

skillsTALK @HWSETA

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HWSETA attends Durnacol Skills Hub graduations

"Can you imagine the world without artisans? It would be a world without humanity. We all play an important role in the world functioning and without us, the world would break slowly, our ability to design and create makes us unique in the natural world", said Innocentia Shabangu, a 27 year old artisan Graduate who is currently employed at Durnacol Skills Hub as a facilitator.

Graduations are always exciting as they are an opportunity to reflect on one's journey and celebrate the sacrifices made to finally reach their goal. That is why HWSETA is proud to have funded and attended the Durnacol Skills Hub graduations on 18 November 2022 at Durnacol Skills Hub in Kwa-Zulu Natal, Newcastle. One Hundred and two (102) learners were funded by HWSETA in 2020 to study towards electromechanical engineering (Millwright) and Diesel Mechanics, they also received stipend monthly to buy necessities and a drivers license so that after completion they are fully equipped for employment.

Mr Skhumbuzo Gxabashe, the Executive Manager in Skills Development Planning (SDP), HWSETA emphasized on the importance of development. He said that although the HWSETA funded the graduated up to a certain degree, now it's time to the graduates to spread their wings and make a mark in the industry as they are well-equipped, He went on further and said the sky is the limit, with the shortage of such skills in our country and overseas we have no doubt in our mind that these graduates will not succeed, he said with a smile.

These graduates did not have the "normal" college experience because of Covid-19. Some sacrifices had to be made like changing some of the learning materials to online learning and but they still pushed to make it work.

The HWSETA is proud to continue to contribute to making positive changes in lives. We firmly believe that through skills development we will be able to make a difference in the Country.



A word from the CEO



What a year! We cannot believe we are already in December and approaching the last quarter of our financial year. The HWSETA has continued to put every effort into serving our sectors. It has been one busy quarter and year. We had our AGM on Friday 4 November in Kimberley, Northern Cape. The weather was good and many of our stakeholders come out to join us. For the first time in 2 years we had a physical AGM, and what an awesome experience it was sharing and spending time with our stakeholders. We will showcase this in our next edition, but in summary, the HWSETA maintained its unqualified audit for 2021-2022 and reached excellent performance, where we met and exceeded in some instances, achieving 90% of the targets we set for the year. The HWSETA is pleased with this result as it signifies impact to our sector. We disbursed over R711 million into our sectors over the year for approved projects and programmes.

Reflecting over the quarter, our veterinary science launch in May 2022 started our campaign, the purpose of which was awareness of careers in veterinary science, especially in the rural areas, and with this awareness to encourage transformation in the sector. We have had full support from the sector in this campaign and we had done it with a difference, definitely not career guidance as usual. This campaign has sparked tremendous interest in the profession. Please read all about it in this edition of our Skills Talk.

What is key to the HWSETA is impact. This was greatly felt during our launch of our co-operative project. This project will serve poor communities and poor learners supplying them with school uniforms. But most important is the sustainability of the co-ops that we have funded. We have over the last couple of years supported 19 co-operatives with funding, learnerships, equipment and skills programmes. These co-ops already have clients, and we wish them great success to ensure strong, self-sustainable co-operatives going forward.

Our sectors have been active over the last quarter where the HWSETA have participated and supported them at various conferences held, HPCSA, Nursing Conference, HASA conference, and the Phlebotomy conference.

Our apprentice programme continued to yield excellent results in terms of throughput success and employment opportunities for young learners, including many women learners. Our accelerated programme for Air Conditioning and Refrigeration apprenticeships is a 2 year programme and ensures quality education and practical experience. ACRA announced the development of a new state of the art Air Conditioning and Refrigeration Infrastructure project that will commence soon. This will further provide amazing facilities for training and testing in this trade.

The HWSETA, prior to our draft submission of our planning and strategic direction for the next year and 5 years, engaged with our stakeholders in the sectors of Health and Social Development in August 2022. Our engagement was most fruitful where we also communicated our initial plans to our sector, as well as the research results of the sector contained on our Sector Skills Plan. The engagement was met with appreciation and has assisted the HWSETA in finalizing our plans with our sector for our sector.

We developed and launched our careers portal out of the need to communicate with learners during Covid-19. The portal has proven to attract thousands of potential learners. In its information and guidance that is shared to learners, we have updated the portal this year too, to ensure it remains interactive, easy to use and provides information that is needed and relevant. Please visit our portal and encourage others to visit it too. Don't forget our many social media platforms, where we strive to share events and information!

A very proud moment was the participation of HWSETA in World Skills South Africa. HWSETA supported the Health and Social Care skill to compete for the first time in South Africa and internationally. The International Competition took place in Bordeaux, France in October. Our amazing competitor, Ms Tshiamo Moeketsi, competed well amongst the best in the world. Although we did not bring home a medal, we brought home satisfaction that we competed well internationally, and skills development was achieved. It's not about a competition, it's about skills development. Ms Moeketsi made the HWSETA and SA proud. What she learned over the year has strengthened her skill ten fold and will remain with her in her career ahead. We know that her nursing college, NW University, has benefitted too from the preparation that was undertaken in order to prepare Tshiamo, and the knowledge that she has brought back. We know that Tshiamo will continue to share her experiences and that this skill over the next 5 years will strengthen to a point where SA will be in the top winners.

Until next calendar year, the HWSETA and I wish you all a restful period over December with much success for the New Year.

Take care over the festive season and God bless!

Elaine Brass

Chief Executive Officer
HWSETA



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Four Provinces Visited During Veterinary Career Awareness Programme

Awareness Programme



Following the launch of the Health and Welfare Training Authority Veterinary Career Guidance launch, an initiative proposed to address the transformation and critical skills shortage inherent within the South African veterinary sector, prompted the HWSETA to visit four provinces to create awareness for the profession.

The HWSETA partnership with the Department of Higher Education and Training (DHET) identified four provinces, 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. These learners were all from Grade 9-12 and ideally studying Maths and Science.

The first school visited was Moroka Secondary School, in Thaba N'chu, Free State on 26 July 2022. The career exhibition was attended by 207 learners from Albert

Moroka High School, Sediti High School and Moroka High School. Dr Nomfundo Mnisi was the keynote speaker and engaged with the learners on different careers available in the veterinary sector.

The second school to host was Kgomotso High School, in Pampierstad in the Northern Cape Province on 26 August 2022 and a total of 221 learners from different schools attended this event. The second part of the programme was an exhibition where learners got the opportunity to engage with exhibitors who were present on the day. A veterinary student shared information on what is involved in veterinary studies, as well as the challenges and highlights of the profession.

Representatives from Society for the Prevention of Cruelty to Animals (SPCA), the South African Veterinary Association, University of Pretoria and Tsolo Agriculture and Rural Development Institute (TARDI).

We also had a mobile clinic from the Department of Agriculture that were one of the exhibitors for the day. The Para-vets were performing surgeries on animals and learners got an opportunity to witness 'vets in action'.

The last one, and what we called the "showstopper" was held in Limpopo, Hoedspruit in a village called Ga-sekororo where 471 learners from 10 schools attended. The event took place on 28 September 2022, that also marks 'World Rabies Day'. The Department of Agriculture hosted a vaccination drive from 26 – 28 September 2022 to commemorate World Rabies



Day and members of the community brought in their pets to be vaccinated. The HWSETA's Board Chair, Dr Mnisi, demonstrated how to do a pregnancy diagnosis by rectal examination.

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 emphasised how excited he and the Department are that the HWSETA is fully committed to career guidance and firmly believes that these learners will grab this opportunity with both hands.

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.



HWSETA Invigorates the Spirit of Women-Led Entrepreneurship and Philanthropy with the Launch of *New Cooperative Project*



Women entrepreneurs are playing an increasingly larger role in the South African economy.



Between 2019 and 2020, we executed our COVID-19-related strategies that were developed to encourage community members from various parts of the country to band together and become skilled in manufacturing of essential items to cope with the pandemic. As a result, we were able to support 19 rural cooperatives, enabling them to manufacture and distribute cloth masks, reusable sanitary pads, and soaps.

Last year, we further funded the cooperatives with industrial sewing machines, fabric, and the necessary tools to assist them to become established businesses. Now, these cooperatives can produce high-quality lab coats and scrubs for HWSETA-linked organisations such as the Wits Health Consortium and Rui and Ruo Medicals.

Today, we are excited to be in a position to assist twenty-five women-led cooperatives from across rural South Africa to set up and establish their factory businesses that will manufacture healthcare and school uniforms. We launched this initiative at one of our affiliated cooperative factories in Nkomazi, Mpumalanga on 29 August 2022.



It was our pleasure to host the Honourable Mohita Latchminarain, MEC for Public Works Roads and Transport, who presented learners from various schools with new uniforms. The schools that received uniforms are Bongokuhle primary school, Matsafeni primary school, Luvolwetfu primary school, Ndlemane primary school, Matsamo primary school, Langa secondary school and Mbambiso secondary school.

Also in attendance at our launch, was Comrade Phakamile Thwala (SANCO) Comrade Phakamile Thwala and Ehlanzeni District Municipality Official. Motivational Speaker, Bongiwe Ngcube was also one of our honoured guests who gave an inspirational talk to everyone who attended the launch.

Women entrepreneurs are playing an increasingly larger role in the South African economy.

But, there is still a need to address the structural challenges of social and gender equality that continue to deter their progress. By creating the right social, political, and financial

conditions for women to succeed, we will be making a positive impact on the future growth of our economy. With this understanding in mind, our plan in the first phase is to buy the uniform packs from the cooperatives on behalf of the learners to help them generate some much-needed income.

We envisage that the manufacturing of these packs will benefit more than 5000 underprivileged school learners, while also creating critical employment opportunities. These packs of uniforms will include jerseys, trousers, school shirts, skirts and full school uniform dresses that comply with the participating schools' colours.

With the support of the HWSETA, 15 out of the 25 cooperatives are currently operational and have graduated to a phase of sustainable manufacturing. They will continue to receive our support for three years. The remaining 10 will come into operation in time for the January 2023 school year as they are currently procuring all the necessary tools required to commence production.

We want to guarantee that these companies have the best chances to succeed by ensuring that they have an in-depth understanding of all the critical best practice standards that must be adhered to when operating a successful manufacturing business that produces high-quality products.

We are excited to be collaborating with such a dynamic group of female entrepreneurs and are proud to be in a position to help our entrepreneurs build profitable businesses that will also help invigorate vital employment opportunities within their communities. Our vision is to unearth more avenues that will give more women entrepreneurs a platform to build successful and sustainable businesses that embrace the spirit of giving back to their communities.

HWSETA Hosts 'High Tea' Event in Support of Breast Cancer Awareness Month



October is Breast Cancer Awareness Month, an annual campaign to raise awareness about the impact of breast cancer. Since 1985, individuals, businesses, and communities have come together every October to show their support for the many people affected by breast cancer. Breast Cancer Awareness Month can be a time to reflect, give back, or even celebrate.

The HWSETA collaborated with the CANSA organization, to create awareness and show support by educating the HWSETA staff on breast cancer. We hosted a "high

tea" event at our head office in Bedfordview on 14 October 2022, where staff had an interactive and educational session with a breast cancer survivor and the representative from CANSA organization.

The theme for the day was pink to honour those who are battling and who have survived the disease.

Jacqueline Boshoman, the breast cancer survivor spoke about her journey, she shared details on her journey from the moment she found out she had breast cancer up to her recovery. She also emphasised that the stereotypical myth that only women can have cancer is not true, both genders are at risk for breast cancer.

There were also fun activities throughout the day, where staff won prizes for Best Dressed female and Male amongst other things. The HWSETA is proud to have hosted such

an event and hope our staff have learnt about and better equipped about this disease.



HWSETA Values



SERVICE EXCELLENCE

We strive to exceed customer expectations through efficiency and consistency.



TRANSFORMATION

We actively pursue progressive growth and change in terms of people, processes and systems to match the ever-changing operating environment.



TRANSPARENCY

Honesty and openness are at the core of how we conduct business by encouraging the accessibility to and sharing of information.



INTEGRITY

We strive to be ethical, honest, and principled in how we carry out our duties and deal with our stakeholders.



RESPECT

We treat all people equally and with dignity.



FAIRNESS

We strive to be fair and consistent in how we treat all our stakeholders, under any circumstance.



ACCOUNTABILITY

We strive to be answerable for our actions without apportioning blame.

Launch of the Air Conditioning and Refrigeration Infrastructure, Apprenticeships and Skills Development Project



The HWSETA attended the launch of the Air Conditioning and Refrigeration Infrastructure, Apprenticeships and Skills Development Project hosted by the Skills Initiative for Africa Financial

Cooperation on 14 October 2022 at the Air Conditioning and Refrigeration Academy at Chloorkop, Kempton Park.

Skills Initiative for Africa Financial Cooperation (SIFA FC) is an African Union Commission intervention implemented by the African Union Development Agency (AUDA-NEPAD) and financed by the German Government through KfW Development Bank. SIFA FC is designed to coherently address the common challenges in youth skills development by upscaling and disseminating local best practices and supporting innovative and sustainable

approaches, thereby fostering youth employment and entrepreneurship across the African continent.

Representatives from ACRA, SARACCA, KfW office in South Africa, German Embassy in South Africa, AUDA-NEPAD and Department of Higher Education, Science and Innovation were present to give keynote addresses.

HWSETA sponsors public sector doctors to attend HPCSA 2022



The Health Professions Council of South Africa (HPCSA) hosted their inaugural national conference from 2 – 6 October 2022 at Sun City in the North-west Province. The HPCSA is a regulatory body that is committed to serving and protecting the public and providing guidance to registered healthcare practitioners in the industry.

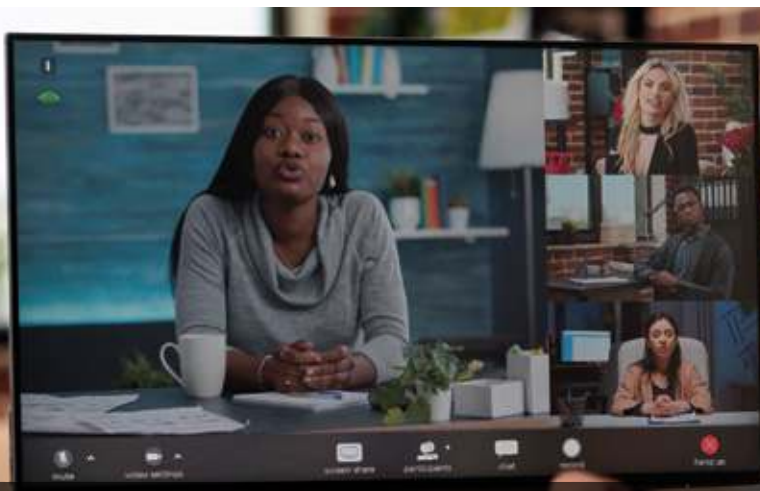
The conference was attended by representatives of medical regulatory authorities in South Africa and abroad, healthcare practitioners, students and interns in the health environment, the Department of Health, various associations and societies, educational and training institutions, representatives of medical schemes, government agencies who are involved in health workforce and regulation and opinion leaders, as well as health commentators in the health fraternity.

The conference provided an opportunity for delegates across all health sectors to engage on regulatory matters pertaining to the healthcare environment, most notably on the shifting global and local healthcare



trends including those such as innovation, technological advancement, the shortage of resources and financial viability of healthcare solutions. The HPCSA national conference provided a platform and networking environment for healthcare practitioners across the globe to address industry challenges and develop viable solutions to these.

The HWSETA demonstrated its commitment to developing the healthcare industry by sponsoring the delegate registration fees of public sector health care practitioners to attend the conference. The HWSETA also hosted an exhibition stand and engaged conference delegates on a one-on-one basis over the three day period sharing strategic insights, key points and vital information about the HWSETA, further growing its support within the industry.



HWSETA HOSTS STAKEHOLDER ENGAGEMENT SESSIONS

On an annual basis, the HWSETA holds a stakeholder session where stakeholders are invited to discuss and interact with the organisation in order to understand the skills development needs of stakeholders beyond 2022. This is based on the research done and the projected future focus on skills.

The sessions were held during a virtual meeting on 16 and 18 August 2022, with the first session centering around social development and the latter around the health sector. The key focus being around

meeting the skills development needs in both these sectors.

The event kicked off with the HWSETA Chairperson of the board, Dr Mnisi who welcomed everyone and highlighted the importance for HWSETA to engage with its stakeholders as she believes that stakeholders play a vital role in the organisation.

Through these engagements, the HWSETA can discuss new trends in the market, which assists us in adapting to a better and a more efficient

way of getting things done. Further encouraging the stakeholders for their input and insight, said Dr Mnisi.

The strategy of the HWSETA is mainly informed by the National Skills Development Plan; Scope of Authority of the HWSETA contained in the HWSETA Constitution, which is determined by the Minister; Sector Skills Plan; Human Resource Strategies of the Department of Health and Social Development and the Economic Reconstruction and Recovery Plan in the sector and direct our strategy and plans.

HWSETA Career Portal *Update*



The Health and Welfare Sector Education and Training Authority's online Career Portal was launched in March 2021. The career portal is aimed at guiding and informing learners about how to pursue a career within the related fields.

The portal offers a wide range of resources including a comprehensive list of careers available in the health, social development and veterinary sectors and career guidance advice including subject choices, relevant tertiary institutions, approved training providers and possible funding opportunities available through institutions.

The portal requires ongoing content updates as information changes or new information becomes available. There is also a need to create awareness about the portal among school goers and school leavers, as this is a valuable tool in career decision making.

A service provider was contracted to maintain and update the portal website, as well as all the backend data that is gathered when users register on the site. The team has also been tasked with continuing to drive traffic to the website with various marketing strategies mentioned below.

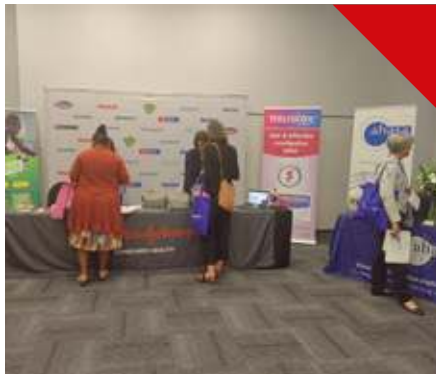
Aside from monthly content updates, a monthly blog or newsletter which is sent to users also generates traffic to the website. There are also dedicated social media posts around the benefits of the portal to users to increase uptake. In a further push, a press release will be issued each quarter to generate interest amongst the media about the Career Portal.

PR and communication objectives include:

- Positioning HWSETA's as a leader in skills development in the fields of health, social development, and veterinary sciences.
- Generating awareness around HWSETA's Career Portal and increase registrations.
- Ensuring the Career Portal provides a full-on service for learners and students interested in the health sector.



Nursing Conference Provides Opportunity for a Regroup and Refresh of the Profession Post Pandemic



As South Africa emerged from the various levels of lockdown during the pandemic, the HWSETA Forum for Professional Nurse Leaders (FPNL) and the Nursing Education Association (NEA) identified the need to regroup, as well as to refresh knowledge, skills and networks following the extended period of isolation. The result was a conference held on 22 – 23 September 2022 to the Focus Rooms Conference Venue at Modderfontein.

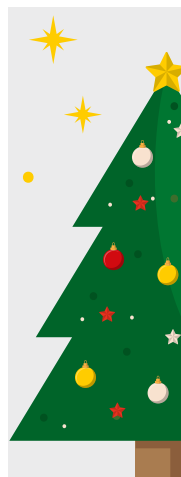
This conference follows a time of turmoil for the profession in South Africa on many levels. The transition of nursing education in South Africa brings with it a variety of challenges to be negotiated; the pandemic destabilised the foundations of healthcare and the delivery of healthcare services, as well as forced the need to function on a digital level. The positive outflow of these historical events were new possibilities for innovation and collaboration that added value to the professional practitioner and healthcare, this is in spite of the trials and tribulations.

Speakers provided guidance on leadership and career development, the status of health in SA, the changes in nursing education and in nursing broadly post COVID. A panel discussion on the new 'General Nurse' that will be entering clinical practice in 2023 shed light on what can be expected.



Road Safety Tips for the Festive Season

- 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 /water 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 - When you need assistance, kindly call the following numbers

Police	10111
Fire	10177
Ambulance	10177
Arrive Alive Call Centre	0861 400 800
Emer-G-Med	0861 007 911
Accident & Breakdown Towing	0860 911 326
Netcare 911	082 911
ER24	084 124



HWSETA HOSTS SEND-OFF FOR WORLD SKILLS WINNER



HWSETA hosted a farewell tea party on 13 October 2022 to congratulate 2022 World Skills South Africa winner, Tshiamo Moeketsi, a fourth year nursing student, at North West University. Tshiamo is headed to France to compete against other international nursing students. The HWSETA Executive team, North-West University facilitators, HWSETA

staff, and Tshiamo's family members gathered to wish her well for the World Skills final leg of the competition.

Elaine Brass, HWSETA CEO congratulated Tshiamo and said that "upfront I want to say how proud we are of you. You started on this journey with us and here you stand today, ready to embark on the final leg to France. I am sure we all feel as if we are living in a dream still. We are going to France, and we could not have asked for a better competitor. Tshiamo, your attitude, your respect, your wonderful, kind demeanour, your dedication and hard work will take you beyond France, that is for sure!"

She went on to say that everyone who has been involved in the competition in any way supports and is behind Tshiamo. Most of the countries that compete in this skill have been doing so for a while and that the HWSETA does not have unrealistic expectations of Tshiamo.

Her facilitators from North West University delivered profound advice

that it is not hard work along that will get her places, but instead, wisdom- wisdom that "comes from up above" and that needs to be shared with others.

On behalf of all the HWSETA staff, we would like to congratulate and wish Tshiamo the best in her endeavours. Mr Clayton Peters of the HWSETA said:

"We are walking this journey together with Tshiamo, and if she needs a hand, we will be there."



HWSETA attends HASA Conference in Cape Town

The Hospital Association of South Africa (HASA) is the representative body for the majority of private hospitals in South Africa. HASA members include Netcare, Life Healthcare, Mediclinic and the National Hospital Network.

The Hospital Association of South Africa (HASA) is mandated by its members to lead the industry by engaging proactively with government and other stakeholders on policy and legislative matters. Their annual conference and exhibition took place at Century City Conference Centre and Hotel in Cape Town from 1 - 2 August 2022.

This is an important event during a crucial period in healthcare reform in South Africa and comes at a time when the eyes of the country are on the major

role players in the sector and offered an opportunity for exhibitors to showcase their innovations, services, expertise, and products before a discerning and captive audience.

Among those who have benefitted from the conference have been policymakers and regulators at national and regional level, academics, hospital and nursing services managers in the public and private sector, non-governmental organisations, clinical and quality control managers, medical staff, medical device and service suppliers, consumer champions, and healthcare media.

At a time of urgent and accelerated change in healthcare, the conference featured a number of international and local speakers with policy, regulatory

and clinical expertise who, together, explored how using forward thinking, we can collaborate to enhance healthcare and evolve new systems and approaches into the future. The HWSETA participated in the conference as both a delegate and an exhibitor.





HWSETA Funds Phlebotomy Conference 2022



Phlebotomy Medical Technicians are considered the cornerstone of Medical

Laboratory Science and play a pivotal role in the pre-analytical phase that assists in the diagnosis, monitoring or treatment of a patient.

We were excited to attend the Phlebotomy conference at the Indaba Hotel in Johannesburg on 21- 22 October 2022 that sought to promote the growth of the profession, while upholding its standards.

Kathy Thavar, the Chairperson of the Phlebotomy Committee announced that the Phlebotomy syllabus has been reviewed and proposed changes were approved by the HPCSA. The

phlebotomy training programme now includes the following additional items such as: D-dimer, PCT, CRP, INR, Blood Gas, COVID-19 antigen test, among others.

The conference was well attended by Phlebotomy students, former students and stakeholders such as Lancet and the South African National Blood Services. At a gala dinner held during the event, best performing learners were awarded prizes in recognition of their achievements. The HWSETA funded and exhibited at the event.



Noxolo Interview Questionnaire

NAME: Noxolo Mthembu

DESIGNATION: Professional Nurse

Q How long have you been a (professional) for?

A I Qualified in 1998 and worked in different roles namely; Midwife, General nurse in different departments, Clinical Facilitator/ Hospital training Nurse Lecturer, Health Systems, Medical aid – Case management and Disease management, Unit Manager and Night Nursing Manager- Specializing in Quality.



Q Where do you currently work?

A I work as Night Shift Manager at Netcare

Q Was it your first time in this role?

A Yes, it was my first time.

Q What inspired you to be a National expert for the World Skills Competition South Africa?

A What inspired me was to know that Nurses are being exposed to international interactions which will promote sharing of patient care standards across the world. Amongst others, my daily goal is to ensure quality, individualised care for our patients which will translate to Nursing Excellence and extraordinary bedside etiquette with my involvement with other Experts in the global environment.

Q What qualifies one to be a national expert?

A An Expert:

- Must possess an Applied knowledge and a degree, of a relevant trade, occupation or skill, and the factors bearing upon it.

Q What were some of the highlights for you in the competition?

I have many highlights, but will just mention a few,

- A**
- Successful completion of provincial competition following two consecutive unsuccessful planning attempts due to Covid.
 - The high level of performance from the member countries' competitors including Tshiamo-our competitor.
 - Quality of preparation during the preparation week in France.

Q Is there any advice/ recommendation you would give to the organisers of the competition to make things easier for both the competitor and the National expert?

A Timeous planning, will assist with making decisions early enough to avoid delaying competition processes.

Q Did you feel any pressure in this role, with regards to making sure that the competitor wins the international competition?

A Definitely, It was always my dream to bring a medal back to South Africa in the International competition and knowing the strengths of our competitor, Tshiamo, I will from time to time make inquiries to relevant marking teams to verify the marks allocated to a specific task (It is an expected process from the World Skills Competition Rules).

Q What advice would you give to a student who wants to take part in the competition next year?

A HWSETA and Department of Higher Education and Training under the directorate of WorldSkills South Africa are responsible for recruiting competitors in the Health and Social Care Skill. Interested students can be advised to make inquiries through these relevant institutions.

Durnacol Questionnaire 1

NAME: Innocentia Shabangu

DESIGNATION: Student

LOCATION: Lydenburg Mpumalanga

Q Please tell us who you are, where you are from and how you came to be acquainted with the programme?

A I am Innocentia Shabangu, a 27 year old from Lydenburg in Mpumalanga. I got acquainted through our NGO. We went through tests and an interview of which the best candidates made it through.



Q What did it mean to you when you were called that you were one of the selected?

A It meant the world to me because I was working at Mr Price as a cashier and it had always been my dream to study further. Electrical engineering was one the careers I wished to study but had no funds for it. I was ready to relocate and change my life.

Q Which trade will you be training in the programme?

A Millwright.

Q What made you choose this career path?

A It had always been my dream to become an electrician, so I figured to kill two birds with one stone and become a millwright. I love working with my hands and challenging my brain. So being a millwright was the best choice.

Q Since choosing this career, have you ever experienced any form of difficulties that might get in the way of your success?

A No, not at all.

Q How will this programme benefit you?

A With my skills and qualification, I will get a job (my dream job) in one of the mines and industries and earn enough afford buying or building my family a house, my own car and just to be able to do everything I have always wanted to do.

Q A few years from now on, when you look back to this day, what will you say to yourself regarding this career path that you have chosen and what impact will it have made on your life and on your community?

A I will remember how hard it was not knowing where to start building my future. I will be very to have accomplished my dream. I will tap myself on the shoulders and say "LOOK AT ME NOW". Losing my parents at a young age and being able to take care of myself was hard and I never imagined that happening.

Q Please tell us about your sources of your inspiration and what keeps you going?

A I'm inspired by seeing young women working hard, driving their own cars, living the best lives and staying in their own houses. What keeps me going is my home that burnt down and my family, that not a single one of them works or even completed school. I want to be there for them and myself.

Durnacol Questionnaire 2

Meet Stella, who used to work as a cleaner at HWSETA back in the days. Today she is a qualified artisan and ready to take over the world. We got a chance to chat up with her and tell us about her journey

NAME: Stella

DESIGNATION: Student

LOCATION: Mhlaletse
Ga-Sekhukhune in Limpopo

Q Who are you and where are you from?

A I am Stella and I am from Mhlaletse Ga-Sekhukhune in Limpopo.
I am graduating in Diesel Mechanics.

Q How old are you?

A 45 years old.

Q How long were you working for HWSETA and what was your occupation?

A I was working as a cleaner at the HWSETA for 6 years.

Q As someone who used to work for the HWSETA, please tell us about your journey since leaving the company and how did you end up being here for the programme?

A While working at HWSETA, Sikhumbuzo Gcabashe told me about this programme and encouraged me to be part of this amazing journey, I never looked back since.

Q What inspired you to be on this programme?

A I wanted to know how to work with cars and I gained interest.

Q How has it benefited you?

A It benefited me so much because I gained new skills, that I never thought I would, I mean imagine from being a cleaner to an artisan (she smiles) and earning a good stipend that makes a big difference at home.

Q How does it feel like being a Durnacol graduate?

A It was challenging for me at first but at the end, I am grateful. Now so many doors are open for me and this gives me an opportunity to better my life and family.

Q Did you feel like you were receiving the support that you needed during your time at Durnacol?

A All the time, from the Durnacol staff, to my family members.

Q What message would you send to adults who are older and discouraged to go back to school?

A I would say to them that they should never give up and think that it is the end of the world. You can win if you are interested and put your mind to what you want to do.



Durnacol Questionnaire 3

NAME: Manqoba Sizwe Dlamini

DESIGNATION: Student

LOCATION: Shiselweni, Eswatini

Q Please tell us who you are, where you are from and how you came to be acquainted with the programme?

A My name is Manqoba Sizwe Dlamini. I am from Shiselweni in Eswatini. I knew about the programme through visiting the HWSETA website.

Q What did it mean to you when you were called that you were one of the selected?

A It gave me an excellent opportunity to become one of the best electromechanical engineers in the industrial field.

Q Which trade will you be training in the programme?

A Electromechanics (Millwright).

Q What made you choose this career path?

A The passion and eager to know more about industrial technology. Not only that, but skills innovation that are in need in the society at large. With that being said, I can become self-employed, creating my own business.

Q Since choosing this career, have you ever experienced any form of difficulties that might get in the way of your success?

A No. Not at all. Due to my ability to multitask.

Q How will this programme benefit you?

A The programme opened many doors because I have received my trade and as well as my driver's license as well. I can say that the programme is unique to others out there because of these packages it came with and absolutely very useful.

Q A few years from now on, when you look back to this day, what will you say to yourself regarding this career path that you have chosen and what impact will it have made on your life and on your community?

A I chose the right career path because it changed my life from just a high school graduate to an electromechanical engineer I am today. To my community, it developed one of their own members because now they know that whatever there is a project, they can rely on me and I will contribute positively.

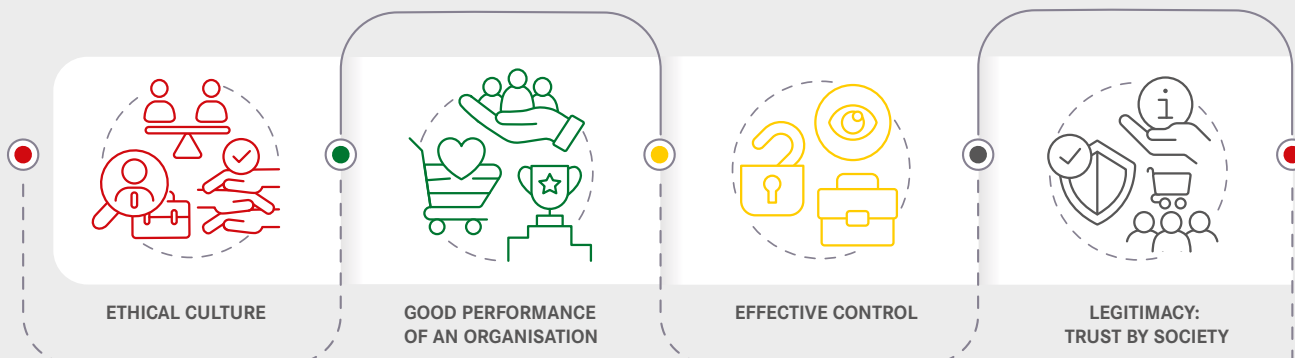
Q Please tell us about your sources of your inspiration and what keeps you going?

A Seeing new technologies being invented on youtube and many websites but most importantly, my background.



GOVERNANCE OF *Ethics*

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WHISTLEBLOWER HOTLINE

Call: 0800 204 967
Email: hwseta@tip-offs.com

HWSETA ACCREDITATION CHECKLIST FOR LEARNERS



Unscrupulous operators that are not accredited with HWSETA and/or offer courses that are not accredited are a massive issue in South Africa and result in many people being **defrauded** of their hard earned money.



1

IT IS YOUR RESPONSIBILITY

To check that a training provider is accredited Visit <http://www.hwseta.org.za/resources/learner-resources/> to download the list of HWSETA accredited training providers or call the HWSETA Toll Free Helpline on 0800 864 478.

2

The accredited training provider and course must be registered with the HWSETA Unaccredited training providers and course will result in a qualification that is not recognised, meaning you will not have a valid qualification when applying for a job.

3

HOW DO YOU DIFFERENTIATE FAKE FROM REAL?

Ask the provider for proof of their registration/accreditation. But that's not enough, you must check the expiry date, Hwseta accreditation must be renewed every 5 years. The certificate must list which qualifications or programs they are accredited for.

4

WHAT TO DO/REPORT FRAUD

The HWSETA encourages parents and learners to ensure that training providers and courses are accredited before enrolment. **DON'T KEEP QUIET** If in doubt, report any fraudulent activity anonymously by calling 0800 204 967, emailing hwseta@tip-offs.com or visiting www.tip-offs.com.



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