

# skillsTALK @HWSETA

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## HWSETA Places Focus on Veterinary Professions

On 9 May 2022, the Health and Welfare Sector Education and Training Authority (HWSETA) announced the launch of its Veterinary Career Guidance Awareness Programme. An initiative proposed in order to address the transformation and critical skills shortage inherent within the South African veterinary sector.

The international norm is for a country to have between 200 and 400 trained vets per million of a country's population, South Africa has only around 60 to 70 vets per million, thus having this initiative arrive at a most opportune time for our country. Not only is there a shortage of veterinarians, but there is also a shortage of paraveterinary professionals, such as veterinary nurses, animal health technicians and veterinary technologists that are needed to service the industry. *story continues on next page...*

## Our *Credo*

“

That in meeting the needs of creating a skilled workforce for the health and social development sectors in South Africa, and all others who use our services, everything we do, consistently, must be high quality, within Ethical boundaries. This commitment extends to everything we do to bring our services to the people who use them.



As a result, the HWSETA in partnership with the Department of Higher Education and Training (DHET) will be travelling to Northern Cape, Mpumalanga, Free State and Limpopo, visiting schools in rural areas in an effort to encourage more learners to consider a career in veterinary services. During these visits, learners will be given the opportunity to experience the various veterinary careers in action through a mobile veterinary clinic. They will also get the chance to engage with industry professionals who will be there as guest speakers during each visit.

Mr. Buti Manamela, Deputy Minister of DHET addressed the issue of too few learners matriculating with mathematics core and sciences subjects, which then limits their career opportunities in related industries. He also highlighted the transformation issue by adding, “Why is it that learners with good results in mathematics and sciences, especially black young people, are not entering the veterinary sciences career path? Is it about misplaced perceptions of the veterinary sciences? It could also be about access to information and the myth that this profession is one that is reserved for young white people. We must work together to correct this wrongly held perception.”

HWSETA’s career guidance awareness programme is part of a broader campaign, “Breaking Barriers – Encouraging Black Youth to Take Up Veterinary Professions.” In her address, the Chairperson of the HWSETA, Dr Nomfundo Mnisi echoed the Minister’s concern about transformation. “To give you an indication of the lack of transformation, the University

of Pretoria produces around 160 veterinarians in a year and of that number only around 14 are students of colour. HWSETA, together with the Department of Higher Education, Science and Innovation, is committed to addressing this concerning issue,” Dr Mnisi said.

The HWSETA went on to announce that they would be awarding full-time bursaries to deserving young people that will aid them in furthering their studies within the veterinary sciences. In addition, all students of colour who are accepted to study Veterinary Science and Veterinary Nursing at the University of Pretoria in 2023, by 30 June 2022, will also receive bursaries.

Dr Mnisi believes that it is important to reach out to students in rural communities because awareness about animal health is limited in these areas. She noted that this is due to the veterinary sector not being widely known across all sectors of society. “Animal health awareness is especially poor in rural areas. It is important to create awareness around the concept of ‘one health’ which incorporates human health, animal health and the health of the environment.” She added.

“To give you an indication of the lack of transformation, the University of Pretoria produces around 160 veterinarians in a year and of that number only around 14 are students of colour. HWSETA, together with the Department of Higher Education, Science and Innovation, is committed to addressing this concerning issue,” Dr Mnisi said.

As a result, to inspire more learners in the targeted communities to pursue a career in the veterinary sector, high school learners, from the four provinces, who meet entry criteria into the faculty of Veterinary Science and have a keen interest will also be awarded bursaries. The HWSETA understands that it will not be an easy feat to address the skills shortage in the veterinary sector. It will require a concerted effort by all sectors to educate, train, mentor and generate awareness about this industry if we hope to transform and develop the veterinary industry in our country.





# A word from the CEO



Our last quarter has been a very exciting one filled with a variety of events to ensure HWSETA remains relevant and is at the cutting edge of our sectors.

We made a decision that not enough was being done to promote our veterinary sector, and there is a shortage of doctors, nurses and para -professionals in this sector. This, combined with the slow pace of transformation in this sector prompted us to launch a veterinary career guidance campaign on 9 May 2022.

The event has sparked a great deal of interest, and by the time you read this, we would have already visited our second province where we have shared information with young people demonstrating veterinary science as a career path to our rural schools.

The HWSETA has committed to funding every young person of colour who is accepted by the University of Pretoria with a full bursary for their studies for veterinary science. The HWSETA continues to support both the UP and TSOLO Agricultural college, amongst other interventions in this sector.

The HWSETA participated in the World Skills South Africa competitions this year, successfully hosting and funding the Provincial and National Competitions in the Health and Social Care Skill. It is with pride that I emphasise that this is the first year SA is supporting the skill of Health and Social Care. We are currently preparing the winner and runner up of the National Competition for the international competition to be held in Bordeaux, France in October 2022. A special appreciation to Netcare Skills lab in Umhlanga, KZN that provided the location of the National Competition.

The HWSETA was humbled to visit the Joseph Gerard Foundation Centre for older persons in Alexandra on 19 July this year. We truly felt love and humanity at the Centre which is exactly what our dearly beloved Nelson Mandela stood for. We were humbled.

The devastating floods in KZN was our call to assist in the area of psychosocial support. No words can comfort or make right the loss experienced by so many. We pray our small part has made some difference.

Our women are rising in the artisan professions. This quarter we want to highlight our support for automotive training and re-skilling of youth and women. This is also in support of the Economic Reconstruction and Recovery Plan post COVID-19.

The HWSETA has a CREDO! Please read all about it, and this is our promise to you, our valuable stakeholder. The HWSETA strives to improve continuously so that we can make a difference in the lives of the people in SA.

Please enjoy the rest of the light-hearted articles in this quarterly publication.

God Bless!

*Elaine Brass*

**Chief Executive Officer**  
HWSETA



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# North-West University (NWU) Student Wins WorldSkills South Africa National Competition

North-West University (NWU) nursing student, Tshiamo Mokgoetsi, was announced as the winner of the WorldSkills South Africa Occupational Standards national competition that took place at Netcare, Umhlanga Rocks in Kwa-Zulu Natal from 30 to 31 May 2022.

She will now represent South Africa at the 46th International WorldSkills Competition which will be held from 12 to 17 October 2022 in Singapore, Asia.

She competed alongside fellow student Sakhile Ncobo, who also represented North-West University at the national competition. They competed with two nursing students from Prince Mshiyeni Memorial Campus of the KZN Nursing College.

The four finalists were selected following a challenging provincial leg of the competition earlier in the year. Twenty competitors were put through their paces in simulated hospital and clinic environments, to test their knowledge and understanding of their specific skills.

Each of the twenty competitors has been awarded 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). HWSETA and WorldSkills SA are co-hosts of the WorldSkills SA competition.

As the national winner, Tshiamo will receive a health and social care post-qualification bursary for further development as a nursing educator or lecturer. She says she feels honoured, blessed and very grateful for making it

this far in the competition.

"I am also very thankful to the HWSETA for this great opportunity," she adds.

Dr Molekodi Matsipane, director of the School of Nursing, says: "We are very proud of Tshiamo and Sakhile's achievement and they both performed well at the national competition. Tshiamo's outstanding performance is evidence of the quality education and training that is provided by the School of Nursing."

"We are also grateful to staff members Baakeleng Grace, Motsilanyane Tabea and Molato Boitumelo who helped prepare Tshiamo and Sakhile for the competition," adds Dr Matsipane.

**“**  
"It was never by my own might, but God's grace that led and guided me through it all. It was a tough and challenging roller coaster, but thanks to my lecturers Boitumelo Molato, Tabea Motsilanyane and Banabotlhe Baakeleng, I made it," says Tshiamo.  
**”**

Mrs Elaine Brass, the CEO OF THE HWSETA said that partnerships were imperative in staging the competition for this skill, "Together we have brought the Health and Social skill alive, embraced it, competed it and now we are celebrating it. This is only the beginning and there is much anticipation for the future competitions to come across all provinces."

She further added that she is very proud of all four of the competitors for making it to this level, she says she knows Tshiamo will represent South Africa well in Singapore and wishes her all the best. It is the first time that South Africa is taking part in the skill of Health and Social Care at the WorldSkills competition.



# HWSETA Response to KZN Floods



The heavy rainfall in KZN during April 2022 that triggered widespread flooding and mudslides resulted in loss of life and the displacement of families. Several families lost their belongings and were unable to access necessities such as food and shelter. School buildings were damaged by the floods and many schools were without water and electricity.

The devastating floods claimed over 435 lives and a further 50 were unaccounted for. The damage to property and infrastructure was estimated to amount to billions of rands.

In response to this, the HWSETA implemented different initiatives to assist affected communities in the province. Child and youth care workers (CYCWs) and HWSETA Interns from the Isibindi Ezikoleni Programme worked tirelessly to identify and support vulnerable learners across 55 schools and 5 districts. Over 3 000 services have been provided to learners in the form of referrals, lifespace work, stakeholder engagement and the distribution of food parcels and other necessities over a period of eight days during April 2022.

One of the families assisted by the HWSETA was a family of seven living in a two-room shack. This family is supported by, and survives on, grant money received by the Gogo.

She said although this has been a traumatic experience, she is thankful that her and her family made it out safe and alive.

Another project that the HWSETA implemented was the collaboration with University of KwaZulu-Natal, University of Zululand and Mental health practitioners. The main purpose of the project was to provide mental health and psychosocial support to the hardest-hit communities in KZN.

This project integrated online platforms to allow a multi-pronged approach that draws professional expertise beyond the borders of KZN. Project success depended on collaboration with local and national therapists for maximum coverage and rendering of client-driven interventions in the language accessible to affected and disadvantaged communities.

The HWSETA served as the main funder of this project. The programme sought to provide multi-lingual critical incident stress debriefing (CISD) and short term counselling services using group or individual face-to-face counselling and online mental health services and telepsychology for communities in flooded areas of KZN. This was undertaken in line with international best practices and national standards, as approved by the SACSSP and HPCSA, among others.

This support for the flood victims in KZN highlights the important role of skills development in the social services environment and very specifically the HWSETA's role in delivering on these much-needed services during times of crisis.

## CO-ORDINATED COMMUNITY SUPPORT THROUGH FUNDING OF RURAL CO-OPS

In 2021, the HWSETA through its skills programmes and COVID -19 related strategies funded a total of 19 rural and women dominated cooperatives for the manufacture and distribution of cloth masks, reusable sanitary pads, soaps, and sanitisers. The focus of this intervention was to encourage community members to group themselves and be skilled in the manufacture of relevant and essential items. This created immediate income for communities and created immediate jobs.

Furthermore, through cooperatives funding from the HWSETA, cooperatives were assisted with industrial machines to manufacture uniforms and other apparel. They have now graduated to the next phase of sustainable manufacture and have been linked to manufacturing for HWSETA funded projects. The cooperatives are providing uniforms for Wits Health Consortium, Workers College, North-West Department of Health, Foundation for Professional Development, and NICDAM.

The project has been redirected to focus on providing school uniform packs to the learners that were affected by the floods in both KZN and Eastern Cape. Identification of these families will be done by communities and schools with assistance from the HWSETA Provincial offices. This initiative will be rolled out to other provinces and uniforms supplied on a seasonal basis.

This initiative will benefit 5380 poor learners in seven participating provinces. The packs of uniforms to be made and manufactured include jerseys, trousers, school shirts, skirts and full school uniform dresses complying with the colours and make of the participating schools

This is an exciting project for the HWSETA as it is through this funding that co-operatives have been capacitated, whilst at the same time, meeting the needs poor learners and communities across the country.

HWSETA places extensive emphasis on community support where a need exists.

# HWSETA Chairperson Weighs in on the Importance of *Veterinary Health*



Dr. Nomfundo Nomsa Mnisi commenced tenure as the Chair for the HWSETA's Accounting Authority on 1 April 2020, and since then has brought a world of knowledge and experience to this key governance role.

Having been interested in health sciences during her secondary schooling, in matric, Dr Mnisi applied to the Medical University of Southern Africa (MEDUNSA) to study medicine. To boost her matric results, during her final year of schooling she added Agriculture as a seventh subject

As part of her agricultural studies, she went on an agricultural excursion that involved a visit to a cattle dip tank to observe how cattle are taken care of. The technician who guided the trip, the late Mr. David Mashego, called for volunteers who wished to experience handling a cow and Dr Mnisi was the first to put her hand up. It was at this point that Dr Mnisi's interest in veterinary science developed and she immediately changed her application for post-school studies to veterinary science

Whilst her parents were not amused by her change of career direction, she was accepted to pursue veterinary studies.

It was during the course of her studies that she 'fell even more in love' with the veterinary science.

"One of the many appealing aspects of my involvement in the veterinary industry, is the fact that it has allowed me to develop an understanding of the bridge between humans and animals, a bridge that is lacking especially in the African community," comments Dr Mnisi.

"After qualifying as a Veterinarian, I worked for the government, providing veterinary services in rural areas and later went on to complete a Masters Degree in Public Health to better understand the 'bridge' between humans and animals," she adds.

She lists the highlights of her career as having been appointed as a Council member for the South African Veterinary Council (SAVC), where she became the Vice-President and her appointment more recently as the Chairperson of the Health and Welfare Sector Education and Training Authority (HWSETA). These appointments allow her to provide oversight on both the human and animal health, that are equally important passions in her life.

It is challenging being a black woman veterinarian in South Africa and she felt that she had to work harder than her male counterparts to be acknowledged. The black community has less understanding of the veterinary space, thus support from this community is limited.

She has also discovered that being a female compounds the issue even more as some black communities who understand animal health would not allow women to attend to their animals.

It is important for young people to consider pursuing a career in Veterinary Science as this field is one of the three key pillars of 'One Health' i.e. humans, animals and environment.

Dr Mnisi maintains that there is a need for balance for our continent to function optimally.

Animals are key in human welfare, food safety and security, and therefore, animal health has an impact on the country's economy. Animals also assist in emotional health.

**“A career in veterinary science is worthwhile and one does not struggle with employment as the choices are vast, from being a clinician in different sectors, public health, pharmaceutical, academia to research, what's more, it pays well!” concludes Dr Mnisi.**

## Interested? Some valuable advice from Dr Mnisi

Learners interested in the veterinary field need to focus on Physical Science, Life Sciences and Mathematics and pass their grade 12 very well, from 70% upwards as the competition is high and entry is limited. One needs to be observant and have a holistic approach as animals do not talk.

The future of veterinary science looks great as we engage in advertising it. Veterinary Science will lead the continent, besides everything else, people cannot live without food, and protein is the most important source.

Animal Health is not a luxury but a basic need. Animal Health is not only for the rich but for everyone. A healthy animal is a happy animal and in turn a happy owner.



# HWSETA's Maliza Goes Above and Beyond

In a letter of acknowledgment sent to Maliza Witbooi, Receptionist at HWSETA Northern Cape Office, and penned by Bishop Hans, the Managing Director at Hope Community Empowerment Centre in Kuruman, he said:

*I am writing to you this letter in a humble attempt to express my gratitude for the unconditional support that you have given to me as a blind person. I am truly thankful and appreciate your efforts. Thank you for your assistance with submission of our learner agreements. I could have never made it without you.*

*It is always good to know that I'm surrounded by loyal and companionate people like yourself. You are a good leader and I take pride in our relationship. Please know how much I value and appreciate your help.*

Thank you Mr Hans for these kind words. It is our pleasure and honour to serve our stakeholders.



## Q & A Veterinary Sciences Student

We got a chance to speak to three of the Veterinary science students from University of Pretoria about their journey in studying in this field, and this is what they had to say:

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

**A:** Mziwonke Gagela from Mthatha

**Q: What career are you pursuing in the Veterinary Sciences?**

**A:** I am currently doing my 4th year In Bachelor of Veterinary Science (BVSc)

**Q: What inspired you to pursue a career in the Veterinary Sciences?**

**A:** I drew my inspiration from my grandfather who was a small-scale farmer and he often had problems with his livestock that went up high above his scope of just being a traditional farmer. I saw an opportunity to improve and pick up where he left off but also help and educate the disadvantaged communities.

**Q: What aspects of your chosen field of study do you enjoy the most?**

**A:** I really love production animals (ruminants, poultry, piggery) and companion animals (horses and dogs). The ability to convert what you learn within the classroom walls, which is theoretical knowledge, into advanced clinical and practical skills.

**Q: What are some of the challenges you have faced during your studies?**

**A:** Proper exposure as a child to this field of study would have enhanced my passion beyond what I have today, this would have also guided me into gaining more interest as a child, that would have set up a stage of my life in higher

dimensions in veterinary medicine. It would have been nice to have more black vet students in the programme

**Q: Why do you think it's important for others to join the veterinary sciences profession?**

**A:** One of the greatest threats to humanity in this day and age second to diseases is food security. One of the reasons I joined the profession was to educate our communities about the importance of animals, this not only includes foods from animal based origin but incorporating one health.

**Q: What are some of your career goals for the future?**

**A:** Apart from educating and helping the disadvantaged communities and educating them on one health, I would like to be an equine (horse) medicine specialist.

**Q: What advice would you give to another young person who is interested in this career path?**

**A:** We need to protect our animals, especially the endangered species, and what better way of doing this than getting the know how through education and research. I believe that there are more areas in this field of study that are yet to be discovered. This field is very broad and there are many opportunities.

We can make our planet a better and a safer place for both humans and animals.

"Nakekelwa izilwane (take care of our animals)"



# The HWSETA Team Visit the Home of Peace for the Elderly Persons for Mandela Day

On 19 July 2022, the HWSETA CEO Elaine Brass, accompanied by HWSETA staff members, visited the Home of Peace for the Elderly Persons located in the Alexandra township to spread a little cheer as part of its Mandela Month initiatives.

Situated

at St. Hubert Catholic Church,

the home has been the cornerstone of the Alexandra community since it had been established in 1989, providing much-needed support within the community to prevent the abuse and neglect of children as well elderly persons.

Part of the work that they do is to provide care for elderly persons with physical and/or mental disabilities to ensure that their basic healthcare needs are and ultimately improve their quality of life. Today the institution is home to 36 elderly people who are cared for and offered a range of services, including but not limited to; care and treatment, social work, nursing, medical care, rehabilitation, as well as support services such as catering and laundry.

As a SETA that works within the Social Development

Sector, the story of Home of Peace resonated with the team, inspiring them to give back this year for Mandela Month by offering some essential support. Since the COVID-19 Pandemic, the cost of living has negatively impacted our finances, and

since the July 2020 unrest, we have had

limited or no support for non-governmental organisations. Said Fundiswa Shabangu, Manager at the Home of Peace for the Elderly.

With this in mind, the HWSETA has been engaging with the Home to find out what challenges they face and to figure out how and where the HWSETA can assist in terms of funding. During their visit to the home, the team made a donation of a gas stove, groceries and toiletries to the value of R50 000.

Furthermore, since the onset of COVID-19, many of the residents have had limited interaction with family and loved ones due to the visitation restrictions during this time, leaving many of them with feelings of loneliness and isolation. This is why the HWSETA decided it would also be important for them as a team to spend some invaluable time with the elderly to share a meal with them during this time of giving back.

The visit to the home was overwhelmingly successful, filled with feasting, song, laughter and energetic conversation. The HWSETA team enjoyed spending time with the residents, hearing their stories and spreading some joy amongst such an important group of people who are the pillars of our society. "On behalf of the Home of Peace for Elderly, we would like to express our sincere gratitude to the HWSETA, for touching the lives of our older persons and adding value to the upliftment and development of the centre and its people," said Shabangu.

“Our elders want a life with good health, happiness and dignity. They long for care, love and affection. By understanding their needs and concerns we can play our part in ensuring that they can gain access to all the relevant support services that will enable them to lead a happy and healthy life in their golden years,” said Elaine Brass.





# Q & A Questionare

**Q: What's your name and where do you come from?**

**A:** My name is Thando Mlungisi Khumalo. I'm originally from Diepkloof, Soweto but I grew up in a bunch of different places because my parents thought it would be best if I did not stay in the hood and rather avoid growing up there because there tends to be a lot of peer pressure when you growing up.

**Q: What career are you pursuing in the Veterinary Sciences?**

**A:** I'm currently working towards becoming a wild life vet even though I still need to do some work on the dogs and cats back at home before I can fully commit to wild life.

**Q: What inspired you to pursue a career in the Veterinary Sciences?**

**A:** At the start I drew inspiration from not knowing why my dog was sick when I was young, but the more I grow the more inspiration I draw from being exposed to different species of animals and their differences in how they develop and how to treat them when they are not feeling so well.

**Q: What aspects of your chosen field of study do you enjoy the most?**

**A:** A bit of both aspects when it comes to the theory and the practical stuff but I tend to lean more towards the practical stuff cause it feels like I'm more in the field and doing what I love doing.

**Q: What are some of the challenges you have faced during your study?**

**A:** My biggest challenge thus far was having to migrate to online learning because of the pandemic and it took me back a year and not being able to do some volunteer work during that time made me lose touch with the path. But I

never lost hope that things would fall back into place and I recovered and I am doing better than before the pandemic because I had to adapt to a new way of learning which is very important in my field because things



change so quickly.

**Q: Why do you think it's important for others to join the veterinary sciences profession?**

**A:** I would like to see more vets in the field especially in disadvantaged communities because there is a lack of knowledge and understanding between humans and the animals surrounding them in their shared environment. If we are able to bridge that gap I believe that we will start seeing a difference in how we as humans interact with each other and everything around us and that would lead to a better a planet like what the Dog Whisperer says.

**Q: What are some of your career goals for the future?**

**A:** It would be ideal to have a couple of up and running vet practices but I would also like to branch out into different aspects of my career such as pet nutrition and finding ways to make food that is balanced, high in nutrients and available to animals that are in need. That's just one of the different branches that I am looking into.

**Q: What advice would you give to another young person who is interested in this career path?**

**A:** It would be best to go shadow a vet like how I did at the zoo to see what you are getting yourself into because I thought it was going to be a cruise in the park and I was humbled by the entire process and it didn't stop me. I have a good support structure, which are the people that have your back when you lose your way throughout the entire process. And just enjoying the journey and meeting people along it and knowing that you can't do it alone, your classmates are your colleagues at the end of the day so you must be able to find ways to connect with them if you want to move forward but taking it upon yourself to bring something to the table.



# Post-COVID Automotive Training and Re-skilling for *Youth and Women*

On 13 May 2022, the HWSETA attended an automotive training and re-skilling for vulnerable youth and women event in Durban, Kwa Zulu Natal. The purpose of this event was to increase the economic empowerment of women and youth through various skills development activities in skills relevant to the automotive industry, as well as to strengthen the capacity of TVET colleges to align with the post-COVID-19 economy and labour market needs. This included the provision of equipment for flexible and digital learning.

In attendance were various organisations, including HWSETA, automotive companies, women and youth organisations, as well as NPOs and NGOs.

At the event, Dr Blade Nzimande, Minister for Higher Education, Science and Innovation, said: “COVID-19 has taught us about the need to address under-investment in the public health system, both in response to the virus and to improve the quality of healthcare after the pandemic. “Thus, a human-centred approach should be applied to the design of fiscal policy to advance a fully inclusive socioeconomic recovery.”

He also emphasised the need to provide greater access to social protection services, education, and health systems as well as digital literacy and infrastructure for all, particularly vulnerable groups. “This is the key for thriving in

the post-pandemic future,” he added.

The project delivered capacity development for TVET colleges, specifically Coastal KZN TVET College, Northlink College, and Tshwane South TVET College, to align with the post-COVID-19 economy and labour market needs.

“I have always advocated for an increased partnership between our TVET colleges and the industry as we continuously enhance our curriculum to respond to the needs of the industry. I therefore directed that all our TVET colleges embrace the latest National List of Occupations in High Demand (OIHD) in South Africa, which I publicly announced. The list reflects the work undertaken by the DHET, through the Labour Market Intelligence research programme, to support human resource development in our country,” continued Nzimande.

The project also strengthened connection of TVET college students and graduates with private sector employment opportunities, particularly with automotive companies of South Africa, including Japanese companies.

Considering the turbulent, post-COVID era where skills are needed for the economy to recover, HWSETA was proud to support the event as it had further expressed its view that it would be interested in providing such career guidance in the future. Especially if made available to deep rural areas.

The event highlighted that the partnership between the HWSETA and the Department of Higher Education and Training ensures that the HWSETA is committed to skills development and transformation to our vulnerable groups in society and that it reaches into our rural communities. As the HWSETA, we are proud to be involved in this kind of project and we hope that it will open new opportunities for young women in our society.





# HWSETA Celebrates Moms and Dads



Of all the important commemorative events that take place in South Africa on an annual basis, the two days where we celebrate our Mothers and Fathers are particularly important and the HWSETA takes this very seriously!

On Friday, 6 May 2022 the female staff at the HWSETA

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Being a father means you have to think fast on your feet. You must be judicious, wise, brave, tender, and willing to put on a frilly hat and sit down to a pretend tea party.” Matthew Buckley, *Fatherhood: The Manliest Profession*

were celebrated and given gifts to show appreciation for the different roles they play as mothers, grandmothers, daughters, sisters, and friends in the office. The ladies were delighted with cups and chocolates sporting lovely messages. It was a privilege and a pleasure to honour the women at the HWSETA.

The same was done for our male staff on 17 June 2022. The HWSETA celebrated the role that men play in our society, whether as a father, a brother, or a friend by wishing our male staff a Happy Father's day. The smiles and laughter at our head office were an indication of how happy our male staff were with the coffee mugs, chocolates and messages of appreciation.

We can never underestimate the important role that 'Moms' and 'Dads' play and in light of this, the HWSETA will continue to show appreciation and support for its moms and dads.



# Sign Language Training for HWSETA Staff

## Further Promotes Inclusivity

The need for sign language in the workplace is becoming more prevalent as the number of people who are deaf or hearing impaired continues to rise.

According to the World Health Organisation (WHO) today, the ability to use sign language to communicate and interact with deaf colleagues is essential because it enables a positive working climate along with effective and inclusive communication throughout the organisation. A key part of daily operations is grounded in the ability to communicate with various stakeholders in all the official South African languages, and sign language is no exception.

“Having undertaken to learn sign language in my personal capacity, I have already seen the many benefits thereof in my duties as a leader and my home life,” says name and designation in the organisation “I believe that it’s important for us as leaders to make an effort to learn sign language because it can help us to become more inspiring and impactful in our roles.”

In its quest to create a more inclusive working

environment, the HWSETA has committed to capacitating staff members with sign language as part of their skill set.

Thus, in honour of Mandela Month 2022, all members of staff have been offered the opportunity to take sign language training through the University of the Free State. Front-of-house staff at reception will be the first group to undertake the course.

The course is designed to upskill them with the ability to communicate better with their deaf and hearing-impaired colleagues as well as HWSETA stakeholders.

The HWSETA understands that sign language is firmly inculcated in the culture of the deaf community and by encouraging staff to study sign language, the organisation is promoting heightened sensitivity to the deaf community and enables staff to feel more confident when communicating with the deaf and hearing-impaired community. In so doing, this demonstrates the HWSETA’s commitment to service excellence.

Through an increased understanding of the deaf community and their culture, the organisation will be better capacitated to design programmes that are fit-for-purpose where the education, training and upskilling of members of this community in the country is concerned.



“We want to empower our team with the ability to engage in productive and meaningful conversations with the hearing-impaired community,” emphasises Elaine Brass, CEO for the HWSETA.

### 5 Benefits of Learning Sign language

- 1 To communicate with millions of people**  
Did you know that over 460 million people worldwide are hearing impaired or deaf?
- 2 It makes you smarter**  
Bilingualism of any language (whether signed or spoken) is a great brain booster.




### 5 Benefits of Learning Sign language

- 3 It gives you a superpower: expanded vision.**  
Sign language also provides the benefits of bimodalism as well, i.e. using a visual-spatial medium, expands your visual-perceptual skills: spatial awareness, mental rotation skill, visual sensitivity, and more!




### 5 Benefits of Learning Sign language

- 4 It makes children smarter and better behaved**  
Research confirms that signing boosts babies' vocabulary and mental development, and helps to reduce childhood tantrums while deepening the parent-child relationship.
- 5 Because it's beautiful and fascinating!**






# World Skills Winner



After all the excitement surrounding the World Skills competition, the HWSETA managed to chat to World Skills Occupational Winner, Tshiamo Moeketsi (22), who was born and raised in Rustenburg, North West and who will represent South Africa at the World Skills International Competition in Singapore in October

**Q: How does it like now that you won?**

**A:** It all still feels like a dream honestly. I feel so proud of myself, this has made me realise the great potential I have within me, but more than anything I feel so blessed, it could've been anyone but it's me.

**Q: Did you see it coming? Did you anyway feel that you won?**

**A:** I didn't, at all. Although there were some skills, I felt I nailed, there were also some others throughout the competition I felt I could've done better, I felt I could've given more or prepared better but it turned out what I gave was more than enough to get me to win.

**Q: How has the reception been like at the university? Are you famous now? LOL**

**A:** The reception was heartwarming on our arrival at the university. The nursing school director and all our lecturers were very happy, this is not just a great achievement for me but for the North West University as a whole as well. I wouldn't say I am famous yet but recognition yes, I've been getting messages and calls from people I don't know to congratulate me on this big achievement.

**Q: How do you plan on preparing for the international competition to Singapore and have you started preparing?**

**A:** I am going to prepare by familiarising myself with the international Test project and ensure I know and do all that is expected of me, as well as getting guidance and knowledge from my lecturers and NEs. I haven't started preparing yet, as I have just completed my semester exams and still just trying to gather all the study material, I'll need for preparing. I am also still awaiting the International Test project to be released as well as all the other details and information I'll need thereof.

**Q: How has this win changed your life/ Has there been any changes in your life since you won the Nationals?**

**A:** I've received so much exposure and recognition since I was awarded the winner, to name a few: I got a wonderful opportunity to be interviewed on national television, I was also interviewed by local radio stations and got published on a local mail as well. And I believe this is just the beginning of many doors that are yet to open for me.

**Q: What are you most anticipating on for the international Competitions?**

**A:** It's a tricky question since we are talking about the international scale, at this level an individual would assume that the best in the world will be present (myself included), students from different countries and continents with different cultures, technological usage, high degree competitors and the level of difficulty being at another level (last degree). One can anticipate a lot of things, but the most important one other than what I stated above is me being my best, producing what my potential offers, not forgetting to also learn (how nursing skills are done in different countries by my fellow competitors) and lastly having fun as I do it all.

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

**A:** I think if words of gratitude would deplete mine would've already depleted. I've been expressing my gratitude since day one and I continue to till this day because all of this is just amazing. My heart overflows with gratitude. What the great opportunity brought forward by the HWSETA has done for me is overwhelming. Never have I ever in my years of life thought I'd be part of this great opportunity, and even better be the final winner. May you continue to change young people's lives like you've changed mine.

# Q & A Veterinary Sciences Student



**Q: What's your name and where do you come from?**

**A:** Xolani Fakude. I'm originally from Mbombela (Nelspruit) in Mpumalanga

**Q: What career are you pursuing in the Veterinary Sciences?**

**A:** I would like to focus on Production Animals which includes your cattle, goat's sheep, pigs, chickens and horses.

**Q: What inspired you to pursue a career in the Veterinary Sciences?**

**A:** I witnessed a vet treating my uncle's cattle on his farm and some of his pets. Seeing this really inspired me to choose the profession as the career for me to pursue.

**Q: What aspects of your chosen field of study do you enjoy the most?**

**A:** The opportunities to do a lot of field work. The challenges it poses really motivate me to better my skills a veterinary professional.

**Q: What are some of the challenges you have faced during your study?**

**A:** Developing study methods to deal with large volumes of work - Being away from home for extended periods of time - Learning different languages in order to better communicate with clients.

**Q: Why do you think it's important for others to join the veterinary sciences profession?**

**A:** South Africa currently has a massive shortage of Vets as there are currently between 3500 and 4000 registered vets countrywide. Vets are heavily involved in ensuring food security with regards to the production of meat-based products. Veterinarians are responsible for disease control in animals that affects their welfare and disease that can pose a threat to humans.

**Q: What are some of your career goals for the**

**future?**

**A:** Help develop and implement effective disease control protocol for infectious diseases amongst production animals - Set up my own animal production enterprise to help contribute to food security in the country - Help enable better access to veterinary services to communities that generally have not had access to these services.

**Q: What advice would you give to another young person who is interested in this career path?**

**A:** Veterinary science is a very broad profession and there are many fields that a person can choose to specialise in. It poses you with a lot of different challenges which would result in a great sense of professional fulfilment.

“

“South Africa currently has a massive shortage of Vets as there are currently between 3500 and 4000 registered vets countrywide. Vets are heavily involved in ensuring food security with regards to the production of meat-based products. Veterinarians are responsible for disease control in animals that affects their welfare and disease that can pose a threat to humans.”





# Youth Month Commemorated with Bursaries for Study in *Veterinary Sciences*

On 16 June annually, South Africa celebrates its youth and commemorates the actions of the thousands of students who marched on the streets of Soweto, and subsequently the rest of the country, to protest against the language of Afrikaans being used as a medium of instruction in Bantu schools.

Sadly, many students lost their lives on the day and it has since been used to commemorate the youth of 1976.

Now, 46 years later, the youth of South Africa battle with high unemployment, poverty, and an insufficient education system. HWSETA acknowledges that although our country has phased out of the injustices of the Apartheid government

and moved into a democratic dispensation, much work still needs to be done for our youth that are still trapped in these circumstances.

In line with this, and to address the transformation and critical skills shortage that exists within the South African veterinary sector, during Youth Month 2022, the HWSETA committed to award 50 bursaries to study a veterinary sciences degree or bachelor of veterinary nursing at the University of Pretoria provided that they meet the requirements. The youth who meet the requirements are encouraged to apply as the career bridges the skills shortage in the country and offers an exciting opportunity to those who study it.

“HWSETA urges its youth to continue fighting for the freedom of education that the youth of 1976 strived for: to be taught quality education and the right to be taught in one’s own language. For the freedom and the education that will be utilised for the development and the upliftment of our communities.”

# YOUTH DAY!





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