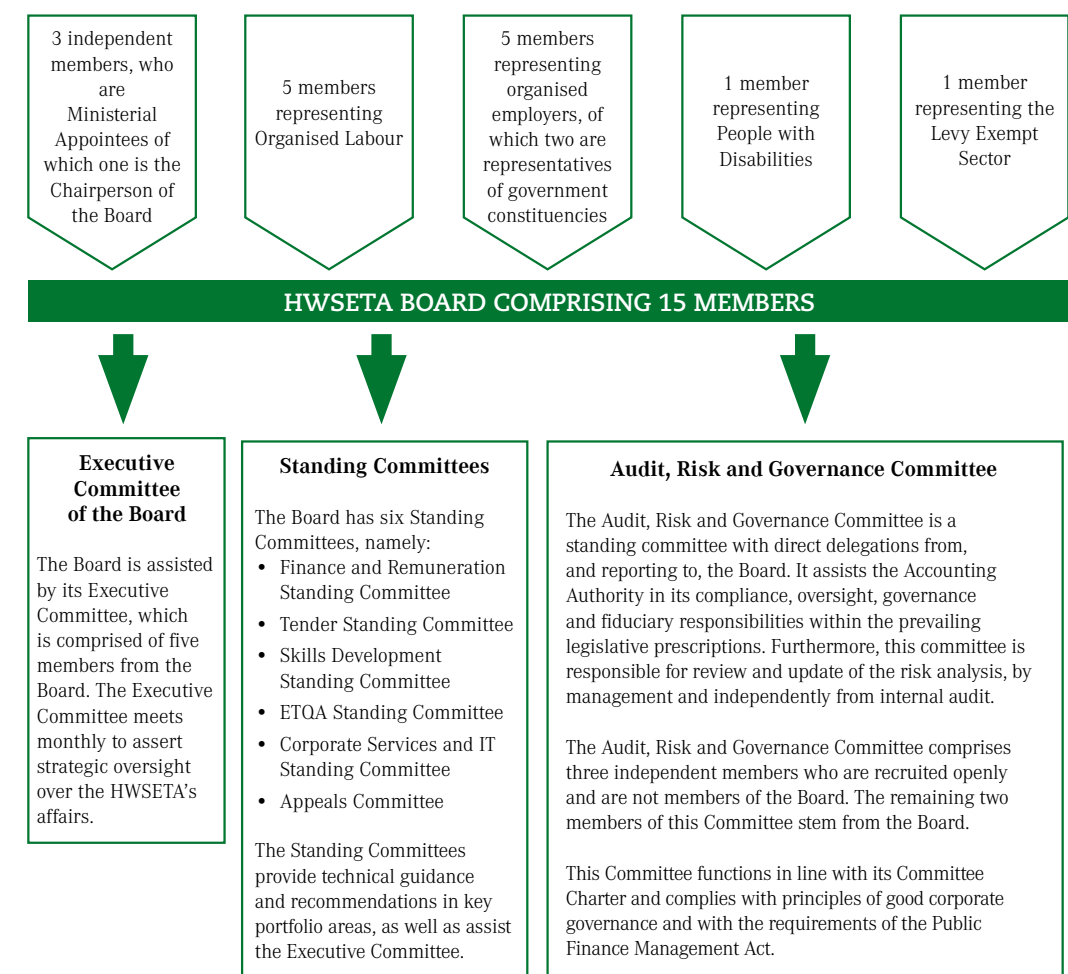


HWSETA Governance: An Overview

The HWSETA Board's role is to provide leadership, direction, and stewardship of the organisation's assets and interests in relation to the public funds it administers to promote public interest in skills development within the Health, Social Development and Veterinary sectors.

The Board is constituted of 15 Board members representing the sectors served by the HWSETA and is made up of: three ministerial appointees; organised labour; organised employers, including small businesses and relevant government departments; the levy exempt sector and any interested professional body or bargaining council with jurisdiction in the sector, which the DHET Minister considers appropriate for the sector.

The Board meets every quarter, or as required, to enable it to assert its governance responsibility as the Accounting Authority and as the employer of all HWSETA staff.



HWSETA Board Members

- Dr Confidence Moloko: Independent Chairman
- Ms Thembi Ncgobo: Ministerial Appointee
- Ms Emma Zondo: Representing Labour
- Ms Fazeela Fayers: Representing Labour
- Mr Hitler Sekhitla: Representing Labour
- Mr Pat Motubatse: Representing Labour
- Mr Patrick Kekane: Representing Labour
- Ms Elsette Strachan: Representing Employer
- Mr Derek Shardlow: Representing Employer
- Mr Rudie van Loggerenberg: Representing Employer
- Mr Hennie Groenewald: Representing Employer
- Ms Iveda Smith: Representing Levy-exempt Sector
- Mr Aristides Seirlis: Representing People with Disabilities

Don't Support It Report It!

Fraud prevention is a key priority for the HWSETA and the organisation endeavours to foster ethical behaviour and to address issues such as corruption, fraud and unethical conduct amongst its internal and external stakeholders.

To assist in achieving this goal, the HWSETA utilises the services of Deloitte's Tip Offs Anonymous that serves as an independent fraud and corruption service provider. This service is available 24 hours a day, 365 days a year.

Anyone that wishes to report known or suspected fraudulent behaviour is encouraged to contact the Tip-Offs Anonymous hotline. Before making a call, one must ensure that they have the following information handy:

- Names of person/people involved
- How many people are involved?
- Date and time of incident or theft
- Do you have any proof?
- Does this happen regularly?
- Where did the incident take place?
- Is there money involved?
- Are there any witnesses?

Call: 0800 204 967
Email: hwseta@tip-offs.com
FreeFax: 0800 00 77 88
FreePost: KZN 138, Umhlanga, Rocks, 4320
Website: www.tip-offs.com

HWSETA Contact Information

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Chief Executive Officer: Ms Yvonne Mbane

Toll free number: 0800 864 478
hwseta@hwseta.org.za
www.hwseta.org.za

Provincial Offices

The HWSETA's decentralisation process that has seen the establishment of provincial offices around the country in the last couple of years has been successful in meeting the needs of stakeholders in the provinces they serve. The provincial offices can be contacted as follows:

Gauteng/North-West

Unit 5, Midrand Business Park
563 Old Pretoria Main Road, Midrand
011 205 0200
Provincial Manager: Mr Richard Molefe

Eastern Cape

Phase 2A Waverly Office Park
Phillip Frame Road
Chiselhurst, East London, 5247
043 726 9406/7
Provincial Manager: Ms Welekazi Mangaliso

Kwa-Zulu Natal/Free State

Clifton Place Ground Floor, 19 Hurst Grove
Musgrave, Durban, 4001
031 202 5972/3
Provincial Manager: Ms Lungile Ncikazi

Limpopo/Mpumalanga

4A Landros Mare, Polokwane, 0699
015 295 4302
Provincial Manager: Ms Nomvuzo Reve

Western Cape/Northern Cape

Tijger Park Office Park
Willie van Schoor Avenue
Building No. 3
Ground Floor Office No. 005
Bellville, 7530
021 914 1058
Provincial Manager: Ms Juanita Moller

In addition to provincial offices, the HWSETA's national presence has been boosted through the establishment of satellite offices at selected TVET Colleges. The satellite offices can be contacted as follows:

Satellite Office: Northern Cape

Northern Cape Urban TVET College
37 Long Street
Kimberley
053 839 2083
Manager: Ms Juanita Moller (as per Western Cape)

Satellite Office: Eastern Cape

King Hintsa TVET College
Admin Centre, 218 Mthatha Road
Butterworth, 4960
047 401 6400
Manager: Ms Welekazi Mangaliso (as per Eastern Cape)

Satellite Office: North West

Taletso TVET College, Leah Mangope Highway,
Lehurutshe, 2880
018 363 3017
Manager: Mr Richard Molefe (as per Gauteng)

Satellite Office: Mpumalanga

Ehlanzeni TVET College
29 Bell Street, Nelspruit, 1201
013 762 3027
Manager: Ms Nomvuzo Reve (as per Limpopo)

Contact information for all HWSETA offices is also available at www.hwseta.org.za click on 'contact us'