

skillsTALK @HWSETA

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HWSETA attends TARDI graduations in the Eastern Cape province

Graduations are always an exciting ceremony because they not only highlight the importance of how far hard work and dedication can get you, despite the challenges one faces along the way, but they also highlight an important picture of a bright future that lies ahead to the one that is wearing a graduation gown.

This is why the HWSETA was delighted to attend the graduation ceremony of 49 students that were funded by the HWSETA to study for a National Diploma in Animal Health in 2020.

This auspicious ceremony was held in the town of Mthatha in the Eastern Cape province, at the Tsolo Agriculture and Rural Development Institute (TARDI). Present was Dr Toyota Ndudane, the principal of TARDI, the TARDI staff members, the AGRISSETA, and Nonkqubela Pieters, the MEC for Agriculture, Land Reform and Rural Development in the Eastern Cape.

Ms Pieters during her address to the graduates, went on to say that "This opportunity not only opens the door to enter into the workforce, but it also opens the door to create employment".

With Animal health being such a diverse and versatile field, especially in animal nutrition and animal health care, or to owning a farm if that is one's aspiration, these graduates have unlocked the doors to their full potential. Even though the journey was not easy, especially with Covid-19 disrupting their studies and not having the usual learning experience.

However, that did not stop the will of these graduates to persevere and reach their dreams. One graduate said "The biggest challenge that we had faced was Covid-19 because it disrupted the way that we study. But here at TARDI, there is no oneness. We rely on one another and are there for one another. Everything was supplied to us, we had food all the time and our tuition was covered. We are also fortunate that here at TARDI, as compared to other institutions, we did not face issues like tribalism and racism. Everyone is welcome here".

The HWSETA understands that there is still work to be done to transform the landscape, especially in areas such as animal health to ensure that the skills shortages are met and filled. Such endeavors make it possible that a difference will be made and lives will be changed for the better. We are proud to contribute positively.



A word from the CEO



Dear Valued HWSETA Stakeholders,

We have come to the end of our financial year, and what a year it has been! A year, where we have participated in World Skills South Africa, bringing the skill of Health and Social Care for the first time to compete in our country and taking this internationally. Due to the great success of this initiative, the HWSETA will once again support this skill and improve on its delivery this year. The applications are being centralised at World Skills SA, and all applications must be in by 20 April 2023. If you meet the criteria and have learners who can apply, please do so, you will not be disappointed.

Just looking back for a moment, please read about our AGM that we held in November last year. Thank you to all stakeholders who joined us, it was truly worthwhile being able to interact with you face-to-face.

In this edition, we also provide you with some helpful information relating to accredited qualifications, tips for tertiary education, protecting yourself from unscrupulous operators, and WSP/ATR submissions due the end of April 2023. We are holding workshops during April to assist our employers with this process.

Our lead awareness campaign this year around veterinary science and all the careers that are on offer, wrapped up with the Chairperson of our Board attending the Animal health Graduation at Tardi, where we celebrated the graduation of 49 students who completed an Animal Health Diploma.

Furthermore, the HWSETA is in 2023, funding 50 new students and 127 continuing students from TARDI for the Animal Health Diploma.

In other areas, we wanted to highlight the HWSETA's support for SMMEs and our Levy exempt sector. The story about Portia is just one of our success stories where we funded a SMME and where this funding translates to real hope. What we have seen from our funding of levy exempt, SMME as well as co-operatives, is that these entities have perseverance and resilience, which allows for our funding to add to their journey to greater success.

The internship and TVET college work experience programme is a priority for the HWSETA, as well as the Department of Higher Education and Training

in all sectors. According to the Department of Higher Education and Training's 2018 TVET College Student Support and Development Report, the employment rate of TVET college students in South Africa is approximately 70%. However, it is important to note that this figure may vary depending on factors such as the field of study, location, and individual circumstances of the students.

In general, TVET graduates have a higher chance of finding employment compared to those who only have a general education. However, it is important to note that the quality of TVET education and the relevance of the skills taught can greatly affect the employment rate of graduates. There may be a mismatch between the skills taught in TVET colleges and the skills demanded by employers, which can lead to lower employment rates. TVET internships, work integrated learning and work experience can assist greatly to address the gap between the skill and the needs of the workplace, therefore allowing these students to have greater employability.

The HWSETA's artisan programme in several areas is strong and is producing impactful results. Please read about our former cleaner at the HWSETA who, with funding provided by the HWSETA, was able to take up the opportunity to become a diesel mechanic. She is now in full time employment as a diesel mechanic. This is but one of many such amazing success stories.

The HWSETA capitalises on all possible opportunities to support our sector. An example of this is the Phlebotomy learnerships awarded on Human Rights Day. This is a qualification in high demand with an extremely high employability rate. Our partners in this area continue to offer good quality training consistently, where graduates are well sought after.

Going back a bit.....we celebrated Valentine's Day by having a heart healthy breakfast where the Heart and Stroke Foundation spent the day with the HWSETA, talking to us about heart health awareness and then offering health services to test basics such as blood pressure, cholesterol BMI and sugar. As an Employer, the HWSETA is mindful of the mental and physical health of our employees, and we support our employees in numerous ways.

In celebrating Disability awareness month, the question arises on how we can do better and promote a more inclusive society for people with disabilities. The HWSETA does this by:

- Increasing awareness of the challenges faced by people with disabilities.
- Involving people with disabilities. This will ensure that their voices are heard and that their needs are taken into consideration.
- Providing access to education and training. The HWSETA has specific goals to support people with disabilities across all of our programmes.
- Collaborating with disability organisations. This has assisted the HWSETA to ensure participation in our programmes and understanding on how we can improve in regards disability inclusivity. We use these partners to identify the needs of people with disabilities.

- Celebrating achievements. Disability Awareness Month is also an opportunity to celebrate the achievements of people with disabilities. This can be done by highlighting success stories and recognising the contributions of people with disabilities in various fields.

The HWSETA wishes to thank our stakeholders sincerely for your continued support as we cannot do this without you.

Until our next publication, take care.

God bless.

Elaine Brass
Chief Executive Officer
 HWSETA



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Portia's Passion to Benefit Wheelchair Users

HWSETA proudly funded Portia Refilwe Mavhungu, an entrepreneur who was introduced to the HWSETA through Play your Part, Ignite, where the CEO of HWSETA was invited to be a judge. This initiative, that was established to support TVET colleges, youth unemployment and SMMEs across various sectors, offered an opportunity for TVET college students to take a masterclass and then promote their SME business.

The HWSETA was elected to mentor Portia over a short period. The product that Portia designed was innovative and related to the health sector. In response to its mandate to support youth, women, unemployed and SMMEs, the HWSETA in its planning for the year, awarded a R500 000 Small and Micro Enterprises (SME) funding to PRD Logical Solutions (Pty) Ltd, represented by Portia.

The funding includes R413 000 for Cranium Medical Products (Pty) Ltd to prototype and manufacture a wheelchair device for sanitary care, and R87 000 for an American patent on such a wheelchair device, the Para-Tube.

Portia invited the HWSETA CEO, Executive Manager for skills development and the relevant staff members to visit the Cranium Medical Products (Pty) Ltd manufacturing facility in November 2022, to observe the facilities, and to discuss the status of the prototype and manufacture of the first devices.

Portia is a passionate, intelligent young woman, and through her resilience and perseverance has made it to this point without giving up. She started this journey over ten years ago, and she finally has a prototype product that is set to assist many persons in wheelchairs make their lives better.

BENEFITS OF THE PARA-TUBE

- Promotes
 - Dignity
 - Independence and mobility of wheelchair users
 - Hygienic waste disposal
- Accessible to a majority of wheelchair users
- May free up hands of caretakers and family members of wheelchair users
- Especially benefits wheelchair users in rural areas with poor sanitation infrastructure
- Safety and hygiene in areas with pit latrines



Tsolo Graduates

We chat with **Ayanda Magila**, whose passion for taking care of and being surrounded by animals led to enrolling at the Tsolo and Agriculture Rural Development Institute (TARDI) for a National Diploma in Animal Health. Ayanda is part of a group of students who graduated from studies that were funded by the HWSETA.

Q What is your name, and where are you from?

A Ayanda Magila, I'm from Mthatha in the Eastern Cape.

Q You have now completed your diploma in animal health, what does it feel like to be graduating?

A It is very overwhelming and unbelievable, it is my first time graduating and I cannot believe it is really happening.

Q What made you choose this career path? Is animal health/ working with animals something that is close at heart to you? And what inspired you?

A I have always had an interest in and love for agriculture and this was a subject I excelled in during high school.

Q Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?

A The pressure from academics. I overcame it by knowing how to strategise when studying.

Q Please tell us about your interests and aspirations?

A Ever since I was a child, I have loved being surrounded by animals. What also inspired me was the previous students from TARDI that have become employed and are doing well in their field of work.



Perhaps the most important benefit of skills development is that it uplifts and changes lives for the better. We chat with **Chuma Madolo**, one of the 49 graduates from the Tsolo Agriculture and Rural Development Institute who was funded by the HWSETA to study for a National Diploma in Animal Health. We would like to say congratulations.

Q What is your name, and where are you from?

A Chuma Madolo from Mthatha, Qokolweni location.

Q You have now completed your diploma in animal health, what does it feel like to be graduating?

A It feels rewarding to be graduating.

Q What made you choose this career path? Is animal health/ working with animals something that is close at heart to you? And what inspired you?

A I love working with animals. I come from a home that does subsistence farming and my grandfather was a farmer himself.

Q Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?

A Yes there were, but the school institution was very supportive and they made allowances. My family was also very supportive.

Q Please tell us about your interests and aspirations?

A My interests are in furthering my education with a particular interest in animal nutrition and innovative advances in animal health care.



HWSETA chats with **Sanela Napayi**, one of the 49 graduates from the Tsolo Agriculture and Rural Development Initiative (TARDI) funded by the HWSETA to study for a National Diploma in Animal Health. Sanela has always been passionate about animals from a young age and we would like to say congratulations.

Q *Where are you from?*

A Mthatha in the Eastern Cape.

Q *You have now completed your diploma in animal health, what does it feel like to be graduating?*

A It's the best feeling ever. We have now reached our dream. It's time for the next step now. A brighter future.

Q *What made you choose this career path? Is animal health/ working with animals something that is close at heart to you? And what inspired you?*

A I love animals, I have a passion for what I do. For me it's not just any course but I see myself doing this everyday. My mother encouraged me to take this path. Animal health is in my DNA.

Q *Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?*

A No, I did not.

Q *Please tell us about your interests and aspirations?*

A I see myself starting my own business in the near future. Advising clients about animal health and owning a farm one day.

Q *Studying for animal health is something that is often overlooked especially in black communities and there is a lack of awareness and drive. What advice can you give to the youth who are passionate about animals but are not aware of such a programme?*

A I would advise them to go for it. You do not have to depend on getting a job but you can create job opportunities. Follow your dream no matter what.

Q *As the HWSETA, we are proud to have funded your diploma because we are aware that there is a shortage of black animal health professionals in the country at large and we want the gap to be filled. What message would you like to give the HWSETA?*

A I would love to say thank you to HWSETA for the funding. It has really helped me a lot. No one would tell the difference between rich and poor. Thank you so much.

Q *Lastly, any piece of advice or a special message you can give to your fellow graduates?*

A To my fellow graduates, I wish you a brighter future ahead. We have come this far but this is the beginning. All the best for the future.



Q & A's to continue on next page.....

Q What is your name, and where are you from?

A Mehlwana Khanyisa from Queenstown.

Q You have now completed your diploma in animal health, what does it feel like to be graduating?

A It feels exciting but scary at the same time, but I am happy

Q What made you choose this career path? Is animal health/ working with animals something that is close at heart to you? And what inspired you?

A My family. We had sheep and goats. My interest came from my environment.

Q Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?

A Yes, financially we got paid in lump sum which is difficult.

Q Please tell us about your interests and aspirations?

A I'm interested in animals and production and one day running a successful company.

Q Studying for animal health is something that is often overlooked especially in black communities and there is a lack of awareness and drive. What advice can you give to the youth who are passionate about animals but are not aware of such a programme?

A This career is something that can be good for black children because it boosts their self-esteem and helps to develop a love for agriculture.



Health and Welfare Sector Education and Training Authority
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HWSETA is helping to make your dreams come true...
Enter tomorrow only to win a learnership!

T's & C's apply.

HWSETA offers phlebotomy learnerships for Human Rights Day

To celebrate Human Right Day this year, we gave away phlebotomy learnership to two lucky winners based in Kwa-Zulu Natal.

The criteria for this competition was that the learners should have completed Matric with English, Life Sciences, and Mathematics/ Maths Literacy as subjects and the winning learners had to be based in KZN.

HWSETA HOSTS 2021/22 *AGM in Person*



After almost three years of virtual AGMs, on 4 November 2022, we were very happy to host our 2021/22 Annual General Meeting as a face-to-face event with our valued stakeholders in Kimberley in the Northern Cape.

The event was well attended by a variety of stakeholders from all provinces representing the different sectors in which the HWSETA operates.

HWSETA's Board Chairperson, Dr. Nomsa Mnisi, welcomed stakeholders to the meeting and shared a short message of encouragement, "While we need to navigate the headwinds in the near term with prudence and determination, I look at the HWSETA with great optimism. The organisations credentials, competencies and capabilities, agility, supported by its committed teams and exemplary leadership, place it in a unique position to contribute to turning the tide for South Africa.

Mrs Elaine Brass, CEO, shared with stakeholders the HWSETA Performance Information which detailed an achievement of 91%. "Our success during the 2021/22

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

Ms Brass went on to state that the HWSETA's mandate is clear and achievable, and how privileged she is to be leading the exciting journey ahead.

Mr. Nyawo Gumede, a lecturer & PGDip Public Management Programme Coordinator from Sol Plaatje University in the Northern Cape delivered an address on behalf of HWSETA that focused on the question: "How do we improve skills development in South Africa"?

The answer to this question is not easy to define and requires input and cooperation from many, but the HWSETA endeavours to create an integrated approach to the development and provision of appropriately skilled health and social development workers in South Africa.

“
How do we improve
skills development in
South Africa?
”



Tembisa Jonas success story

Meet HWSETA funded Thembisa Dyonase, who started as a social work intern at Baysville School of Skills, and studied at the University of South Africa. She was offered contractual employment since 2020. Because of her hard work and passion for what she does, her contract has been renewed yearly ever since. The HWSETA is proud to play a role in reducing the high unemployment in our country and we get to hear her story.

Q Please tell us your name and where you from?

A My name is Thembisa Dyonase. I am from King William's Town in Zwelitsha.

Q What program/ qualification did you partake in and at which institution?

A I did a Bachelor in Social Work degree from the University Of South Africa (UNISA).

Q How many years did it take for you to complete?

A It took me four years to complete the qualification.

Q Is it something you are passionate about?

A I am very passionate about it, helping people to help themselves and better versions of themselves is what I live for. I am mostly drawn to working with children of any age and I have been fortunate to do that at my current employment. I work at a school with children between the ages of 14 and 19.

Q After completing your qualification, were you offered employment, if so how do you feel about such a life changing offer despite the country's high unemployment rate?

A The HWSETA through the service of Mrs Phumla Rasmeni employed me through their learnership programme. I was placed at Masithethe Counselling Services and we were working with schools. Masithethe then placed me at Baysville School of Skills on a temporary basis. Baysville noticed the passion I have for my work and offered me employment on contract. I have been with them since 2020 and they have been renewing my contract on a yearly basis. I feel blessed to have this chance because now I am able to do what I am passionate about.



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- Applicants should be 22 years old or younger in September 2024.

**APPLICANTS MUST BE AVAILABLE TO PARTICIPATE
IN REGIONAL, NATIONAL AND INTERNATIONAL COMPETITIONS**

Apply Here:
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note: Applications close 20 April 2023

Contact:
086 999 0125

APPLY NOW!

The HWSETA is excited to once again be hosting the health and social care discipline for the next World Skills South Africa Competition.

The provincial and national legs of the competition will take place this year (keep an eye on our digital channels for more info) and the international leg of the competition will be held next year in Lyon, France.

Raising Awareness for *Disability Rights*



November is Disability Rights Awareness Month and to mark the importance of raising awareness for people with disabilities, HWSETA spoke to Vuyelwa Mpumza, a Projects Officer in the Skills Development Planning division who has Post-polio syndrome (PPS).

PPS is a condition that causes gradual muscle weakness and muscle atrophy (loss) that can affect people who've had polio. Vuyelwa was diagnosed with the disease at a very young nine months of age.

- **How do you feel being part of an organisation (HWSETA) that is inclusive?**

I am happy to be part of the HWSETA family. The organisation has accepted and supported me, and also demonstrated a great deal of belief in me.

- **Have you faced difficulties in the community or in your workplace and how have you overcome these difficulties?**

I only experienced challenges when I was younger when my peers exhibited discriminatory behaviour due to not understanding the disability. I always had to fight to be part of every game that we were playing as children and fit in even if it means I have to be just there as speaker or judge if the game needed more of a physically fit person. As I have matured, I have never truly experienced challenges in the workplaces and community. I believe this is because I have always accepted myself and have never opened that platform for one to think there's something wrong with me.

I am a very confident person who does not see the disability as an obstacle to achieve whatever I wish to achieve in life.

- **How does being seen as 'different' impact you?**

Let me start with saying that no-one really has the right to classify me as 'different'. And whilst there are some people who may choose to see me as different – I don't! I am an ordinary person that has a physically challenging condition. I am very confident and do not see disability as an obstacle to achieve anything I want to achieve in life. I refuse to be looked down upon.

- **What plans do you have for yourself in terms of your career?**

I am currently studying Human and Social studies and hoping to complete soon. I see myself as a future social activist, particularly for women and children who are victims of Gender Based Violence daily.

- **What words of encouragement do you have for people living with disabilities?**

The best gift that God has ever given you is life and in your mind can do anything; nothing will stop you from becoming what you want. The other most important thing is to accept yourself as you are, don't let the disability make you feel less of a person.

HWSETA *Bursary Winners*



Meet Dolly Palesa Manganye, a young lady who received an HWSETA bursary for 2023 to partake in her studies. Dolly, a medical laboratory science student and a mentor from Soweto in Gauteng, is not only a disciplined and a smart worker, but a visionary who would like to extend her scope

of work to others. We chatted with her to learn more about her journey as a medical science student.

- **Please tell us about yourself- where are you from and how old are you?**

I am Dolly Palesa Manganye a hardworking and ambitious young lady from Doornkop, Soweto. I am currently a student and a mentor to first year students at the University of Johannesburg.

- **Being announced as a bursary winner must be an exciting way to start the year, how did you feel being announced as one of the winners?**

Receiving the news that I was one of the winners of the bursary competition made my heart fill with joy. I felt very proud of myself for having been chosen out of so many applicants.

- **What programme/ qualification will you be enrolling in?**

In 2023 I will be doing my 3rd year in BHSc Medical laboratory science at the University of Johannesburg.

- **Is it something that you are passionate about?**

Yes. The reason I have so much passion for my degree is because it will allow me the opportunity to save people's lives through clinical diagnosis and research.

- **Winning a bursary competition must have taken a lot of hard work, especially since you were competing against others. How did you get to this point?**

I believe I am where I am today because I always thrive to achieve the best results possible by, upholding discipline, visualizing the best outcomes, and working smart.

- **How will this bursary benefit you?**

As a student from a low-income household, this bursary will really assist me by removing the financial burden that comes with being a student. My accommodation, books, living allowance, etc. will be covered by the bursary, allowing me to focus more on my academics and continue to produce outstanding results.

- **What are your plans after you have completed your bursary programme?**

I plan to further my studies while working as a medical laboratory scientist. I also intend starting an organisation that will focus on teaching the society, especially scholars, about my field of study, why it is a great career path and how it is at the core of the medical field.

- **Since the HWSETA will be funding you, what message would you like to send to us?**

I would like to extend a word of gratitude to HWSETA for awarding me the bursary. This bursary serves as a tool towards making my dreams come true. May the organisation continue to help others like I have been helped. Thank you once again.



Sihle Maboya, a young lady from Pretoria is no average 19 year old and has worked hard and dedicated herself to pursuing her dream qualification at the University of Cape Town in 2023. The year started on an exciting note when she was

announced as one of the recipients of an HWSETA bursary to study medicine. She admits that she experienced worry and anticipation whilst waiting for the results of her bursary application, but her belief in herself and her consistency have proved that she will take full advantage of the opportunity and change lives for the better.

- **Being announced as a bursary winner must have been an exciting way to start the year, how did you feel when you were awarded a bursary?**

It was such a great feeling to receive this wonderful news in the midst of so much stress and anticipation.

- **What programme/ qualification will you be enrolling in?**

I am currently in my first year of medicine at the University of Cape Town.

- **Is it something that you are passionate about?**

It is my dream profession and it's something that speaks to me as a person. I am incredibly grateful to be afforded this opportunity to pursue my passion for service.

- **Receiving a bursary in the face of lots of competition must have taken a lot of hard work. What got you to where you are today?**

I got to where I am today through consistency and dedication, but also by reminding myself that I am doing this in order to be the best person and a future doctor I can be for others.

- **How will this bursary benefit you?**

This bursary will benefit me by relieving some of the financial strains that comes with studying medicine at UCT.

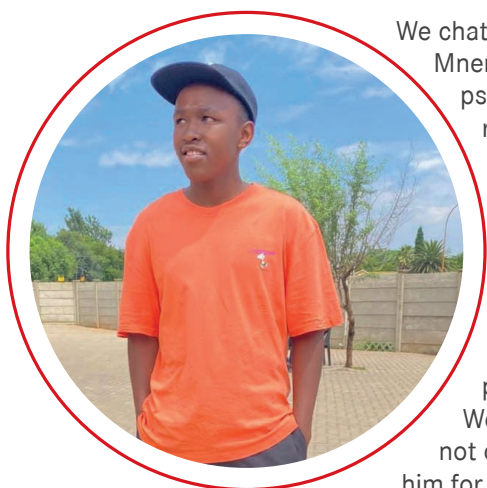
It gives me peace of mind that I can study my dream degree without negatively impacting my family.

- **After completing your bursary programme, what are you looking forward to do next?**

I am looking forward to practicing medicine and contributing to my community upon finishing my studies.

- **Since the HWSETA will be funding you, what message would you like to send to us?**

I would like to thank the HWSETA for believing in me and blessing me with this wonderful opportunity. I am truly grateful for the doors they have opened to me and I promise to take full advantage of this opportunity and make everyone proud.



We chat with Thandolwethu Mnengisa, an aspiring psychologist who received an HWSETA bursary for 2023 and with a passion to help people in any way that he can. He is currently pursuing his BA Degree in psychology at North West University. We not only congratulate him for earning this

bursary to better his life and those around him, but also aim to get insight knowledge about how his hard work got him to where he is and the impact it has on his life.

- **Please tell us about yourself- where are you from and how old are you?**

My name is Thandolwethu Mnengisa and 20 years old. I am from Gqeberha in the Eastern Cape and a student at North-West University Vanderbijlpark Triangle Campus. I am a member of the House Committee, an aspiring guitarist and a music lover. To relax, I enjoy reading a book and going out with friends and family.

- **Being announced as a bursary recipient must be an exciting way to start the year, how did you feel when you found out?**

I felt blessed and tremendously honored because not everyone was fortunate enough to receive this opportunity, I also felt free because a burden was decreased not only from me but my family too. Feelings of joy and appreciation still overwhelm me.

- **What programme/qualification will you be enrolling in?**

I am currently doing my second year of a BA in Humanities with Psychology.

- **Is it something that you are passionate about?**

I have always had a passion to help the next person in any way I can and by pursuing this career I am getting closer than ever to my dream of assisting the next person. So, yes I am very passionate about the qualification.

- **Achieving a bursary must have taken a lot of hard work, despite competing with others, what got you to where you are today?**

My optimism and strong will to keep going no matter how tough the road may seem, also the belief that if you start something you should finish it regardless of the result.

- **How will this bursary benefit you?**

This bursary will help me focus on my studies fully and enjoy University, it will also relieve my family from the financial burden because the school fees are really steep.

- **After completing your bursary programme, what are you looking forward to doing next?**

Getting a job as a publisher or editor, continuing to study towards being a fully qualified psychologist, and to possibly travel abroad through this qualification.

- **Since the HWSETA will be funding you, what message would you like to send to us?**

A great thanks to the family at HWSETA I am very appreciative of the opportunity may the Good Lord continue to bless and give them the strength to change other students' lives through this great initiative.

Top tips for first year: Making the most of your tertiary *education experience*



It's happening. You're taking that exciting leap from high school learner to student. Gone are the days of school uniforms and bells ringing at the end of class. Whether you're starting your tertiary education at a university or TVET college, there's no doubt that you'll have a bit more freedom. You might even find yourself going out on a 'school night'.

However, with great freedom comes great responsibility. If you're privileged enough to be enrolled in tertiary studies, why not make the most of it? It's easier said than done, of course. Balancing the whirlwind of classes, homework and exams while keeping up with your friends, family, and your health can be challenging, but these five tips can help.



• **Commit to your learning journey**

You've started your studies, and it's time to make the most of it. Remember that your core reason for enrolling is to learn a skillset and equip yourself for the future. Keep that intention front and centre by prioritising your lectures. That doesn't mean sitting in the back of the class and watching the clock. On that note...



• **Lean on your community**

A new campus, new people, new subjects, and entirely new ways of working: it can all seem a bit daunting. Remember that you aren't in it alone! There are people and structures in place to support you. Admin staff can help make sure you've enrolled in the right courses. Lecturers, tutors and assistants are there to clarify confusion about exams, deadlines or assignments. And don't be afraid to ask your classmates for help at times – whether it's after class or on an online forum. You're in this together.



• **Engage with the learning content**

Get involved! Participate in class discussions, and don't be afraid to raise your hand if you need more information. Ask questions, think outside the box, and don't shy away from a healthy debate. Remember that in a world where there are new discoveries every day, it's not about knowing it all, but about thinking critically and staying curious.



• **Take advantage of what's available**

Most tertiary education institutes offer a range of extra-curricular activities. Now is your chance to try something new or take your favourite high-school sport to the next level. Not into sports? There's likely a cultural activity just for you. Not only are these hobbies great for making friends, but they are also fantastic for your mental health! When the time comes to hit the books, you'll feel refreshed and ready.



• **Work on your time management**

Hopefully, your matric year taught you a thing or two about time management, but it's time to ramp up those skills. You'll be juggling a lot more now, but it is possible to succeed in class and have a social life – if you plan it right. Set yourself up for success by scheduling your focus time, giving yourself enough time for assignments and studies, while slotting in some social time too. Why not set up a study group and kill two birds with one stone?

One day in the future, when you're well into your professional career, you want to look back on these days and think, "Wow, I really made the most of my time. I worked hard, and I had fun". If you follow these five tips, that future is yours.

If you haven't already, don't forget to register on <https://hw-careers.co.za/> for other valuable advice.

HWSETA Resumes Post Covid Face-to-face Stakeholder Interaction

After almost three years of hosting our stakeholder sessions online due to Covid-19 restrictions, we finally hosted face-to-face stakeholder interaction sessions on 12 and 14 April 2023 at Emperors Palace in Kempton Park, Gauteng.

The main aim of these sessions was to engage with our stakeholders for our 2023 – 24 Strategic Plan update and to share key research findings relevant to the Health and Welfare sector. The findings from these engagements, which were compiled by our Research Information Monitoring and Evaluation (RIME) division, will feed into our Sector Skills Plan. Together with our stakeholders, we identified the needs of the sector through robust engagement to ensure that our strategy addresses the needs of the sector.

The chairperson of our board, Dr Nomsa Mnisi, opened the session and welcomed all stakeholders. The CEO

of HWSETA, Ms Elaine Brass, outlined the purpose of the engagement session, after which our RIME division discussed the HWSETA's Strategic focus areas, the extent and nature of supply of pharmacy occupations, General Medical Practitioners education and training landscape, as well as the investigation of the effects of Covid-19 on labour in the South African Health and Social Sector. Mr Sikhumbuzo Gcabashe from the HWSETA, presented key areas of programme funding.

In our continued effort to address the skills shortages in the health and social development sector, as well as to develop a capable and skilled workforce, this type of engagement allows us to gain insight into strategic research, and gives us the opportunity to address our sector needs and place key focus on occupations that will fill in the skills gaps.

HWSETA Celebrates Valentines Day with a Heart Healthy Breakfast

How often do we hear the words “watch what you eat and be active”, but we do not take enough action?

In line with this and to celebrate Valentine's Day, the HWSETA provided a heart healthy breakfast for its staff on 17 February 2023.

The importance of the event was to create and spread awareness that South Africa as a country is known for being one of the unhealthiest in the world due to high consumption of junk food and inactivity. This leads to a series of health complications including, but not limited to: obesity, heart disease and strokes. The message shared was clear! 80% of heart diseases can be prevented by eating well, being active, drinking alcohol in moderation and quitting smoking.

By collaborating with the Heart Foundation of South Africa, two ladies from the organisation were invited to give a brief talk to staff on the importance of taking care of one's heart

health that involves going for a check-up to a doctor once a year, why it is important to cut down on saturated fats found in meat and junk foods, and opting for a low-fat diet, alcohol moderation and quitting smoking.

Staff interacted with the two ladies from the Heart Foundation about health concerns they might have and achieving better health. Whilst the event was focused on educating staff on the importance of looking after one's health, it also turned into a fun interactive session. The event also offered health screening tests.



Stella's testimonial

We introduce you to Stella Mampa, a 45 year old lady from Mohlaletse Ga-Sekhukhune in Limpopo. Stella was employed by the HWSETA AT 2015 and worked at the organization for six years as a cleaner.

While working at the HWSETA, Stella developed an interest and was to know how to work with cars. That's where Mr Sikhumbuzo Gcabashe, an executive manager at the HWSETA, told Stella about the Diesel Mechanics programme at the Durnacol Skills Hub in Newcastle, Kwazulu Natal and most importantly, encouraged her to be part of the programme. Three years later, Stella has now graduated with Diesel Mechanics and she is not only a skilled, but a qualified artisan who is ready to add value to our ever increasing growing world.

Thanks to the support that she has received from her family members, the HWSETA staff, as well as the Durnacol staff, she is now able to live her dream.

“

Good Afternoon All

I am very happy for this occasion because when I joined the HWSETA in 2015 as a cleaner , I never thought that I will become a skilled mechanic, all for the HWSETA for giving me this opportunity. It took hard work for 3 years, but I am now a proudly qualified Diesel Mechanic. I want to thank the CEO, Ms Elaine Brass and Ms Reena Takoopersadh, for giving me this chance. I encourage others to not be afraid and take the risk of improving yourself. Thank you from the bottom of my heart.

”

Stella's thank you letter



From Cleaner to Qualified Diesel Mechanic

Meet Stella Mampa, a 45 year old lady from Mohlaletse Ga-Sekhukhune in Limpopo. Stella was employed by the HWSETA in 2015 and worked at the organisation for six years as a cleaner. While working at the HWSETA, Stella developed an interest in working on cars. It was at this point that Mr Sikhumbuzo Gcabashe, an Executive Manager at the HWSETA, told Stella about the Diesel Mechanics programme at the Durnacol Skills Hub in Newcastle, Kwazulu Natal, but more importantly, encouraged her to be part of the programme.

Three years later, Stella has graduated as a qualified diesel mechanic and she is not only a skilled, but a qualified artisan who is ready to add value to our ever increasing growing world. Thanks to the support that she has received from her family members, the HWSETA staff, as well as the Durnacol staff, she is now able to live her dream.

“When I joined Health & Welfare SETA in 2015 as a cleaner, I never thought I will one day become a qualified Mechanic, I am humbled and very grateful to the HWSETA for giving me this opportunity. It took hard work and three years later, I am a qualified Diesel Mechanic”. The HWSETA hosted a congratulatory party for Stella, where all our staff, even those who worked with and knew Stella were present to come and congratulate her on her tremendous achievement.

The CEO of HWSETA, Ms Elaine Brass, gave a heartwarming speech when she had said that “we are all proud of Stella's achievement. She joined our organisation as a cleaner, and now she is a Diesel Mechanic who is equipped with knowledge and skills that will enable her to earn a good living.”

Mr Mokhulu Matshika from the HWSETA highlighted the importance of skills development, he further added “It is a known fact that low skills perpetuate poverty and inequality. When skills development is done correctly it has the potential to reduce un- and underemployment; can increase productivity and improve standards of living. So, helping people to develop and update their skills makes economic sense”. He said with a smile. We are thrilled by Stella's achievements and encourage our staff to take up similar of opportunities.

A Word of Thanks from Stella

I am very happy to be here on this occasion. When I joined the HWSETA in 2015 as a cleaner, I never thought that I would one day become a skilled mechanic. It took hard work for three years, but I am now a proudly qualified Diesel Mechanic. I want to thank the CEO, Ms Elaine Brass, Mr Sikhumbuzo Gcabashe and Ms Reena Takoopersadh, for giving me this chance. I encourage others to not be afraid and take the risk of improving yourself. Thank you from the bottom of my heart.

WSP-ATR Submissions Due at End of April

It is that time of the year again where HWSETA employers submit their annual Workplace Skills Plan (WSP) and Annual Training Reports (ATR). Not only does the submission of a WSP and ATR qualify skills development levy contributors to claim mandatory grant funding, it also means that these employers can apply for discretionary grant funding. In addition, employers that submit these documents may claim skills development points on their BEE scorecard.



It is a key mandate of the HWSETA to develop a skilled workforce in the Health and Social Development sectors of South Africa. Through the WSP-ATR submission, the HWSETA is able to develop the sector skills plan (SSP), analyse how companies are training and developing their workforce, as well as

providing workplace learning opportunities for unemployed persons, and this is what results in a more skilled South African workforce as a whole.

TAKE NOTE!

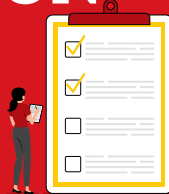
Important Information You Need to Know about 2023 WSP and ATR Submissions

- The deadline for WSP and ATR submission is 30 April 2023.
- The due date for application for extensions is 15 March 2023.
- Employers that apply for an extension are required to attach a formal letter to the WSP extension submission application form, detailing justifiable reasons for an extension. This letter must be signed by the SDF and Senior Management team member of the organisation.
- The maximum period for an extension is one month – thereby making the due date the 31 May 2020
- Submission will be made online or email and direct to the WSP Manager: Mr. Mlulamisi Mhlanga Mlulamisi@hwseta.org.za

Don't Be a Victim of an Unaccredited Training Provider

Protect yourself from unscrupulous operators that are not accredited with HWSETA by doing your research before enrolling in any course that is being offered. We strongly advise that you ensure you do your due diligence to avoid being defrauded by unaccredited operators.

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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