

# SkillSTALK @HWSETA

August 2016

## HWSETA Establishes Firm Footprint in Northern Cape

Having identified that the Northern Cape is an area where a great deal more could be done in terms of skills development and employer involvement in developing South Africa's skills base, the Health and Welfare Sector Education and Training Authority (HWSETA) set about identifying programmes and projects that through their implementation would realise, not only skills development, but much needed capacity building in communities.

A launch function for the projects and programmes that have been implemented was held on 22 July 2016 at the Mittah Seperepere Convention Centre in Kimberley. The event was attended by the Honourable Minister of Higher Education and Training, Dr Blade Nzimande, who delivered the keynote address at the event.

The HWSETA has made an investment of R16 million to benefit the communities of the Northern Cape through partnerships with the Northern Cape Premier's Education Trust Fund (NCPETF); the Department of Education; the Department of Social Development; the Northern Cape Rural TVET College; the Northern Cape Urban TVET College and the Northern Cape Community Education and Training College.

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The HWSETA extends its reach in rural KZN

The Honourable Minister of Higher Education and Training, Dr Blade Nzimande, officially opened the new HWSETA Provincial Office in Kimberley on 22 July 2016. He is seen here cutting the ribbon whilst Ms Yvonne Mbane, CEO for the HWSETA; Mr N Shushu, Northern Cape MEC for Agriculture, Land Reform and Rural Development; and Chairman of HWSETA Board, Dr Confidence Moloko look on.



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Health and Welfare Sector  
Education and Training Authority  
**HWSETA**

# A word from the CEO

Before writing my article for this edition of the newsletter, I looked at all of the articles that have been featured and I am proud to be a part of an organisation that has in the last few months not only achieved so much, but has also embarked upon many exciting projects, programmes and partnerships.

A key mandate for the HWSETA is to drive skills development in the health, social development and veterinary sectors and through the projects that are highlighted in this newsletter, we are doing just that. What's more though, our projects and programmes are designed to have real impact on individuals and the communities they represent.

There is a strong link between animal and human health and it is for this reason that in the last year, the HWSETA has focussed a great deal of attention on capacitating individuals and communities in improved animal health. Our partnership with the University of Pretoria's Faculty of Veterinary Science will ensure a significant contribution to animal health training and research programmes. The partnership we have entered into with the Alfred Nzo Development Agency in the Eastern Cape will not only contribute towards meeting the country's need for animal health, but will facilitate transformation and drive skills

development in the area.

Another exciting development that has been covered in this edition of the newsletter is the partnerships entered into with various local government and educational institutions in the Northern Cape. The function held on 22 July 2016 in Kimberley to celebrate these partnerships was graced by the Honourable Minister of Higher Education and Training, Dr Blade Nzimande. Whilst the HWSETA has been active in the Northern Cape for a number of years, it is a province that has been identified as one where a great deal more can be done, hence the opening of a provincial office to better meet the needs of the stakeholders in the area. A key focus for the team in the Northern Cape will be employer participation that is seen as a critical factor in successful skills development.

On pages 6 – 7 you will find transcripts of the presentations delivered by recipients of HWSETA funding in the Northern Cape



## Benefitting Communities Through Improved Animal Health

The link between animal and human health, combined with the need for rural communities to be capacitated in improved animal health has seen the Health and Welfare Sector Education and Training Authority (HWSETA) commit funding to a variety of animal health projects and programmes over the last 18 months.

Communities from the Alfred Nzo Municipal District in the Eastern Cape are the latest beneficiaries of HWSETA funding in that 400 individuals, cooperatives and small businesses will receive training in various animal health skills programmes and of this number 200 will be funded for entrepreneurial skills workshops.

Whilst 400 people will benefit directly, the funding will be far reaching as the skills and knowledge gained will benefit the community at large through improved animal healthcare in the area.

The programme is the result of a partnership between the HWSETA and Alfred

Nzo Development Agency (ANDA) situated in Mount Ayliff. The partnership was celebrated at a function held at the Royal Residence of Chief Sigcau in Ntbankulu on 26 May 2016.

"To meet the country's need for animal health, to facilitate transformation and drive skills development within the veterinary sector and to capacitate rural communities in terms of animal health are key deliverables for the HWSETA," comments Ms Yvonne Mbane, CEO for the HWSETA.

According to Ingonyama Madzikane II T. Diko CEO of ANDA: "With 18% of the population of Alfred Nzo being functionally illiterate, thus compounding the challenge



Ingonyama Madzikane II T. Diko CEO of ANDA

to create much needed jobs for the more than 29 000 unemployed people, the Programme between ANDA and HWSETA is the continuation of our efforts to build capacity and skills that will stimulate the regional economy which will not only bring hope but create job opportunities within our local context."

"This partnership with ANDA is an important milestone that not only contributes towards the HWSETA meeting its mandate, but will also offer significant benefit to the communities within the Alfred Nzo Municipal District," concludes Ms Mbane.

at the launch event held on 22 July 2016.

Each of these young people stood up as representatives of the groups receiving funding and they literally 'stole the show' with their heartfelt and soul inspiring accounts of what the funding means to them and their counterparts. I believe I speak on behalf of many of my colleagues at the HWSETA who were very emotional and many of them were listening to these young people and thinking 'this is why we do it'.

As I write this, the HWSETA is wrapping up its Annual Report that is scheduled for delivery to Parliament by the end of August for tabling thereafter. The HWSETA's Annual Report will be made public at the Annual General Meeting, the details of which are still to be finalised.

I would like to take this opportunity to thank our many and varied stakeholders, both internal and external, for the contribution that they have made to all of the exciting developments that are covered in this newsletter.



Chief Jongilanga Sigcau, who hosted the event, is seen here with the CEO of the HWSETA, Ms Yvonne Mbane.

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# HWSETA Establishes Firm Footprint in Northern Cape

Continued from page 1

The launch function followed the official opening of the HWSETA Provincial Office in the Northern Cape by the Honourable Dr Blade Nzimande. The HWSETA has established an office in the province to better meet the needs of stakeholders in the province, as well as work closer with employers in opening up their places of work as places of training.

Commenting on the involvement of employers in skills development initiatives, the CEO of the HWSETA, Yvonne Mbane, says: "An employer that contributes a skills development levy and fails to participate robs surrounding communities the opportunity of development and growth."

The projects being funded by the HWSETA will see 42 financially needy students residing in the Northern Cape studying health and social development qualifications receiving the funding they require; 273 learners from the Northern Cape Rural TVET and Northern Cape Urban TVET Colleges will be trained in early childhood development; and 1800 unemployed persons at 12 community education and training centres across the province, of which 6 are in rural areas, will receive funding for adult education and training programmes.

"These partnerships are not only an important milestone for the HWSETA, but serve as a massive step towards skills development and empowering communities in the Northern Cape," concludes Ms Mbane.



Back: Ms Yvonne Mbane, CEO for the HWSETA; Mr Bob Pardesi, HWSETA Corporate Services Executive Manager; Dr Confidence Moloko, Chairman of the HWSETA Board. Front: Mr N Shushu Northern Cape MEC for Agriculture, Land Reform and Rural Development and the Honourable Minister of Higher Education and Training, Dr Blade Nzimande.



Ms Juanita Moller, Provincial Manager for the Western and Northern Cape Provinces, is seen here with Ms Bontle Wildebees, CEO for the Maphalane Disability Trust that attended and exhibited at the event.



## Project Information

### Project 1

#### Adult Education and Training

The HWSETA has entered into a memorandum of agreement with the Northern Cape Community Education and Training College (NCCETC) to train unemployed persons on Adult Education and Training programmes.

The HWSETA will fund 12 of these centres of which 6 are in rural areas. These centres will receive funding towards the following items:

- Equipment: For the basic running of the centres
- Laptops for the facilitators to engage more with technology
- DHET will be introducing computer skills as a subject at the centres, therefore the IT equipment will be necessary for these facilitators
- Training: 1800 learners will be funded for the AET training across the 12 centres
- HWSETA has also made provision for assistive devices for persons with disabilities, this is to also encourage the centres to recruit persons with disabilities.

### Projects 2 and 3

#### ECD Studies at TVET Colleges

HWSETA is funding 273 learners studying the Early Childhood Development level 4 qualification at the Northern Cape Rural TVET College and at the Northern Cape Urban TVET College. Each learner receives a monthly stipend with all tuition fees paid for the duration of the qualification.

- These learners are currently placed at ECD centres under the Department of Social Development, however, they do not have the necessary qualifications.
- The lack of qualification prevents them from being recognised as ECD practitioners.
- This training will help them gain full time employment and start earning a decent salary.

### Project 4

#### Northern Cape Premiers Education Trust Fund

HWSETA has awarded bursaries to 42 financially needy students residing in the Northern Cape province studying towards health and social development qualifications. These learners are studying through various higher education and training institutions in South Africa as there is currently no university in the Northern Cape that offers these qualifications.



The event was attended by a number of learners that included: Grade 9 learners from local high schools, learners from the Northern Cape Urban and Rural TVET Colleges who will benefit from HWSETA funding, as well as university students who are to benefit from HWSETA funding.

*"An employer that contributes a skills development levy and fails to participate robs surrounding communities the opportunity of development and growth."*

Ms Yvonne Mbane, CEO HWSETA



# Recipients of HWSETA Funding Share Their Stories

At the launch of the partnerships that the HWSETA has entered into in the Northern Cape, held on 22 July 2016 in Kimberley, recipients of funding representing the projects were provided an opportunity to share their thoughts with the audience and this is what they had to say ...

“Back when I was in high school I used to hear this quoted quite often, I’m sure you have all heard it before: “the sky is the limit”. I remember being very confused and thinking whoever coined the saying must have never had an astronomy class, because from what we’ve learned space has no end. So really the quote should have said “there is no limit” and that is how I would like to view my education – as limitless.

Good morning ladies and gentlemen. My name is Precious Malate and I am a first year medical student at the University of the Free State.

I have encountered many intriguing individuals who should have been lawyers, engineers, doctors or nurses – but who haven’t because years ago nobody told them that there was more out there. Nobody explained to them that higher education could be the middle man between poverty and knowledge worth millions. Today however, we have that privilege. We are told almost every day to pursue higher education.

But the reality, especially for South Africans, is that five out of every ten matriculants will not be able to study further because of financial difficulties.

So, I would like to thank everyone here today who has made this initiative possible. Give yourselves a round of applause. Because, by doing what you are doing you are actively changing these statistics.

This bursary will mean that I have the

honour of going home in five years from now and presenting my family with evidence that there really is no limit. It means that I will be the one to tell my younger sisters and the generation after that they can literally be anything they want to be. I would like you to take pride in knowing that I will look back and think “I am here today because someone gave me the opportunity to prove myself.”



**Precious Malate is a recipient of a bursary through the Premier’s Bursary Education Trust Fund**

“Good morning, my name is Julia Madau and I am from Bavumeleni Day Care Centre in Pabalello.

I am grateful for the opportunity given to me and many others by the HWSETA, the Department of Social Development and TVET Colleges with the learnership in ECD. It is also a privilege to be standing here expressing gratitude before all of you. I look forward to being able to give back to the community as I have started my career in ECD and you made it possible for me.

You took the initiative to bring change in our communities, in our pre-schools and in our lives as ECD practitioners. We now have the required knowledge and skills. We now understand children’s actions at different ages. We understand the different stimulation techniques and holistics. We can now create order in our centre because we have strategic planning skills. Our pre-schools are becoming a safe and stable place for our toddlers.

This is an important and wonderful chance you have given to us. ECD is the most important time in a child’s life. It determines the future of a child. It helps to identify obstacles at an early stage and children can be prepared for their whole educational journey. It has been said many times that the foundation is the most important phase. ECD educators are

preparing the leaders of tomorrow.

I do hope that other people get this opportunity and they grab it with both hands and embrace it. There is a joyful future in ECD. Joy because you make an impact in the lives of pastors, ministers, doctors and lawyers of tomorrow. My future as an ECD educator is promising as this is a province that requires more qualified educators.

On behalf of all of us here from the Urban and Rural TVET Colleges we want to say thank you to the HWSETA. Thank you Department of Social Development. Thank you TVET Colleges.

Thank you!”



**Julia Madau is one of the students being trained in Early Childhood Development**

“First, I would like to show my appreciation for the opportunity bestowed upon me to address you on this day. It is not an everyday thing for someone like myself to stand in front of such an audience and truly reflect on my experience and to extend gratitude as a student of a community college of this generation. If it had been a decade ago, I would tell myself to wake up from this dream and do what is typically expected of me or rather of people classified as illiterate. I confidently stand here today filled with so much joy and hope that it was not actually a dream. I would like to thank the government for the timeous opportunities they have granted to many people, including myself, as a beneficiary of adult learning. It is through these same opportunities I am able to share the knowledge I have gained with others.

I appreciate the opportunity to be a beneficiary of the HWSETA project in that we are going to see great developments at our CLC with computers, learning materials and improved classrooms.

It was not the easiest of things to be ridiculed by my peers and people in the community. I felt so ashamed and lacked so much confidence, but then I guess those that teased me never really understood.

A word of advice to my fellow learners, let us not be discouraged or ashamed of admitting the problem. We tend to worry too much about what people will say if I am beautiful but yet still uneducated.

We have so much support and access to information there is no way we can fail and the first step begins with ourselves.

To the lecturers who believed in us, who are passionate about teaching us with so much hope, compassion and patience, I really thank you. It must be a difficult task one can ever ask of a person to master, but

through all the odds it had to be done by someone and we thank you.

They say every elder is a book full of knowledge and great teachings. I can testify to this and I don’t know if you understand my joy or if you understand the power of being ‘literally’ free – being able to express yourself through a pen and paper. I can now write love letters to those dear to my heart and that is truly a blessing. The education I have received has gained me the freedom that our former President Nelson Mandela emphasised when he said “I am because you are”

He also said “Education is the most powerful weapon you can use to change the world”

On that note – I thank you!”



**Winnie Bosman is a beneficiary of the Funding for Adult Education and Training**

*“This bursary will mean that I have the honour of going home in five years from now and presenting my family with evidence that there really is no limit. It means that I will be the one to tell my younger sisters and the generation after that they can literally be anything they want to be.”*

Precious Malate



# HWSETA and SSACI Partnership Yields First Group of Trained Artisans

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 revival of artisan training is one of the stated priorities of the Department of Higher Education and Training (DHET). To this end, artisan training has become a key performance area for South Africa's 21 Sector Education and Training Authorities (SETAs) with each SETA having committed to a target figure of trained artisans.

In 2013, the Health and Welfare SETA (HWSETA) partnered with the Swiss-South African Cooperation Initiative (SSACI) to train 100 out-of-school, unemployed young South Africans with skills in demand by employers and institutions in the health and social development sectors. The successful completion of trade tests by 68 of this group was celebrated at a function hosted in

Johannesburg on 5 March 2016.

The HWSETA committed R16.8 million in funding for the theoretical and practical training of the selected youngsters as boilermakers; electricians; fitters; fitters and turners; millwrights; as well as tool, jig and die makers. In the past, an artisan's training spanned a period of three to four years, however over the last three years national regulations and procedures for artisan training have undergone a major overhaul.

"This project seeks to trailblaze the shortest possible route to an artisan qualification," comments Ken Duncan, CEO for SSACI "and it opens a sustainable new pathway that will henceforth be offered within the mainstream national skills training system."

"After a long interval during which the country's industrial skills base was allowed to shrink through a serious lack of training in the artisan trades, apprenticeships are back," continues Duncan. "The world of work has changed a great deal but so too have apprenticeships – they have moved with the times and remain as effective as ever in providing school-leavers with technical skills that are sought by industry and open doors to decent employment."

"South Africa's artisan training target of 30 000 artisans annually by 2030 is a massive challenge, 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



Siphenathi Majobela and Thandeka Mthabela addressed guests on behalf of the graduating students



Mr Ken Duncan, CEO for SSACI stands proudly next to Sandiso Luzipo from the Western Cape

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.

As the SETA that operates within the health, social development and veterinary sectors, artisan training is not the HWSETA's core business and therefore an area where the expertise of an organisation such as SSACI was required. Through SSACI's involvement in this project, the HWSETA is assured that the funding committed to the training of these artisans will at completion contribute to the country's artisan requirements, as well as assist these young people with a viable future as a trained artisan.

The graduation of these artisans is the first major milestone in the collaboration between the HWSETA and SSACI, but it is by no means the end of the road. There are other projects underway that will see more artisans qualifying and thereafter able to contribute to the artisan skills pool.

"The successful completion of this project has made an important contribution to the HWSETA fulfilling its mandate of upskilling artisans in South Africa and the HWSETA has every intention of pursuing further such opportunities," concludes Ms Mbane.



*"The world of work has changed a great deal but so too have apprenticeships – they have moved with the times and remain as effective as ever in providing school-leavers with technical skills that are sought by industry and open doors to decent employment."*

Ken Duncan, CEO for SSACI

Nevina Smith (standing centre) is seen here with a group of the graduates. As the Project Manager for this project, Ms Smith, played a valuable role in ensuring that the 68 learners reached this point.



# Mandela Day 2016

Nelson Mandela once said: "We can change the world. It is in our hands to make a difference." It is this thinking that underpins the activities of literally millions of people around the globe each year on 18 July in celebration of the life of this great man.

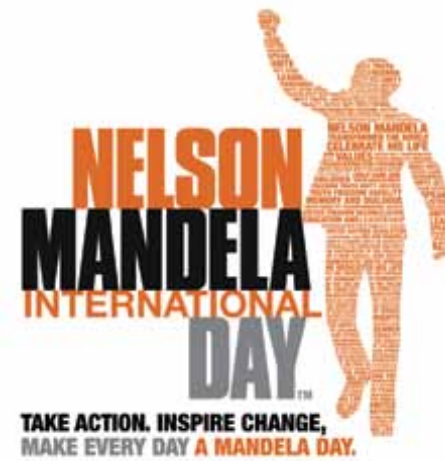
For Mandela Day 2016, the HWSETA rolled up its sleeves and did its bit with activities in three provinces.

As has been case over the last few years, the HWSETA participated in the Department of Higher Education and Training's annual Mandela Day career guidance event. This year the event travelled to Mpumalanga and

the Gert Sibande TVET College in Ermelo played host to over 4000 learners from the surrounding communities.

Learners from the SC Kgobokoe High School, situated in Tstetse Village just outside Mahikeng in the North West Province received dignity packs from the HWSETA comprising some basic toiletry items.

The HWSETA has also donated motorised wheelchairs to two young students at the University of Fort Hare's Alice Campus in the Eastern Cape.



Seen at the handover of the two wheelchairs to the students at the University of Fort Hare in the Eastern Cape from left to right are: Ms Yvonne Mbane, CEO for the HWSETA; Miss Mihle Nogaxa, wheelchair recipient; Mr Mduduzi Manana, Deputy Minister of Higher Education and Training; Mr Mava Ngcinegane, wheelchair recipient; Professor Michael Somniso, University of Fort Hare and Dr Mvuyo Tom, Vice-Chancellor at University of Fort Hare.



Learners from the SC Kgobokoe High School in North West Province are seen here receiving dignity packs from Sibusiso Zulu, a Provincial Officer from the Gauteng Office.

## How to put a smile on a little dial



Changing the lives of the underprivileged is a collective responsibility and requires commitment from individuals and organisations across the country. The HWSETA joined forces with 23 Givers Community Project in Middelburg to assist 61 learners aged 6 – 13 from Mhluzi Primary School in Middelburg with some basic, yet much-needed school supplies.

It was smiles all round as the team from HWSETA, assisted by Rebone Mathibela from 23 Givers Community Project and educators from the school, ensured that each child received a pair of school shoes, school socks, a school bag and basic stationery items.



Henry David Thoreau once said: "One is not born into the world to do everything, but to do something." This quote could have been written to describe Rebone Mathibela, the Project Founder of 23 Givers Community Project – an NPO operating in the Middelburg area of Mpumalanga. Ms Mathibela is seen here assisting one of the children with a pair of school shoes.





# HWSETA Joins Forces with UP Faculty of Veterinary Science in Skills Development Initiatives

The marked growth in South Africa's human and animal populations within an environment characterised by climate change, emerging pathogens and toxic releases has resulted in increased health risks for humans and animals alike. To address this, the perspective on public health should be expanded beyond a single species to detect and manage emerging public health threats.

The link between animal and human health, combined with the need for skills development and transformation within the animal health sector, has resulted in the Health and Welfare Sector Education and Training Authority (HWSETA) placing focus on programmes to meet these critical needs.

"The HWSETA has made extensive inroads into partnerships with institutions of higher learning to meet its mandate within the animal health sector and the R15 million committed to a number of key projects with the University of Pretoria's Faculty of Veterinary Science is set to establish this as a flagship project," comments Yvonne Mbane, CEO of the HWSETA.

The funding made available by the HWSETA to the University of Pretoria will cover eight key projects, including: 20 undergraduate student bursaries for first year students; work integrated learning for final year students; undergraduate research bursaries; 42 postgraduate student bursaries; skills laboratory teaching aids; training of 20 learners for manufacturing of teaching aids; 'Adopt a School' pilot project; and articulation with agricultural colleges

The Faculty of Veterinary Science wasted no time in setting up partnerships with

agricultural colleges and by the end of 2015, discussions between management at the Faculty of Veterinary Science and Tsolo Agricultural and Rural Development Institute (TARDI) in the Eastern Cape were well underway. The support for TARDI by the Faculty of Veterinary Science has been made possible through HWSETA funding and will further supplement HWSETA funding of 50 full bursaries for learners at TARDI to become animal health technicians.

"The HWSETA funding will make a significant contribution to our training and research programmes and we are very grateful for the HWSETA support," comments Professor Darrell Abernethy, Dean at the Faculty of Veterinary Science. "And, it will also assist us in networking with institutions that train veterinary technicians and agricultural students."

"As the only veterinary faculty in South Africa we have a unique responsibility to train all veterinarians and veterinary nurses in the country," continues Abernethy. "We also conduct cutting-edge research on a wide range of animal-related diseases and issues that affect people. This is because

of the close relationship between people, animals and the environment and the crucial role that veterinarians play in reducing the risk of diseases passing from animals to people, ensuring food safety and promoting food security."

A progressive increase in student numbers, the availability of teaching animals, as well as animal welfare issues, have resulted in a massive shift internationally in veterinary clinical teaching methods through the introduction of veterinary simulators and models. Having recognised the value that a skills laboratory could add to its teaching and learning processes prompted the UP's Faculty of Veterinary Science to invest heavily in a world class skills facility. Two of the projects funded by the HWSETA support the skills facility that directly impacts every student within the Faculty of Veterinary Science.

"The partnerships with TARDI and UP's Faculty of Veterinary Science are just a beginning, yet we consider them important steps in addressing the country's need for animal health and transformation in the veterinary sector," concludes Ms Mbane.

See here from left to right are: Mr Mabuza Ngubane - Director: SETA Performance Management Directorate, Skills Development Branch; Ms Thembi Ngcobo - HWSETA Board Member; Professor Darrell Abernethy - Dean: Faculty of Veterinary Science; Ms Ayanda Manqele - Post Graduate Student and a recipient of HWSETA funding; Ms Yvonne Mbane - CEO HWSETA; Mr Hennie Groenewald - HWSETA Board Member and Dr Confidence Moloko - Chairman HWSETA Board.



Learners from local high schools with an interest in animal health attended the event



Model development and production in action! Some of the 20 individuals who are being funded by the HWSETA to be trained in model development and production



## The Projects Being Funded

### 20 Undergraduate first year student bursaries

Twenty bursaries will be offered annually to students who have the potential to succeed but are constrained through financial hardship. The bursaries will be granted annually through the duration of the students' studies and will be contingent on academic success each year.

### Work integrated learning for final year students

The final 18 months of the veterinary programme is wholly practical and students travel between sites to increase their veterinary experience. This bursary will give all students equal opportunity to gain experience anywhere in SA and especially in rural environments.

### Undergraduate research bursaries

Attracting young South African graduates into research is extremely difficult for various reasons (priority to repaying student debt, limited number of students, higher remuneration elsewhere). These bursaries provide an incentive for high-achieving students to consider a research career; granting of the award will necessitate that the student spends two years in an internship immediately following Compulsory Community Service after graduation (if an internship bursary is available. The student will be encouraged to commence a post-graduate research degree at the Faculty).

### 42 postgraduate student bursaries

These bursaries facilitate the training of South African veterinarians and in research on animal health and welfare, human health as it relates to animals/animal products, and food security. In this way they develop South African research and academic capacity as well as scientific leadership in the veterinary sector, particularly among previously disadvantaged groups.

### Skills laboratory

The Onderstepoort Skills Laboratory is an internationally recognised and world-class facility that allows students the opportunity to practice on animal models before trying their new-found skills on live animals. This reduces stress on both students and animals and incorporates a unique community-based project in production of the models.

### Training 20 learners for manufacturing of teaching aids

Through a community engagement initiative, young South Africans from the local community will be invited by the Faculty to take part in the process of model development and production by going through a 6-8 week training programme for model development.

### Adopt a school pilot project

It is essential for the future of the veterinary profession in South Africa that black learners and students, particularly from rural areas, apply to study veterinary science. This project supports this goal by having selected veterinary practices and state veterinarians "adopt" a local school, engage with Biology/Science learners and, with the assistance of the Faculty of Veterinary Science, help gifted learners to pursue a career in veterinary science.

### Articulation with agricultural colleges

The Faculty of Veterinary Science is the only veterinary faculty in South Africa but there are multiple other institutions that train agriculturalists and veterinary technicians. This project promotes networking between the Faculty and such organisations to ensure articulation between the respective programmes so that non-veterinary students may enter the veterinary programme.

*"The HWSETA funding will make a significant contribution to our training and research programmes and we are very grateful for the HWSETA support. It will also assist us in networking with institutions that train veterinary technicians and agricultural students."*

Professor Darrell Abernethy, Dean: Faculty of Veterinary Science



# Addressing the Skills Needs of the Social Development Sector

A multitude of national policies and constitutional principles impact strategic planning and service delivery in South Africa's social development sector. Of these, the National Development Plan (NDP) plays a key role as it addresses the country's vast socio-economic challenges and provides a multi-dimensional framework with priorities to eliminate poverty, reduce inequality and create a decent standard of living for all.

The NDP envisages a social development system that provides social protection and adequate social welfare services for vulnerable groups, children and the elderly. Social protection services to children will focus on improving access to nutrition, healthcare, education, social care and safety. In addition, expanding access to early childhood development (ECD) has been identified as a national priority and aims to give all children "the best start in life".

Furthermore, the NDP conceives of an effective social development system that delivers better results for families and marginalised communities and realises

that these goals can only be attained if the skills deficit in the social welfare sector is addressed.

The approach to the challenges within the social development sector should be multi-faceted, but what is key is that social welfare interventions are required to be preventive in nature; to be family centred; and to be community-based to address a range of social ills. This, and the national imperative in relation to ECD, has resulted in the need for a different approach to the requisite skills base in the social development sector, that extends beyond the 'traditional' social worker that is a skills set that itself is in very short supply.

Capacity building of non-profit organisations which provide the bulk of social development and social welfare services on behalf of the state is critical. What's more, adjustments are being made to the way social services are delivered with the introduction of mid-level workers to share tasks and extend service capacity in this resource constrained environment. The NDP highlights the need to boost the numbers of social services professionals

and sub-professionals in the following five categories: social workers, auxiliary or assistance social workers, community development workers, child and youth care workers and ECD practitioners.

Through its Research, Information, Monitoring and Evaluation (RIME) division, the HWSETA has conducted extensive research into the skills development needs of the social development sector. And in doing so the HWSETA has been successful at identifying projects and programmes for funding that will ensure optimal use of discretionary grant funding, whilst addressing the skills shortage.

These factors inform the way the HWSETA approaches its mandate of building skills capacity in the social development arena and the results are reflected in the successes enjoyed by the HWSETA and the impact projects and programmes have made in recent years.

The establishment of partnerships with training institutions, employers and statutory bodies operating within the social development sector provide a solid base from which the skills development

needs of the sector are identified and acted on. These partnerships are structured to provide multiple entry points into work in the social development sector and therefore contributing to developing industry-relevant knowledge, skills, capabilities and attitudes required to perform in accordance with the norms, standards and ethical framework for each occupation.

In a presentation delivered to the Department of Social Development in October 2015 by Sibusiso Miya, Research and Information Manager in the HWSETA's RIME Division, Social Workers top the priority skills list with, community workers and social auxiliary workers identified as additional key skills priorities. The reasons cited for these skills shortages in the social development sector include geographical location (especially in KZN and NW),

replacement demand, and expansion of social services agenda and human-rights-driven legislation.

More specifically, the Department of Social Development requires more than 16 000 social workers to deliver statutory services to children in terms of Children's Act, 2005 and 55 000 social services professionals are needed to meet the demand for social welfare services. There is a great need for male social service professionals to work in traditional communities and to lead male-targeted youth projects.

Meeting these critical skills needs remains a key focus for the HWSETA and within the bounds of resources available the HWSETA will constantly strive to make a positive impact on the country's social development landscape.



## Religious Qualification Development

The Republic of South Africa is a melting pot of multi-ethnic societies, languages and religions. The country's pluralistic blueprint is reflected in its constitution which guarantees the freedom of worship to all its citizens. The religious landscape is comprised predominantly of Christianity, Judaism, Islam, Hinduism and Buddhism echoing the well renowned term of 'rainbow nation'.

In February 2013 the Arya Samaj South Africa (ASSA), together with the support of the South African Hindu Maha Sabha (SAHMS), made headway with an application to The Quality Council for Trades and Occupations (QCTO) to develop an occupational qualification for Hindu religious workers. Upon a detailed review of the application, a decision was taken by the QCTO to develop an occupational qualification for some of the other major religious societies currently practicing across the nation as well.

The QCTO appropriated an invitation for the HWSETA to participate in discussions based on the nature of its industry scope. Several meetings ensued to analyse the dynamics of the project and ultimately the HWSETA was identified as the Development Quality Partner in 2015.

It was agreed that the HWSETA would fund the initiative and begin an extended pre-scoping process to determine the

potential scope of the qualifications and the relevant stakeholders who should participate. The census information from the 2011 survey provided a sturdy structure to begin the task. Thereafter engagement sessions with organisations from the Christian, Jewish, Islamic and Hindu religious groups were conducted with each specific group providing guidelines and feedback pertinent to the development of a qualification which best encompassed their respective diversity.

Quality development facilitator, Ben van As, was appointed to expedite the project. The following qualifications were developed and submitted to the QCTO:

- Christian Religious Specialist: NQF 5
- Christian Religious Practitioner: NQF 2
- Aalim (Islamic Theologian): NQF 7
- Imam (Congregational leader): NQF 6
- Mu'allim (Islamic Teacher): NQF 4
- Hindu Priest: NQF 6

The next steps in the finalisation of these qualifications calls for the curriculums of each course to be submitted to the HWSETA that will verify and sign off on the content. A submission to QCTO will be made where a verification process will take place at QCTO committee level. Once protocols and minimum criteria are met by the QCTO, a submission to South African Qualifications Authority (SAQA) will take place. The qualifications will then be published for public comment and once approved by SAQA, the respective qualifications will be registered and be made available for implementation.

Role-players from the various religious sectors believe that there has been a lack of structured guidelines for far too long and they eagerly await the submission of these qualifications.



Sibusiso Miya,  
Research and Information Manager, HWSETA



# HWSETA Extends Reach into Rural KZN

In 2013 the Ministry of Higher Education and Training called on South Africa's 21 Sector Education and Training Authorities to collaborate with TVET Colleges in rural communities to enable the people living in these communities to access SETA services. The HWSETA has since entered into partnerships with and established satellite offices at several TVET Colleges across the country.

Coastal KZN TVET College's Appelsbosch campus situated in the Ozwatini Municipal District amidst miles and miles of sugar cane fields in KZN has entered into a partnership with the HWSETA that will enable the HWSETA to provide services to the surrounding communities in this very rural setting.

A launch function was held on 14 April 2016 and was followed in the afternoon by career guidance activities.

"As the SETA that operates within the health, social development and veterinary sectors, we are mandated to drive skills development within these sectors," comments Ms Yvonne Mabane, CEO for the HWSETA, "however, as the SETA on site at this TVET College, we act as a representative of all 21 SETAs by providing the young people in the community with the information they require irrespective of their chosen career path."

The HWSETA expects that this partnership will be as successful as the partnerships that have been established with other TVET Colleges to date.



Seen at the partnership launch from left to right are: Mr L Gwala – Campus Manager - Coastal KZN TVET College Appelsbosch Campus; Ms Yvonne Mabane – CEO HWSETA; Mr S Ndlovu – Principal Coastal KZN TVET College

## Post Graduate Research Receives Boost From HWSETA

It is the mandate of the Health and Welfare Sector Education and Training Authority (HWSETA) to drive skills development in the health, social development and veterinary sectors and meeting this mandate requires the implementation of numerous projects and programmes aimed at a variety of stakeholders.

The establishment of partnerships with training institutions, employers and statutory bodies has been at the heart of the HWSETA's skills development operations since its inception. These partnerships are structured to provide multiple entry points into work in the health, social development and veterinary sectors and in so doing developing industry-relevant knowledge, skills, capabilities and attitudes required to perform in accordance with the norms, standards and ethical framework for each occupation.

To date, the HWSETA has entered into partnerships with eight of South Africa's Universities that provides funding for post graduate research at Masters and Doctoral levels in subjects relevant to human and animal health and welfare. Whilst the vast majority of these studies are clinical in nature, some involve laboratory work and trials.

According to Sikhumbuzo Gcabashe, Executive Manager for the HWSETA's Research, Information, Monitoring and Evaluation Division: "Through this funding, the HWSETA aims to develop research capacity and scientific leadership for scholars to become established researchers, as well as to contribute to the body of knowledge by promoting research themes, fostering stakeholder partnerships through collaborative

research and establishing innovative research projects within the health and social development sectors."

During the 2015/16 financial year, the HWSETA Board approved discretionary grant funding to the tune of R2.4 million for Masters and Doctoral bursaries that would benefit 47 post graduate students from the University of Fort Hare. The recipients of these bursaries are conducting research into a wide variety of subjects in the nursing, community and public health, as well as social development environs.

"We expect that the students will greatly benefit from this funding as the bursaries will aid and provide students the impetus needed to successfully execute their studies, and the funds will be used to support them with registration and tuition, data collection, field work and analysis, result preparation and submission of dissertation/thesis," comments Professor Eunice Seekoe, Leader of the new Faculty of Health Sciences at the University of Fort Hare.

"Moreover, the research studies cover diverse topical areas in health with a focus on the Eastern Cape, an understudied region characterised by disease burden and poverty. The findings of their studies promise to impact on policy health direction," adds Professor Seekoe.

As young aspiring researchers, they will contribute to the plethora of knowledge that could change the perspective, management and administration of health issues by recommending interventions based on research evidence. In a similar vein, the University of Fort Hare will benefit from this collaborative research partnership as it will help to strengthen the relationship it has with the HWSETA as well as promote the image of the university.



Nonceba Mercy Vellem is one of the recipients of post graduate research funding from the HWSETA. Her dissertation that will see her completing a PhD in Nursing focuses on intervention strategies for women with gestational diabetes mellitus.

The dissemination of research study results by the students (locally and internationally) through conferences and publication of articles will boost the research output of the university and invariably provide a source of revenue generation.

"Looking to the future, the HWSETA will continue to partner with South African Universities to identify and address challenges facing our health and social development systems through supporting relevant research activities," concludes Gcabashe.



Sikhumbuzo Gcabashe, Executive Manager, RIME Division HWSETA



## Choices Choices Choices

If one were to Google 'quotes on choices' a vast range of quotes about choices and the consequences of our choices come up. The bottom line really is that throughout one's life they will be faced with making choices.

Teenagers are faced with some pretty difficult choices, more specifically, the choices around what to do once one has finished school.

Before the average teenager is faced with what to do after matric, one of the biggest choices needs to be made in Grade 9. This being: "do I continue with pure maths?" This is a difficult one as the thought of pure maths can be a terrifying one, but it is so important that if a young person is able to successfully navigate their way through this challenging subject either through sheer hard work or because they are a 'natural' then taking pure maths is a no brainer.

Grade 12 maths opens many doors for a young person, particularly someone who wants to study further. The HWSETA encourages young people to take maths as many of the careers within the health and veterinary sectors stipulate maths as an entry requirement.

Another major choice faced by all teenagers is what career path to follow. This is a process that cannot be left to chance and it is also one that should not be taken lightly. What's more, it is important that young people apply their minds earlier rather than later to what career path they wish to follow - halfway through Grade 12 is too late!

There is no magic formula that one can use to make the choice easy. The following tips and suggestions are important points for consideration:

- What do you enjoy and what would make you happy?
- What subjects have you chosen in school?
- Research research research! Having as much information as possible is an important aspect of the process
- If your chosen career requires further study, check the admission requirements, application deadlines, available funding and duration of study. If you don't have funding, research whether there are any available bursaries, student loans or scholarships.
- Don't wait for after matric to apply because many educational institutions have strict closing dates for applications. Apply during your matric year.



If a career within the health, social development or veterinary sector appeals to you visit the HWSETA website at [www.hwseta.org.za](http://www.hwseta.org.za) and click on the 'publications' tab and find the career guidance brochure under 'brochures'



## HWSETA Staff Put Their Best Tekkie Forward



Veli Mthembu, the HWSETA's always smiling driver is seen here with Dikeledi Mathibe, Supplier Relations Officer

Tekkie Tax is an annual fundraising campaign for a large mix of carefully selected welfare organisations, schools and institutions in South Africa. NGOs which are accountable, reliable and have a history of good service, have been chosen as beneficiaries of this campaign.

The funds raised with tekkie tax benefit NGOs operating within animal welfare, basic family care, children, disability and education.

On Friday, 27 May 2016, HWSETA laced up and showed their support for persons with disabilities. Visit [www.tekkietax.co.za](http://www.tekkietax.co.za) for more information on this worthwhile initiative.



Seen here from left to right are: Dineo Mokheseng, Monitoring & Evaluation Officer; Kgomotso Motubatse, IT intern; Lybon Mnisi, HR Officer; Hangwelani Magavha, Monitoring & Evaluation intern and Boipelo Moremi, Procurement temp.

## 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](mailto:hwseta@tip-offs.com)  
FreeFax: 0800 00 77 88  
FreePost: KZN 138, Umhlanga, Rocks, 4320  
Website: [www.tip-offs.com](http://www.tip-offs.com)



# Meeting the Needs of our Northern Cape Stakeholders

The HWSETA's decentralisation strategy, combined with the need to make HWSETA services available to its stakeholders on a national basis has seen the establishment of a wide network of Provincial offices, as well as satellite offices situated at TVET Colleges across the country. To meet the needs of stakeholders in the Northern Cape, the HWSETA has established a Provincial Office in Kimberley. Stakeholders from the area can contact the office in Kimberley as follows:

Royalyard Park, Unit 17  
No. 9 Jacobus Smit Avenue  
Royalglen  
Kimberley, 8301  
Tel no.: 053 831 1338  
Provincial Manager: Ms Juanita Moller

Plans are underway for the establishment of provincial offices in Mafikeng in North West, Bloemfontein in Free State and Nelspruit in Mpumalanga. Watch this space for updates.

## Head Office Contact Information

### Head Office

17 Bradford Road, Bedfordview  
Johannesburg, 2047  
011 607 6900  
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

## Satellite Offices

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: 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)

### Satellite Office: Limpopo

Letaba TVET College  
Block C Industrial Road  
Section A  
Giyani  
015 812 0265  
Manager: Ms Nomvuzo Reve (as per Limpopo)

### Satellite Office: Kwa-Zulu Natal

Coastal KZN TVET College  
1621 Hospital road  
Ozwatini  
Tel: 032 294 0013  
Manager: Ms Lungile Ncikazi (as per Kwa-Zulu Natal)

### Satellite Office: Free State

Flavius Mareka TVET College  
Corner Tang Street  
Kroonstad  
Tel: 060 453 8421  
Manager: Ms Lungile Ncikazi (as per Kwa-Zulu Natal)