

A FOCUS ON GRADUATES FUNDED BY THE HWSETA

A BETTER LIFE FOR ALL THROUGH PEOPLE DEVELOPMENT







Our Vision

The creation of a skilled workforce for the health and social development needs of all South Africans.



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 service, everything we do consistently must be of high quality and within ethical boundaries. This commitment extends to everything we do to bring our services to the people who use them.



Our Mission

The health and welfare sector education and training authority (HWSETA) endeavours to create an integrated approach to the development and provision of appropriately skilled health and social development workers, to render quality services comparable to worldclass standards.



Our Values

The HWSETA holds dear the following core values:

- integrity
- transparency
- transformation
- service excellence

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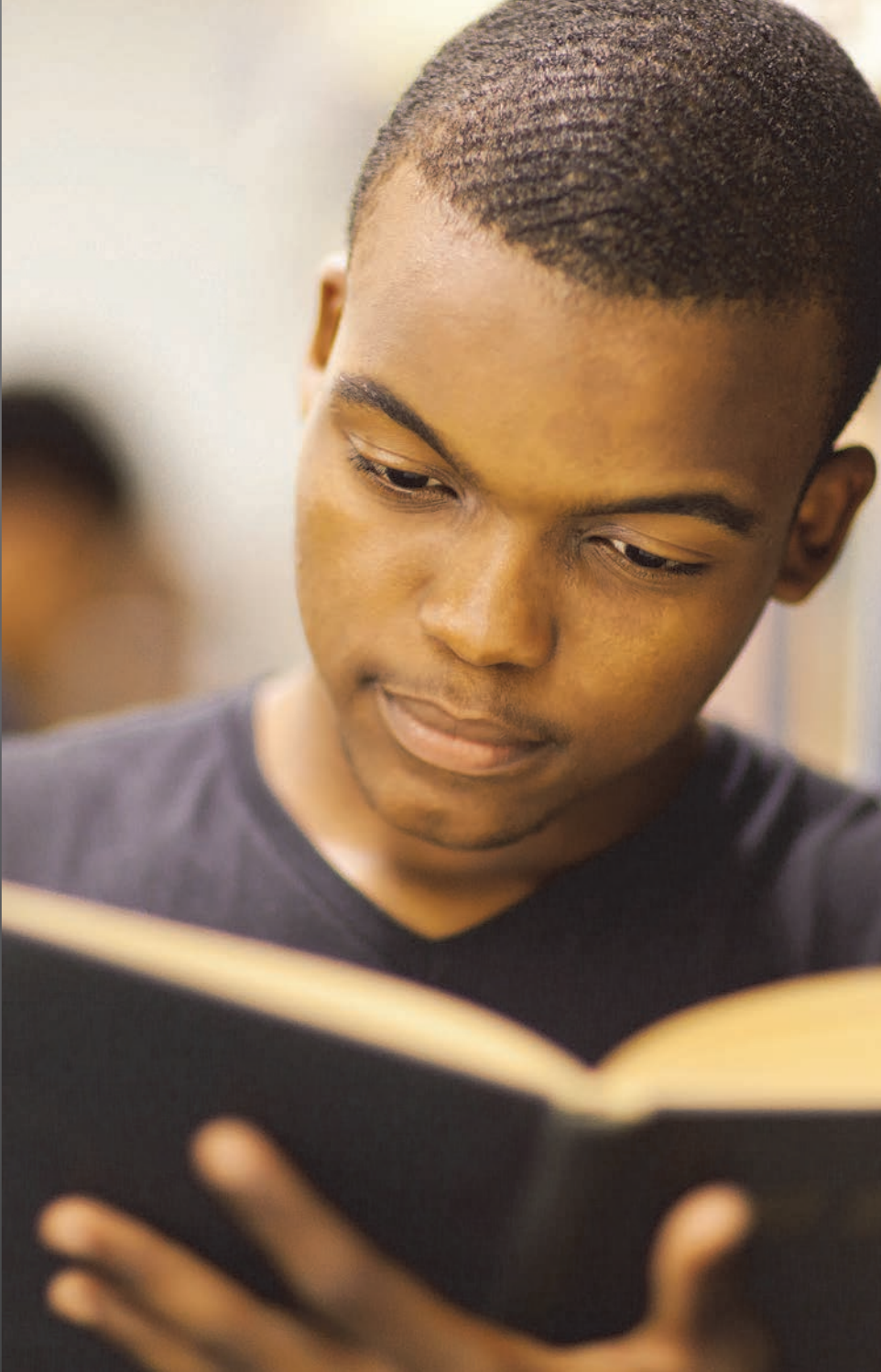
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It is a pleasure to once again be communicating with our valued stakeholders about the HWSETA's most recent projects, and what we have been up to in the last year. Our last publication on successful projects was April 2023.

The HWSETA invests over R500 million every year to various projects across our sectors of Health, Social Development and Veterinary Science. However, has the R500 million added value, ...made an impact. This is just as critical as implementing and funding projects based on sector needs.

In this issue we have are have also our latest research projects like recognition of prior learning in the social and development sector: creation of access into child and youth care profession and the extent and nature of demand and supply of medical practitioners' and pharmacy human resources personnel: a case of the education and training landscape.

We have taken 8 of our projects and have showcased these for your enjoyment.

We continued to have success through our partnership with Durnacol in Newcastle where the success rate for artisans trained for Millright, Diesel Mechanics and Electromechanical engineering is close to 100%. Most of these qualified artisans either get employed or reabsorbed by Durnacol. Quality training and discipline is the equation leading to employment.

We support animal technicians, which are sought after in the veterinary sectors. We saw 49 learners graduate with the Animal Health Diploma and currently 15 have found employment. The HWSETA has partnered with TARDI to ensure there is a continuous pipeline of graduates into the sector. Furthermore, we have funded animal health

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER



Mrs. Elaine Brass, HWSETA C.E.O

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER *(continue)*

learnerships in the Eastern Cape, resulting in 50% of these learners gaining employment.

Pharmacy assistants and pharmacists remain in demand. We assisted the Department of Health to fund 99 post basic pharmacy assistants who graduated just recently. Some of these students attended our AGM last year in November 2022, where they expressed their gratitude for the opportunity, citing how the opportunity has changed their lives significantly.

Virocare has once again come through with flying colours. Here again is the combination of quality training and discipline. 45 phlebotomists were recruited, 38 have passes so far, with great employment opportunities, come being taken up already into employment. To note that these learners were recruited from poor, rural areas.

The HWSETA also recognises the value of short courses to enhance the skill set of the unemployed and employed. Digital skills is one area of utmost importance on our world of work. Upskilling allows for greater employability for those unemployed, and greater productivity for those in employment.

Please enjoy our publication, which is just a small window into some of our projects.

We value our partnerships that have made this possible, and we value YOU as a stakeholder in the part you play in our sector.

TECHNOGIRL COLLABORATES WITH HWSETA TO IMPLEMENT DIGITAL SKILLS PROGRAMME



Traditional jobs are being transformed while new forms of work are being create.

South Africa in the Digital Age (SADA) reported that South Africa as a country is embracing digital technology. Furthermore, SADA identified three critical areas where digital technologies can significantly contribute to the generation of employment for the country These are: Digital provision of services, Scaling of digital platforms, which will require participation of low-skilled labour, Establishment of a frontier technology hub for the region in sectors such as mining, agriculture and financial services.

The Fourth Industrial Revolution (4IR) represents a new era of innovation in technology that will enhance human and machine interaction, unlock new market opportunities and fuel economic growth. This will result in the emergence of game-changing technologies such as Artificial Intelligence, Robotics, etc. Moreover, digital technology is transforming economies and the world of work in profound ways.



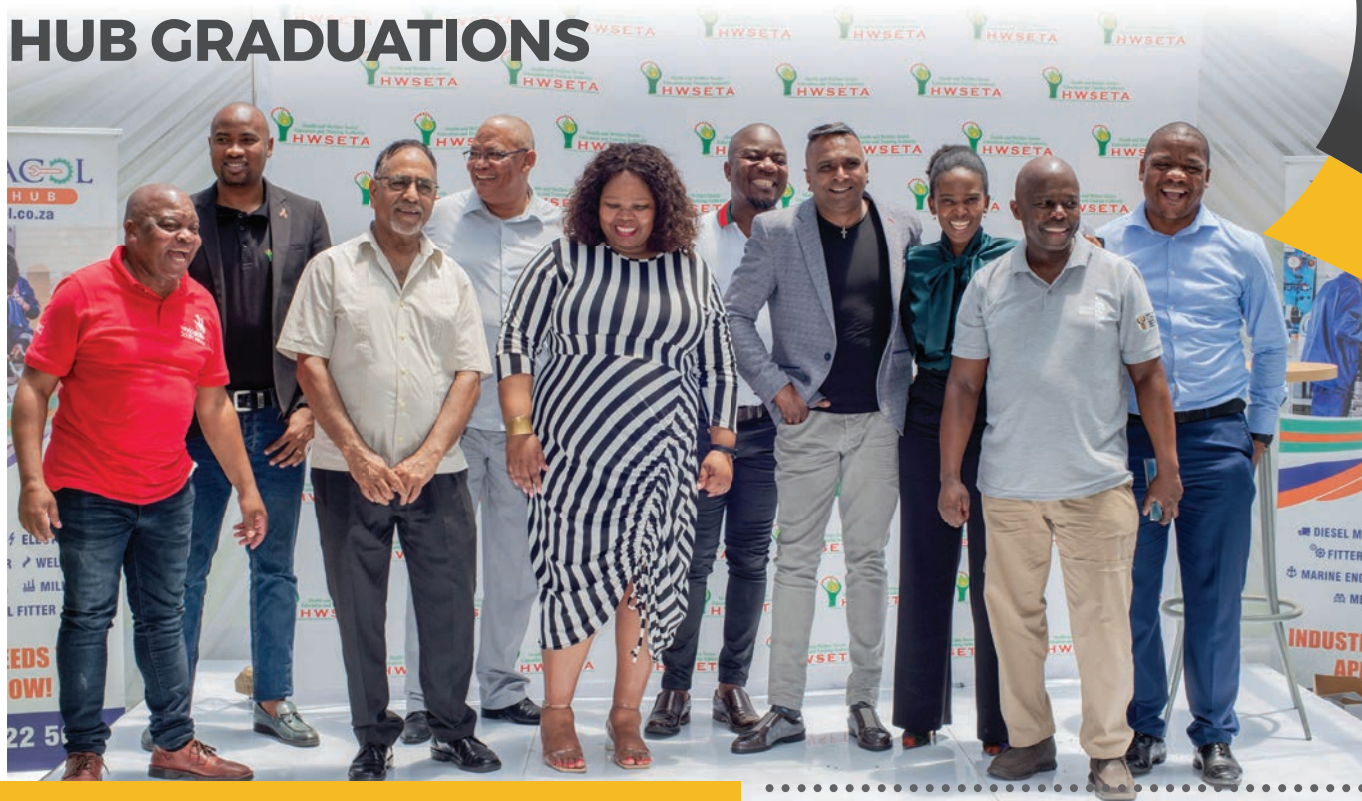


The HWSETA and Technogirl trust implemented a digital implementation of a digital skills programme learnership, aligned with the skills priorities of the organisation for 600 learners located in Gauteng, KwaZulu-Natal and the Northern Cape. Beneficiaries were selected from households with a monthly income of less than R5000-00. Furthermore, 5% of the selected beneficiaries were female youth with disabilities.

In executing this mandate, the TechnoGirl Trust was responsible for overall management and implementation of the learnership: National Certificate: Information Technology: End User Computing. The learnership includes Coding and Robotics as well as Life Skills and Job Preparedness training. After completion of the theoretical training, the learners were placed in various institutions and companies for workplace experience .

Mahlatse Sithole, the Operational Manager of Technogirl Trust said that, 339 of the 525 learners are still in programme have been found competent and are in the process of having their qualification certified by MICTSETA to obtain their National Certificate: Information Technology: End User Computing (NQF 3), while the remaining learners not yet found competent are in the process of improving their competency level and 45 learners have been employed.

HWSETA ATTENDS DURNACOL SKILLS HUB GRADUATIONS



“Can you imagine a 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.”

Saided 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 monthly stipend 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) at HWSETA, HWSETA emphasized on the importance of development. He said that although the HWSETA funded the graduates up to a certain degree, now it's time for them 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 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.



CERTIFICATION CEREMONY OF 99 POST BASIC PHARMACY ASSISTANTS FOR THE NORTHERN CAPE DEPARTMENT OF HEALTH.



The criteria used for selecting these learners, was that a learner should have completed their Grade 12 and have completed the Basic Pharmacy Assistant course. Not only did the HWSETA fund their tuition fees, but also paid their monthly stipends, Uniform for the, Council Registration Fee for the 79 Tutor and Facility Registration Fees.

Ceremony was graced by Health MEC, Mr. Maruping Lekwene, Senior Management in the Department and the entire ninety-nine (99) graduates in the company of their families. These Graduates were recently absorbed permanently in primary health facilities, upon completion of their studies in July 2022, to ensure a more effective service with regards to the availability of pharmaceuticals and the provision of pharmaceutical care in health facilities.

In their continued effort to produce more pharmacy assistants in the Province, the Northern Cape Department of Health in collaboration with SJ Buys Academy hosted the graduation celebrations of ninety-nine (99) post basic pharmacy assistants at Regiment Drill Hall in Kimberley, and the HWSETA played an important role of being the main funder throughout the years of the graduates studies. This project funded a total of 96 learners and the duration of the Post Basic Pharmacy Assistance was for 12 months.

Their appointments have strengthened the primary health clinics as well as hospitals in executing amongst others: medicine availability; availability of surgical sundries, proper stock management and record keeping; assisting in reducing nurses' workload with medicine management.

“ We hope that your graduation today will not only provide you with a clear indication that we truly appreciate and value you, but will also serve to motivate you to continue with your studies and the angelic work that you perform daily. So please know that your work is not only recognized but strongly applauded. We sincerely hope that your successes may further encourage others to share the responsibility of educating, caring and delivering quality healthcare services on a range of different levels. ”

- MEC Lekwene

The Department secured additional funding to recruit and train a total of 30 new students in the Post Basic Pharmacy Programme, in the new financial year.

“Currently there are only three provinces which has pharmacy schools, and Northern Cape is not part of. As a province, this is the ultimate direction which we will have to work towards. We further need Tutors who must mentor the trainees in order to enhance this programme.” - MEC Lekwene remarked.



MORE ARTISANS PRODUCED IN THE NORTH WEST PROVINCE, THROUGH HWSETA FUNDING



their studies and undergo a trade test which produced 18 qualified artisans in 2022.

We are excited that some learners in the project were absorbed by the funded Employers that provided workplace training during the project which highlights the importance of work based learning programmes.

Koketso Botopela is amongst the learners that expressed appreciation for the opportunity awarded by HWSETA as the project did not just award him a chance to study but it also provided a stipend which allowed him to take care of himself. Upon completion, Koketso was absorbed by Baloyi Master Trucks as a permanent employee.

The Minister of Higher Education and Training made a call for the Country to produce more Artisans which HWSETA responded to by funding Artisan project in different provinces. Then the HWSETA partnered with six employers TVET College Mankwe Campus in Rustenburg in the North West Province to make this project a success.

In 2018-2019, we had an intake of 17 beneficiaries enrolled in the project. Despite the challenges that came with the COVID-19 pandemic and the lockdown restrictions, all learners managed to complete

In addition to the 1st intake, the North West Province has 29 learners who were awarded the learnership opportunity in 2019-2020(2nd Intake). From the 29, 25 learners have passed their trade test and 4 are waiting to trade. The 29 learners were also funded to receive Learner Licences and Drivers Licences which is an essential skill in the job market.

The learners highlighted the challenging background they come from and the delightment felt knowing that their backgrounds did not define their future. It is through the HWSETA funding that an opportunity was awarded to produce 46 proud Artisans.

HWSETA FUNDS LEARNERS TO STUDY PHLEBOTOMY COURSE



With the high demand of phlebotomist career in the country, the HWSETA collaborated with Virocare to fund learners from three different provinces study towards phlebotomy. The training is outcomes-based according to the unit standards that make up the qualification. Learners are taught anatomy and physiology, medical ethics, laboratory safety (including HIV infection prevention), and how to safely collect blood and non-blood specimens for medical pathology and blood transfusion purposes. Registered Phlebotomy Technicians are equipped, through the knowledge and skills gained.

Viro Care (S A) commenced with the rural project aligned with the HWSETA funding since 2020.

This was their inaugural commencement with this type of programme as it was their first time working with project management teams from the designated rural areas, namely Vaal in Gauteng and Daggakraal in Mpumalanga. With the help of non-profit organizations, they assisted the college with selecting candidates that are from disadvantaged families and met the selection criteria in terms with academic requirements.

This group of graduates started their programme on the 6th January 2020 with a total number of 45 learners, which 30 were from the Vaal and 15 from Daggakraal.

Virocare had the privilege of enhancing these learners work ethics and nurture and grow them in the skills of Phlebotomy. The programme was interrupted by the strict lockdown regulations and had to extend their programme for an additional year to allow them face to face interaction.

From the group of 45 we had 7 dropouts and a total of 38 learners wrote the Phlebotomy Board exams in 2022. We had a 97% pass rate with only 1 student failing by only 2 marks, and will be rewriting the exams in 2023.

With the 37 that passed we had 12 full distinction passes with 8 distinction passes in Paper 1 and 16 distinction passes in Paper 2.



“ We would like to thank the HWSETA for funding this project and proud to indicate that all of these students that have successfully passed their programme are currently employed.” ”

- Kathy Thavar, training facilitator at Virocare

HWSETA ATTENDS TSOLO AGRICULTURE & RURAL DEVELOPMENT INSTITUTE (TARDI) GRADUATIONS



In our continued effort to address the transformation and critical skills shortage inherent within the South African veterinary sector, the HWSETA funded 49 students to study Animal Health at TsoLo Agriculture and Rural Development Institute in 2020 in order to fill the skill shortage in South Africa.

Finally, when the dust and excitement of the graduations settled, we got a chance to chat to four graduates and this is how it went:



AYANDA MAGILA'S Q & A

We chat with Ayanda Magila - Ayanda's passion for taking care and being surrounded by animals led to them enrolling at the Tsolo and Agriculture Rural Development Institute (TARDI) and was funded by the HWSETA to study for a National Diploma in Animal Health. Today they are graduating and ready to take on the world.

- 1) **You have now completed your diploma in animal health, what does it feel like to be graduating?**
It is very overwhelming and unbelievable, it is my first time graduating and I cannot believe it is really happening.
- 2) **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?**
I was always in love with agriculture and back in high school. I excelled in it and I never that I had this love for agriculture.
- 3) **Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?**
The pressure from academics. I overcame it by knowing how to strategize when studying.
- 4) **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?**
I can advice them not to underestimate agriculture. It is a very versatile career. Agriculture is our food security. And also to be passionate about the career, love what you do.
- 5) **What message would you like to give the HWSETA?**
I'm very grateful of what HWSETA has done for all TARDI students. The journey would be impossible. We are very grateful.



CHUMA MADOLO'S Q & A

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.

- 1) **You have now completed your diploma in animal health, what does it feel like to be graduating?**
It feels rewarding to be graduating.
- 2) **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?**
I love working with animals. I come from a home that does subsistence farming and my grandfather was a farmer himself and a community dip person.
- 3) **Were there challenges/ obstacles that you had faced during the course of your studies, and if so, how did you overcome them?**
Yes there were, but the school institution was very supportive. They made allowances. My family was also very supportive.
- 4) **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?**
I would encourage them to pursue this career path as it opens a lot of doors and it is diverse. There is a vital role animal health technicians play in the communities. Especially rural communities.
- 5) **What message would you like to give the HWSETA?**
I would like to extend my to HWSETA for awarding me this opportunity. It has and it is still to change my life for the better.



SANELA NAPAYI'S Q & A

HWSETA chats with Sanela Napayi, one of the 49 graduates from the Tsolo Agriculture and Rural Development Initiative (TARDI) and was 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.

- 1) **You have now completed your diploma in animal health, what does it feel like to be graduating?**
It's the best feeling ever. We have now reached our dream. It's time for the next step now. A brighter future.
- 2) **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?**
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 my DNA.
- 3) **Were there challenges / obstacles that you had faced during the course of your studies, and if so, how did you overcome them?**
No, I did not.
- 4) **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?**
I would advice 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.
- 5) **What message would you like to give the HWSETA?**
I would love to say thank you to HWSETA for the funding. It has really helped us a lot. No one would tell the difference between rich and poor. Thank you so much.



MEHLWANA KHANYISA'S Q & A

“ *Thank you for this amazing opportunity and continue what you have done for us to others as well.* **”**

- 1) **You have now completed your diploma in animal health, what does it feel like to be graduating?**
It feels exciting but scary at the same time, but I am happy.
- 2) **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?**
My family. We had sheep and goats. My interest came from my environment.
- 3) **Were there challenges / obstacles that you had faced during the course of your studies, and if so, how did you overcome them?**
Yes, financially we got paid in lump sum which is difficult.
- 4) **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?**
This career is something that can be good for black children because it boosts their self-esteem in agriculture.
- 5) **What message would you like to give the HWSETA?**
Thank you for this amazing opportunity and continue what you have done for us to others as well.

RECOGNITION OF PRIOR LEARNING IN THE SOCIAL AND DEVELOPMENT SECTOR: CREATION OF ACCESS INTO THE CHILD AND YOUTH CARE PROFESSION



In partnership with the Department of Social Development, the HWSETA created access to NQF level 4 Child and Youth Care Work Qualification for the Social Sector through the Recognition of Prior Learning (RPL) Programme.

This programme allowed Caregivers to acquire qualifications without undergoing formal educational or training programmes, but validated skills and knowledge they had gained through their work experience. After a thorough assessment against all NQF Level 4 Child and Youth Care Work Qualification Unit Standards, 302 out of 305 (99%) Caregivers were deemed competent and obtained a Qualification in Child and Youth Care Work (NQF 4). An outcomes evaluation was conducted

with beneficiaries to assess the RPL Programme's value for money and whether it is providing the greatest benefits to the beneficiaries. Based on the mapped pathways taken by the beneficiaries since completion, 32% of those who remained with the same employers their job profiles changed from Caregiver to Child and Youth Care Worker, 2% found jobs with new employers, and 1% studied further. Beneficiaries reported the following key benefits: 26% had salary increases, and 20% were promoted. The findings may suggest that the qualification has prompted for the formalization of the jobs already held, promotion of equity in the workplace, and improved employability. Through the programme, those whose opportunities were hampered by the past were able to gain equity and access to education.

THE EXTENT AND NATURE OF DEMAND AND SUPPLY OF MEDICAL PRACTITIONER'S AND PHARMACY HUMAN RESOURCES PERSONNEL: A CASE OF THE EDUCATION AND TRAINING LANDSCAPE



The shortages of human resources in the health sector have been described as one of the most pressing global health issues of our time.

The World Health Organisation (WHO) estimates a projected shortfall of 10 million health workers by 2030, mostly in low- and lower-middle income countries. Some of the main reasons relate to the following factors: under-investment in education and training; mismatch between education platforms and the employment strategies; increasing international migration of health workers; limitations in human resources for health

information systems; and in some countries, financial constraints in the public sector making it difficult to absorb the supply of health workers. This context made it necessary for HWSETA to conduct two studies on the human resources for Medical Practitioners and Pharmacists to investigate three key research objectives.

- i) Trends in the supply of skills, looking at articulation from Matric to post-school education and training, and ultimately to employment
- ii) Trends in global and national ratios densities
- iii) Trends in challenges faced by Medical Practitioners and Pharmacy Professionals.

Findings reveal that the current South African Medical Doctor-to-patient ratio was at 8.1 per 10 000 based on registration numbers. This is below the WHO ratio of 20.7 per 10 000 population. This further proves the extent to which supply of Medical Practitioners in SA is inadequate to meet demand. Over the 10-year period (2012-2021), there were slightly more than 1 400 Medical graduates per year on average. Thus, more medical schools are needed, and more budget is needed for existing medical schools to increase intake and supply of medical graduates. Similarly, the WHO recommended ratio of 47 per 100 000 was not met for the South African Pharmacist ratio at 28.2 per 100 000 population when using the SACP (South African Council for Pharmacy) total register. The supply capacity of Pharmacists in the country is below WHO average. Between 2010 to 2022, the 1st registrations of student for the Bachelor of Pharmacy (BPharm) was at an average of 988. For the same period, the completions (graduates) average was 774 which is far below the recommended average of 1200 Pharmacist per year by WHO. For both Medical Practitioners and Pharmacists, lack of staff, infrastructure, and budget characterise inadequate supply capacity to meet demand levels even though some improvements have been implemented.

In addition to these challenges, the findings of these studies show that the main cause of inadequate supply of these occupations is the limited number of learners who choose the STEM field subjects (Science, Technology, and Maths) within the Basic Education sub-system. This is irrespective of the overall increasing annual average growth rate of 7.1% between 2017 and 2021 of those writing NSC. These two studies therefore

make recommendations for an expansion of the pool of learners that choose the STEM field subjects which may increase the number of learners eligible to gain access into the university programmes for Medicine and Pharmacy. The HWSETA therefore will consider aligning career guidance programmes through the adoption of schools to influence career choices towards STEM field subjects by learners from grade 9 to grade 10 and from grade 12 to their post-schooling in either Medicine or Pharmacy university programmes. This will entail linking identified learners from schools in grade 10 towards Learnerships and Undergraduate Bursary Programmes. The Department of Science and Innovation could be engaged in this respect to link to their cohort of Youth into Science Strategy students.



HWSETA EMPOWERS LIVES TO FINDING FULL TIME EMPLOYMENT IN ANIMAL HEALTH



The HWSETA is proud to have funded 33 learners studying towards Animal Health learnership Programme (NQF 5 level) at Letsemeng NPO at Eastern Cape. The purpose of the learnership was to equip learners with skills to contribute to food production and rural development by looking after domestic animals. Out of the 33 that completed their learnership, 16 were employed full time by Afrivet.

LUDWE NTSHONGA Q & A

We speak with Ludwe Ntshonga from the Eastern Cape province. He was funded by the HWSETA to do a learnership programme in Animal Production level 1 at Letsemeng NPO. He is now employed full time at Afrivet and because of that opportunity to do Animal Production Level 1, he can now support himself and his family..

- 1) **What is your designation and where are you employed?**
I work as Community Animal Health Worker at Afrivet and I am employed on March 2021.
- 2) **You were funded by the HWSETA under Letsemeng NPO for Learnership Training, how did you take part in that?**
On my side, it helped me because I got more skills, experience, knowledge and information, especially on Animal Health.
- 3) **What programme were you doing at Letsemeng?**
I did Animal Production level 1.
- 4) **You are now employed full time at AfriVet, how did you get into contact with them or how did they end up offering you employment?**
I heard at Department of Agriculture and I sent my CV to them, then they called me for an interview. I passed my interview and they call me to sign the contract with them.
- 5) **How did the opportunity impact your life?**
It changed my life because I was not working at that time and I was struggling to find work although I do have qualifications in Agriculture, and now I can able to support my Family include myself with money although it's not enough but I appreciate it a lot.
- 6) **What piece of advice can you give to someone who is struggling for work?**
I can advice them must commit to work and try to be friendly to farmers and must be honest and must not dodge people. Also must be near with farmers ND your supervisors. Must be able to arrange meetings and do campaigns through farmers.

NOLOVUYO FRANS Q & A

We chat with Noluvuyo Frans from Engcobo in the Eastern Cape. She was funded by the HWSETA to do her Learnership training at Letsemeng NPO for Animal Production Level 2. After completing her Learnership programme, she was offered full time employment at Afrivet, Emthonjeni Project and Ngxebe Dip Tank.

- 1) **What is your designation and where are you employed?**
I am a community Animal Health Worker at Afrivet, Emthonjeni Project and I work at Ngxebe Dip tank.
- 2) **You were funded by the HWSETA under Letsemeng NPO for Learnership Training, how did you take part in that?**
We were doing learnership which 30 % were theory assisted by facilitators and attended at Tsolo Agricultural College and 70% of it were practicals that we are doing with farmers in communities.
- 3) **What programme were you doing at Letsemeng?**
Learnership Programme, Animal Production NQF Level 2.
- 4) **You are now employed full time at AfriVet, how did you get into contact with them or how did they end up offering you employment?**
I got contact with Afrivet through Dip Tank Committees and I attended their workshop.
- 5) **How did the opportunity impact your life?**
The opportunity had a positive impact on my life, as an unemployed Graduate, it offered an opportunity to be on the field and serve my community while getting exposure and experience.
- 6) **What piece of advice can you give to someone who is struggling for work in your field?**
I would advise fellow graduates to go out there and be willing to serve their community to get exposure, thus will equip them to gain experience.



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