

# skillsTALK @HWSETA

January 2022

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## HWSETA funds 75 students with ECD Bursaries

The HWSETA funded 75 learners (73 females and 2 males) to train in FETC: Early Childhood Development at the College of Cape Town for 18 months. The purpose of the training is to enable the students to plan and prepare for Early Childhood Development, facilitate and monitor the development of babies, toddlers and young children and lastly to provide care for them.

There is thus a vast need for ECD services, and it is critical that the field should be served by competent practitioners. To meet the needs at ECD level, it is important to be able to identify and recognise competent ECD practitioners who can work in a variety of ECD contexts. This qualification will provide a means to give recognition to practitioners at an entry level, thus making it possible for practitioners to increase their employment prospects, and at the same time provide the field with suitably qualified practitioners.

The students are currently doing their theoretical training and after 5 months they will be contracted to various Educare Centres and Primary Schools to complete the workplace component. This is accredited by the ETDP SETA. Learners will be assessed, and each learner will have a mentor / supervisor who provides additional support.



"The HWSETA is very proud to be part of this amazing project, we believe that the foundation for the development of our children must be properly laid for further progression into childhood and adulthood. By funding these learners to study the development of children from an early age, they not only learn more about why children develop in a particular way, but they will also learn effective ways to help children develop critical skills from an early age to assist them to grow into responsible young adults and make a positive contribution to our society", said Harold Mantjies, the Provincial Officer of the Western Cape Province.

He provided further explanation by saying that the ECD has been identified as a priority area in South Africa and is supported by legislation, strategies, and policies at a national level. It is therefore imperative that the HWSETA ensures that this priority area is serviced with competent ECD practitioners who are able to work in a variety of contexts to meet the growing demands within the sector.



Dr Muswaba, Principal of the College of Cape Town said that they are proud to have been involved with Early Childhood Education and training for several years and enjoy a longstanding partnership with the HWSETA. The College of Cape Town has been the implementing agent of the Vocational (Occupationally Directed) FETC Early Childhood Development NQF level 4 Bursary for 75 unemployed youth over the past few years.

## Looking beyond 16 Days of Activism

Gender Based Violence (GBV) and Child abuse, are among the most calamitous experiences afflicting women and children today. It's sad to say that in 2021 such atrocities still prevail in our societies worldwide.

In fact, rates of harassment, rape, and other types of gender-based violence are on the rise in our country, and in South Africa we have one of the highest rates of femicide. Something in our system is definitely amiss when 34 587 children between the age of 17 and as young as 10 years old are reported to have given birth in 2020.

The immeasurable toll (health, physical, psychological and economic) on the lives of women and children who are victims of this scourge cannot be overstated. How can we claim to have Human Rights at the foundation of the fabric of our nation when the human rights of women and children continue to be violated on a daily basis?

Violence against women and children often happens behind closed doors, it's private, in fact the true number of cases is unclear because victims are often reluctant and too afraid to report it.

The benefit of campaigns such as the 16 Days of Activism campaign is invaluable because they present us with the opportunity to discuss and unpack issues that are often shrouded by stigmatisation and secrecy.

Furthermore the victims of violence still find themselves in a position where there is either; limited access to

support services; or, the support services that are available are inadequate.

We need to increase the availability of specialised services and resources for women and children who are victims of violence to help them escape those debilitating situations. As the Sector Skills Training Authority for Health and Social Development.

We have a significant role to play in this discourse because we have the opportunity to develop and design programmes that will empower individuals such as healthcare professionals and social workers, and other community and social professionals. with the right skills and know-how to more effectively support women and children who are victims of said abuse.

In so doing we hope to make great strides towards extending the conversation around the abuse of women and children beyond just the 16 days of activism into the remaining 349 days of the year. It is our duty to relentlessly pursue the eradication of violence against women and children in our lifetime. And let us also continue to create spaces where women and children can feel heard, supported and protected from harm each and every day of the year.



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# A word from the CEO



We have arrived in 2022. The journey has not been an easy one, and we have all experienced 2 years of uncertainty and loss. But in all this, we have remained committed to skills development. This year, 2022, is no different. It is a new dawn with many new and exciting developments in the skills landscape. We wish all our stakeholders a better journey this year filled with new hope and many blessings.

The HWSETA ended its calendar year with its Annual General Meeting (AGM). This was held virtually, and proved to be a great success. We saw many of our stakeholders attend. The HWSETA conveyed its message of sincere thanks to its stakeholders for a good year of performance in 2020-2021.

We continue to support with awareness 16 Days of Activism and beyond. In fact this is a 365 day reflection of how we as individuals should be treating each other. The HWSETA throughout 2022 will be publishing opinion pieces relating to various matters of health and welfare. Please look out for these. We want to do our part to improve and support good mental wellness in 2022.

This newsletter showcases some of our recent projects. One in particular supports 75 students with bursaries to study Early Childhood Development. This is one of our focus areas in support of the Economic Reconstruction and Recovery Plan (ERRP) of Government. We have just celebrated a Graduation of over 351 students at a ECD level 4 through our partnership with ELET. We have approached DUT (Durban University of Technology) to partner and implement the project. DUT referred the

HWSETA to ELET, ELET in turn had several partnerships with MUT (Mangosuthu University of Technology), DUT and other NGOs in the ECD space.

**The importance of development of our ECD sector cannot be emphasized enough. The strengthening of our children from a young age is one of the most effective ways of ensuring true transformation in our country.**

Please enjoy our other projects where our investment in Artisans and Persons with Disabilities have shown great returns.

Looking further into this quarter, the HWSETA has started with its WSP/ATR workshops across the country in preparation of our Employers, SMME's and Levy Exempt Employers submitting their WSP/ATR by 30 April 2022. This submission allows for further participation in the HWSETA mandatory and discretionary grants.

Once again the HWSETA Board, Management and Staff wish all our stakeholders a prosperous new year.

God bless and keep safe.

*Elaine Brass*

**Chief Executive Officer**  
HWSETA

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# Investing in Persons living with a Disability for more *Equal and Inclusive Future Programmes*

**Advocating for the rights of persons living with a disability is an ongoing quest that requires all of us as a nation to contribute meaningfully in order to make the change we want to see in the country.**



According to the South African Human Rights Commission, a staggering 5.1% of the population aged 5 years and older living with a disability, still do not have access to adequate health and basic education, which is of great concern. As a result, they find themselves at risk of being excluded from benefiting and contributing meaningfully to our collective socio-economic development, due to limited skills development and employment prospects. This dynamic is further exacerbated by the discrimination and abuse persons living with a disability continue to endure on a daily basis.

It is now more important than ever to fast track dismantling of all our negative stereotypes, beliefs and attitudes about persons living with disabilities ingrained in our country's history, and acknowledge that their ability to participate equally in our society and their agency as human beings who deserve to be treated with the same respect and dignity as their abled bodied counterparts.

As an organisation, we as the HWSETA are committed to the development and inclusion of persons living with a disability by working in tandem with the Department of Higher Education and Training (DHET) and our other faithful partners to ensure increased access to training and skills development opportunities that will enable us to achieve the fundamental transformation of inequities linked to class, race, gender, age and disability in our society.

One such project is the Work Readiness and Employment Programme for Persons with Disabilities in partnership with the QuadPara Association of South Africa (QASA). Through this programme

100 unemployed young people living with a disability from Gauteng, KwaZulu-Natal and the Free State were afforded the opportunity to participate in an accredited Skills Programme that equips them with the necessary skills to enter into the job market.

By working with accredited training providers we have been able to facilitate training and quality assurance for a variety of skills programmes with a particular focus on developing their digital skills such as coding, to ensure that they are fully equipped for the new world of work.

We are also proud to have initiated the Workplace Experience Grant for Persons with Disabilities, valued at R63 000 per learner for the 12-month programme. As a result, 150 young people living with a disability benefitted from the funding during the programme.

Our work with the Central Gauteng Mental Health Society, Pietermaritzburg Mental Health Society, KwaZulu-Natal Blind & Deaf Society, National Council for Persons with disabilities and the National Council for Persons with Disability Awareness Programmes to the value of R 6 095 250 have also proven to be successful.

We are proud of the work we have committed ourselves to, in an effort create a more inclusive society, but there is still much more work to be done. Let us all continue to create platforms and spaces that allow persons living with a disability to have a voice and to share their experiences, their ideas and solutions without prejudice.

# Testimonial of Alistair Naidoo, MSc Student *funded by HWSETA*

Allow me to briefly introduce myself; my name is Alistair Naidoo, an MSc student studying at the University of the Free State. My journey in tertiary education started in 2017, after matriculating from Northern Cape High the year before. Amongst various others, my primary objective at the end of my studies had been to emerge as an educated professional with qualities such as accountability, integrity and perseverance, thus making me a valuable asset to the health and veterinary sectors.

Concerning my progress this far, I am currently completing my Masters in genetics, and can modestly state that I am on course to meet my aims. However, this might have not been the case, as during my Bachelor of Science (BSc) in genetics and physiology my family encountered financial difficulties. At that point, my academic career looked to be in jeopardy, and would have ended there were it not for the HWSETA.

The Health and Welfare Sector Education and Training Authority (HWSETA) provided me with an opportunity to complete my BSc honours in genetics. My case is an example of how important the HWSETA is in the role of skills development and education in our community.

This letter was written to acknowledge the impact of the HWSETA and show my gratitude towards those who have played a part in my career development and progress. I strongly believe that my journey with the HWSETA does not end here.



## HWSETA attends Millwright Graduation Ceremony at *Durnacol Skills Hub*

On 26 October 2021, the HWSETA attended a Graduation Ceremony at Durnacol Skills Hub in Newcastle, KZN. In 2019 the HWSETA funded 35 students to study towards Millwright qualification – section 26D (real seal), this was a direct result of a call by the Minister of Higher Education and Training for the country to produce more artisans.

This is the first project we had with Durnacol Skills Hub

and our first rural development project focussing on artisan development. The learners graduating are from deep rural areas who have little or no access to learning and employment opportunities.

Durnacol Skills Hub and the HWSETA contacted Community Based Organisations in the chosen rural areas who identified indigent families that would appreciate

the opportunity given to their children. Teams from the HWSETA team and Durnacol Skills Hub visited all these areas and conducted recruitment tests and interviews. These took more than 4 hours on each site and resulted in the learners that are graduating today.

The training was held over a 24 month period, with 12 months consisting of classroom and workshop training and the other 12 months offering a workplace component.

Mrs. Elaine Brass, the CEO of HWSETA said that the HWSETA realised that the learners were put on an accelerated programme that was focused on learning for them to qualify. This means workplace training was focused on certain workplace competencies according to the approved curriculum. With that, and taking into account the limited time one had in the workplace, as well as disruptions caused by the COVID-19 pandemic in the past year, the HWSETA together with the College offered an extra 18 months of pure workplace experience in approved companies.

The College would assist in the learner's placement and where possible near their hometowns. The HWSETA

believes that once you take on this opportunity you will not stay long on it but look for permanent employment in the meantime.

**“Our journey with the Health & Welfare Sector started in 2019 with this very group of students, our team travelled to various provinces selected by the SETA and recruited 35 learners for this Accelerated Artisan Millwright programme and were humbled by the need identified in these areas. We have since embarked on various projects with the Health & Welfare SETA and are proud to be associated with an organization that is as passionate as we are about the training and development of young people”, said Mr Neville Els, the founder of the Durnacol Skillhub.**

Meet the four Millwright trainees' graduates funded by HWSETA on the Trade Artisan Development project at the Durnacol Skills Hub situated in Newcastle, Kwa-Zulu Natal. We sat down with them just before the graduation ceremony started on 26 October 2021 for a short Q&A to know more about them and why they chose this artisan trade.

## Bohung Phasoane

**Q: Who are you, where are you from and how did you hear about this programme?**

**A:** I am Bohung Phasoane, I am from Limpopo at Lephalale. I heard about it at the local library.



**Q: What were you doing before this programme?**

**A:** I was unemployed.

**Q: What did it mean to you when you were told you had been selected?**

**A:** When I got the call I knew this was a chance for me to make something out of my life, it gave me hope and knew immediately that I would grab the opportunity with both hands.

**Q: Where do you see yourself after 5 years?**

**A:** In 5 years I see myself as an entrepreneur in this trade. I believe whatever you set your mind to, will happen.

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

**A:** I would like to thank the HWSETA for this opportunity, it has given meaning to my life and will forever be grateful.

## Siphesihle Manana

**Q: Who are you, where are you from and how did you hear about this programme?**

**A:** I am Siphesihle Manana from Daggakraal. I heard about this programme at our local library and applied. I was shortlisted and was later told I made it into the programme.

**Q: What were you doing before this programme?**

**A:** I was working at a camp as a facilitator, working with school children and helping them with team building.

**Q: What did it mean to you when you were told you had been selected?**





**A:** It meant the world because I have always wanted a chance to learn and prove that I am a hard worker.

**Q: Where do you see yourself after 5 years?**

**A:** I see myself as an experienced artisan and see myself growing in my career.

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

**A:** I would like to say thank you very much, I appreciate this opportunity and it really means a lot to me and my family. I would also like to tell them to continue assisting others with such opportunities.

## Mphi Mothibeli

**Q: Who are you, where are you from and how did you hear about this programme?**

**A:** My name is Mphi Mothibeli, I am from Gauteng in the Vaal. I heard about this programme in the library close to where I stay.

**Q: What were you doing before this programme?**

**A:** I was unemployed.

**Q: What did it mean to you when you were told you had been selected?**

**A:** I was super excited after getting selected because it was a major breakthrough for me, this programme brings stability in one's future.

**Q: Have you ever experienced discrimination regarding this field since it is a predominantly male occupied career?**

**A:** Luckily for me I haven't experienced any discrimination.



**Q: Where do you see yourself after 5 years?**

**A:** I see myself as a successful Millwright artisan with a bright future.

## Cebolenkosi Mabaso

**Q: Who are you, where are you from and how did you hear about this programme?**

**A:** I am Cebolenkosi Mabaso from Bergvill Woodford. I heard about this programme through word-of-mouth.

**Q: What were you doing before this programme?**

**A:** I was working at a Kiosk in Bergville as an office admin.

**Q: What did it mean to you when you were told you had been selected?**

**A:** Hearing the good news was a blessing to me, it meant good change in my life and venturing into a new career.

**Q: Have you ever experienced discrimination regarding this field since it is a predominantly male occupied career?**

**A:** Yes, some males see you as a threat while some belittle you, but it motivated me to prove my worth.

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

**A:** I would like to thank the HWSETA and continue with the good work of helping the less privileged.



**“Success is not final; failure is not fatal:  
It is the courage to continue that counts.”**

– Winston S. Churchill

# HWSETA attends Early Childhood Development Graduations at Kwa-Zulu Natal



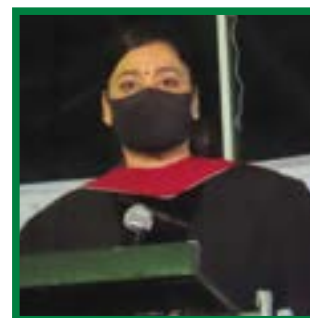
On 1st December 2021, the HWSETA attended a graduation ceremony at Mangosuthu University of Technology in KZN to celebrate the learners that were funded by the HWSETA. In 2019, the HWSETA partnered with Environment and Language Education Trust (ELET) to produce learnership programme for disadvantaged youth in rural areas.

The first project commenced with 85 learners at ELET's Platt Drive Site project and the following year in March 2020 the HWSETA approved 6 additional ECD Projects. ELET has since made significant progress in the ECD sector and now have about 700 learners at 8 sites across KZN with one site in Khalankomo, Eastern Cape.

The purpose of this project was to provide learnership program and training of the highest quality to ensure that qualified and competent exponents are provided for the important work of teaching in Foundational Education. In addition to the core ECD syllabus, learners also receive other skills to enhance their skill sets, employability, and performance in the classroom. Another important goal of this program was to provide learning opportunities and ultimately employment for women and youth from deep rural areas.

"The HWSETA values its partnership with ELET to ensure that the skills development continues to grow and to especially focus on the needs of our rural communities. The strengthening of our children from a young age is one of the most effective ways of ensuring true transformation on our country. To the ECD graduates, we congratulate you on this success but also encourage you to continue to develop and grow and sow back into your communities to make better life for all. The HWSETA has made an investment in you, and today we reap those positive returns," said Elaine Brass, HWSEA CEO.

The funding from the HWSETA included stipends for the learners which assisted them with their travels, meals, and data costs to ensure they have all that is necessary to succeed in this program. It also assisted with their household needs at a very difficult and challenging time financially due to the pandemic. One of





the challenges faced in this project was the COVID-19 pandemic, learning programs had to be amended and the HWSETA came up with a solution and with approval from ETDPSSETA, they supplied each site with an ECD Resource Practical Kit enabling learners to continue with their practical work.

Mrs. Nareshini Rnaganthan, ELET Director shared a few words: "ELET is immensely proud of the graduates. Our

learners have been resilient, dedicated and hardworking, ultimately delivering portfolios of high standards. Even though this was accomplished with all the attendant challenges of rural life, in the context of the COVID-19 pandemic, their achievement becomes even more remarkable," she said with a smile.

The HWSETA is proud to have been part of this project, we wish all the graduates the best.



We got a chance to speak to two of the graduates after the graduation ceremony and this is how it went:

## Minenhle Dlamini

**Q: What is your name and where are you from?**

**A:** My name is Minenhle Dlamini, I am from Umlazi in KZN.

**Q: What were you doing before this opportunity?**

**A:** I was unemployed.

**Q: What were some of the highlights for you in this programme?**

**A:** It changed my life drastically.

**Q: Where do you see yourself after 5 years?**

**A:** I see myself as a qualified facilitator.

**Q: How do you think this opportunity has made a difference in your life?**

**A:** It has given me the will-power to work towards my goals and make my dreams come true.

**Q: What advice do you have for youth that are from disadvantaged background?**

**A:** Always believe in God and also work hard so that you reach your goals.



## Jecoliah Anne Pillay

**Q: What is your name and where are you from?**

**A:** My name is Jecoliah Anne Pillay and I am from Umkomaas.

**Q: What were you doing before this opportunity?**

**A:** I had just completed my matric.

**Q: What were some of the highlights for you in this programme?**

**A:** The experience of challenging myself to accomplish the tasks that were given to me during the programme.

**Q: Where do you see yourself in 5 years?**

**A:** I see myself being a qualified teacher and sharing the knowledge that I have acquired.

**Q: How do you think this opportunity has made a difference in your life?**

**A:** This opportunity has made me independent and have given me a big step towards my career.

**Q: What advice do you have for youth that are from disadvantaged background?**

**A:** Never give up and always follow your dreams.



# Q&A College of *Cape Town*

## Getting to know Sinazo Tafeni and Mujaahid Smart better

### Sinazo Tafeni



**Q: What is your name and where are you from?**

**A:** My name is Sinazo Tafeni, I am from Cape Town.

**Q: What qualifications have you obtained thus far?**

**A:** I have Matric from Thembelihle High School, Khayelitsha which I obtained in 2016.

**Q: What are your hobbies and interests?**

**A:** I love going out to the movies, ice-skating and I love cooking.

**Q: What were you doing before this opportunity?**

**A:** I was unemployed at the time.

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

**A:** It has taught me a lot. I know things that I never knew before. I spend a lot of time with kids and I have taught them a lot, but in return they have taught me a lot as well. I am also teaching my younger sister skills from what I have been taught so far. I have learnt that eye contact with a child is very important when talking to children, especially when they have done something wrong. This shows the child that I am serious when explaining that they have done something wrong.

This programme has made a big difference in my life. I always wanted to be a teacher and work in Education. Working with kids is what I love and has helped me to be a better person. I don't get angry easily especially when dealing with kids.

**Q: Where do you see yourself in 5 years?**

**A:** I plan to be a teacher, this is my passion.

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

**A:** Your background doesn't define you. Make it an advantage and use it to your benefit to motivate yourself to improve your circumstances.

**Q: What is your favourite quote?**

**A:** I coined this quote: "Beauty without brains and morals is bad." Sinazo Tafeni.

### Mujaahid Smart



**Q: What is your name and where are you from?**

**A:** My name is Mujaahid Smart and I live in Grassy Park.

**Q: What qualifications have you obtained thus far?**

**A:** I obtained matric in 2018 and I have certificate in NCF training.

**Q: What are your hobbies and interests?**

**A:** My hobbies are surfing, longboarding, boxing and kickboxing. I love working with children and helping others physically as I do boxfit classes.

**Q: What were you doing before this opportunity?**

**A:** I was unemployed and in 2020 I was studying a Business Management Course but I did not complete it.

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

**A:** The programme is great and I'm really enjoying myself. It made a huge impact in my life because now when I walk past a class, I don't just see children playing or just painting, I see how they have developed and growing. It also made me realise that no child is naughty but it's just their way of doing things as every child is different.

**Q: Where do you see yourself in 5 years?**

**A:** In 5 years time I see myself teaching in New Zealand or being a personal trainer but definitely in New Zealand.

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

**A:** They should always work hard, as it will prepare them for the future and they should forgive their past in order to move forward.

**Q: What is your favourite quote?**

**A:** "My goal is not to be better than anyone else, but to be better than I used to be" Wayne W. Dyer.

# HWSETA HOSTS *It's AGM*



On Friday 29 October 2021, The Health & Welfare SETA (HWSETA) held its virtual Annual General Meeting (AGM) at the Head Office in Gauteng. In attendance was the HWSETA Executive team, management team, staff, and variety of stakeholders from all provinces representing the different sectors in which the HWSETA operates in.

The AGM started off with the CEO of the HWSETA Mrs. Elaine Brass discussing the various partnerships the HWSETA was involved in this financial year. She said that the HWSETA achieves its greatest impact through partnerships, these partnerships help the HWSETA with an integrated approach to mobilise impacts in our sectors across the country.

Some of our significant partnerships over the last year has also been to assist the sector with the devastating effects on COVID-19. The Department of Social Development and the HWSETA are mobilizing 100 youth into communities to combat gender-based violence and femicide, this is just one of the projects we are involved in.

The Chairperson Dr. Mnisi welcomed and thanked everyone who attended the session, more especially because the AGM allows the stakeholders and HWSETA to interact with one another. She said that as the Health and Welfare SETA we identify gaps and try to close them. There have been instances where in many of the projects we had to fund the participants with drivers licence because we understand how important it is for our youth to have one, whether those who are seeking employment or are self-employed.

Mrs. Elaine Brass, CEO, presented the performance of the year and shared with stakeholders the HWSETA received a clean report from the Auditor General.

**"Our success during the 2020/21 financial year is a testament to the hard work by our Board, Executive Management, staff at the HWSETA and our stakeholders, and we look forward to working together in the future to maintain and further exceed this level of achievement", comments Mrs. Elaine Brass.**

## Are You Training Your Employees in The Health or Welfare Sector?

Workplace Skills Plan (WSP) & Annual Training Report (ATR)

**DEADLINE**



Employers registered with the HWSETA, that wish to apply for mandatory grant funding and/or discretionary grant funding are required to submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) by **30 April 2022**.

To assist stakeholders with understanding this process, the HWSETA will be hosting a series of provincial workshops during January and February 2022. This will guide Skills Development Facilitators (SDF's) through the WSP and ATR processes to ensure compliance with our requirements for submission. The HWSETA has implemented an online system for the WSP-ATR submission and attendees at the workshops will be trained on the online system.

Visit the HWSETA website at:

**[www.hwseta.org.za](http://www.hwseta.org.za)** and click on the events tab for the workshop schedule. Please note that details of the venue will only be communicated to those who **RSVP** by the deadline. **No walk-ins will be permitted on the day.**

The HWSETA regrets that it is unable to cover the costs for transport or accommodation.





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