

skillsTALK @HWSETA

October 2021

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Gender-Based Violence in the Higher Education Sector

Higher Health, in collaboration with the Higher Education's GBV (Gender Based Violence) technical task team, released the guidelines and protocols that will turn the sector's GBV policy framework, launched by Minister Blade Nzimande in July 2020, into practical implementation across campuses during a webinar on Friday, 27 August 2021.

The main aim for the implementation of the GBV and Sexual Misconduct Guidelines and Protocols is because of the increasing numbers of GBV cases in Universities and colleges. The event was well attended by a variety of stakeholders representing the different sectors in which the Higher Health operates. Higher Health is a national agency focusing on promoting the health and well-being of students at public universities and colleges.

"Higher education and training institutions need to educate young men about unlearning backward social, cultural and traditional practices," said Higher-Education Deputy Minister Buti Manamela during the launch, he added that the initiative was not the only one being embarked on by the sector and was part of government's interventions to fight the scourge of GBV and raise awareness.

He went on to say that this initiative was also a build-up of a series of events the department had been involved in to combat GBV on campuses.

"While these protocols may address the reality of individual institutions, the bigger reality that resides outside the walls of academic institutions is that the problem of gender-based violence is a historical and societal phenomenon and not one that is confined to academic institutions," he said.

The launch of the protocols comes in the wake of the brutal killing of University of Fort Hare final-year law student Nosicele Mtembeni, who was dismembered in East London in August 2021.



Professor Puleng LenkaBula, chairperson of the Post-School Education and Training GBV technical task team and Unisa vice-chancellor, said the murder of Uyinene Mrwetyana from the University of Cape Town two years ago put the spotlight on GBV and femicide in the country.

She added that action was speedily needed, and the protocols should lead to the implementation of an effective strategy that will make campuses safe.

Higher Health CEO Ramneek Ahluwalia said the policy pushed every higher education institution to put structures, infrastructure, systems and controls in place in the fight against the GBV pandemic.

He said sexual violence and GBV should also become a core mandate of key deliverables and KPAs in institutions.

HWSETA Present Livestreams to Provide Access to Experts During Mental Health Awareness Month

In support of October's Mental Health Awareness Month, the Health and Welfare Sector Education and Training Authority (HWSETA) hosted the Mental Wellbeing Livestream, a series of online events aimed at creating much needed awareness around mental health, drilling down on some of the most pertinent issues faced by South Africans today.

The Mental Wellbeing Livestream presented across HWSETA's dedicated social media platforms and hosted by medical doctors and advocates for mental health, Dr Nokukhanya Khanyile and Dr Bello Alvarez. The 30-minute livestreams featured guests such as clinical psychologist Anele Siswana, psychologist Sharon Louria, and virologist Dr Bonolo Mashishi.

HWSETA's social media followers were given the opportunity to send through questions via each platform's direct message (DM) service before each livestream event, which were then answered and discussed by the experts on the day.

"Many South Africans don't have access to mental health care; through the Mental Wellness Livestream we wanted to provide support and contact with mental health



experts in a safe environment. Also, through the topics, our guests addressed major mental health challenges and issues, providing tangible and workable solutions," says Elaine Brass, CEO of HWSETA.

The first Mental Wellbeing Livestream went live on Thursday, 7 October at 18:00 SAST with the topic, *Fighting the Stigma Associated with Mental Health*. The livestream was hosted by Dr Alvarez, with guests Anele Siswana and a medical student.

October's Mental Wellbeing Livestream topics included:

- The impact of the COVID-19 pandemic on the mental wellbeing of healthcare professionals and the public at large;
- The challenges of distance learning and its toll on mental wellbeing of students; and
- Parenting during the Covid pandemic and its impact on the mental health of parents and students.

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A word from the CEO



What a privilege it is to publish another Skills newsletter. The pandemic has not stopped the HWSETA from ensuring we work harder than ever to service our sectors. COVID-19 has presented itself with opportunities in our sectors for awareness, upskilling, skilling and chances of work experience for our youth.

Hope is what will get us through these difficult times, and HOPE is indeed the order of the day when we partnered with the Department of Social Development to train 100 youths to support hot spot communities on GBV and Femicide. They will not only support, counsel and direct victims, but will also send a message of prevention of this second Pandemic in SA. Or is GBV the first pandemic in our country?

Once again, I cannot emphasize enough the value of our partnerships in both the private and public sectors. There is a new culture arising, which is one of joining hands where together we make a greater impact.

There is still much to be done for the rest of the year, and the HWSETA is keeping a close eye on our performance. We continuously strive for improvement, to increase service delivery to you our stakeholder.

Please enjoy our articles and also what we have initiated to improve awareness on mental health and breast cancer.

The HWSETA also has celebrated women during women's month. Heritage Day is a special time to celebrate our heritage and different cultures in our rainbow nation.

The HWSETA is honoured to be an employer to persons with disabilities. Two of our deaf employees appear in our newsletter. Please enjoy their stories. They have enriched our lives at the HWSETA.

"Thank you" to our stakeholders whom we have interacted with over the last few months and year. The sharing and communication of your needs have certainly shaped our strategic plans and will ensure we remain relevant in our sectors.

Please join us for our Annual General Meeting on 29 October 2021 at 10am. It is a virtual meeting. Looking forward to seeing you there.

God bless and keep safe

Elaine Brass

Chief Executive Officer
HWSETA

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contd. from p2

The HWSETA has been funding numerous Mental Health Programmes over the years and we are proud to have made a difference in their lives one way or the other. Here are some of our beneficiaries:



Lusanda Rhoxo

Q: Please tell me more about yourself.

A: My name is Lusanda Rhoxo. I am 44 years old and a mother of one child.

Q: Where are you from?

A: I was born and raised in Langa in Cape Town.

Q: Which disability do you have?

A: I have an intellectual disability.

Q: What are your hobbies/interests?

A: I love cooking, watching TV and playing sports such as netball and football.

Q: What were you doing before this workplace experience placement opportunity?

A: I was a trainee at Training Workshops Unlimited, a project of Cape Mental Health. Cape Mental Health provided me with support and skills development through the job coaches and instructors.

Q: Tell me more about the HWSETA funded Work Experience Placement at Cape Mental Health?

A: I was placed at Cape Mental Health Head Office as a Mental Health Advocacy Officer. I was under the supervision of the PR & Communications Manager of Cape Mental Health. My duties were to compose articles, interacted with social media posts, and raise awareness about mental health and do advocacy work.

Q: What difficulties did you experience when looking for a job opportunity as a person with a mental disability?

A: My journey had not been easy when looking for a job opportunity. I experienced difficulties getting assistance in finding a job, often when I disclose my disability, people treat me with disrespect. Cape Mental Health had helped me to overcome those challenges by providing me with skills and support. This has given me a purpose for the future.

Q: How has this workplace training made a difference in your life?

A: Workplace training made a huge difference in my life. I was provided with reasonable accommodation, learned new skills and received support from Cape

Mental Health. My life became more meaningful and I realised that there is much out there to explore and experience.

Q: Did you experience any difficulties during your training?

A: Yes, in the beginning I struggled to perform some of my duties, because they were new to me. However, with the support I received from my supervisor and the job coaches at Cape Mental Health, I have been able to perform my duties with confidence.

Q: What are some of your highlights during the workplace training?

A: My highlights are that I was selected and trained as a Peer Supporter, and as a HWSETA Intern at Cape Mental Health, an Easy-to-Read proof reader and recently I was elected as the Chairperson of the Trainee Council and a Board Member of Cape Mental Health.

Q: What advice do you have for potential students with disabilities who are currently struggling to get employed?

A: They should come to Cape Mental Health where they will receive support and skills development that will help them to find a job and support their goal for independent living.

Q: Where do you see yourself in 5 years? What are your dreams?

A: In the next 5 years I would like to see myself permanently employed by Cape Mental Health, so that I can be a role model to other persons living with disabilities and help them to achieve their goals.

Q: What would you like to say to the HWSETA?

A: I would like to say thank you to the HWSETA. I appreciate the funding you have provided for us. You are one of the main reasons I see a future for my life. Thank you to Cape Mental Health for the opportunity and supporting me through the process.



Success Stories

Mduduzi

Mduduzi was raised by a man named Mr Awetha, whose sons cared and still care for Mduduzi after his passing. Mduduzi is diagnosed with mild intellectual disability, but this did not stop him from working towards his goals. He attended an Inkanyezi workshop in 2010, where Mduduzi displayed great leadership qualities, as he was the one who helped other service users to learn how to do contract work, and was actively involved in all activities done at the workshop.



He showed an active interest in access and control and was committed to learn everything that involved security in the workshop. He continued to voluntarily provide the workshop with a security service during the workshop hours while doing his other tasks, for more than 6 years. It was important to him that he was able to improve his skills in terms of growth and development within the security industry.

He was taught finance and budgeting skills and is able to do his own shopping, which allowed him to function almost independently, with the aid of a social worker who provided guidance.

In 2020, his name was put forward for further training in access and gate control and was then selected as a candidate for HWSETA learnership program. Currently he is on the Access Control Learnership for HWSETA for a period of 1 year.

Now that he has a paid learnership, Mduduzi is seen every morning at least an hour before work begins, already sitting at his security station. He is proud of his achievements and of securing this opportunity. His confidence has improved vastly as he sees himself as a valuable person, both at home and in the workshop.

Mduduzi's dream is to build his own house. He says that because he has been sharing a room with other people for such a long time, this would be a great success for him. Mduduzi is an example to others with similar intellectual disabilities, that with a strong will, an eagerness to learn, and a great working attitude you will get somewhere, and increases your chances for employment. There are plans for him to experience further formal security training opportunities in the future.



Elise Fourie

Elise Fourie has been a resident with PMB Mental Health for persons with mental disabilities since 1977. Her family live in Pietermaritzburg and are unable to care for her which is why she has been placed in The Palms residential facility.



Elise has shown much interest in caring for her fellow residents. Elise is higher functioning than most residents and is able to follow instructions which enables her to assist with chores and duties around the home. For many years she was entrusted with the highly responsible task of accompanying sickly residents to clinics and hospitals to get treatment and medication.

She is highly respected in the hospitals by the outpatient doctors and nurses. The HWSETA offered her an opportunity to show her skills as a potential staff member through a one year learnership. She more than proved her worth as a compassionate reliable and capable worker. Thereafter she was immediately employed by PMB Mental Health on a permanent, full-time basis.

Elise has always been able to manage her finances. When she obtained the learnership stipend, and her salary thereafter, she proudly saved her money for her plans to travel. She has been entrusted to assist residents with their shopping which is one of her many duties as a care giver.

She remains a resident at the facility as an onsite carer. She is extremely compassionate and responsible, and PMB Mental Health is very fortunate to have her on their team.



HWSETA funds Juveniles on Life Skills and Business Skills Programmes



Three hundred and twelve (312) juveniles at Baviaansport Correctional Facility in the Eastern Cape took part in Life and Business Skills Programmes for a period of two years, this training was implemented by Terebeth Tree Foundation in collaboration with HWSETA.



The purpose of programme was to train the inmates about inner strength, first realising that they have the power to change their economic situation through their gifts and talents, and secondly training them to become employers more than employees, especially because they run a risk of being rejected and not employed.

This programme comprised of business management, self-image, anger management, restorative justice, family responsibilities, rehabilitation and more.

Nomusa Sihle Khumalo (23) is one of the inmates that took part in the training, her love for writing started in 2017 when she used to listen to a radio show where people shared their poems, that's when she decided to start writing poems. When the opportunity came for her to use her talents in the programme, she took the opportunity with both hands and has managed to enter competitions through her talent.

Early this year she won a competition hosted by Department of Arts and Culture Poetry competition that took place at Durban where she won R8000,00 and received a certificate. Nomusa is grateful to HWSETA for the training opportunity and says if it wasn't for the training she wouldn't

have been this far. She says this opportunity gave her a chance to open about her life with other inmates, "I have been here for 6 years but always kept to myself, this gave us an opportunity to interact with each other and feels like we family".

Buyiswa Sibenya, the founder of Tree Terebeth says that she has always been passionate about youth development and started this programme because she was concerned about the high number of youths going to prison after dropping out from Universities. She wondered what would happen to them after they were released, hence this program was to rehabilitate and fill hopeless hearts with love, joyful and meaningful living.

She believes that the juveniles found hope and reason for living once again. They also learnt to love and protect each other instead of seeing each other as rivals and were able to heal, forgive and start the restoration process.

She was humbled by the great & positive participation from the inmates and request for the program to be expanded to other juvenile detention centres. "I would like to thank the HWSETA for assisting us with the funding, as we were able to reach out to three additional centres, namely: viz Vryheid and Ncome Correctional centres in KZN and St Albans located at Gqeberha, in Eastern Cape," She said with a smile.

Terebeth Tree Foundation is a Life coaching, training, and developing for vulnerable group like youth, inmates and women in rural areas. It is aimed at bringing government opportunities to the underprivileged who know little about these opportunities.

ViroCare Heritage *Celebration*



What was planned to be a normal site visit for the HWSETA Chairperson, Dr Nomsa Mnisi, turned out to be a joyful celebration, full of traditional dances, poems, speeches, and role plays in honour of closing off Heritage Month on 30th September 2021 at SunningHill ViroCare Offices.



In March 2021, the HWSETA in collaboration with ViroCare funded 66 learners with a 2-year certification programme that provided learners upon completion to be qualified Medical Technicians to either work in a Medical Laboratory or blood transfusion fields. The learning programme is integrated with the clinical, technical, and administrative skills of both Medical Laboratory and Blood transfusion fields and includes 11 training modules.

Dr N Mnisi thanked the learners for such a beautiful event and the warm welcome, and went on to say that as much as HWSETA is happy to have funded them, now is the time to create awareness about the HWSETA

programmes in order for more youths to be exposed to similar opportunities.

She then added that the time for young black South Africans to be crying for lack of opportunities must end, these programmes are created for them and therefore they need to grab them with both hands.

One of the learners, Nonjabulo Nzama said that where she comes from, there are not a lot of opportunities. "From the time we choose subjects that will shape our careers in high school, there were not a variety to choose from, some of us never got the opportunity to study mathematics, science, etc. not because we were



incapable but because we never had teachers that were qualified to teach those subjects. From just that alone, our careers were already shaped for us and we were deprived of the freedom of painting our own future and living to our full potential”, she said.

This is one of the most successful learnership programmes, where upon completion, there was over a 96% employment rate, and looks to be a very promising profession in the National Health Insurance Framework as the scope for these professionals will cover the full practice of the primary health care services.



A Reflection on Integrating the Power of Traditional Medical Practice with Modern Healthcare



In South Africa, not only does heritage play an integral role in promoting as well as celebrating our cultural diversity and social cohesion. It also serves as the foundation for reconciliation, peace and economic development in our nation.

Our country boasts a wealth of human encyclopedias in every community, who carry with them a high degree

of cultural heritage, skills and knowledge that has been passed down for generations. Thus, the significance of reclaiming, restoring and preserving this cultural knowledge, in helping us to address the challenges that our communities are facing today, cannot be overstated.

In South Africa and the continent at large, traditional medicine is a common heritage that is shared amongst

its people. For centuries traditional medicine and traditional healers have been the backbone of their communities, playing an intrinsic role in healthcare and improving the wellbeing of the communities they serve.

To this day, traditional medicine is reported to be serving as the primary source for healthcare to more than 80% of the population on the African continent, according to UNESCO. A large percentage of the population in South Africa live in rural areas where access to western medical facilities is limited, which results in traditional medicines and healers being the main source for the prevention and treatment of diseases for many.

It is therefore necessary for us to cultivate an infrastructure that will enable us to create a hybrid model of delivering healthcare that is accessible, affordable and has traditional medicine entrenched within its framework. Since 2007 significant strides have been made to include traditional health practice in the mainstream healthcare system of South Africa by using the law as a tool for its formal integration.

With the enactment of the Traditional Health Practitioners Act 22 of 2007, a legal framework for traditional health practitioners was established, giving formal recognition to traditional practitioners or healers. The Act also provides the framework for the establishment of the Traditional Health Practitioners' Council of South Africa whose key role is to ensure that

health care services that are provided by traditional practitioners are efficient, safe and of the highest standards.

The Act also provides for the management and control over the registration, training and conduct of practitioners, students and specified categories in the traditional health practitioner's profession. As the Health, Social Development and Veterinary SETA, this is invaluable to us and it informs how we can significantly contribute to making sure that the future generations of healthcare professionals who have a keen interest in traditional medicine, have the necessary resources, skills and training to propel it forward.

For several years since 2016, we have been partnering with universities to roll out our Indigenous Knowledge Systems Bursaries. Most recently we awarded three PHD candidates and one master's candidate from the University of Kwa-Zulu Natal with Indigenous Knowledge Systems Bursaries to the value of R440 000 in total. From the University of the North West, five students were awarded the same bursary to the value of R50 000.

As we look to the future, we will also continue to collaborate and partner with both private and public sector stakeholders to seek out innovative ways of learning from and integrating our country's rich and unique tapestry of health practices, approaches, knowledge, and beliefs.

Breast Cancer Awareness Month



UNCOMMON FACT	WHAT CAN I DO TO REDUCE MY RISK OF BREAST CANCER?
<ul style="list-style-type: none"> Alcohol use increases the risk of breast cancer Women who have never had children only had them after 30, have increased risk breast cancer 	<ul style="list-style-type: none"> Maintain a healthy weight Stay physically active Eat fruits and vegetables Do not smoke Limit alcohol consumption
HOW IS BREAST CANCER DETECTED	
<ul style="list-style-type: none"> THERMOGRAPHY MAMMOGRAM ULTRASOUND SCAN A BIOPSY 	<ul style="list-style-type: none"> A BREAST MRI SENTINEL NODE BIOPSY DUCTAL LAVAGE
TREATMENT OPTIONS AVAILABLE	
<ul style="list-style-type: none"> Surgery Radiotherapy Chemotherapy Hormone Therapy Biological Therapy 	
MYTHS VS TRUTH	
<ul style="list-style-type: none"> Finding a lump in your breast means you have breast cancer Men do not get breast cancer; it affects women only A mammogram can cause breast cancer to spread If you have a family history of breast cancer, you are likely to develop breast cancer, too. 	<ul style="list-style-type: none"> Only a small percentage of breast lumps turn out to be cancer. But if you discover a persistent lump in your breast that is new or notice any changes in breast tissue, it should never be ignored. Breast cancer in men is usually detected as a hard lump underneath the nipple and areola. Men carry a higher mortality than women do, primarily because awareness among men is less and they are less likely to assume a lump in breast cancer, which can cause a delay in seeking treatment. A mammogram, or x-ray of the breast, currently remains the gold standard for the early detection of breast cancer. Breast compression while getting a mammogram cannot cause cancer to spread. While women who have a family history of breast cancer are in a higher risk group, most women who have breast cancer have no family history. Currently only about 10% of individuals diagnosed with breast cancer have a family history of this disease.

BREAST SELF-EXAMINATION

HOW TO GUIDE



GIVE HOPE
SAVE LIVES



STEP 1

START BY LOOKING FOR DIFFERENCES BETWEEN YOUR BREASTS

EXAMINE BOTH BREASTS AND LOOK FOR:

- VISIBLE LUMPS
- ANY UNUSUAL DIFFERENCES BETWEEN THE TWO BREASTS
- DIMPLING OR INDENTATIONS IN THE BREAST TISSUE
- REDNESS, SCALINESS, OR OTHER CHANGES TO THE SKIN OR NIPPLES THAT APPEAR ABNORMAL
- CHANGES TO YOUR NIPPLES, FOR EXAMPLE A NIPPLE THAT IS NEWLY INVERTED OR PULLING IN



STEP 2

PUT YOUR HANDS ON YOUR HIP, PULL YOUR ELBOWS FORWARD

WITH YOUR HANDS RESTING ON YOUR HIP, SQUEEZE YOUR ELBOWS FORWARD BECAUSE THIS MIGHT BRING OUT LUMPS THAT MIGHT NOT APPEAR OTHERWISE.

KEEP YOUR HANDS ON YOUR HIP AND SLOWLY SWIVEL FROM SIDE TO SIDE TO CATCH POSSIBLE ABNORMALITIES FROM MORE ANGLES.

NEXT, LIFT YOUR ARMS ABOVE YOUR HEAD TO SEE IF THERE IS ANY PUCKERING OR DIMPLING OF THE SKIN WHEN YOU ELEVATE THEM.

"WHEN YOU RAISE YOUR ARMS, THE MASS, IF THERE IS ONE, STAYS THERE AND THE SKIN PULLS IN," SAYS KRUPER.



STEP 3

USE 3 FINGERS WHEN EXAMINING YOUR BREASTS

THE FEEL PART OF THE BREAST SELF-EXAM SHOULD BE DONE WHILE LYING DOWN, WITH A PILLOW PROPPING UP YOUR HEAD AND YOUR ARM RESTING BEHIND IT.

WITH THE OPPOSITE HAND, TAKE THE FIRST THREE FINGERS - INDEX, MIDDLE AND RING FINGERS - USE THEM TO PRESS DOWN AROUND THE BREAST AND SURROUNDING AREA

USING CIRCULAR MOTIONS.

USING THREE FINGERS, RATHER THAN JUST ONE, KEEPS YOU FROM MISTAKING NORMAL BREAST TISSUE FOR LUMPS.

INCREASE THE PRESSURE YOU USE WITH EACH PASS AROUND THE BREASTS TO ENSURE YOU ARE NOT JUST FEELING SUPERFICIAL TISSUE.



STEP 4

EXAMINE THE AREAS SURROUNDING THE BREAST

AFTER EXAMINING YOUR BREASTS, IT IS IMPORTANT TO PERFORM A CHECK OF THE AREAS AROUND THEM.

CONTINUE TO USE CIRCULAR MOTIONS AND INCREASING PRESSURE AS YOU MOVE FROM THE COLLARBONE TO THE STERNUM AND DOWN BELOW THE BREAST.

FROM THE LOWER PART OF THE BREAST, TRAVEL UP TO THE AREA

UNDER YOUR ARM TO LOOK FOR ANY SWELLING IN THE LYMPH NODES.

WHAT YOU'RE LOOKING FOR IS SOMETHING THAT STANDS OUT - SOMETHING THAT FEELS LIKE A PEA, MARBLE OR A WALNUT. SOMETHING THAT DEFINITELY FEELS DIFFERENT THAN THE SURROUNDING BREAST TISSUE.



STEP 5

PERFORM THE TEST AT THE SAME TIME EACH MONTH

BE SURE TO DO THE BREAST SELF-EXAMINATION THE SAME TIME EVERY MONTH.

IF YOU ARE STILL MENSTRUATING, KRUPER RECOMMENDS YOU DO THE EXAM ABOUT SEVEN TO 10 DAYS AFTER YOUR MENSTRUAL CYCLE, SINCE AT THAT TIME THERE WILL LIKELY BE FEWER CYCLE - RELATED CHANGES IN THE BREAST TISSUE.

WOMEN WHO ARE POSTMENOPAUSAL CAN DO THE EXAM AT ANY TIME OF THE MONTH, AS LONG IT IS AROUND THE SAME TIME EACH MONTH.



BREAST CANCER MYTHS VS. FACTS



MYTH:

IF I DON'T HAVE A FAMILY HISTORY OF BREAST CANCER, I WON'T GET IT.



FACT:

MOST PEOPLE DIAGNOSED WITH BREAST CANCER HAVE NO KNOWN FAMILY HISTORY.



MYTH:

IF YOU MAINTAIN A HEALTHY WEIGHT, EXERCISE REGULARLY, EAT HEALTHY, AND LIMIT ALCOHOL, YOU DON'T HAVE TO WORRY ABOUT BREAST CANCER.



FACT:

ALTHOUGH THESE BEHAVIORS CAN HELP LOWER BREAST CANCER RISK, THEY CAN'T ELIMINATE IT.



MYTH:

USING UNDERARM ANTIPERSPIRANT CAN CAUSE BREAST CANCER.



FACT:

THERE IS NO EVIDENCE OF A CONNECTION BETWEEN UNDERARM ANTIPERSPIRANT AND BREAST CANCER, BUT THE SAFETY OF ANTIPERSPIRANTS IS STILL BEING STUDIED.



MYTH:

CARRYING YOUR CELL PHONE IN YOUR BRA CAN CAUSE BREAST CANCER.



FACT:

THERE IS NO EVIDENCE OF A CONNECTION BETWEEN CELL PHONES AND BREAST CANCER, BUT THE SAFETY OF CELL PHONES IS STILL BEING STUDIED.



MYTH:

CONSUMING TOO MUCH SUGAR CAUSES BREAST CANCER.



FACT:

THERE IS NO EVIDENCE THAT SUGAR IN THE DIET CAUSES BREAST CANCER.



MYTH:

ANNUAL MAMMOGRAMS GUARANTEE THAT BREAST CANCER WILL BE FOUND EARLY.



FACT:

ALTHOUGH MAMMOGRAPHY IS THE BEST EARLY-DETECTION TOOL WE HAVE, IT DOESN'T ALWAYS FIND BREAST CANCER AT AN EARLY STAGE.



MYTH:

BREAST CANCER ALWAYS CAUSES A LUMP YOU CAN FEEL.



FACT:

BREAST CANCER MIGHT NOT CAUSE A LUMP, ESPECIALLY WHEN IT FIRST DEVELOPS.



HWSETA Stakeholder Engagement Session on *Skills Development Needs*

On an annual basis, the HWSETA holds a stakeholder session and invites all stakeholders to identify skills development needs of the Health and Social Development sector through the engagement. This year the stakeholder session was held virtually on the 31st August 2021, discussing the topic of “Major Government Prioritization; Economic Reconstruction & Recovery Plan”.

The HWSETA Chairperson of the board, Dr Mnisi welcomed everyone and said that it is important for HWSETA to engage with its stakeholders as she believes that stakeholders can either make or break an organization, furthermore through these engagements we are able to discuss new trends in the market which aids us in adapting to a better or more efficient way of getting things done.

She encouraged stakeholders to give their input in order to help HWSETA understand what it can address better in our sector, in that way it would fulfil its corporate responsibilities.

The CEO of the HWSETA, Elaine Brass said, “As we continue to walk upon an uncertain path, we still have one clear vision; skills development, education and training to make a better and stronger South Africa. As government focuses on economic reconstruction and recovery, the HWSETA is ready to play its part. Our focus this year, and our interactions with our stakeholders, were aimed at achieving this, and now more than ever, the HWSETA have strived to maintain a close relationship with key stakeholder in the sector to ensure that we support the sector in the front line to fight COVID-19.”

“The consequences of COVID-19 have been devastating on many levels, and the sector of social development has been on the forefront and needs no convincing of this devastation. This has lead us on a new path of change, a path of economic reconstruction and recovery which brings us all here today,” She added.

The process of updating our Strategic plan will be distinct this year as compared to previous years. Key stakeholders will be interviewed to get a better understanding of possible partnerships that we can create in the future. This would allow us to pursue and to ensure increased development of the sector, and fully realise the skills priorities of the ERP through the revised medium term strategic frame work, and that together our response to the ERP is strengthened in our sector, and in our country.

The event kicked off with a presentation from Mr Menzi Mthethwa, the Research Manager from HWSETA , giving a brief overview of the current Sector Skills Plan according to the research done by the HWSETA over the last quarter. Other speakers included representatives from; The National Departments of Health, South African Veterinary Council, National Department of Health, South African Federation for Mental Health, Workers College, National Health Laboratory Service. Thereafter followed National Department of Social Development, South African Council of Social Services Development, South African NGO Network, Netcare and lastly Life healthcare.



Celebrating the Power of She for *Women's Month 2021*

Women's Day in South Africa is a significant institution on our national calendar that gives us the opportunity to recognise and acknowledge women's contribution to the liberation of our nation. It's also an important period that serves as a reminder about the need to continue to raise awareness for the ongoing inequalities, discrimination and abuse of rights experienced by women in the corporate world and in their personal lives.

As a SETA that operates within the health and social development sectors, it is our duty to leverage our authority in the space to enable more women to find their voice in male-dominated spheres within our related industries.

By providing women with equal opportunities to pursue careers of their choice, we will be in a better position to assist in narrowing the gender pay gap that currently exists. We would also be playing our part in enhancing women's economic freedom and ensuring a diverse and talented workforce in our related sectors. As much as we have seen a lot of progress in this regard, there is still more work to be done to create a more equitable future for women.

In this regard, we continue to work with our partners in both the private and public sectors to ensure that more young girls and women can gain access to all the relevant information necessary about the plethora of career opportunities that are available to them in our related industries and the steps they need to take for their advancement in these spaces.

As part of our 2021 Women's Month celebrations at the HWSETA, we have adopted the theme "POWER IS SHE". Not only does this theme allow us to promote skills development and women empowerment within our organisation, it also gives us a chance to shine the spotlight on some amazing women in our team who have meaningful stories to share about their journey as female health, social development and veterinary professionals.

Our organisation boasts a host of female professionals who contribute daily to our organisation's ability to fulfil its mandate as a SETA. We believe in the value of giving women in HWSETA the platform to share their stories because they deserve to be celebrated and we know that their stories can serve as inspiration to younger girls who are trying to find their place in the world. Over

the next few weeks we will be sharing their stories on all our social media networks, so watch this space!

To all the incredible women in our communities who contribute daily in the many spheres of health, social development and veterinary sectors we thank you for your invaluable contribution. Thank you for being a beacon of hope for future generations of women who look up to you.

Let us continue to celebrate women's achievements in all areas of our society and to support all initiatives that strive to bring an end to gender bias and inequality.



Women's Month *Staff Profiles*



BONGI MNCUBE
Acting Supply Chain
Manager

1. Tell us a bit about the evolution of your career to date?

The evolution in my career has been characterised by an increasing degree of integration of separate tasks, yet it is a highly compliant driven function. It has also become a strategic business function over the years.

2. As a female leader, what have been the most significant highlights in your career?

The fantastic thing about working in Supply Chain is that there is literally something for everyone. Supply Chain is so broad based and extensive that anyone choosing this career path can find something to fulfil their goals and objectives. A core reason why Supply Chain is so appealing is because of the tremendous breadth of what it is and what it encompasses.

3. How do you manage to balance work and life responsibilities?

Adapting my attitude, engage in self-care, being more organised, staying connected and involving my children in my planning.

4. Do you think that women in your profession are still faced with challenges when it comes to climbing the corporate ladder?

Supply chain has recently become a strategic function. It was an administrative function and it catered for both young males and females. In the beginning, Procurement didn't even have a specific qualification. I haven't really experienced the gender barrier as it has since catered for both from inception.

5. What are some the challenges you have faced in the male dominated Veterinary fields as women who is trying to build a career in the sector?

I am not in the Veterinary field, however working closely with some of them my observation frequently reflects, both directly and indirectly, with the prevailing perception of female vets synonymous with limited intellectual and physical strength and seen as subordinate to males in the profession. Even clients are often explicitly sexist, insisting male vets treat their animals.

6. Do you experience resistance when you are leading men and how did you overcome said challenges?

Resistance was there at the beginning of women empowerment. My observation is that men have always display muscle power to feel superior. Most men have started to have a positive perspective towards women leadership. Things are slowly changing, and women are game changers.

7. How do you plan to use your role as a leader to advance the empowerment of women the Veterinary fields?

What I know is that there is an abundance of talent in all of us, but it must be nurtured. It might be difficult, but we can assist people around us to flourish. If water consistently falls on a stone, it can break that stone.

I will look for a will in each person and not the skill. It is easy to train a willing and interested person than to create motivation where there is none.

I will encourage bravery as well as experience, in short success is usually proportionate to the risk someone is willing to take.

As mentioned before Veterinary is dominated by males, there I will let the female veterinary experiment every function that is mostly handle by male counterparts. That will assist them to explore their potential.

Display that I believe in them.

Let small failures lead to bigger success.

8. Who are some women that you admire and why?

Leanne Manas, the Morning Life Presenter. I admire her resilience, composure, and self-belief. She started as a mere news reader for a small TV Station and the rest is history. She doesn't fall short on her parenting roles and still excels in her career.

9. Why is Women's Month important to you?

Women should be celebrated 24/7. We are the cornerstones of our families and society. "Wathinta umfazi wathinta imbokodo!"

Women's month has since served as venue to highlight women's achievement and discuss continuing and emerging women's empowerment, gender equality and challenges and concerns around women abuse. It is also a month to show case women who has made a difference in their communities in different ways.

10. What advice would you give to the next generation of female leaders?

Never be afraid to ask question.

Build your personal brand.

Build relationships.

Always grow your knowledge and experience.

Women's Month *Staff Profiles* contd.



BULELWA PLAATZ

Executive Manager: Research
Information Monitoring and
Evaluation (RIME)

1. Tell us a bit about the evolution of your career to date?

I started working in 2002, at a very young age of 22 years, as a Junior Lecturer in Social Work at the University of Transkei. I found myself having to coach people of my same age, and others that were even older than I was, into the social work career. I have always been ambitious, constantly pushing myself to learn more and work towards the next challenge. I always assume and embrace any responsibility bestowed upon me with diligence. I spent the first 8 years of my career working as a Junior Lecturer, Field-Work Coordinator, Honours Research Supervisor, Part-time Field-Work Supervisor (UNISA), and Part-time Social Worker (Mthatha Hospice). In 2010, I obtained a position at the SACSSP as an Education Liaison Officer. In 2011, I was appointed as the Manager for Education and Training by the SACSSP. In 2012, I joined the HWSETA as the Provider Accreditation Manager. In 2014, I was transferred to be the Monitoring and Evaluation (M&E) Manager of the HWSETA. In 2019, I was appointed as the Executive Manager for Research Monitoring and Evaluation. My vision for this division is to establish a skills planning system embodying an integration of research, monitoring and evaluation, that will influence not only the Health and Welfare Sector but also the entire post-school education system. This is the legacy I wish to leave at the HWSETA.

2. As a female leader, what have been the most significant highlights in your career?

Most of the highlights of my career are mentioned under question 1 (I have highlighted these in blue (MR Black)). An additional highlight that did not find space above is the following:

I work as an agent of change in whatever position I am given. When I was working as a part-time Social Worker for Mthatha Hospice, cancer patients required expeditious access to the disability grant. What was unfortunate was that this grant would only become available when these patients had passed on because of the length of time the approval process took. What I did, as a young Social Worker, I negotiated with SASSA management to allocate special resources that would provide special attention to all applications referred by Hospice of cancer patients. The new process gave cancer patients quick access to SASSA officials and doctors that conducted the

assessments which resulted in their applications being approved while they were still alive and thus were able to get government support in their time of need.

3. How do you manage to balance work and life responsibilities?

Being a woman with a good career is not easy, one requires a good support system from friends and family. What works for me with my kids is making them understand the importance of family and working hard. I am teaching them this value as they grow and, at the same time, I am working towards mastering it.

4. Do you think that women in your profession are still faced with challenges when it comes to climbing the corporate ladder?

I am a Social Worker by profession. This profession is dominated by women, therefore, challenges in climbing the career ladder are not associated with gender.

In my position though as a Senior Manager, within the HWSETA, I can say I am fortunate because women are given an equal opportunity to ascend, as this is based on competence.

5. What are some the challenges you have faced in the male dominated Veterinary fields as women who is trying to build a career in the sector?

There is a sizable number of women in the M&E and research fraternity. What matters here is competence. Respect is earned by proving oneself competent to peers. Gender therefore does not necessarily pose a challenge in these fields. Also, as a woman I have always ascribed a higher value in the brilliance of my mind as a human being, and this makes the M&E and research a fraternity I prefer to develop as my specialities to my profession.

6. Do you experience resistance when you are leading men and how did you overcome said challenges?

M&E and research are highly specialised fields, as such the working environment created by these fields is highly professional. Also, the value I attach personally to competence and professionalism has made it easy to lead men.

7. How do you plan to use your role as a leader to advance the empowerment of women the Veterinary fields?

I plan to support women pursuing furthering the studies, so that more women could have PhDs. I also plan to advance the publication of the research output by women.

8. Who are some women that you admire and why?

From a career perspective, I admire Advocate Thuli Madonsela. She proved her virtue as a leader with principle in spite of great adversities.

9. Why is Women's Month important to you?

This month remind us about the importance of the emancipation of women. It reminds us that women are human beings equal to men and therefore deserve the same rights as men who are fellow human beings.

This month reminds us of the struggle of our mothers so that we do not take the freedom we have from male domination for granted. It also reminds us that there is still work that needs to be done to fully emancipate the girl child as socialisation through up-bringing still attaches a higher value to male children.

10. What advice would you give to the next generation of female leaders?

My advice is '*brains before beauty*', meaning that one should value intelligence above beauty as it will allow one to secure success and opportunities that they have never imagined before. Also, intelligence will earn you respect among peers of any gender. Therefore, always seek to further your studies and push boundaries.



**CLAUDINE
MARTIN**
EC Provincial Administrator

Claudine Martin started her career with HWSETA 7 years ago on the 2nd January 2014 as a Provincial receptionist / administrator, in 2015 the role was split into two and she was appointed as the Provincial Administrator for Eastern Cape Office.

Her position at HWSETA contributed immensely towards her career development. Coming from the Private Financial Sector with no experience in the Skills Development field, she has managed to obtain vast knowledge and experience in the Public Sector. She is exposed in almost all projects within the Provincial Office and having been involved in projects such as participation in career exhibitions made her realise the importance of furthering her studies.

Through the Skills Development programmes funded by HWSETA, she obtained her Post-graduate Diploma in Public Administration at UNISA, including various short courses which contributed towards performing / executing her duties.

Claudine explained that the highlights in her career has been working directly with stakeholders in the Health and Welfare Sector, supporting them in Skills Development, participating in Career Exhibitions as well as building Community Development within the Province. When asked whether women still face challenges when climbing the corporate ladder, she explained that HWSETA has come a long way when it comes to female leadership. "Our CEO and some of our Executives and Provincial Managers are successful female leaders. They have carried the HWSETA by ensuring that effective strategies are put in place. Clearly climbing the corporate

ladder in the HWSETA is entirely possible and has been proven successful", she said.

She went on and explained that she does not attach masculinity to work, she believes that at work, we are all equal human beings and refuses to be intimidated by the patriarchal sway of society.

Claudine says that her grandmother has an incredible amount of influence on the woman that she is today. "She taught me everything – having strength, resilience, humility, and love. One of the things she'd say is: "People are like fingers on your hand. They may not be the same in terms of social standing but are treated the same. Treat people equally, no matter who they are, because you need them", she said with a smile.

Women's Month is important to her and believes that it is a time to celebrate women's achievements and the important roles that women of all races and religions play in South African society. Women are creating positive change in society, and they're participating in the economy and community development of the country.

Her advice to the next generation of female leaders is for them to run their own race and try not to compare themselves to others, to stop pulling each other down and support one another and uplift one another, that is how we can create change.

She concluded by saying, "Throughout my career, right up until today, I have been inspired by remarkable women colleagues and team members whose talent, experience, business acumen and potential rates are up with the best. I have constantly seen how women are able to take a challenge and turn it into a success, in business, at home or in broader society. Against all odds, many women have proven throughout history that, with the same opportunities afforded to them as to men, they can do exceptionally well and far surpass expectations. I am proud of the amazingly talented women that have been part of my career and my life journey, and I can stand here today and speak about these issues because of the lessons I drew from their experiences, their struggles, their courage and their tenacity and resilience."

Women's Month *Staff Profiles* contd.



MIRIAM TELEDIMO

Provincial Manager
(North West Province)

1. Tell us a bit about the evolution of your career to date?

I have been in the Skills development space for more than 20 years, started as an Intern. I have also worked for various SETAs in the Specialist Role in both ETQA and Skills planning, as well as in the private sector in the Training and Development field. I started at the HWSETA on the 01 June 2021 as a Provincial Manager (North West Province).

2. As a female leader, what have been the most significant highlights in your career?

I have been given opportunities to be mentored by various women in managerial roles and have had the pleasure of working as a Training Officer in the Office of the President when President Mandela was in office and learned from some of his motivation and inspiration.

3. How do you manage to balance work and life responsibilities?

Managing work life balance is difficult as I need to work harder to ensure that my work is up to date and to fulfil a mother and wife role at home which is not easy at all. I often have to get someone to help at home so that I can cope.

4. Do you think that women in your profession are still faced with challenges when it comes to climbing the corporate ladder?

Yes, I think as a woman it is an uphill battle as most meetings take place long after working hours are over and the workload and pressure when you are in a senior role increases. You either work over weekends and after hours or you will be judged as not performing due to being a woman. As a woman you have to work twice as hard in order to be taken seriously.

5. What are some the challenges you have faced in the male dominated Veterinary fields as women who is trying to build a career in the sector?

I am not in the Veterinary field speciality, but I support the role of others in the sector.

6. Have you experienced resistance when you are leading men and how did you overcome those challenges?

In my current role I have not experienced any resistance. However, in my previous role I experienced resistance from men and had to stand up for myself in order to be heard and often I find that you do better if you are firm and fair where appropriate.

7. How do you plan to use your role as a leader to advance the empowerment of women the Veterinary fields?

I plan to encourage my staff and young upcoming women in Schools and Post schools institutions to further their studies in Veterinary fields to ensure that they are supported and encouraged to follow their dreams and reach new heights.

8. Who are some women that you admire and why?

Thuli Madonsela for her tenacity and hard work and for striving to be the best in the field irrespective of the challenges to preserve law and order.

9. Why is Women's Month important to you?

It is important to highlight the challenges that we experience and to learn from them in order to better ourselves. It is also important to encourage the youth and show them that the sky is the limit, irrespective of their gender.

10. What advice would you give to the next generation of female leaders?

My advice would be to never pay attention to the stereotypes of what women can and cannot do, and to reach out and fulfil their dreams irrespective of the challenges they may experience due to limited opportunities that women are given within our society.

“Through life I have learned that the most important critic whose judgement of my actions matters is my conscience.”

– Thuli Madonsela

Women's Month *Staff Profiles* contd.



**PENELOPE
MOLEBO**
Gauteng Officer

1. Tell us a bit about the evolution of your career to date?

I am happy with my career path so far, because I have experienced growth and positive changes and the transparency that has been there through out.

2. As a female leader, what have been the most significant highlights in your career?

Being recognised as a female employee and given same opportunities as my male colleagues.

3. How do you manage to balance work and life responsibilities?

By prioritising my time and setting work hours and sticking to and meeting deadlines.

Sticking to set work hours, also helps in having time for myself and my family.

4. Do you think that women in your profession are still faced with challenges when it comes to climbing the corporate ladder?

In my work experience, everyone has been given the same opportunities.

5. What are some the challenges you have faced in the male dominated Veterinary fields as women who is trying to build a career in the sector?

I have not experienced any in my workplace, as we have more women than men.

6. Do you experience resistance when you are leading men and how did you overcome said challenges?

No because of the policies that have been applied, everyone is treated fairly and equally.

7. How do you plan to use your role as a leader to advance the empowerment of women the Veterinary fields?

By ensuring that the rules are fair for everyone, and policies are strictly adhered to.

8. Who are some women that you admire and why?

I admire Elaine Brass as she's is one woman in a high position who is performing excellently.

9. Why is Women's Month important to you?

It reminds us that women are important in the workplaces. It celebrates their passion and resilience and their contribution to society.

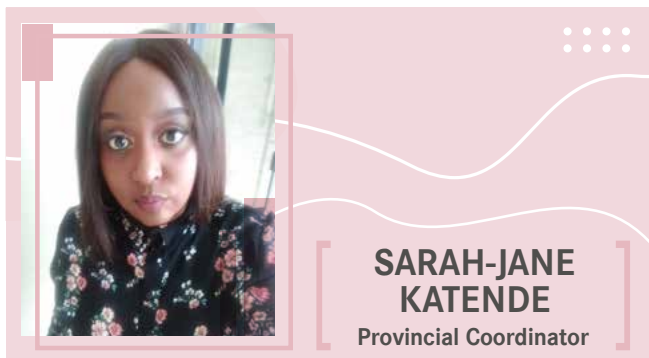
10. What advice would you give to the next generation of female leaders?

Never forget that we as woman are equal to men, not their subordinates. We hold great importance in the workplace.

"I have learned over the years that when one's mind is made up, this diminishes fears; knowing what must be done does away with fear."

– Rosa Parks

Women's Month *Staff Profiles* contd.



Sarah-Jane Katende's career has changed directions over the years. She started working as a qualified Business Analyst at Deloitte. Her role was to ensure that the systems of her clients were constantly updated based on their business processes, as well as to maintain the system and troubleshoot / resolve any issues they faced on their systems. Currently at the HWSETA she coordinates internal business process, compliance and reporting within the provinces, coordinates effective stakeholder relations and plans, organises and schedules meetings requiring representation of executives and provincial managers amongst other things.

Balancing her work and personal life comes easy, she simply separates her work and personal life as much as possible. She further said that in her previous career this was near impossible due to the workload and countless deadlines that she had to meet. So, she challenged herself to live by the mantra "Work hard, play hard". She makes sure that she attend to all her work duties as efficiently as possible, and after work she goes to gym (a great way to wind down) and spends as much time with the people that she loves.

Sarah-Jane believes that there are still many challenges when it comes to climbing the corporate ladder as a woman, societal norms regarding gender are changing and we are seeing a lot more women in leadership

roles, as a result these challenges the divide is gradually decreasing. We still have a long way to go but she believes that eventually we will live in a world where people are solely judged on their skills and capabilities as opposed to their gender. As she was a Business analyst in her previous field, at times she would face some resistance from some men who would question whether she was capable to be in the field of IT, as IT is viewed as a male dominated industry, even by those in the industry.

Her mother is the woman she admires most. She says that her mother has shown her that no matter what circumstances you face in life, if you put your mind to it, you can achieve anything. "My mother is a very successful career woman and has worked her way to the top through sheer determination and hard work. She has taught me to not financially depend on a man but to make my own money through hard work and dedication. If I could be even half the woman my mother is, I would have achieved a lot in this lifetime", she says.

Women's Month is important to her because it serves as a reminder of how strong women really are and believes that they are the backbone of our society. They use the little that is in their hands to accomplish as much as possible and get up and hustle regardless of the challenges they face at the hands of those that were supposed to protect them. It also allows us to remember to continually fight against GBV because if you strike a woman, you strike a rock. Her advice to the next generation of leaders is for them to write down their short and long-term goals, then try achieving the short-term goals in bite size pieces, these would be steppingstones to achieving the long-term goals. Always be your number one cheer leader and take every set back as a comeback for something greater. Put all your plans in the hands of God and let him mould you to what he desires for your life.

“

Feminism isn't about making women strong. Women are already strong. It's about changing the way the world perceives that strength.

– G.D. Anderson

Women's Month *Staff Profiles* contd.



WENDY TEMBE

Head Office Stakeholder
Relations Officer

"Joining the HWSETA on the 9th of July 2007 was a rewarding experience, especially for someone who previously worked for a small organization. During the first 4 years of joining the HWSETA, I moved four times to different divisions, namely; CEO's Office, Procurement, RIME and lastly Corporate Services," says Wendy Tembe, the Stakeholder Relations Officer at HWSETA.

Wendy says that working with stakeholders has been a fulfilling experience. She developed a strong desire to pursue a degree in Psychology and Communication for personal development as she interacts with stakeholders from all walks of life daily. Studying towards Psychology helped her to understand the human mind that influence or affect human behaviour.

She elaborated further and said that attending and addressing stakeholder complaints comes with challenges, it requires critical reasoning skills. While communication has been her biggest role within the organisation, she was offered an option to pursue a B Tech for the National Diploma obtained from Mangusuthu Technikon but she decided to follow her passion and start a new qualification, as the passion for Psychology grew stronger and enrolled for a Bachelor of Arts (Health and Social Services) in applied Psychology

for Professional Contexts at UNISA. She completed her Degree last year. This achievement gave her more confidence and fulfilment, and is currently studying towards her Honours Degree in the same field.

One can say working in the same Organisation for such a long time has its pros and cons, but she is determined to learn every day and acquire new knowledge that helps her provide excellent service to stakeholders, as we all strive for excellence.

Asked how she balances work and life responsibilities; Wendy says she follows her plans and avoids overcommitting herself to personal and social projects.

Women's Month is a time to celebrate the courageous women who protested and opposed the system (and pass laws) that segregated and limited others and whose voices weren't being heard. Today's older women must mentor the youth, they must use their experience to teach the youth and encourage them to take their space in society, empower them through education, life skills, sports, and use any opportunity that presents itself. Women are strong and powerful.

One of the leaders she looks up to is Elaine Brass (CEO of HWSETA), and other courageous women who occupy demanding or challenging positions in the corporate or academic world.

Her advice to the next generation of female leaders is that, it is very important for someone to discover their purpose earlier in life, as it helps a person to live a goal directed or purpose driven life. The future generation must find good role models in the society and learn from them by observing or asking questions. They must not evaluate their capabilities based on gender, but rather be courageous and to strive for excellence at any level or stage they are in life.

"I have learned over the years that when one's mind is made up, this diminishes fears; knowing what must be done does away with fear."

– Rosa Parks

Deaf Awareness Month

Name: Glory Msomi

Designation: Data Capturer (Head Office)

Years of Service: 15 Years

Glory Msomi started working at HWSETA from 2006 as a Learning Programmer Administrator in the SDP division, in March 2020 she was moved to a new role of a Data Capturer Administrator in the same division.

When she joined the HWSETA, Glory explained that she was nervous and thought she would be discriminated against, but as weeks went by, she quickly learnt that was not the case as many were patient and motivated her to do her best. Having said that, she said that the biggest challenge has been communicating with colleagues as many do not know sign language but have found a way to communicate with one another.

“People have misconceptions about deaf people, they think that we are all the same. We are different individuals, with different values, beliefs, and dislikes. Not every deaf person can lip read well due to different backgrounds and upbringings. Many people also think that sign language is the same around the world, which is

not the case”, she said.

She says that working at HWSETA has been a blessing, she has learned a lot and continues to learn everyday as each day comes with its own unique challenges. She enjoys finding solutions to problems and describes her team as uplifting, exuberant and team players. Asked what advice she would give to young deaf people with regards to pursuing their chosen career path, she says that deaf people must learn to be confident in themselves and always present a “can-do” attitude and must familiarise themselves with the two cultures, normal/hearing culture and the deaf culture alike so that they find it easier to fit in with both worlds.

She believes that encouraging hearing people to learn South African Sign Language would make the world a better place, more especially in the working environment, communication would be easier, and we can help each other rather than ignoring one another.



Name: Padmani Venugopaul

Designation: Data Capturer (Head Office)

Years of Service: 10 Years

Q: Tell us about your career journey to date?

My experience in the corporate world has been great, as I have developed myself over the years.

Q: What have been some of your career highlights so far?

I have enjoyed invigilating for the EISA and the learner exams which has afforded me the pleasure of travelling for work. Not only has this been a great experience, but I have had the opportunity to network with other people with similar disabilities.

Q: What are some of the challenges you have faced as a deaf person in the corporate world?

Communication as a deaf person is different to that of a hearing person. This has been a slight challenge, as it's not commonly known that sign language across the globe is different, but people who are willing to understand one another make it easier to work with.

Q: What are the common misconceptions you think people have about persons who are deaf or hard of hearing?

That you are not capable of working, or that you do not

have the ability to perform tasks. They can also believe that it is difficult to communicate with me, because I am not understood.

Q: What do you enjoy most about working at the HWSETA?

I am a valued employee and respected even though I have a disability. At the HWSETA, I am taken care of and have a place where I can be heard and seen.

Q: What advice would you give to young people who are deaf or hard of hearing about pursuing their chosen career path?

Do not allow your disability to hold you back from achieving all the successes in the world. You are always capable and can do something that a hearing person can.

Q: How do you believe individuals can better support people who are deaf or hard of hearing in their personal and professional communities?

Take the time to learn some simple sign language gestures. You do not have to know every type of sign to communicate to a deaf person, some of us are also able to lip read. When you speak to someone in their language, they always feel uplifted and understood. If you are up for a challenge maybe add sign language to one of your official languages that you speak.



Launch of the Gender-Based Violence and Femicide (GBVF) *Activists Training*

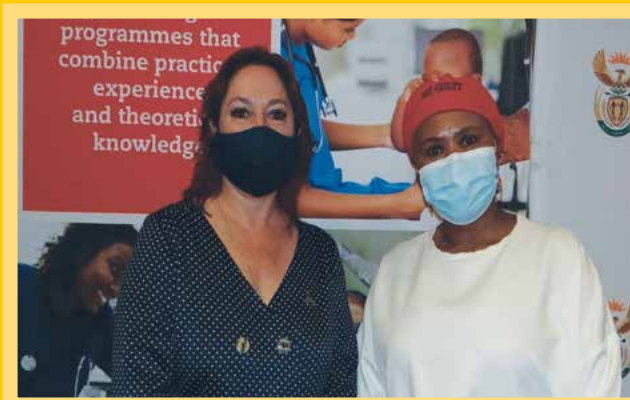
Gender Based Violence and Femicide (GBVF) is a severe and harsh reality for many of South Africa's women, young and old. The widespread scourge of GBVF disproportionately affects these citizens, impacting almost every aspect of their daily lives often leaving them with no choice but to face difficult situations.

GBVF is systemic, and deeply rooted in institutions, cultures, and traditions leaving President Cyril Ramaposa to simultaneously announce that GBVF is the second pandemic in South Africa next to COVID-19. His message asserts a strong indication to the seriousness of which the country should respond to the plague of GBVF.

Therefore, the HWSETA together with the Department of Social Development launched a special pilot project to train a team of 50 GBVF Volunteers to act as foot soldiers on the ground in the fight against GBVF.

These fifty young people come from the five worst affected provinces in the country. They were already righteous GBVF activists in their communities but were previously unskilled or unemployed. However, they are now fully trained to focus solely on dealing with GBV and Femicide issues and will:

- Report cases effectively and provide reports to the Department of Social Development.
- Refers cases to relevant stakeholders including the Gender Based Violence Command Centre.
- Educate and raise awareness on GBVF at local level.



- Implement the National Strategic Plan on GBVF, pillar 4: Response, Care, Support and Healing.

The HWSETA funded a ten-day training programme in Community Capacity Enhancement Methodology (CCE) which was facilitated by the National Institute Community Development (NICDAM). The HWSETA will also fund a 12-month stipend for each of the 50 GBVF Volunteers to support them to go out into their communities and help victims of GBVF.

Speaking at the Launch of The Gender-Based Violence and Femicide Activists Training on 15 October, The Minister of Social development, Lindiwe Zulu expressed that prevention is better than cure when it comes to GBVF. The HWSETA CEO, Elaine Brass conveyed the dire need for skills and training programmes to address the deterrence of GBVF.

HWSETA caught up with 2 GBVF Volunteers, here what they had to say:

Q1. What is your name and where are you from?

I am Christina Nthabiseng Ngwenyng from Doornkop, Snake Park, Gauteng.

Q2. What qualifications have you obtained thus far?

I am a student at Southwest College learning Early Childhood Development.

Q3. What are your hobbies and interests?

Music, dancing and singing.

Q4. What were you doing before this opportunity?

Studying at Southwest College.

Q5. How is the programme going and what difference has it made in your life?

I've learned many things and I now know the difference

between GBVF and LGBTQ+.

Q6. Where do you see yourself in 5 years?

I hope to see myself studying for my masters.

Q7. What advice do you have for students coming from previously disadvantaged backgrounds?

I've learned to listen and understand, and to never judge another person but to cherish their unique personality and views.

Q8. What is your favourite quote?

"The purpose of our lives is to be happy"



Q1. What is your name and where are you from?

I am Khalipha Amanda Tenyane from Eastern Cape, Lusikisiki.

Q2. What qualifications have you obtained thus far?

Matric, currently doing my second year in forensic science at UNISA.

Q3. What are your hobbies and interests?

I love reading, travelling, and listening to music.

Q4. What were you doing before this opportunity?

I was a TBHIV Care Dreams Ambassador.

Q5. How is the programme going and what difference has it made in your life?

Being part of the program has been very insightful for me because I have always wanted to do something to change the circumstances in my community and this is affording me the opportunity to do just that and more.

Q6. Where do you see yourself in 5 years?

I see myself as a game changer. I want to see myself in spaces that officiate change. Done with my degree and working in an organisation such as this one and TBHIV Care as my degree also focuses on victims support in the forensics modules.

**Q7. What advice do you have for students coming from previously disadvantaged backgrounds?**

Expose yourselves to change, opportunities and to always take that first step. And know that you have to act in order to bring change.

Q8. What is your favourite quote?

"A journey of a thousand miles begins with a single step"

Provincial Co-ordinator intern *Bids Farewell*

Meet Xalati Velda Makhubela, a former intern that has been with us for 18 months. Before her exit we caught up with her to share her heartfelt contribution and experiences at HWSETA.

**Q: What did you study and where?**

A: I studied Business studies at Ekurhuleni West Tvet College and obtained a Management Assistant qualification.

Q: How long were you with HWSETA?

A: I was an intern Provincial Coordinator for 18 months.

Q: Was this your first internship programme?

A: Yes, this was my first internship programme..

Q: What are some of the duties you were responsible for?

A: I was responsible for preparing payment requisitions, attending to stakeholders' queries, discretionary grants payments, requesting banking details from SDP and preparing the discretionary grants spreadsheets.

I was also an invigilator for the EISA exams, where I made sure that learners were seated on time, provided with the relevant question papers, and complied with

the rules and regulations set for the exams. I was also responsible for ensuring all travel claims submitted by Provinces were complete monthly, and ensuring that the Petty cash submitted by Provinces were accurate.

Q: What were your highlights in this experience?

A: My highlights in the programme was learning, I learnt so much in a short period of time. My colleagues treated me well and made me feel like I belonged and welcome.

Q: What are some of the challenges you went through?

A: Some of the challenges I faced would be towards month end because it would get busy. I had to check petty cash, monthly claims from provinces, make corrections where possible. But at the end of the day, I would pull through

Q: Tell us about your experience as an intern at HWSETA, is there anything that you would like them to improve on or something they should keep up?

A: I noticed that most of the systems are manual, I think it would make things much easier if an electronic system was implemented.

Where do you see yourself in 5 years?

A: In the next five years I want to see myself working in a big organization like HWSETA where I will be working closely to people who come from a disadvantaged backgrounds, I also want to have my own business.



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