

skillsTALK @HWSETA

April 2022

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Nursing Students go Head-to-Head in World Skills Competition

The World Skills Competition opening ceremony took place on 15 February 2022 in KwaZulu-Natal, Prince Mshiyeni Memorial Campus where healthcare workers in training took part in the provincial competition. They were competing for the chance to represent South Africa at the 46th International WorldSkills Competition, which will be hosted in Shanghai, China this year. The provincial leg of the competition continued at North West University, Mahikeng Campus on the 17 and 18 February 2022.

During the WorldSkills provincial events, some of the brightest young nursing students were put through their paces in a variety of challenges to test their knowledge, understanding, and the specific skills that underpin international best practice in their vocational area. It was the first time South Africa competed in the health and social care category of the International WorldSkills competition, which is considered the 'skills olympics'.

In conjunction with WorldSkills SA, the Health and Welfare Sector Education and Training Authority (HWSETA) hosted the WorldSkills SA competition, in the disciplines of health



and social care. The WorldSkills South Africa initiative is championed by the Department of Higher Education and Training.

HWSETA CEO Elaine Brass said, “The WorldSkills Competition aims to encourage more young people to see artisanship as careers of choice, to ease the skills shortage in South Africa. Supporting this category at an international level means supporting youth skills and increased international exposure to our learners, it is more than a competition. It is an opportunity to develop and inspire youth to master their skills.”

One of the competitors, Minenhle Nyali from Verulam said the competition was challenging but enjoyable, “I felt very special to be chosen among so many students in the country to participate in the provincial competition and it has boosted my confidence. I’d really like to represent South Africa in the international competition ultimately, as I would gain a lot from other students from across the world.”

The closing ceremony took place a week after, on the 22 February 2022 at Netcare Parklane Hospital where the

winners were announced. All the youth health workers that participated in the competition were awarded with post graduate bursaries to further their studies and training for their driver’s licenses from the Health and Welfare Sector Education and Training Authority (HWSETA), while the 4 finalists were also guaranteed employment after their studies.

The 46th WorldSkills Competition will be hosted in Shanghai, China in October 2022 featuring over 1,400 Competitors from more than 60 countries and regions, competing in over 60 skills.





A word from the CEO



The last quarter of the Financial Year has proven to be a very busy one, including celebrating International Women's Day and Human Rights Day. The HWSETA message for International Women's Day holds strong for women and everyone entering the sector. To strive to be more deliberate in teaching job skills, providing self-development tools, instilling innovation from early childhood to higher education, so that we can better prepare to benefit from the ever-evolving and rapidly growing, and technologically driven global digital economy.

On Human Rights Day, the HWSETA remembers the many sacrifices made by those who came before us to ensure that we can all enjoy our inalienable human rights. As

we confront the challenges of today, we also expand the culture of human rights and become true human rights advocates dedicated to freedom and equality.

This newsletter showcases some of our recent projects and activities. We continue our partnership with Viro care and Durnacol Skill Hub for apprenticeships. Over the years these partnerships have been seen hundreds of learners successfully complete their apprenticeship and go onto permanent employment. We are pleased to support these partners again and were present for the orientation of a new group of students, Phlebotomy and Millwright, Diesel Mechanic & Boiler. These are trades/qualifications in demand. With quality learning and dedication these learners are highly employable.

The HWSETA highlights that the healthcare services environment has been experiencing significant change in recent years. It is evolving towards becoming a more digitised, integrated and people-centric service. At the core of this evolution is the need for current and future healthcare professionals to embrace change by acquiring relevant skill sets that will enable them to operate efficiently in the ever-changing healthcare landscape. The HWSETA is committed to research to identify these skills and ensure that our sector is equipped for future world standard service delivery.

Our greatest impact is through strong partners. In this issue we showcase our partnership with Higher Health that we have had over a number of years, bringing various health awareness issues including Covid-19 to the TVET, University and CET sector students. A healthy student is a successful student.

What has kept the HWSETA occupied since last year is the support it has made to World Skills South Africa (WSZA). This year, 2021-2022, the HWSETA with WSZA has registered the Health and Social Care Skill. It will be the first time South Africa is supporting this skill locally, and internationally. Our Provincial Competition ended with great success after it was postponed twice due to Covid-19. The HWSETA now takes 4 successful candidates to the National Competition in this next quarter. The winner of the National Competition will compete in Shanghai, China in October 2022, where he/she will compete against the world in the skill of Health and Social Care. WSZA is supporting 41 skills across all sectors in 2022-2023 at the international Competition, one of these is the Health and Social Care Skill. The HWSETA is extremely proud to be hosting this skill.

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 in the 2022-2023 financial year.

The HWSETA Board, Management and Staff thank all our partners and employers for your continued support and commitment. Together we can bring needed skills development to our sector to improve employability and service delivery.

God bless and keep safe.

Elaine Brass
Chief Executive Officer
HWSETA

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The HWSETA is Honoured at a Gala Dinner Hosted by Higher Health

On 16 March 2022, Higher Health held a dinner event at African Pride, Irene Country Lodge in Pretoria where it hosted a recognition ceremony to its key supporters and stakeholders. The HWSETA was one of the many partners that were honoured at the wonderful event.

Higher Health is an implementing agency of the DHET and operates under the governance of Universities South Africa (USAf) in partnership with the South African College Principals Organisations (SACPO). The programmes that are run under Higher Health and funded by HWSETA are worth R6.7 million and include the following projects:

- Sexual and reproductive health programmes;
- HIV and TB programmes;
- Drugs and alcohol abuse programmes;
- Disability awareness programmes;
- Non-communicable disease awareness programmes;
- Health and Human Rights programmes.

The HWSETA also went into partnership with Higher Health in supporting the Community Education College sector with placement of interns/health professionals in its CET sites for COVID-19 screening – 1 800 sites across the country and amounted to R8 million over 18 months.

In the 2020-2021 year besides funding Higher Health for the Higher Health Centre programmes to R6.4 million, the HWSETA further funded an amount of R2.7 million to support COVID-19 initiatives, these initiatives include



communication campaign for COVID-19, Capacity development COVID-19, Hygiene Pax COVID-19.

The HWSETA would like to sincerely thank Higher Health for its partnership in skills development. "We identified the opportunity to partner with Higher Health on several projects, where the impact in the CET, TVET and University sector would be felt, improving lives, educating, empowering, and making a difference in South Africa. The youth are our future, and we need to secure that future by giving them every chance to succeed", said Mrs Elaine Brass the CEO of HWSETA.

With the tremendous work done by Higher Health in the sector, the HWSETA is proud to be associated with Higher Health. We look forward to many more years of making a real difference in Higher Education and Training.



HWSETA Celebrates *Valentine's Day*

On Monday, the 14th of February 2022 the HWSETA joined in the celebration of love and enjoyed a wonderful love and fun filled day at the office. Staff expressed their appreciation of the day by wearing clothing items that were pink, red and white in spirit of the day of Love. The employees of HWSETA were given chocolates as a show of love and appreciation!



World Skills Competition *Winners*

“This has opened doors for us. On top of that we have been offered employment opportunities after community service, so this has given me job security.”

Sakhile Andile Ngcobo

22 years old. NW university, Mahikeng - 4th year.
From Soweto.

How would you describe yourself in 2 words?

Extroverted and Kind.

How do you feel about being selected as one of the 4 finalists?

Elation, joy and euphoria. I couldn't believe what was happening I was not even sure if they were referring to me. I felt like I was dreaming.

How did you find the provincial competition?

The competition was not too difficult – I had time to prepare.

How will you use your bursary?

The bursary news was a surprise – I would like to specialise in primary healthcare – post grad.

In what way is this WorldSkills competition going to help your career as a nurse?

It has given me experience and formal acknowledgment of skills and can open doors for us. HWSETA saying they will give us an opportunity after community service gives me job security.

What did your family say?

My family didn't believe me, they were screaming and shouting.



“I have gained confidence by taking part in this WorldSkills competition. We have been exposed to so many things, and my CV is also going to look good.”

Tshiamo Petunia Mokgoetsi

21 years old. NW university, Mahikeng – 4th year and final year. From Rustenburg.

How would you describe yourself in 3 words?

Outgoing, beautiful and a believer.

How do you feel about being selected as one of the 4 finalists?

I still don't think I believe it as yet. I can't put it in words. It was such a great honour. My life is a testimony of God's grace. It could have been anyone but it was me. It wasn't really expected.

How did you find the provincial competition?

After the competition I had some hope – my second skill went better, I was sure of it.



How will you use your bursary?

I wanted to be an advanced midwife but now I might do nursing education and management.

In what way is this WorldSkills competition going to help your career as a nurse?

Already, I have gained so much more confidence and my CV is going to look good and we have bursaries so I know my future is secured. Exposure to so many things.

What will you be doing to prepare for national competition?

I need to work on speaking more in front of people, I plan to practice in front of lecturers and this is more practical than theory.

What did your family say?

My family are so happy. They know that finances for post-grad is secured already.

“

I will use the bursary to get an advanced diploma in midwifery. Taking part in the competition has pushed me beyond my boundaries and I am more confident now.”

Dalisu Bonisanani Khumalo

22 years old. Prince Mshinyeni Campus - 3rd year.

From Mathuba - Northern KZN.

How would you describe yourself in 3 words?

Hardworking, shy, kind person (likes to help people).

How do you feel about being selected as one of the 4 finalists?

I am very excited. I didn't expect it and I am very grateful. The bursary was a surprise to me, I can't even explain it.

How did you find the provincial competition?

It was a fair competition.

How will you use your bursary?

Thinking I will use it to study further and get advanced diploma in midwifery.

In what way is this WorldSkills competition

going to help your career as a nurse?

I think even now it has helped me a lot, I am naturally shy and being in the competition pushed me to be more confident. Doing skills in the proper manner – more practice.

What will you be doing to prepare for national competition?

I don't think I will be sleeping any more – studying, research. I am determined to go to Shanghai. I have to win.

What did your family say?

They are so happy and very excited, my mother was crying about the bursary.



30 April 2022 is

Veterinarians are urgently required in South Africa in order to bridge the skill shortages. Not only will your work entail be helping sick animals, but also educating people on matters such as sterilization and prevention.

There are a variety of career options within the Veterinary sector and if you would like to know what these career options are, visit our career portal at <https://hw-careers.co.za/> for more information.

World Veterinary Day

#HWCareers #HWCareerPortal
#CareerOptions #CareerGuidance



“

The competition was tough and I gave it my best. My mom was very happy. My family cried tears of joy when I phoned to tell them I was one of the provincial winners. They say I have made them proud.”

Sabelo Mazibuko

22 years old. Nqutu Charles Johnson Memorial
Hospital Nursing Campus – 3rd year. From Escourt.

How would you describe yourself in 4 words?

Fun to be around.

How do you feel about being selected as one of the 4 finalists?

I was very excited, shocked at the same time. It means I did my very best, It made me so happy.

How did you find the provincial competition?

The competition was difficult and tricky but we had to just apply what we learnt in school. It was my first time doing a competition like this.

In what way is this WorldSkills competition going to help your career as a nurse?

It is going to expose me to many opportunities,

prizes opened doors including opened further my studies. WorldSkills has made my dreams come true.

What will you be doing to prepare for national competition?

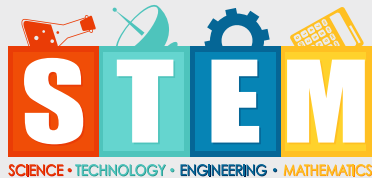
I have to go through my books and study to prepare for nationals so that I can be one of the best.

What did your family say?

My mom was very happy, she cried tears of joy. I made her so proud. She wasn't expecting something like this, and said that I must keep it up.



A Gender-Equal and Inclusive Future in STEM Careers *is Achievable*



If you could reimagine a gender-equal world, what would it look like? An existence that is free of bias, stereotypes, discrimination and is diverse, equitable, and inclusive.

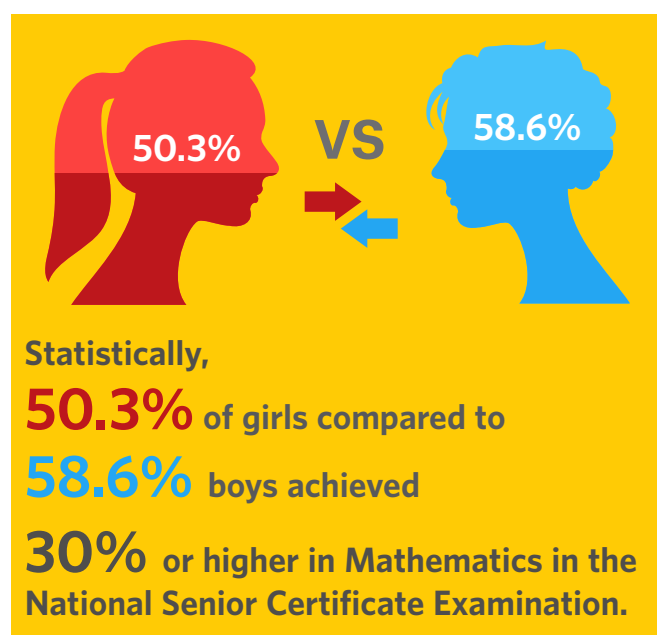


It is widely proclaimed, that gender equality – a basic human right, is fundamental to realising a peaceful, prosperous world. But, many girls and women today

continue to face inequality, a lack of visibility and opportunities as well as acknowledgement and underrepresentation in positions that impact our future.

Science, Technology, Engineering and Mathematics (STEM) are an integral part of the health, social development and veterinary fields. But the number of women in STEM fields continues to be relatively low compared to men. As much as the percentages are increasing, the increase is still at a snail's pace which is why continuous reinforcement and awareness is critical if we hope to usher in a new era of equality in said fields where the number of women matches the number of males in STEM.

In South Africa, secondary education enrollment for girls may be higher than for boys. However, many girls drop out before completing their matric or lack the required aptitude in mathematics, science and the digital skills required to enroll and excel in STEM-related programmes at the tertiary education level.



The field is growing, and women deserve an equal opportunity to take their seat at the table within STEM. Increasing acceptance of female STEM professionals leads to more representation for women of all backgrounds. But today according to the Equality Report gender norms, stereotypes, biases and sexual harassment set by families, society, culture, and the media tend to perpetuate discriminatory practices and policies that discourage girls from pursuing STEM careers and lead to women leaving STEM careers.

It is now more important than ever to get girls and women excited about Mathematics and Science subjects as well as the endless opportunities a career in STEM-related fields can bring about. That is why we are proud to be partnering with organisations such as TechnoGirl, a programme that is created to give girls a head start in STEM through mentorship and skills development. Through the programme, high school girls from disadvantaged communities are selected to participate in mentorships, skills development workshops, and job shadowing in the STEM relevant sectors.

Many women have and are contributing meaningfully in STEM, but they often go unseen, underpaid and uncelebrated. If we hope to inspire future generations of women leaders in these fields, we need to create spaces where women can be celebrated, rewarded and seen for their contributions in these male-dominated spaces as we work towards forging the gender-equal future we want to see.

Let us strive to be more deliberate in teaching job skills, providing self-development tools, inspiring women and instilling innovation from early childhood to higher education. So that we can better prepare them to benefit from the ever-evolving and rapidly growing, and technologically driven global digital economy.

HOW TO CHECK HWSETA ACCREDITED TRAINING PROVIDERS

www.hw-careers.co.za

- You can find an Accredited provider on the HWSETA career portal by selecting Study > HWSETA Accredited Institutions.
- Search for the provider by name, or a list of providers by Province.
- Once you have found the provider, you can view the list of courses they offer.



The HWSETA visits Durnacol SkillHub and Virocare for *Apprenticeship Orientation*

The HWSETA visited Virocare at SunningHill on 02 March and Durnacol Skill Hub in Durnacol KZN on 18 March 2022, for apprenticeship orientation. The purpose of the orientation day is not only to introduce the learners to the learning programme but to also give them tips on behavioural issues.

The learners come from different provinces and assemble in one area therefore their expectations are different. We give them tips and strategies to solve any non-training issues they might have. They are also informed on how to behave within the communities they are placed in. This is

important because these are work-based programmes and are treated as workers in general.

The learners at Virocare, Sunninghill were enrolled in the first week of February 2022 and are studying towards Phlebotomy learnership. The HWSETA funded 75 learners from various provinces to join this programme this year, this includes learners from Western Cape, Eastern Cape, Northern Cape, Northwest, and the Free State.

This is a 2-year certification programme that allows learners on completion to be qualified Medical Technicians to either work in a Medical Laboratory or blood transfusion fields.





They will also largely be employed by research organizations, insurance organizations, frail care centres and other enterprises that caters for these special skills. The programme consists of 30% theoretical training and 70% of work integrated learning and the learners are subjected to write a National HPCSA Board Examination which then determines the successful completion of the training.

The eighty (80) learners at Durnacol Skill Hub in Durnacol also joined in February 2022 and were also recruited from various provinces, namely: Northern Cape, North-west, Free State, Gauteng & Eastern Cape and are training on 3 trades namely: Boiler making, Diesel Mechanic and Millwright.

Mr Sikhumbuzo Gcabashe, Executive Manager of Skills Development Planning (SDP) says, "This is a great opportunity for the learners that ordinarily would not receive. The learners in these special projects come from different rural and impoverished families. They do not have the connections that people in urban areas have. We are providing them with those connections and unique opportunities. The fact that they are given free accommodation, transport to and from the training centre, drivers licences in addition to a unique learning programme is a great opportunity. These programmes also offer students employment without having to apply once they qualify. We hope that this cohort of rural learners will spread the word and name of the HWSETA beyond our imaginations".

The Millwright, Diesel Mechanic & Boiler making trades are currently listed as scarce skills in South Africa.

These are trades, which are in demand and currently all industries are looking to employ candidates that are qualified. Durnacol Skills Hub recognised that companies are experiencing a shortage of quality qualified artisans and utilised the opportunity to provide upskilled Millwrights, Boilermakers & Diesel mechanics. These trades also give students opportunities to open their businesses and become entrepreneurs.

Representatives from HWSETA were present in these orientations and Colleges representatives, Bongiwe Mcube, Procurement Officer at HWSETA who is also Life Coach in her spare time addressed the learners and emphasised that "When you have a positive expectation in your abilities, you're more likely to accomplish your goals."

Mr Shavin Dookie, the Campus Manager at Durnacol Skill Hub said that the orientation was very informative and well presented, learners now have a better perspective on what they are doing and how this is beneficial to their lives. He went on and said, "Life skills and integrity were presented to the learners, such as good behaviour, commitment, attitude, and positivity. This was appropriate and done at the right time. To be honest I am really impressed with the presentation as well as the way it was done."

Mr Lybon Mnisi, Human Resources Officer at the HWSETA also gave a few encouraging words to the learners, he said that "No one can live beyond your belief system. It's your attitude that will ensure that opportunities are not lost, not withheld and not forfeited. Keep an excellent attitude".

Future-Proofing the Healthcare Workforce through *Skills Development*

The healthcare services environment has been experiencing significant change in recent years. Evolving towards becoming a more digitised, integrated and people-centric service.



At the core of this evolution is the need for current and future healthcare professionals to embrace change by acquiring relevant skill sets that will enable them to operate efficiently in the ever-changing healthcare landscape.

Therefore, the need to continuously research and identify the relevant skills that will empower health workers to see the potential benefits of a people-centered approach to healthcare cannot be overstated. These benefits range from better patient and population outcomes to higher productivity and higher retention/job satisfaction from the perspective of healthcare professionals.

There are many areas of adding to the skills of our healthcare workforce that we need to consider that will equip them to effectively operate in an increasingly technological, and emotionally complex workplace. A working environment that requires them to maintain their resilience and resourcefulness to help them navigate unprecedented change today and in the future.

From interpersonal skills such as person-centered communication, interprofessional teamwork, self-awareness, and socio-cultural sensitivity. To analytical skills, such as adaptive problem solving to devise customised care for individual persons, system thinking, openness to

continuous learning, and the ability to use digital technologies effectively.

Our task as the Sector Skills Training Authority is to ensure that the programmes that we develop address the need to arm our country's healthcare workforce with a dynamic combination of biomedical knowledge and skills in unison with the self-awareness and interpersonal skills that will help them work safely in a changing, complex, and stressful workplace.

With the global pandemic having accelerated the need for highly skilled healthcare professionals and given the context of the current worldwide skills shortage across various professions, the need to examine what the face of future jobs within the healthcare sector will look like cannot be overemphasised. As we look ahead, our goal as the HWSETA will not only be about identifying future jobs, but to ensure that we are aligning the relevant skills and specialised training that will be required to fulfil those jobs.

In this regard, working closely with our Skills Development Providers (SDPs) and partners to harness skills such as emotional intelligence, and effective communications in conjunction with Industry.40 relevant skills, will be a high priority, to ensure that we are generating a pool of new job-seekers that are agile, adaptive and futureproof.



Q&A Durnacol Hub Skills Learners

We got a chance to speak to the Durnacol Hub Skills learners about how they feel and their experience so far in the programme and this is how it went:

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Bontle Kearabetswe Maruping and I am from a small town in the Free State called Thaba N'Chu. I got to know this programme through the High School I went to.

Q: What were you doing before this programme?

A: I was doing welding a short course with Mission point.

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

A: I was very excited and scared at the same time because I am leaving home and going to a new place, with different people and cultures. I had so many questions and I was looking forward to a new journey.

Q: Where do you see yourself after 5 years?

A: In the next 5 years I see myself being a qualified

boiler maker and continuing to learn in the mine industry. I would like to thank the HWSETA and Durnacol Skills Hub for giving me this opportunity.



Q: What challenges have you experienced since being in this programme?

A: Since I enrolled in this the only challenge is that it is a male-dominated industry and most of the males still believe women can't do it. I am short female and I was told I won't be able to carry metal sheets but I plan to prove them wrong.

Q: What are you most looking forward to learning in the programme?

A: I am looking forward to fabricating a lot of things, learn more about welding and proving that women can also do this.

Q: Who are you? Where are you from and how did you hear about this programme?

A: Tumelo Racoco, I am from North West in Mafikeng.

Q: What were you doing before this programme?

A: I was unemployed.

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

A: I was happy, this is an opportunity of a life time.

Q: Where do you see yourself after 5 years?

A: I see myself as a qualified Millwright, and helping

others in the trade.

Q: What challenges have you experienced since being in this programme?

A: Language barrier, we all come from different places.

Q: What are you most looking forward to learning in the programme?

A: To learning how to use different tools and repairing them.



Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Fezeka Siyangaphi and I am from Eastern Cape, under Alfred Nzo Municipality.

Q: What were you doing before this programme?

A: I was doing my last year in High School and had decided to apply at UCT to study Bachelor of Education because my results did not allow me to study Engineering, so when this programme presented itself, I was very happy.

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

A: I was excited because ever since I was young my

dream was to become a diesel Mechanic, this dream started when I was young because I used to help my father fix cars, so my love for mechanic started there.

Q: Where do you see yourself after 5 years?

A: I see myself as being one of the South African successful female diesel Mechanics. After this course I want to continue with my studies and become a qualified Engineer.



Q&A Durnacol Hub Skills *Learners* contd.

Q: What challenges have you experienced since being in this programme?

A: Males have tendencies of saying that this programme is meant for them, and that we are not strong enough.

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Sinethemba Matswele and I am from Soweto in Johannesburg.

Q: What were you doing before this programme?

A: I was a student at Fort Hare at Eastern Cape where I graduated in Social Sciences. I have a degree and Honours in Sociology. Due to unemployment, I enrolled in this programme.

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

A: I was happy because I have been looking for such an opportunity for a very long time. So when I got the call it was a blessing

Q: Where do you see yourself after 5 years?

Q: What are you most looking forward to learning in the programme?

A: Making my dreams come true and learning more about Engineering.

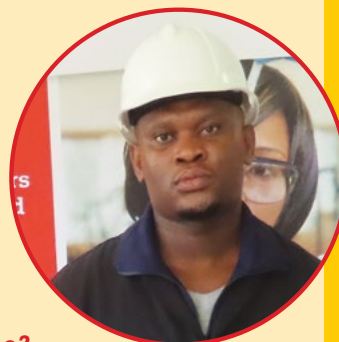
A: I see myself as a qualified Diesel Mechanic working for big companies in South Africa, I would like to own my own company so that I can employ the youth.

Q: What challenges have you experienced since being in this programme?

A: I haven't experienced any challenges yet, I've always wanted to do career change and this opportunity gave me exactly that.

Q: What are you most looking forward to learning in the programme?

A: To learn as much as I can!



Q&A Virocare *Orientation*

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Fredricka Adendolff from the Northern Cape, Kimberly. I got to know this programme through the High School I went to.

Q: What were you doing before this programme?

A: I was unemployed.

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

A: I was excited, knowing that I had a chance to change my current situation and become someone in life.

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Gift Blom, I am from Northern Cape in Kimberly.

Q: What were you doing before this programme?

A: I was looking for a college to go to, until I heard about this programme and decided to take the opportunity.

Q: Where do you see yourself after 5 years?

A: I see myself as a professional Phlebotomist, and continuing to study further to become a Lab technician.

Q: What challenges have you experienced since being in this programme?

A: Adapting to change has been quite challenging, learning new things, new people and adjusting to the environment.



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

A: I was overwhelmed at first, but as time when by I realised this is a great opportunity to make something of myself.



Q&A Virocare *Orientation* contd.

Q: Where do you see yourself after 5 years?

A: Well, in 3 years from now i will be a qualified Phlebotomist and pursuing more opportunities.

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Zizipho Mpetha from Faurensmith Free State Province. I am a very versatile person and enjoying learning new things.

Q: What were you doing before this programme?

A: I was busy with two other learnships (food safety and waste management) but I was busy trying to make ends meets which required me to multitask e.g. hairdressing during my free time.

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

A: Honestly speaking, everything was a bolt from the blue because it all happened at the eleventh hour when I least expected it. It felt serendipitous because I was supposed to study this year, but my finances did not allow me to but was going to opt to study in the 2nd semester but was going to do for these six months so I feel blessed.

Q: What challenges have you experienced since being in this programme?

A: At the moment, I haven't experienced any challenges, im just enjoying getting to know my fellow colleagues.

Q: Where do you see yourself after 5 years?

A: I see myself working till I sweat. I see myself having a stable job, earning and saving money because I still have a lot of notions, in terms of the business world. I see myself partnering up with tycoons of this industry, I also see myself working with other poets such as thequadwriters from Durban, the founders of REACH PUBLISHERS!



Q: What challenges have you experienced since being in this programme?

A: I haven't came across any challenges yet, but I think the scientific terms and the Modules of Biology will be a stumbling block for me because I have only been exposed to commercial subjects. But I am willing to work diligently regardless.

Q: Who are you? Where are you from and how did you hear about this programme?

A: My name is Reuben Lewis, 28 years old and I'm from the Northern Cape Kimberly. I heard about the programme from my mentor who is involved in community projects back at home. He is always sharing opportunities with the youth.

Q: What were you doing before this programme?

A: I was unemployed and worked part- time in retail.

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

A: I was over the moon.

Q: Where do you see yourself after 5 years?

A: I see myself as a qualified Phlebotomist.

Q: What has been challenging so far about this programme?

A: The challenge so far has been adapting to a different place, and independence.



Road Safety Tips for the *Easter Weekend*

- Obey the rules of the road and carry your driver's license with you.
- Plan the route to your holiday destination and allow yourself enough time to reach the destination.
- Make sure that your vehicle is in a roadworthy condition before departure. All lights and indicators, windscreens, windscreen wipers, brakes, steering, shock absorbers, exhaust system and tyres should be carefully examined for faults.
- Do not overload.
- Try to avoid driving after dark if possible.
- Have a good rest before you embark on your journey
- Take safety breaks every 2 hours or 200km. Rest, have an energy drink and continue once well rested.
- Do not drink and drive
- Try to recognise potentially dangerous drivers on and pedestrians alongside the road and keep well clear of them
- Be visible - drive with your lights on
- Headlights should be dipped well before an approaching vehicle is within the range of the main beam.
- Always wear your seat belt and see that everyone in the car is wearing theirs.
- Drive defensively
- Stay within the speed limit at all times
- Only overtake when it is absolutely safe to do so.
- Maintain at least a 2-second following distance - this distance should be increased at night, in foggy or rainy conditions and when the road is wet.
- Expect others to not be as obedient to the law as yourself
- Avoid distractions on the road such as texting, conversations on cellular phones etc
- Be courteous towards fellow road users - keep your temper and resist the temptation to retaliate
- Know your emergency numbers





Workplace Skills Plan and Annual Training Report Workshops 2022-2023

Every year, the HWSETA urges registered firms to submit a Workplace Skills Plan (WSP) and Annual Training Report Workshops (ATR) in order to be eligible for Mandatory and Discretionary Grants under the Skills Development Act and the Skills Development Levies Act.

An Annual Training Report (ATR) reflects the actual training that was completed by the organization in the previous year, whereas a Workplace Skills Plan (WSP) reports the planned training of an organization for the next year.

Effective skill development can boost workplace productivity and company competitiveness, as well as promote self-employment.

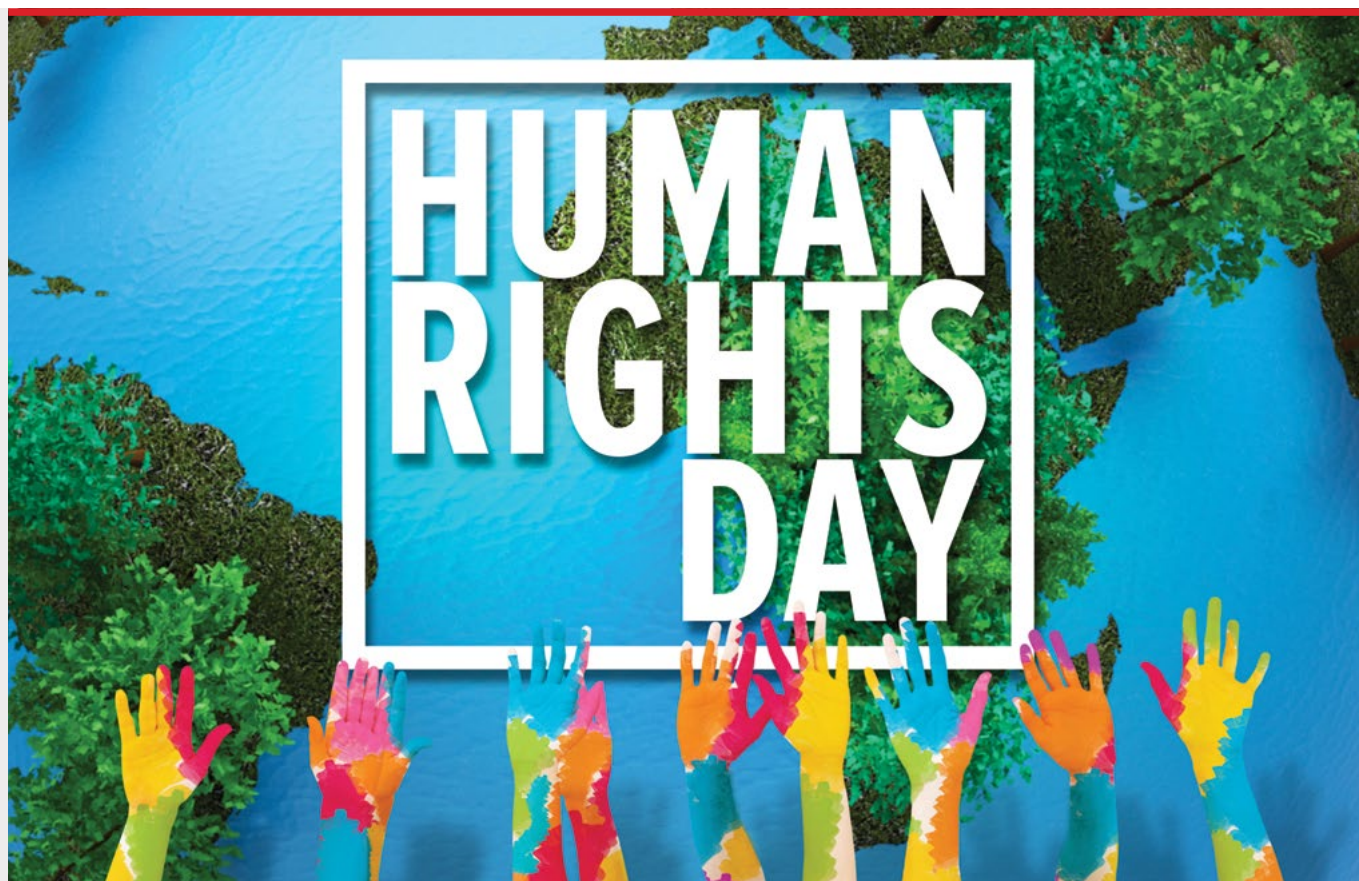
Face to face Workshops were successfully conducted in all provinces in January and February 2022 for the first time since COVID-19 to aid and instruct stakeholders on how to complete and submit the WSP and ATR to the HWSETA.

If the Workplace Skills Plan and Annual Training Report are not submitted, the organization's B-BBEE status will be affected, and the organisation's mandatory and discretionary grant for the following year's WSP will be suspended.

Each year, the WSP and ATR must be submitted to the HWSETA by the 30th of April. A one-month extension can be requested and must be submitted by May 31.

“Mlulamisi Mhlunga, the Work Skills Planning Manager at HWSETA said that The HWSETA hopes that the number of organizations submitting their WSP/ATR will rise, and that stakeholders would submit far ahead of the deadline to avoid the last-minute rush.





Human Rights Month – A Chance for us to Acknowledge the Past as we Look to

the Future



HUMAN RIGHTS DAY

21 March 1960 will always be remembered as a tragic day in South Africa's journey to freedom. On this day while the community of Sharpsville township participated in a protest march against the discriminatory pass laws of the era. Sixty-nine peaceful protesters were shot and killed while 180 others were left wounded.

This incident became known as the Sharpsville Massacre and it presented the first time that the world was exposed to the apartheid government's deliberate violation of human rights in our country. On the 25th anniversary of the Sharpsville Massacre, 21 March 1985, more people lost their lives when police opened fire on a crowd of mourners during the funeral of anti-apartheid activist in the Eastern Cape. This tragic event came to be known as the Langa Massacre.

As a nation we have been commemorating these tragic events annually, as declared by the South African government since 1994. It is a time for us to be reminded that our culture is entrenched in

human rights for all and that we need to be united as South Africa, no matter our race, creed, or colour. Congruently we are reminded that we would not be enjoying this freedom and democracy of today, were it not for the sacrifices of the many brave souls that put their lives on the line in the quest for our collective freedom.

In Human Rights Month, let us continue to reinforce our commitment to the Bill of Rights that is enshrined in our Constitution. We must be steadfast in our commitment to creating a South Africa that is racially and economically inclusive, where discrimination because of your race, gender or sexuality is a thing of the past.

International Women's Day 2022

International Women's Month *Questionnaire*



**VISWINCEBA
DLAMBEWU**
Provincial Manager
Eastern Cape

Why is it important to promote gender equality for a sustainable future in our related sectors?

Gender equality is crucial for organizations to promote since it is enshrined in the Republic of South Africa's Constitution that all people's rights must be respected, and people must be free of unfair discrimination based on gender. By endorsing gender equality, we are redressing the imbalances of the past.

The promotion of gender equality gives women who have been marginalised, and in many instances still are, an opportunity to grow, develop, unearth their potential, and effectively contribute to the advancement of organizations or sectors they are in. Meghan Markle puts it so well: "Women do not need to find a voice – they have a voice. They need to feel empowered to use it and people need to be encouraged to listen." The promotion of gender equality is two way and must be approached that way. Women are empowered to be whilst others are taught how to let women be.

Gender equality, in other words, advocates for men and women to occupy positions according to their capabilities and knowledge rather than their physical make up. To sustain development in the health and social welfare sector, the unique talents, skills and expertise that each gender, each person, brings must be embraced.

For any institution to grow economically, it must consent for an optimal mix of employees from all walks of life, including that of gender. This allows room for initiative and for different ideas to be implemented, thus propelling the institution to higher heights.

Ending all types of discrimination against women and girls is a basic human right that also has a multiplier effect in other areas of development.



**MAHLATSE
MATHONSI**
Provincial Officer

Why is it important to promote gender equality for a sustainable future in our related sectors?

Organisations that value women and men as equal are safer and healthier. We are living in times whereby the world needs radical game changers for a sustainable future. I personally believe that promoting/advancing gender equality contributes to a higher quality of life for everyone, this way we are building a just society. Genesis 5:2 "He created them male and female and blessed them. And he named them "Mankind" when they were created." So, both male & female are blessed. Promotion of gender equality ensures that all people fulfil their full potential in dignity.

Gender equality has the power to create a more peaceful environment and involving women and gender diverse in the decision-making process can help achieve long-term & sustainable relations, because women excel at the soft skills needed for leadership. There can be no sustainable future without peace and collective decisions.

We should support initiatives that promote quality education for all for a sustainable future. Moreover, supporting and investing in training, education, health and gainful activities for women and girls is essential, as it will promote skilled, educated, professional & employable communities because of women's role in assuring the welfare of households. The inclusion and empowerment of women benefit everyone. It is in our nature as women to see everyone winning and making it.

The future is bright & colourfully when everyone's light is visible and shine as one. Happy international women's day.



HWSETA commemorates **FREEDOM DAY**

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

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

The elections took place in a peaceful and festive atmosphere, though there were threats of political violence. For the majority of South Africans who had never voted before their dignity was restored and the vision for a “better life for all” finally seemed possible. Although much has changed, more still needs to be done.

It is important to note however, that “freedom” should mean emancipation from poverty, unemployment, racism, sexism and other forms of discrimination.



For more Queries, please contact your relevant provincial offices or
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