

HWSETA gives R12.6 million in funding to rural communities to help fight Covid-19

The Health and Welfare Sector Education and Training Authority (HWSETA) has partnered with the Afribiz Foundation and Ruo and Rui Medicals to ensure a highly impactful fight against Covid-19 by allocating R12.6 million in funding.

The Afribiz Foundation and Ruo and Rui Medicals specialise in training rural communities in making hand-produced medical products. HWSETA has provided funding to train 13 cooperatives and NGO's and Community Development Centres in producing much needed equipment in the fight against Covid-19. Each cooperative is made up of 60 women who had little or no schooling, they come from households with little or no income.

The HWSETA through AfriBiz Foundation has already rolled out a manufacturing of sanitary towels programme in Mpumalanga, which will see four key areas – namely Pienaar, Mayflower, Nkomazi and Waterval Boven - in the region receiving training and education in sanitation for a period of six months. This will result in the creation of 240 jobs, as well as financial security for the trainees in a time when job security is not a certainty. This training is extended to provide much needed sanitizers to rural communities.

Additionally, the HWSETA has rolled out programmes in KwaZulu Natal – in

rural areas such as Msinga, Amandawe, Umbumbulu and Mzumbe – and will be reaching the Eastern Cape's Khalankomo, Mdantsane, Matatiele and Mount Ayliff in the next week. There is also a programme running in Khayelitsha, in the Western Cape. Through these partnerships Vryberg and Mafikeng in North-West and Mamitwa in Limpopo will have these programmes rolled out as well.

The programmes specialise in training for the manufacture of 100% natural soap, body lotion, toothpaste as well as reusable sanitary wear for communities at large. These programmes will together see a total of more than 700 sustainable jobs created. Currently, these communities are producing 70% ethanol-based hand sanitizers using natural oils and community resources such as raw wood and crafted tools to cure the soap.

Furthermore, HWSETA has funded two Community Development Centres in Msinga and Gauteng, who will each receive product specific training valued at R7 861 400 to produce N95 and Surgical Masks, which will benefit the country as they will be priced affordably and sustainably, to the benefit of both Government as well as the private sector.

"The HWSETA's partnership with training providers such as the Afribiz Foundation and

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It's that time again.... for the EISA EXAMS



Ruo and Rui medicals will ensure not only improvement to health and wellbeing, but also having an impact to educate and protect our most vulnerable rural communities. This partnership also has the ultimate impact of support to co-operatives in our country improving the financial status of many", said Ms Elaine Brass, CEO, HWSETA.

HWSETA will be ensuring that all necessary precautions are taken, and guidelines abided to, in order to ensure the safety of trainers and trainees during this time.

HWSETA Moves to Social Media:

You can now find us on Facebook, Twitter and LinkedIn
Facebook - [HWSETA](#) Twitter - [@HWSETA_SA](#) LinkedIn - [HWSETA](#)

A Word from the CEO



Dear Valued HWSETA Stakeholder,

This newsletter of Skills Talk comes at a time where history is written. The tragedy of COVID-19 to the world, people, families and individuals is devastating. But in the midst of such a world, there is also compassion, sympathy, understanding, and gratitude for so many things we take for granted each day.

The HWSETA took up the opportunity quickly when the President declared a National State of disaster. The Board of the HWSETA put aside a budget of R100 million for COVID-19 interventions. Eleven projects/interventions to the value of R90 million was approved by our Board on 25 March 2020, and by 2 April 2020, R70 million was released to these projects.

These projects expand over the sectors of health and social development and include skills development, education, awareness, data collection, screening, health promotion, all related to COVID-19. We are using many unemployed youth to also assist in these initiatives, as well as skilling current occupational developed persons. We have also mobilized 3000 protective safety kits, over 1000 sanitizers, and 4000 masks for Social Workers in communities, and will further support them through training – disaster management, psychosocial and trauma counselling. Over

1000 sanitizers and 2000 masks were sent to the Department of Health in the Eastern Cape.

Since these projects, the HWSETA has further supported our departments of Health, Social Development and Higher Education and Training in collaboration to fight COVID-19.

The financial year ended on 31 March 2020, and the HWSETA has had a successful one. Our performance against planned targets is over 90% (unaudited), we have dispensed R646 million in discretionary grants, which included the R70 million for COVID-19 projects/initiatives.

The HWSETA quickly ensured that largely, we could operate remotely during the lockdown period. Our website has numerous communiques to our stakeholders on lockdown operations as well as safety tips and information about the COVID-19 virus. Most of the HWSETA staff can work from home, and we also ensured that some administrators, who would not ordinarily be able to work from home, had the tools to also assist during this period.

As we make preparations to return to work safely, we continue to serve our stakeholders as best as possible. Please watch our website for communication on various matters including COVID-19.

This Skills Talk features a number of projects that we have engaged in over the period, as well as information about various aspects of our operations. The issue also includes some valuable educational items of interest. We hope you enjoy these. Please let us know if you would like to specifically see any other information or articles. I have a blog on the HWSETA website for this.

May God bless our country, and may the initiatives we have put in place make a significant difference.

Take care and thank you all for the parts you have played in ensuring that the above is possible. To the HWSETA staff members, I thank you for keeping our HWSETA working in these difficult times that we are facing. Be encouraged always, as the work we all do adds value to country.

Sincerely,

Elaine Brass,
CEO



we are in this together

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HWSETA BIDS ITS OUTGOING BOARD FAREWELL

31 March 2020 marked the end of the tenure for the Boards of South Africa 21 SETAs. After many years of dedicated service, the HWSETA bade it's Board members farewell, many of whom had served the HWSETA for many years. In it's role as the Accounting Authority for the HWSETA, the board becomes part of the fabric that makes up the operations of the HWSETA. The HWSETA is grateful to these people for the guidance provided during their tenure.



HWSETA BOARD CHAIRPERSON: DR MNISI



Dr. Nomfundo Nomsa Mnisi is a veterinarian who qualified at the Medical University of Southern Africa (MEDUNSA) and later obtained a Master in Public Health degree at the same institution, at that time named University of Limpopo, MEDUNSA campus. Her career started as a state veterinarian in Mpumalanga province serving previously disadvantaged communities and providing clinical training to officials who received their training through correspondence. She moved through the ranks and through different units in state vet services in different provinces, with national and inter-national liaison. She has been in senior management with the

Mpumalanga provincial government for the past 12 years with a number of management training covering the broad spectrum of public management.

She is a community orientated veterinarian and believes in changing mind-sets to achieving animal health care. Having found out about the veterinary career per chance herself, she is a strong believer in animal health awareness creation especially to secondary school going learners. She is involved in a number of animal health awareness programs, focusing primarily on recruiting learners into the veterinary field. Dr. Mnisi is a founding member of Dr. Nomfundo Mnisi Foundation, which focuses on animal health awareness creation through different fora.

Dr. Mnisi is a frequent speaker at different functions as she believes animal health is a strong pillar to achieve public health. She serves at the South African Veterinary Council as a Vice-President of the Council. On the side, the wife and mother of four children is an aspiring events hostess being the owner of ZWIKANDO Events, an events venue situated on their farm residence in Mbombela (Nelspruit).

HWSETA BOARD

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Announcement

It is with great sadness that we learn of the passing of our Board member, Dr Clarence Mini.

Dr Mini was a medical doctor and a trailblazer, in the short time that he served on the HWSETA Board he initiated many innovative projects mainly focused on the upliftment of the public healthcare sector of South Africa. He also opened our minds on the training of medical equipment maintenance workers in public hospitals. This has the potential to be the flagship programme of the HWSETA. His intricate knowledge of the health sector and the people of South Africa made him an invaluable asset to the HWSETA Board.

He had a great sense of humour and was always found with a smile on his face or sharing a laugh. His presence on the Board was greatly felt, and his contribution was invaluable. This is a tremendous loss not only for us at the HWSETA and the sector at large. He will be truly missed.



Skills Development to Address Community Needs and Job Creation

For over 25 years, African women have not had 100% freedom for what we all have been fighting for. Instead, unemployment within communities leave over 43% of the female population in poverty, due to lack of education, job opportunities and gender-based equality. Women are still facing the challenges where males are preferred over females in the job market.

Early last year, HWSETA partnered with an organisation called the Afribiz Foundation, which has worked tirelessly for the past 3 years to develop a product that is sustainable, economic, affordable and eco-friendly to our environment called the Kühle Pads. This initiative is aimed at providing skills development and job creation by creating cooperatives made of

the lack of menstrual support, that is why HWSETA did not hesitate to lend a helping hand when asked to be involved in this initiative.

Kacha Stepanovic, founder of Afribiz Foundation says that by training these young women, they are able to give the community the skills to sew reusable sanitary pads that will always be a need to women. In addition, we provide administration skills which will enable the admin team to help run the centre and do quality control, quantity control and basic bookkeeping, administration and filing. We teach them communication skills for interaction on telephonic business calls.



This project is being rolled out in 6 provinces so far and disabled women who we all know it's difficult to be employed are also part of this project.

The pack is innovative and made up of:

MONTHLY PACK:



Body soap



Toothpaste



Body lotion



Hand sanitizer



Deodorant



Face cloth



Toothbrush



Underwear including sanitary pads



60 unemployed youth to manufacture and distribute what it calls "Dignity Care Pack for girls" to school-girls in rural and poor communities. While this is addressing a need in these communities it also creates 1080 direct jobs.

Eight out of 10 girls miss school every month, 6 out of 10 girls will drop out of school by the age of 14 or drop out by grade 8 due to

"I am so grateful for HWSETA, firstly for believing in us and giving us a chance and secondly it has helped over hundreds of women through this project, through the training and upskilling, we have seen the communities change for the better and most importantly we planted seeds of hope back into the women of these communities", she said with a smile.

All the above items are made by women in communities and will distribute these to identified schools in their communities. The manufacturing process is labour intensive, and no prior skills are needed. In addition to the skills each group of 60 will be left with sewing machines and kits, laptops for administration, mixing machines and all ingredients and materials. This will enable them to continue production and supply.

Coronavirus

The coronavirus currently referred to as COVID-19/ COVID-2019 is a respiratory disease that was first detected in China and has since then spread to over 60 countries worldwide. Coronaviruses are zoonotic meaning they can be transmitted from animals to people and can also be spread from person to person when in close proximity to one another, this occurs when the infected person coughs or sneezes and the respiratory droplets released by the infected person land in the mouths or noses of people near-by. The COVID-19 virus could also potentially be spread when an uninfected person touches an object or surface that has the COVID-19 virus on it and then touches their own mouth, nose or eyes without first washing their hands.

The coronavirus is a fast spreading disease that can vary from mild to severe intensity with some cases resulting in death with the death rate currently at 2 percent worldwide. The symptoms of COVID-19 are very similar to that of a common cold including a fever, coughing, shortness of breath and some breathing difficulty however, in severe cases the symptoms can often be presented as pneumonia infections, severe acute respiratory syndrome, kidney's shutting down and in the most severe cases even death. The symptoms of COVID-19 may appear 2-14 days after being exposed to the virus.

Once the virus has been contracted the infected person will most often seek medical attention around day four after the onset of symptoms has appeared as this is when shortness of breath is experienced most, at day 7 some of the infected people may become critically ill experiencing more severe

symptoms however, by day 11 if the disease has not worsened then the infected person is in the recovery stage and will soon fully recover.

In order to prevent contracting the coronavirus it is important to wash your hands frequently with warm water and soap, avoid touching any part of your face when your hands are dirty, don't go out if you are feeling ill, cover your mouth with your bent elbow or tissue when sneezing or coughing, and finally keep objects and surfaces you may touch a lot clean and disinfect them regularly. Practicing regular hygiene daily is vital in trying to prevent contracting and spreading of the disease. If you suspect you may have contracted the COVID-19 virus you should contact your medical practitioner as soon as possible. If you have contracted the COVID-19 virus you should remain at home unless receiving medical attention, while at home remain isolated from other people and animals as it is a zoonotic disease and could be spread to the pets in your home, wear a facemask when around pets, people and going to the medical practitioners office. Currently there is no antiviral treatment or Vaccine for COVID-19 but rather the infected person would receive supportive treatment to help alleviate the discomfort the symptoms of the virus may cause for those infected, in severe cases treatment will be given to support vital organ functioning however, for the mild cases of the disease supportive treatment is given and the virus is just left until it goes away naturally.

Symptoms



- Fever
- Cough
- Difficulty Breathing
- Muscle Pain
- Tiredness

Prevention

When Visiting Affected Areas



Wash your hand with soap



Avoid contact with sick people



If you develop a cough, use a medical face mask

Transmission

VIA Respiratory Droplets

2 - 14 Days

Is the estimated incubation period



If you need more information or think you may be infected please call the **Coronavirus Hotline on 08 000 29999**

Higher Health Covid-19 Campaign & Capacity Development & Skills Training Programme

The total number of confirmed COVID-19 cases in South Africa is steadily increasing, that is why it was important for the Higher Health and its partners to develop a strategy within post-school education and training about COVID-19.

On behalf of the Department of Higher Education and Training (DHET), HIGHER HEALTH works with Universities South Africa (USAf) and the South African College and Principals Organisation (SACPO). HWSETA has partnered with Higher Health to support initiatives to combat the effects of COVID-19

Higher Health is not alone in this effort, It is collaborating with government departments, private sector, other national initiatives, which includes NICD and DOH, technical public health specialists, as well as communication specialists and public information channels including mass media, social media, digital media to deliver an intensive and empowering COVID-19 Campaign for the PSET which entails communication and education.

The Higher Health together with the Department of Health and NICD is currently developing the sectoral guidelines on COVID-19 which is in Draft 4, these guidelines will enable institutions to create and implement their individual plans but in synergy with policies of government, the NICD, the departments of Higher Education and Training, Health and Labour. Simultaneously the Higher Health's technical public health task team is also conducting a literature review from all the available sources to update the Post School Education and Training (PSET) guidelines to finalise the draft. It is anticipated that by early April the final draft will be presented to both Director Generals of Health and DHET, for finalisation and sign off before roll-out.

To date, two successful live webinars were conducted on 20 March 2020 and 01 April 2020 by Higher Health and NICD that have capacitated over 1200 attendees from diverse

disciplines of academia, student support and student leadership. The live on-line webinars are designed through a 2-hour session, that emulates a classroom setting.

A curriculum on COVID-19 has been designed covering chapters such as Epidemiology, laboratory testing, clinical presentation and management of suspected cases and many more.

Following the success of the 2 online webinars Higher Health now plans to roll out further training of different disciplines and sub-sectors through a series of tailor-made webinars which will cover these stakeholders:

- TVET Sector
- Academia o Student Support Services, Campus Security, Union Representatives
- Campus Health Care, Occupational Health, Employee Wellness
- Higher Health Peer Mentors
- Higher Health Peer Educators & Student Leadership

Further to these curriculums Higher Health will develop specific guidelines, protocols and algorithms for the different sub-sectors which will be consulting and capacitating through these tailor-made live webinars. Going forward the Higher Health has decided to introduce COVID-19 within the second curriculum and roll out through the established on-campus extensive peer to peer programme. The essence of the Higher Health Second Curriculum is to present students in all years of study with opportunities for learning and personal growth outside the formally accredited First Curriculum.

Within the Second Curriculum, students will be encouraged to complete a self-assessment risk screening toolkit related to HIV, TB, STIs, Sexual and reproductive health, Mental health and Gender-based violence. COVID-19 self-assessment risk screening toolkit will also be developed and rolled out as part of the second

curriculum peer to peer education programme.

During the past few weeks the government has pleaded with the public to stop the spread of fake news, misinformation and face penalties, Higher Health as a key extension of government's higher education and training programme, will utilise its position as an authentic and trusted news source and has identified broadcast media, especially social media as the primary/reliable tool to consume information on the spread and impact of Covid-19.

The Higher Health will also work with campuses radio stations and community radio stations across the country to spread the word about COVID-19, radio journalists across these stations and Higher Health has already begun to capacitate these journalists on COVID-19 content via a series of webinars. These radio journalists will now use their COVID-19 training and the content to package radio programmes which they will play during peak and off-peak periods, on a daily, weekly and monthly basis.

Lastly Higher Health will procure PPEs (protection gears) for student support services and Health care workers across campuses for protection against COVID 19, students hygiene packs and masks will be procured and distributed to disadvantaged students. These PPE's will be procured from institutions like TUT, NMU, North link and College of Cape town who have started production on these items. This will ensure support via financial investments to Higher Health's own institutions towards mass production.



Talent Brand joins with HWSETA to help FMCG sector protect food security

Talent Brand is playing a key role in ensuring South Africa's ongoing food security in the face of the coronavirus crisis, by producing a series of animation videos to educate essential workers on Covid-19.

Around the world, the availability of foodstuff has become a major concern; in fact, 265 million people could face acute hunger by the end of this year. Quite simply, the world has never before encountered such a great hunger emergency – and the behaviour of consumers driven to stockpiling and panic buying at the beginning of the lockdown shows that the fear of 'going without' has deep roots. Although South Africa is fairly self-sufficient in terms of food supply, we still rely on global supply chains for our raw materials. The manufacturing sector's pattern of procuring product three to nine months in advance (and, in the case of agricultural procurement, where commitment to farmers is seasonal, planned a year ahead in some instances) places further pressure on the system. Although we have enough food supplies now, the impact of recently imposed trade restrictions and closing of borders will be felt at a later date.

The right to food is enshrined in the South African Constitution, which is why the sector is working hard to protect its employees; the people who make it possible to feed South Africans. With this in mind, the Health and Welfare Sector Education Training Authority (HWSETA) embarked on an educational campaign to ensure that essential workers are aware of the virus and understand how to maintain their own health and prevent its spread. As part of this campaign, the SETA awarded discretionary grants to entities that may be able to help disseminate this vital message.

Talent Brand is a recipient of one of these discretionary grants. "This is a critical issue which affects all of us," comments the company's Jo Watt. The organisation - which has a well established reputation in the strategic talent acquisition space – therefore decided to harness its specialist knowledge of the FMCG sector, honed over many years and for which Watt has a particular passion, to educate essential workers in this space.

"We have worked with most of South Africa's major FMCG companies, and therefore have an insider's view of the industry's challenges and priorities," Watt points out. Working with Mobitainment and TTRO, Talent Brand applied these insights to a series of animated videos, crafted to provide essential workers in manufacturing, retail and supply chain industries with information about how to identify COVID-19 symptoms, and how to protect themselves and family members from the spread.

The initiative forms part of a comprehensive plan developed by the HWSETA to assist with COVID-19 efforts. "To date, we have invested over R100 million into a variety of projects. Making the correct information accessible was an integral part of the plan and we are very proud of this project and of the quality of the videos. There has been a lack of information available in many languages and we hope that these videos will assist greatly in arming South Africans with the precautionary measures they need to take to stay safe. The HWSETA is proud of the partnership with Talent Brand and we look forward to seeing the impact of this project," says Elaine Brass, CEO, HWSETA.

The animated videos – each under three minutes long – are available in English, Afrikaans, Zulu and Setswana, and aim to dispel myths about the spread of the virus and address critical issues such as physical distancing, when to self-isolate, and how and when to get tested. Watt reports that the content for the videos was created in consultation with key players in the food manufacturing industry, including the likes of Tiger Brands, National Brands, CCBSA, and Distell, to ensure that the messaging is on target.

The videos are available in both static and interactive format. The former enables employers to broadcast the videos at plants, canteens and in training rooms. Talent Brand has also developed mobile interactive videos that can be watched on employees' phones.

They can easily SMS a short code to get the link and simply click on the web when they are ready to watch. The SMS short code and interactive mobile video can then be viewed without incurring data costs. These videos contain questions and answers and other mechanisms to test users' understanding of the content. As an incentive to watch and share the content, users who finish watching can enter into a daily draw to earn a share of R3 000 worth of airtime.

Talent Brand partnered with TTRO and Mobitainment to produce the videos. Candice Goodman, managing director of Mobitainment, notes that online videos are the most effective channel for transmitting information: according to a February 2020 report by We Are Social, 98% of all South Africans watch online videos. "This case study proves that technology is a great enabler and can be harnessed for the greater societal good." Goodman explains that the use of interactive video makes it possible to gauge viewers' knowledge, rewarding them once they display a thorough understanding of the subject. "Meanwhile, because

the videos can be shared on WhatsApp, the most popular app in South Africa, we can maximize the reach of this engaging, educational and rewarding content. But perhaps most importantly, this is an example of solving local problems with local solutions. We've addressed issues such as the cost of data by ensuring that the data used to watch the videos is reverse billed, so that the essential worker doesn't incur any costs."

You too can be a hero and play your part to help Flatten the Curve of COVID-19: SMS HERO or your company's name to 30864 at no charge to receive the link on your phone or click <http://ClickMe.datafree.co/FlattenTheCurve> to watch the video (at no charge for mobile data) and stand a chance to earn your share of R3 000 in daily airtime.

For more information, visit www.talentbrand.co.za

“THIS IS A CRITICAL ISSUE WHICH AFFECTS ALL OF US”

HWSETA Celebrates Freedom Day

Freedom Day is celebrated in South Africa annually on 27 April. The main purpose for this celebration is to mark the liberation of our country and its people from a long period of apartheid.

On 27 April 1994, the nation finally cast its vote in the first democratic election in the country. The ANC was then voted into power, and Nelson Mandela was inaugurated as the President of South Africa on 10 May. This election paved a way towards a new democratic dispensation and a new constitution for the country.

The elections took place in a peaceful and festive atmosphere, though there were threats of political violence and for the majority of South Africans who had never voted before their dignity was restored and the vision for a "better life for all" finally seemed possible.

After his appointment as the president, Nelson Mandela introduced housing, education, and economic development initiatives designed to improve the living standards of the country's black population and also oversaw the enactment of a new democratic constitution in 1996.

WHAT FREEDOM DAY MEANS IN 2020

On this day, South Africans should celebrate the fact that we have covered some distance on the road to freedom, but we still have a long way to go.

Today, South Africa is one of the most consistently unequal countries in the world. More than half of the population lives in poverty, while a staggering 27% of people are unemployed. It is important to remember that "freedom" should mean emancipation from poverty, unemployment, racism, sexism and other forms of discrimination.

Freedom Day should be a reminder of the unfinished business of such rights and it is up to us as South Africa to work together with the government to ensure that everyone gets the freedom we fought so hard for over 20 years ago.

Freedom Day affords South Africans the opportunity to make a pledge towards fighting against the legacy of racism and economic inequality as well as renewing their loyalty to their country and their commitment to its future.

HAPPY FREEDOM DAY!

"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others."

Nelson Mandela



HWSETA funds interns that are now permanent employees at FAMSA national

Nontebeko Magwaza (28) and Lunga Mtshali (26) both from KZN formed part of a HWSETA-funded internship programme at FAMSA National. They have been absorbed permanently by the organisation as Social workers and both situated at the Head Office.

Nontebeko studied a Bachelor of Social Work degree from the University of South Africa and graduated in 2017.

From a young age she has always been passionate about social work and making a difference in people's lives. She is very grateful for the opportunity from HWSETA, she adds that doing her internship at FAMSA National has taught her so much, within a year of working at FAMSA she was already able to put a lot of work she studies into practice. Today she is a proud social worker with so much experience., and it's all thanks to her team.

Lunga also studied a Bachelor of Social Work degree from University of South Africa. He says the reason he chose to study this course is because he grew up

in a vulnerable community which was affected by drugs and alcohol, where most children were raised by a single parent. He further elaborates that he chose social work as a career because he wanted to help dysfunctional families with their social issues.

"I'm grateful for being part of HWSETA internship program because I got a chance to put my theory into practice and the opportunity to change and empower people's lives. Working at FAMSA is a great platform for my career, I learn new things everyday I've got good supervisors and a very supportive Director. I hope HWSETA continues to help other graduate in need", He says with a smile.

Their duties both include strategic planning

for relevant activities and projects, monitoring and evaluating FAMSA programmes and services, supervision, counselling, conducting and facilitating trainings and handling media interviews.

Asked what they want to gain or take from this opportunity they tell me they want to help communities with issues affecting them, also independence or working under little supervision especially now that they are permanent and lastly creativity and planning. In 5 years' time they see themselves sharing many success stories of the many families they would have helped, and being the best in their careers.

HWSETA wishes both of you well in your career endeavours!





Amanda bids farewell to HWSETA

The HWSETA bid farewell to Amanda Matswele on 25 March 2020, after 8 years. Before her exit we caught up with her to share her heartfelt contribution and experiences at HWSETA.

Q What was your role at HWSETA?

A Divisional Secretary: RIME

Q What were your daily duties/main responsibilities?

A My daily duties were to provide administrative support to the Executive Manager and Sub-divisional Managers. My main responsibility was to ensure RIME division run smoothly, but during 2013 my responsibilities were extended to coordinate Post-graduate research bursary project, where I was made a HWSETA contact to the university's students working together with Research Manager.

Q How many years have you been with HWSETA?

A Eight years and ten months.

Q Can you share with us what sustained you being at HWSETA employee for the years you were there?

A My studies, I have thrived to be a better person by improving myself through academics, hoping one day HWSETA will benefit from the knowledge and skills that I have obtained.

Q What did you love most about working at HWSETA?

A Wow!!! My colleagues, they made life easy for me, we cried together and laughed together.

Q What are your hobbies?

A Church, Books and Gym

Q Over the years you have worked with many different personalities, which personality past or present was amazing to you?

A In 2011 when I joined HWSETA I met Wendy (she is so amazing) She taught me so many things such as Christianity, developing yourself as a person and most importantly how to work well with my boss. She told me about the things the Executive Manager likes and dislikes, basically how to work well with him. She explained to me that the Executive Manager: Mr. Sikhumbizo Gcabashe is passionate about education and self-development, right then and there I decided to go back to school part-time as I've always had plans to further my studies.

Toward the end of 2011 I applied at UNISA and I was accepted to study Business Administrative in 2012 but UNISA did not work out for me. 2 years later I applied at Wits University and was accepted to study Bachelor of Arts Degree (BA). In 2015 I was doing my BA in Sociology, politics and psychology although it was not easy, I had great support system like Mr Miya. Since then I never looked back, my goal was to complete my degree regardless of what came in my way. In 2018 December I completed my BA Degree and last I completed my Honours degree. I am currently doing my master's degree in Education and Work. Firstly, I give thanks you to Wendy for showing me a light, and secondly Sibusiso and Sikhumbuzo for supporting me throughout my academics.

Q What keeps you motivated?

A Academics, I want to study South African society in politics, socioeconomics and skills development.

Q What are the lessons learned at HWSETA?

A The value of education, especially in the division I was working at.

Q What are the challenges you faced while working at HWSETA?

A My main challenge at HWSETA was development, staying in one position for 9 years.

Q Which memories do you cherish at HWSETA?

A Getting my salary on time without a fail. (LOL)

Q What advice do you have for someone who is about to start working at HWSETA?

A I will advise that person not to join office politics because it might be disadvantage to her/his personal development.

Q Any last words for HWSETA?

A I would like to show my gratitude to HWSETA for making it possible for me to complete my B.A Degree in 2018. They funded my me with R50 000 to complete my studies, today I am leaving HWSETA with two degrees, I am a graduate. I will forever be grateful.

Q Why are you leaving HWSETA?

A To pursue my career development.

HWSETA gives HOPE to the young people of Luneburg



Tsolo Agriculture in collaboration with Luneburg NGO and HWSETA is funding students from Luneburg to study Animal Health at Tsolo Agriculture & Rural Development Institute (TARDI) annually.

Last year young people from Luneburg, a very rural area in KwaZulu Natal were also funded for this programme, the funding included tuition fees, stipend and transportation costs as the College is situated in Tsolo in the Eastern Cape. HWSETA decided to embark on this project because it wanted to improve the lives of people from rural area so that they can be empowered and be able to provide for their families. In the previous years, all the admitted students were fully funded for a period of three years by HWSETA, in the next following years an annual funding with option of renewal was received by the institute on behalf of its students. The diploma is a three-year course and on the last semester of the final year, the students go for their work integrated learning where they are placed in farms, abattoirs, livestock organisation and pharmaceutical companies for them to get more exposure and to experience the world of working in

order to foster confidence and build skills and to ensure that they are able to meet the minimum day one competency of animal health.

Some of the students utilising the monthly stipend, were able to support their families. One student used the stipend to assist her parents with groceries at home and the other was helping his mom to build a house. Other students have enrolled for driving lessons utilising the stipend and this improved their employability as most adverts for animal health technicians require a person with a driver's license. About eight students from the 2015 group were able to get permanent employment because of the driving skills.

According to Dr Nandipha Toyota Ndudane, the principal at TARDI says that the fact that students had an assured tuition fee alleviated some of their worries and freed

their minds to focus on academics. This contributes to the improved performance of the institute over the years.

After the completion of this course, one can become an Animal Health Technician for the state, assisting with regulatory function especially with zoonotic disease or can be employed in research by laboratories and academic institution.

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DR NDUDANE SAYS THAT ANIMAL HEALTH IS AN INTERESTING COURSE AND YOUNG PEOPLE SHOULD LOOK INTO IT "IT BRINGS THAT INTERPHASE OF ANIMAL CARE, ENVIRONMENTAL CARE AND HUMAN CARE.

Dr Ndudane says that Animal Health is an interesting course and young people should look into it "It brings that interphase of animal care, environmental care and human care. It is a rewarding career where one gets to interact with many line functionaries in what is called OneHealth. During a disease outbreak for instance, disease epidemiology and traceability involves in the main animal health technicians. Extension work and disease control, patrolling of borders during disease outbreak, the animal technicians are at the centre of that", she said.



Dr Jekwa's success story

Born and bred in Buffalo Flats, a small suburb in the Eastern Cape, Sivuyisiwe Jekwa (25) has always known she wanted to study medicine; in fact she couldn't imagine herself being anything but a doctor.

After her matric in 2013 she enrolled at Stellenbosch University where she studied Bachelor of Medicine and Bachelor of Surgery (MBChB), although her parents have always been supportive of her dreams, she was aware she was going to need financial assistance in order to achieve her dreams.

Although she received student financial loans in her first years of study, she had the stress of where she will get money in her last year of University, that is when she heard about HWSETA bursary. HWSETA bursary is an opportunity for students studying towards the health, veterinary and social development sectors with the purpose of training them to provide a world-class quality services at the workplace.

"I cannot express my gratitude for being given this opportunity, because of this bursary I was able to have my fees paid and graduate on time with my peers.

I am entirely grateful for the support that I received from HWSETA and hope that those who were also offered the opportunity get to enjoy the privilege of success that I have been offered. My family and I will always be eternally grateful", she said.

Sivuyisiwe also had her fair share of challenges in her profession, she says that being a young black female doctor in South Africa can be challenging because some patients still have the stereo-type that we (young black female doctors) can only be nurses and that leads to patients not taking anything you say serious/not following the doctor's order and this will eventually have a negative impact in your career.

She also loves being a doctor, helping patients fulfils her and she would never give it up for anything. Her advise is to never give up, no matter how many times you fall, you get up and dusts yourself and never forget the bigger picture/goal.

Sivuyile is currently doing her training in the Eastern Cape and will decide she specialisation in due course.

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HWSETA BURSARY IS AN OPPORTUNITY FOR STUDENTS STUDYING TOWARDS THE HEALTH, VETERINARY AND SOCIAL DEVELOPMENT SECTORS



Valentine's day at HWSETA



On Friday the 14th of February 2020 the HWSETA joined in the celebration of love and enjoyed a wonderful love and fun filled day at the office. All provincial HWSETA's offices celebrated the day. Staff expressed their appreciation of the day by wearing clothing items that were pink, red or white in spirit of the day of Love.

The employees of HWSETA were given chocolates as a show of love and appreciation from everyone at HWSETA. However, the excitement was not over yet as the employees at HWSETA gathered together for a Valentine's day lunch and continued to enjoy the loving and friendly company of their colleagues with laughter, excitement and stomach grumbling in the air.



HONOUR TO ALL WOMEN ON INTERNATIONAL WOMEN'S DAY – 8th March 2020

The month of March is International Women Month and is celebrated annually all over the world. The purpose of this celebration is to celebrate women's achievement, raising awareness of bias and calling out inequality. This year's theme is #EachForEqual, simply meaning "every one of us can do our bit to bring about gender equality" and furthermore emphasize that gender inequality isn't a women's issue, but an economic one. HWSETA commends and honour all the women who stood out from the stereo-type that "women belong in the kitchen", we celebrate and salute all women in entrepreneurship, health, Mining, athletes, construction and all the other women making big things for themselves. We salute you and say "keep rising the flag high".

**"TO THOSE WHO OPPOSE US,
WE SAY, STRIKE A WOMAN,
AND YOU STRIKE A ROCK"**

Winnie Madikizela Mandela



Mandatory Grand Deadline Submission is Extended

Please note that the Mandatory Grant (Combined Annual Training Report (ART) 1 April 2020 to 31 March 2021 and Workplace Skills Plan (WSP) 1 April 2020 to 31 March 2021) submission deadline has been extended to 31 May 2020.

We thank all employers that have already submitted and encourage others to follow suit and not delay.



For more queries, please contact:

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It's that time again.... for the EISA EXAMS

External Integrated Summative Assessment (EISA) is an integral and critical component of the QCTO's quality assurance system. It is a single national assessment leading to the awarding of an occupational Certificate. EISA ensures that the assessment of occupational qualifications, part qualifications and trade is standardised, consistent and credible.

HWSETA is responsible for the invigilating, monitoring, compiling reports and developing question papers and approving examination centre.

We did some short Q & A just before the exam could start to calm their nerves down, and this is how it went:

Question: Name and Surname

Answer: Xolile Mongwe

Question: Age

Answer: 27

Question: Qualification?

Answer: Health promotional officer

Question: Why did you choose to study this course?

Answer: I want to teach my community about health issues, especially the youth. Sometimes you just feel like your life is over without knowing full facts about certain diseases, so I want to be that person they go to when they need help/clarity on health issues.

Question: Name and Surname

Answer: Lindiwe Vilakazi

Question: Age

Answer: 30

Question: Qualification?

Answer: Health promotional officer

Question: Why did you choose to study this course?

Answer: I've always wanted to be in the medical/health field ever since I was a young girl simply because I love helping people, although I couldn't study further after my matric I believe helping my community with give me as much joy. You know what they say "charity begins at home".

Question: Name and surname

Answer: Lehlogonolo Malesa

Question: Age

Answer: 23

Question: Qualification?

Answer: Health promotional officer

Question: Why did you choose this qualification:

Answer: For me personally, I love educating people. This will give me the opportunity to educate, help, share my knowledge in health. I'm mostly looking forward to the educational talks about different diseases and how you can better your life.



Question: Name and Surname

Answer: Nthabeleng Motloutung

Question: Age

Answer: 27

Question: Qualification?

Answer: Health promotion officer

Question: Why did you want to study this course?

Answer: I want to help people in my community with health issues, especially because I come from a poor community where going to consult to a doctor is costly, so I will be helping/visiting them in the comfort of their own homes while they get help at the same time.



HWSETA wishes all the students the best in their exams for 2020!!



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