

skillsTALK @HWSETA

August 2021

In this issue

A word from the CEO	03
750 AMPED (AMPLIFIED) Youth Initiative	04
HWSETA attends Air-conditioning and Refrigeration graduations at Ekurhuleni East TVET College	06
Condolences	07
Afrika Tikkun in collaboration with HWSETA breeds new go-getters programme	08
Mandela Day Commemoration.....	09
The Success of HWSETA Career Guidance Portal	10
Medical Equipment Maintenance students passes with flying colours	11
HWSETA hosts NPO governance event for stakeholders	12
Congratulations to our Phlebotomy learnerships winners	13
Goodman Moyane publishes his own book, titled "Longing for Better Days"	14
HWSETA commemorates Youth Month.....	15
Getting to know our HWSETA CAREER winners better	16
HWSETA congratulates former employee on her achievement	17

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HWSETA funds South African Veterinary Association (SAVA)

Mentoring Training



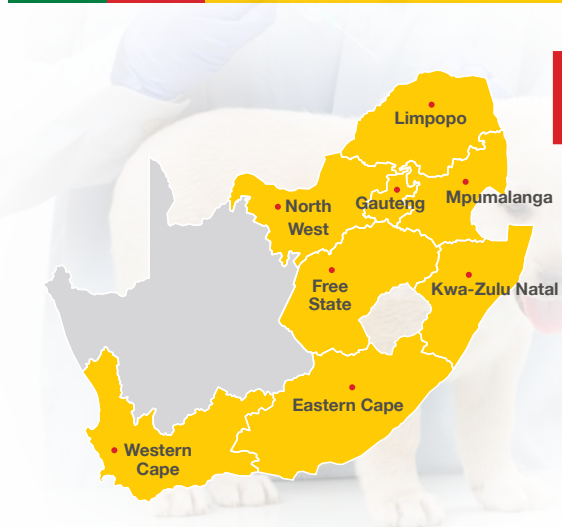
What began as a pilot programme in 2020, with only 27 Mentors, has since expanded to encompass more than two thirds of all Compulsory Community Service (CCS) Veterinarians (Mentees) and 73 Mentors for 2021. The Mentor programme is under the auspices of SAVA in cooperation with South African Veterinary Council (SAVC) and funding from HWSETA.

The well-structured and organised process commences with the recruitment of both Mentors and Mentees for each consecutive year at the end of the previous year. A matching process then follows between Mentor and Mentee based on the skillset of the Mentor and development area of the Mentee.

For 2021 the Mentor Skills training for the Mentors which are all qualified and experienced Veterinarians, which participate as mentors entirely of their own free will, have been completed and have been hugely successful.

The first of the training courses took place from 22 February until 23 February 2021 and was held at Emperors Palace in Kempton Park. Veterinarians from all over the Northern part of the country attended the training (Gauteng, Limpopo, North West, Mpumalanga, Free State). A special word of appreciation to Dr Nomsa Mnisi, Executive Board of HWSETA, who offered her time, skills, and experience to become a SAVA/SAVC Mentor for newly qualified CCS Vets (Mentees) in 2021.

The course was conducted by IMSIMBI Training who are well known for mentorship training nationwide. To become a Mentor is a skill which needs to be acquired and this training was aimed at developing this skill and consisted of modules



SAVA wishes to express their sincere appreciation to the HWSETA who contributed to making this Mentoring Programme an absolute success!

area got the opportunity to get together, to meet each other and the officials from SAVA who manage the program face-to-face. New relationships were built, and goodwill and mutual encouragement was generated.

Attendees included Veterinarians from the Eastern Cape, Midlands, Durban, West Coast and Western Cape.

To be a successful Mentor also requires the constant observation and regular reporting and thus paperwork is required on the progress of the Mentees. The Manager Mentoring from SAVA was on hand to explain the necessity of this requirement and how to integrate it into daily clinical activities and the undoubtedly already busy working schedules of a practising veterinarian.

covering diverse subjects such as: Self-awareness, developing essential listening skills, how to plan for a discussion with the Mentee, Mentoring relationships and the ongoing mentoring processes.

It is interesting to note that mentors and mentees are not based in the same geographical location. This is made possible with modern communication technology such as Skype, WhatsApp, Zoom and Microsoft Teams and the like, for real time communication and assistance / advice to take place.

After completion of the first 2-day course in Johannesburg, the training moved to Cape Town where a second 2-day Mentor Training was undertaken. The Verde Hotel at the Cape Town International Airport was ideal, and shuttles were readily available to transport the delegates to the training venue. It had excellent attendance, and Veterinarians who are stationed much farther afield and across a more expansive geographical

New developments and expansion of the programme:

- Inclusion of Equine Veterinarians as Mentors;
- Communication with final year students regarding the need for mentoring during their CCS year;
- Youth Summit;
- Career Day;
- A special link to final year students;
- Marketing videos to students including testimonials of current CCS Vets; and
- Blackboard messages to final year students.





A word from the CEO



As we walk upon an uncertain path, our vision remains clear; Providing skills development, education and training to make a better, stronger SA. As Government focuses on Economic Reconstruction and Recovery, the HWSETA is ready to play its part.

We had a good first quarter after the closing of a highly successful year despite the pandemic and the challenges that came with it. Our performance was lower than originally anticipated due to the various challenges of COVID-19, especially in terms of workplace experience, internships and learnerships for unemployed persons, completions and the late start to the academic year for Universities and TVET colleges and delayed matric results. This was due to lockdown restrictions and safety being observed in the workplace.

Despite these challenges, the HWSETA exceeded many targets in the areas of skills programmes, support to SMME's, NGO, NPO and Trade Unions, Artisanship's and Partnerships.

Throughout the year, one of our primary concerns was how to reach learners and the youth about career guidance, as face to face interactions and exhibitions on career guidance were no longer plausible. The HWSETA launched its Career Guidance portal in March 2021 with great success and interest from everyone, including the media. Please don't forget to visit our portal, it is interactive and provides information from career choice based on your interests, funding opportunities, university information and so much more. This portal was born from COVID-19 and the challenges that arose from it.

On the launch of the HWSETA Career Guidance portal, we offered bursaries and learnerships to a few lucky people who visited our portal during the launch period. Have a look who the winners were, and what they won on pages 13, 16 and 17 of the Skills Talk Newsletter!

Despite the challenges of meeting many of our targets, the HWSETA continued operations and managed its strategic risks well. Most staff are well equipped to work from home and obtained a 71% performance rating through the commitment from all staff and the Board. Once again, the HWSETA attained an unqualified audit result for 2020-2021.

Our publication this quarter is action packed with many wonderful interventions, touching the lives of people in our country.

We also reflect on one of our COVID-19 projects started in 2020, where we mobilised the youth to go into hot spot communities for COVID-19 awareness at a time when we were first trying to understand the virus. The impact of this project continues beyond its end date through data collection and website development to offer continued information and awareness.

Where there are challenges, there are also many opportunities for those who seek them. Enjoy our publication!

God bless and keep safe.

Elaine Brass

Chief Executive Officer
HWSETA



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750 AMPED (AMPLIFIED) *Youth Initiative*

The HWSETA partnered with Pax (Pty) Ltd to recruit, train and deploy 750 unemployed youth to educate the socially vulnerable located in South Africa for 6 months. Initially the HWSETA envisaged that this project would take place across all 9 provinces, but due to challenges related to COVID-19 restrictions and regulations, the changes were made to focus on the 5 major provinces that had the highest rate of infections.

The objective of this project was to contribute to the Health education campaign regarding COVID-19. This project has gathered and analysed data from five provinces on the COVID-19 pandemic and focused on areas where practising social distancing was difficult.

This project has two components:

1. To understand the number 750:

- **7** – fighting the coronavirus 7 days of the week.
- **5** – 5 basics protective measures to fight the coronavirus.
- **0** – the journey towards 0 infections.



2. And to equip communities with sufficient information about the virus:

- What it is;
- How they can identify it from the onset; and
- How they can assist in containing its spread.

The project locations were chosen based on criteria that fits what is defined as socially vulnerable areas. A scientific methodology for selecting the location was used from the South African Risk and Vulnerability Atlas, an online resource which serves to provide data, tools,

visualisations and analytics in support of planning and response activities to the COVID-19 pandemic in South Africa. The selection of the locations was from using the vulnerability index using two indexes CSIR SA informal hotspots and CSIR transmission potential of COVID-19.

A total of 750 fieldworkers were recruited where the following criterion was used:

- Minimum Grade 12/Matric Certificate.
- The applicant must be a youth, between the ages of 21-30 years.
- Applicants must be unemployed.
- Applicants must have completed their studies and be readily available to commence work.
- Applicants must be residing in the specific focal areas (location/suburb/town/city).



“The national campaign roll-out phase took place in June 2020 with a series of training. The aim and importance of the training was to ensure that the fieldworkers were properly equipped for their roles in the project.”



150 of the recruited learners were identified as data capturers and would assist in the data collection from online research, all participants would be trained on the following:

- Understanding the importance of the 750 AMPED campaign and how it relates to their work;
- Knowledge about the COVID-19 perspectives and how to interact around the virus;
- Understanding the data collection approach and the roles and responsibilities of various participants in the campaign project;
- Improved and uniform understandings of the terms, definitions, and indicators in the 750 AMPED campaign; and
- How to complete the project questionnaire accurately.

Before the full rollout of the project, a pre-launch was done to understand the project approach with the view on refining the implementation process. Information gathered during the pilot was used to guide the Pax Advisory team, to roll out of the national training across forty-five locations. These locations were: Gauteng (Pan Africa Mall, Alexandra), Free state (Hoffman Square- Bloemfontein CBD), Kwa-Zulu Natal (Kwa-V Umlazi – Shopping Centre), Eastern Cape (Gill well Taxi Retail Park) and lastly Western Cape (Khayelitsha Hospital).

Learners have since been deployed on the ground with a minor amendment; the focus was to be aimed at the Taxi ranks and malls but due to the restrictions that were imposed by the lockdown, traffic was redirected to townships as commuting was restricted. All learners received tablets with data allowances, and as of 19th September 2020, 4,950 pre-test and 2,432 post-test questionnaires were captured on the online portal.

This project has reached more than
one million
individuals in South Africa, directly
and indirectly.

The value of the publicity coverage that 750
AMPED has received thus far is more than
R10 million
with broadcasting exposure to more than
20 million
people over this period.

750 AMPED was also represented in the dialogue that President Cyril Ramaphosa had with young people on June 16, 2020, which had been broadcasted on various news platforms.

The Website is complete, and the App was launched end of September 2020. The Website can be viewed in all the following languages: English; Afrikaans; isiZulu; isiXhosa; and Sesotho. This includes a completely free SMS line for project related information enquiry and COVID-19 information. Research component started in May and has continued throughout the lifecycle of the project.

All data capturers collected information around people's attitude, perceptions, and knowledge of COVID-19. Fieldworkers have also been trained with data capturing and analysis skills for the stated purpose. The HWSETA funded with project with R43 Million and is proud to have been involved in this project.



EC TEAM

HWSETA attends Air-conditioning and Refrigeration graduations at Ekurhuleni East Tvet College

On 7 May 2021, the Health and Welfare SETA (HWSETA) attended a Graduation Ceremony at Ekurhuleni East TVET College at Kwa-Thema Campus. It was a joyful day as the graduates received their certificates after two and a half years of hard work and commitment in becoming fully qualified Refrigeration Mechanic Artisans.



Over a year ago Health and Welfare SETA (HWSETA), and Air Conditioning and Refrigeration Academy (ACRA) initiated a training project for sixty apprentices. This was influenced by a call by the Minister of Higher Education and Training for the country to produce more artisans. The apprentices were selected in partnership with Ekurhuleni East TVET College Kwa-Thema Campus and both Males (35) and Females (25) were interviewed and selected for the project.

ACRA acted as the main provider on the project managing all aspects including training, assessment, managing the apprentices and securing workplace training as required for an apprenticeship, while HWSETA acted as sponsor and conducted training and workplace audits.

This project was designed to address the skills shortage found in South Africa but more specifically towards artisans in the refrigeration and air conditioning sector. The project would, consequently, empower people to become active contributors to the economy through employment and/or self-employment.

The HWSETA identified the need for Air conditioning and Refrigeration mechanics in public hospitals, mortuaries, and other facilities as high in demand. This was echoed by, amongst others, the Lancet Report on healthcare quality and the South African Presidency in their presentation of the National Quality Improvement Plan for Health. Defective medical devices, lifts not serviced, fire hydrants not serviced and refrigerators



that are not working compromise the quality of our healthcare facilities.

Addressing the graduates, Ms Elaine Brass said, “The HWSETA appreciates the work done by ACRA and the Ekurhuleni East TVET College. The dedication of the learners throughout training and the support provided by the partners is much appreciated. We also recognise and appreciate the role of host employers where our learners were mentored. The role you played is much like that of a Grade 1 teacher, you took on learners who

were raw with little or no work experience and discipline and nurtured them to be where they are today. The HWSETA salutes you.”

She went on to show appreciation to the graduates, as they leave the programme and enter employment, that the HWSETA would offer further funding for learners licences and drivers’ licences for all graduates. “After all, what is an artisan or technician without a driver’s licence? How will they get to work in an emergency?” stated Elaine Brass.

One of the graduates, Amanda Moya also expressed her gratitude to all sponsors. Amanda spoke about how difficult it is, as a woman to be taken seriously or get employed in a male-dominated career, “They just don’t think we can do it”, she said.

Because of this, she opened her own refrigeration and air-conditioning company. She encouraged the graduates to also start their own businesses. “Not all of us are meant to work for people, some of us are meant to be our own bosses”, she said with a smile.



Condolences

It is with great sadness that we mourn the passing of Mokadi Nkgweng, who had been part of the HWSETA team for over 5 years, and she will be sorely missed.

Message from her colleagues

Mokgadi was loving, generous and always happy. A truly kind lady that really cared for others. She was a big part of our lives at the office, we will never forget her contagious laugh and light-hearted spirit. She was committed to her job and did it thoroughly.

Mokgadi passed away following an illness, on Friday 18 June 2021. This is a difficult loss; she will be dearly missed by many.





Afrika Tikkun in collaboration with HWSETA breeds new go-getters programme

More than 200 graduates from the *Afrika Tikkun Game Changers programme* in Alexandra are now poised to do just that – change the game of youth unemployment setback to that of shrewd go-getters who are aggressively enterprising.

On 07 May 2021, Graduates were honoured at a graduation ceremony at Houghton Hotel in Johannesburg. The graduates went through SETA-accredited training in various empowerment programmes such as:

- NC Pest Control;
- NC Generic Management;
- NC Project Management;
- NC Social Auxiliary; and
- NC Child youth care.

The purpose of game changer project is to implement mechanisms through community development, public / private partnership, social entrepreneurs, cooperatives, mentoring and coaching so that employment can be created through game changer project using agricultural cooperatives of pest control from 2020

till 2022 for a period of 24 months in classroom and workplace exposure.

HWSETA, Flick Pest Control Academy, Afrika Tikkun in collaboration with City of Joburg initiated this project, with the main purpose to minimise the high unemployed youth rate in Alexandra and Klipfontein by developing cooperatives through learnership. They approached the HWSETA to join forces by funding this project through skills development, concurrently maintaining unemployed youth till 2022 with the exit strategy developed by city of Johannesburg to train them to become entrepreneurs to cooperatives and non-profit organisations.

Khuthula Msali, Programme Coordinator at City of Joburg said that they are proud to be part of the project, especially in their role to support job creation. She further elaborated that the city would continue to promote economic growth and sustainability through the meaningful mobilisation of all who work and live in Johannesburg, and through collaborating with others to build job-intensive long-term growth and prosperity, from which all can benefit.

“We have a mandate of ensuring that the poor and marginalised are provided with opportunities through various skills initiatives and to be self-sustainable and economically empowered”, she concluded.

As the lead initiator of the project, City of Johannesburg oversaw the recruitment, monitor, and evaluate this project and make sure that the exit strategy is in accordance with what was implemented. Also, the HWSETA, other TVET colleges and various other stakeholders are continuing to fund the same learners until 2022, these learners will never appear on unemployed database for the rest of their lives, hence the project was named ‘*Game changer project pilot of City of Johannesburg and HWSETA*’.

As the saying goes, “it takes a village to raise a child”, this project is proof of this as it took a village of partnerships. We are happy that already more than

**13 cooperatives
which have
169 individuals**

**from various economic spheres
from within the group of graduates.**

“Luyanda Lokwe, Projects Manager of Skills Development at HWSETA congratulated the graduates, “The skills we have given you in over the year must not go to waste, make sure the certificate does not remain a piece of paper, but must be something that you will use to open doors of success and growth in various chosen fields of entrepreneurship, or employment for those who are not bold enough to stand on their own two feet.”



Mandela Day Commemoration

Each year in July, South Africans and people across the world dedicate sixty-seven minutes or more of their time to volunteering a service to the needy. This is done in ways that fight poverty, educating others, cleaning, providing shelter or being an active citizen.

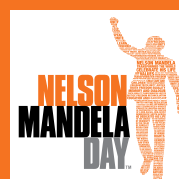
This year, the HWSETA supported The Baby Box project by donating 100 baby boxes for new-born babies in the Gauteng area. As part of the HWSETA mandate, we are encouraged to support the social development sector.

The Baby Box Project started in 2014, working mainly at the Rahima Moosa mother and child hospital in Gauteng. They now operate in 3 hospitals around Gauteng, and support work among mothers in 2 further hospitals. The project has partnered with Impact Baby Rescue, who have staff and a community center in Diepsloot, and are available should any mother need further counselling or support.

Their aim is to provide hope to new mothers, the poorest of the poor, by giving them a “box” filled with items which will help them care for their new baby. This project gives hope to these new moms, offer kindness, and support them in their moment of deepest vulnerability. Statistics show that a vulnerable mom is most likely to abandon her baby in the first 6 days after birth, the high incidence of abandonment of new-born babies in Gauteng is evidence of how many mothers feel totally overwhelmed and helpless.

Robyn Clark, one of the founders of the project said that every mother deserves the dignity of taking their new baby home in new clothes. Many of the women live in squatter camps and lack a partner or support structure. During our visits to mothers in government hospitals, we personally hand over a hamper of baby essentials, affording them the dignity of taking their baby home in new clothes. For many moms that we visit, we see this as a turning point, and they take on motherhood with fresh courage and commitment.

The HWSETA is very proud to have been able to donate to this great project.



The Success of HWSETA Career Guidance *Portal*

In March 2021, HWSETA proudly launched its career guidance portal, www.hw-careers.co.za, with the objective to ensure that we could assist learners from an early age to gain access to comprehensive information on the abundance of career opportunities available to them as they think about their future.

The Career Guidance Portal was well received by learners, stakeholders, media and even more so by other SETA's due to how the Career Guidance Portal was developed as an all-encompassing, one-stop-shop for all career related information within the health, social development and veterinary sectors.

Within the SETA space, the HWSETA achieved a first in developing a career guidance portal that not only gave learners and job seekers the opportunity to learn about the sector, but also for learners to navigate through particular career paths within the sectors, find opportunities that are fitting to their qualifications, interests, personalities and future ambitions.

In June 2021, we had a Youth Month Competition that drew over 4176 entries across the different prizes. Over the last quarter, we had over 5295 registrations in total from 12800 visitors to the site. Gauteng has made up the majority of visitors with 75% and KwaZulu-Natal and Western Cape close behind with 10% each.

The most important aspect about creating this portal was to promote careers that learners haven't heard of or not as popular within the sector. Not long-ago, the field of Phlebotomy (an unpopular or lesser-known career in Health Care Services) became hugely popular due to the advertising and learnership competition. Visitors to the web page were able to learn about this career path and get insight into what the career involves, which subjects are required for the course, the duration of the course, etc. Our Social Media reach also increased drastically over the Career Guidance campaign period and we are filled with pride on the success of this project!

With all the information and tools available on this platform, visitors were able to:

- Find a suitable career choice.
- Research the career; What it is, what is required, where to train / study and how they can go about entering their chosen field.
- Research higher learning institutions: "Where can I study?"
- View available courses at higher learning institutions.
- Make relevant subject choices at School level.
- Learnership information and how to apply for a learnership.
- Internship information and how to apply for an internship.
- Alternative funding sources such as Bursaries, Loans and NSFAS loans.
- Alternative career paths within the sectors should Math's and Science not be chosen/achieved subjects at schools.
- Scarce and Critical Skills information and research; How Doctors and Nurses are not the only important careers within the sector, but rather how many other careers in the sector that are also vital or even critical.

Medical Equipment Maintenance students passes with *flying colours*



Healthcare technology management and maintenance is an essential part of running an effective and safe medical facility. Patients expect to be treated to a high standard in decent diagnostic facilities. This means hospitals and clinics must always keep maintained and serviced medical equipment.



For that reason, the HWSETA collaborated with Viro Care Consultants to fund 10 unemployed youths with a learnership in Electrical Engineering and Clinical Engineering for a period of one year at Tshwane University of Technology (TUT). The purpose of this funding was to increase the number of technicians that service and maintain medical equipment in healthcare facilities, including X-Ray, ECG, Ventilators, and several other equipment used in these facilities.

These students were selected from the rural, impoverished areas from the Vaal in Gauteng and Daggakraal in Mpumalanga. We collaborated with project management teams from these areas to shortlist suitable candidates, as well as a minimum matric pass with 50% in English, 50% in Mathematics, 50% in Physical Science.

The funding from the HWSETA was for a period of two years and included a monthly stipend, course fees, toolbox fees and tablet costs. During the Programme, they learned practical skills is digital systems, circuit design, circuit assembly and fault finding. They learned electronic component identification, component function and handling.

The students faced some challenges, but that didn't stop them from achieving 100% pass rate. Due to the COVID-19 pandemic lockdown, students had to study online for a period of six month, and because they are from rural areas , they experienced connectivity issues, while others were not exposed to online studying, the students were also unable to receive face-to-face mentorship due to the lockdown.

The Training Manager of Viro Care, Kathy Tharza expressed that she is very grateful that the HWSETA recognised the shortage of this skill in the health sector, the well-being of the patients` health depend on well serviced and well-maintained equipment.

"I would like to thank the HWSETA again for investing in these youngsters' career development as all of these learners were extremely successful even though they had to overcome challenges of leaving the comfort of their homes to acquire these skills. We had 10 learners that successfully passed their theoretical exams with 7 students receiving more than 8 distinctions each", she concluded.

The students did their theoretical programme at the University of Tshwane and their Work integrated learning programme at Department of Health and are now placed at Charlotte Maxeke Academic Hospital and Chris Bharagwanath Academic Hospital.

HWSETA hosts NPO governance event for stakeholders

Non-Profit Organisations (NPO's) governance plays a critical role in ensuring financial sustainability and accountability to internal and external stakeholders, also protecting the organisation from losing its focus as well as to protect the organisation's values and resources.



The HWSETA has many Non-Profit Organisations (NPOs) that are registered as stakeholders and over the past years, the HWSETA have noticed numerous non-compliance challenges with NPOs who are participating in the HWSETA programmes. Therefore, it is our moral responsibility to capacitate these NPO's on corporate governance issues for the benefit of both the NPOs as well as the sector.

An initiative to train NPOs within the sector was conceived and in May 2021, 100 NPO's took part in the NPO Governance Training, arranged by HWSETA in partnership with Blessings Development Initiative in the Eastern Cape. The first seminar took place in Mthatha for a week and the other one took place in East London for 2 days.

The training initiative was customised to cover (but not limited) to the following:

- HWSETA processes,
- NGO leadership,
- King IV report on Corporate Governance for South Africa,
- NPO Act as well as the requirement by the Department of Social Development.

Ms Daphney Mafolo from WSP was appointed as the Project Manager for this initiative, she mentioned that the training sessions were insightful and informative and will yield to positive results which will lead to further growth for the NGO's. She went on to thank Blessing Development initiative for a well-organised and successful event.



Many non-profit organisations (NPOs) devote their time, effort, and resources to improving society and humankind. These address a variety of community issues, including health, poverty, education, entrepreneurship, and skills training & development.

Congratulations to our Phlebotomy learnerships *winner*s

Kamohelo Mahego (23) and Nandipha Mabaso (21), who won the HWSETA Career Guidance Portal Phlebotomy learnerships. This learnership is for a period of two years and started in April 2021. Our winners couldn't be more excited about their journey within the Health sector.

We got a chance to chat to them on their progress and this is how it went:

Nandipha Mabaso

Q: Where are you from?

A: I am from Vereeniging, in the Gauteng Province.

Q: What Qualifications have you obtained?

A: Matric certificate.

Q: What are your hobbies/interests?

A: I enjoy reading books and shopping.

Q: What were you doing before this opportunity?

A: I was unemployed.

Q: How is the learnership programme going and what difference has it made in your life?

A: The programme is going well. I'm finding the programme interesting and it has exposed me to different kinds of careers in the medical field that I had no knowledge about.

Q: Where do you see yourself in 5 years?

A: In 5 years I would like to expand my knowledge and skills through training and educational opportunities in the field.

Q: What advice do you have for potential students coming from previously disadvantaged backgrounds?

A: Firstly, they should never compare themselves to their peers, they should remember that we all come from different backgrounds and that we are all running different races and our breakthroughs are not going to come at the same time as others. Secondly, they should not be picky when it comes to opportunities. They should grab each opportunity that they get to better themselves.

Q: What is your favourite quote?

A: "Life and people do not owe you anything. We live in world where everyone has the ability to become whatever they wish to be, no matter the circumstance or environment one comes from."



Kamohelo Mashego

Q: Where are you from?

A: I am Welkom, in the Free State.

Q: What Qualifications have you obtained?

A: I have Matric certificate.

Q: What are your hobbies/interests?

A: I enjoy reading South African novels, cooking (trying out new recipes) and baking.

Q: What were you doing before this opportunity?

A: I was self-employed, selling cosmetics for a living.

Q: How is the learnership programme going and what difference has it made in your life?

A: The Learnership is going well. I have become familiar with the school environment, the hostel & the people I've met here doing the same programme. The course is interesting & I am eager to continue learning.

Q: Where do you see yourself in 5 years?

A: In 5 years' time I see myself as a laboratory technician, having furthered my studies further than the Phlebotomy certificate. I'd like to grow in this field, I see myself striving in this career. I am aiming for the stars.

Q: What advice do you have for potential students coming from previously disadvantaged backgrounds?

A: The 1 thing I'd like to say is, never lose faith in God's plan for your life. You may not see things moving now, but that does not mean that they aren't moving.

Q: What is your favourite quote?

A: "We generate fears while we sit. We overcome them by action"



**The HWSETA wishes them
all the best in their
new journeys!!**

Goodman Moyane publishes his own book, titled *"Longing for Better Days"*

Goodman Moyane (30) was born a healthy boy until his sudden illness where he was diagnosed with Spinal TB at the age of 16. He was born in Mpumalanga, Nelspruit in a rural area called Daantjie and was raised by both parents, but unfortunately his mother passed when Goodman was just 6 years old.

After months of treatment, hoping to recover, his life changed drastically when he learned that he would never be able to walk again, he was in High school (Grade 11) at the time. This meant that he had to put his academics on hold and needed someone to take care of him on a full-time basis. Fortunately, Goodman's family was supportive.



share his journey, with a particular aim to motivate disabled people to never give up or lose hope.

"QASA has assisted me in promoting my book on their Facebook page and advertised my book in their newsletter. I was asked to be a Guest Speaker to the Work Readiness Programme candidates. Last year I was a learner in the Work Readiness Programme, and I was given a tablet to use to participate in the programme as well as stipend to buy data and electricity. I also spent 5 days in a Work Experience Programme organised by QASA. Now I am also a proud QASA member", he said confidently.

Goodman heard about The QuadPara Association of South Africa (QASA) from a friend and immediately took interest and joined the Online Work Readiness Programme. QASA Work Readiness Programme is funded by HWSETA with the aim to equip trainees with the necessary skills and tools for gainful employment. The programme facilitates an accredited 3-month online training programme (17 modules including MS Office) for over 150 unemployed youth with mobility impairments.

This programme gave him hope again and motivated him in so many ways that he decided to write his own book, an autobiography titled "Longing for Better Days". The autobiography follows his childhood, illness, and disability. Goodman wrote this book so he can heal and

In 2019, he went back to do his matric and still left with some subjects to complete, his dream is to have a driving school for the disabled as there are not many driving schools offering this. He plans on releasing a movie for his book and building a big house for his father.

QuadPara Association of South Africa (QASA) is considered the leading agency representing persons with spinal cord injury and physical disability in South Africa. QASA is a NPO of Quadriplegics and Paraplegics. QASA strives to develop products, programmes, and services in order to develop capacity amongst its members and to offer opportunities for societal integration.

“ Goodman Moyane also mentioned that he would like to thank the HWSETA for funding this programme, a programme that focuses on upskilling the disabled and bringing hope to the disabled community. Today he is proud to be a graduate and knows how to use Microsoft suite, draw business plans, and can communicate efficiently and effectively.





HWSETA commemorates *Youth Month*



The year 2021 marks 45 years since the student uprising of 1976. When June 16 was declared a national holiday (Youth Day) in 1994, it was aimed at remembering those who lost their lives and suffered on this dark day, and to celebrate those who carry their legacy and principles of selflessness, determination and devotion necessary for success and growth for any society or nation.

Youth Month, is of particular significance for us, as the Health and Welfare Sector Education and Training Authority, whose mandate is to create an integrated approach for the development and provision of appropriately skilled, health and social development workers, with a specific focus on young people as a key area.

As we may all be aware, the youth unemployment statistics within our country are staggeringly high, and what is more worrisome, is that it is on the rise. Therefore it is incumbent upon us to play an active role in guiding young South Africans to access all necessary resources that will aid them in comprehending the vast opportunities that exist in order for them to become productive citizens in our nation.

This year, for Youth Month 2021, the HWSETA offered 14 learnerships to deserving young people who are ready to take the essential first steps to change their lives. By acquiring the skills necessary for carving a successful career path in our related sectors. To

find the right candidates, we ran competitions through our social media networks that were open to any individuals who are interested in the learnerships.

The following learnerships were awarded to the deserving learners:

- 1 of 2 Higher Certificates in Auxiliary Nursing, 1 Year Study
- 1 of 2 Diplomas in Nursing, General, 3 Years of Study
- 1 of 5 National Certificates in Pharmacist Assistants, Basic (PAB), 2 Years of Study
- 1 of 5 Further Education and Training Certificates in Pharmacist Assistants, Post Basic (PAPB), 2 Years of Study

The Health, Social Development and Veterinary fields are noble professions that require a certain type of individual whose core motivation in life is to help others. They may not always be glamorous industries, but they can be fulfilling and rewarding for those individuals who are called to serve.

Getting to know our HWSETA CAREER winners better

Congratulations to HWSETA Career bursary winners, Beauty Magane and (23) and Lethlogonolo Sekwele (24), both studying medicine.

The HWSETA wishes you all the best in completing your studies and we know you will make yourselves and HWSETA proud.



Beauty Magane

Q: Where are you from?

A: I am from a small village in Limpopo, Nebo called Maserumule-park.

Q: What are you currently studying and where?

A: I am studying Bachelor of Medicine and Bachelor of surgery (MBCHB) at the University of Limpopo, doing 3rd year.

Q: Why did you choose to study medicine?

A: I made the decision to study medicine when I was in Grade 10. I was interested in learning about the human body, how it is structured and how it functions. I also chose to study Medicine because it is a privilege, it is a great career and it empowers you to help people that are sick by alleviating their pain and suffering. There is nothing more satisfying than seeing your patient get better. I am forever be grateful to Thando Mothogoane, she played a very important role in helping me choose Medicine as a career and Moloko Sehata who always pushed me to be a better vision of myself in the field of Medicine.

Q: What are your hobbies/ interest?

A: Going out and Spending time with my friends and family. I used to read novels and short stories, but because I am always studying my text books, my hobbies shifted from reading to spending time with my loved ones which is refreshing because you hardly get that time in Medical School.

Q: How is the bursary programme going to make difference in your life?

A: Firstly, the burden on my parents' shoulders has been lifted. They will no longer have to worry each and every year about what is going to happen to



me, am I going to be able to register or not because they obviously couldn't afford to pay for my fees. A burden on my shoulders has also been lifted, I will be able to focus on my studies and get distinctions without any worry.

Q: Where do you see yourself in 5 years?

A: In the next 5 years I would probably be doing my 2nd year residency or an internship (Being a junior Doctor) but my goal is to make sure that I become the best Dr that I can be.

Q: What advice do you have for anyone wanting to study medicine in the future?

A: You need to be mentally and physically prepared. Studying medicine is glamourised on social media, but nobody tells you that studying medicine is mentally and physically demanding. You must be passionate about medicine, and know that you don't have to be a genius to study it, but you need to be hard working and determined.

Q: What is your favourite quote?

A: I have many quotes that inspire me, but my top three are:

- "Believe you can, and you are halfway there" - Theodore Roosevelt
- "The only way to do great work is to love what you do" - Steve Jobs
- "Don't study to earn, but study to learn because what you learn today is what you will become tomorrow" - Anonymous

Q: What would you like to say to HWSETA?

A: I would like to say thank you so much to HWSETA for giving me this opportunity. I am eternally grateful, and I will make you and myself proud and may it not end with us.

Lethlogonolo Sekwele

Q: Where are you from?

A: I am from Swartdam, North-West province.



Q: What are you currently studying and where?

A: Bachelor of Medicine and Surgery – second year at the University of Pretoria.

Q: Why did you choose to study medicine?

A: I was driven by passion to help people, and in a world full of career choices, I couldn't think of a better career than one where you live a life of service to others. I honestly can't imagine myself pursuing any other career.

Q: What are your hobbies/interest?

A: Singing (I am part of my campus choir) and watching Marvel movies and series. Also, I recently discovered I have a new-found interest in the kitchen – lately I've been enjoying recreating simple recipes for quick meals I get from the internet.

Q: How is the bursary programme going to make difference in your life?

A: It is going to lift the financial burden off of my parents and ultimately help me realise my dream of

becoming the health care professional that I have always dreamed of being. I am truly grateful.

Q: Where do you see yourself in 5 years?

A: I will be doing my internship hopefully at a hospital back at home in the North-West Province. I look forward to entering the workspace and actively playing my role in improving the health care system of South Africa.

Q: What advice do you have for anyone wanting to study medicine in the future?

A: Getting admission to medicine is not easy as it requires highly competitive marks. Work smart and productively to try get those grades. Even if you do not make it into medicine from matric, do not give up on your dream, many have had to do other degrees before getting admitted.

Q: What is your favourite quote?

A: "Your dream is not an option but your responsibility. It was purposefully placed in you" Dr Thato Mosehle.

Q: What would you like to say to HWSETA?

A: No words can be enough to express my gratitude towards the HWSETA. I feel so blessed to be one of the chosen two candidates as a recipient of this bursary. I am excited to be a part of the HWSETA family. Thank you so much.

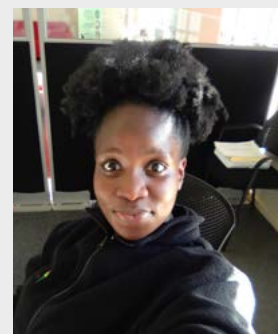
HWSETA congratulates former employee on her *achievement*

The Hwseta would like to congratulate Thato Mongale (24) for obtaining her National Diploma in Public Management from Northern Cape Urban TVET college for the year 2021.

She joined HWSETA on 05 May 2019, as a Provincial intern where her duties included writing reports, assisting with administration, communicating with stakeholders telephonically (and in person) and being involved in career exhibitions. She was called again the following year for a data capturing position, while she was studying for her N6 certificate in Public Management.

Thato has always been passionate about working with people. Growing up in a small township called Pampierstad, in the Northern Cape, she saw how her community struggled to get what was a constitutional right for them such as housing, electricity, water, sanitation and even clean streets. Studying Public

Management has always been a priority for her so that one day, she could be in a position to help her community and others like it.



Working at HWSETA gave her the opportunity to work with people, where she states that she found great pleasure in helping people, especially those who needed to be informed on how to better their lives with the assistance offered by HWSETA, as well as assisting the youth on their career choices within the Health and Welfare sector.

Although she is currently unemployed, she has no doubt that she will get a job soon and start her exciting journey and a successful future career.

Well done Thato, keep up the hard work and we wish you all the best in all your endeavours!



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