



HWSETA

PROJECT REVIEW

A Focus on Successful Projects



Health and Welfare Sector
Education and Training Authority

HWSETA

OUR VISION

THE CREATION OF A SKILLED WORKFORCE FOR THE HEALTH AND SOCIAL DEVELOPMENT NEEDS OF ALL SOUTH AFRICANS.

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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Foreword

Since inception in 2001, the Health and Welfare Sector Education and Training Authority (HWSETA) has worked tirelessly to provide skills development in the health and social development sectors. This publication highlights some of the work that has been embarked upon and completed. The HWSETA's vision over the last 2 years has been innovation and impact. Through some of our partners we have started this.

The National Skills Development Plan 2020, gazetted by former Minister of Higher Education and Training, Dr Naledi Pandor, on 7 March 2019, stipulates that in order to achieve high levels of economic growth, reduce high unemployment rate and eradicate poverty in South Africa, both the public and private sectors must work together by investing in skills development.

The HWSETA, through different types of funding, is committed to achieving this mandate.

Linked with the ministerial centres of specialisation programme, which stems from the National Skills Development plan (NSDP), the HWSETA has partnered with two technical and vocational education and training (TVET) colleges and ten employers in support of artisan training to carry out this model. Forty-four diesel mechanic learners will be funded through the project. We look forward to its start and expect it to grow from strength to strength.

Support for people with disabilities is a key focus areas for the HWSETA as opportunities for people with mental disabilities are often overlooked.

In partnership with the Pietermaritzburg Mental Health Society, the HWSETA will fund work skills training for persons with mental disabilities. All learners selected for the project received work skills training in preparation for the placement. The project is taking place in the uMgungundlovu and Msunduzi municipalities in KwaZulu-Natal.

The story on page 14 highlights the importance of investing in small and medium enterprises in support of skills development. The HWSETA has funded 106 SMEs to provide mid-career training. Providing these

businesses with employees who have the right skills will go a long way to ensure their sustainability and profitability.

The HWSETA recognises the pivotal role non-government organisations (NGOs) play in tackling unemployment and providing skills and services, especially in rural areas. Over R8 million has been budgeted for approximately 140 registered NGOs. This training will strengthen facets of service delivery, and the financial stability of the organisations offering such services.

With the increase of gender-based violence at South African tertiary institutions, there is a growing need for psychosocial support for students. The Higher Education and Training HIV/AIDS Programme (HEAIDS) is a non-profit company led by the department of higher education and training. It is mandated to implement a psychosocial policy and programme across all campuses in South Africa. HWSETA has awarded them with R3.4 million of funding in support of this project and we are sure that this will make a meaningful impact on all students both at University and TVET colleges by equipping them with much-needed lifeskills, health education and support.

Farming is an integral part of the South African economy. The HWSETA has entered into an agreement with the North West University to train farmers in animal health. The training programme was introduced as a means to address socio-economic challenges around food security and ultimately towards the eradication of poverty. It has been realised that this can be mitigated in the rural areas both in the individual and household level through job creation and agricultural productivity. The NDP seeks to improve the human capital of farmers, which involve advancing their knowledge, skills and competencies of residents in rural areas in relation to agriculture. We look forward to working with the North West University and see great potential and growth in this project.

These stories provide an understanding of the scope of projects and initiatives undertaken by the HWSETA. Their success can only be achieved with the help and commitment of all our stakeholders.



Mrs Elaine Brass
CEO, HWSETA



Providing employment opportunities for people with mental disabilities

According to Statistics South Africa (StatsSA), over 2.8 million people in South Africa live with disabilities. They experience high levels of unemployment, and often remain in low status jobs, earning less than the average remuneration. Multiple barriers hinder the capacity of persons with disabilities to find employment and enjoy full and effective participation in the labour market on an equal basis with others.

These factors have been widely documented and include barriers to education, a dearth of reasonable accommodation, lack of accessibility to infrastructure and to information, limitations to their legal capacity, as well as attitudinal barriers from society. In addition, disability is often equated with an inability to work. These factors have in the past had a significant negative impact on the employment of the disabled.

For over 74 years, the Pietermaritzburg Mental Health Society (PMBMH) has created awareness around rights of the mentally disabled. PMBMH is a non-government organisation providing services to persons living with mental disabilities. This includes social work, residential care, protected employment, mental health awareness and community development among many others.

Their vision as an organisation is to empower people to ensure optimum quality of life while their mission is to work with the community to achieve the highest possible level of mental health,

This is done by:

- Enabling people to participate in the identification of individual and community mental health needs and by responding appropriately;
- Developing effective but affordable services to meet the needs of people having difficulty coping with everyday situations or who are affected by a mental disability such as psychiatric illness, intellectual disability or emotional disturbance;
- Creating a public awareness of mental health issues;
- Striving for the recognition, promotion and protection of mental health rights for all people;
- Aspiring towards a caring and equal service system with a just and fair society; and
- Accepting the uniqueness of each individual and recognising the potential of people. Its management is responsive and based on participation, mutual trust and respect.

“ PMB Mental Health is proud to participate in the Health and Welfare SETA learnerships especially geared towards the needs of people with mental disability. The fact that Health and Welfare SETA provides a stipend that exceeds the minimum wage has given people with disabilities hope confidence and self- belief. They have been uplifted in their families’ and communities eyes as contributing and vital members and they and their families are so proud of their achievements in the programme. Thank you for this opportunity you have made the difference. ”

– Philippa Manning, Executive Director, PMB Mental Health.

Many people living with disabilities struggle to find employment, proper education and as a result find themselves vulnerable and excluded. This violates their dignity and limits their ability to advance their livelihoods.

HWSETA has partnered with PMBMH for a mental health awareness project. Learners with mental health disabilities have been placed with employers for on-the-job training in environments that can accommodate their disabilities for a period of 12 to 18 months. All selected learners received work skills training in preparation for the placement. The project is taking place in the uMgungundlovu and Msunduzi municipalities in KwaZulu-Natal. A total of nine different companies are hosting the trainees.

A breakdown of the funding allocated to PMB Mental Health for projects by Health and Welfare SETA is:

Financial year 2016/2017 First intake	Financial year 2017/2018 Second intake	Financial year 2018/2019 Third intake
4 trainees R270 900 18 months 100% employment rate No drop outs	9 trainees R609 525 18 months Targeted employment rate 60%	12 trainees R692 700 12 months Started on 1 July 2019

An employment officer and social worker has been assigned to each learner, who are responsible for monitoring the learners' progress in the workplace.

PMB Mental Health works towards defying the obstacles faced by persons with disabilities by giving them opportunities that will allow them to reach their full potential. As the Health and Welfare SETA, we understand and support the inclusion of people living with disabilities. Too often people with mental disabilities are denied appropriate education and work opportunities, and are socially sidelined, abused and exploited. The organisation strives to help them to overcome the obstacles that deny them the opportunity to reach their full potential as well as to dispel the myths and stigma attached to these disabilities.



On the 26 June 2019 the first induction workshop was held for the 12 trainees. The induction workshop focused on:

- Introducing the project to the host employers, trainees and parents and explaining in great detail by means of presentations what is expected of them
- Experiences of previous and current trainees with their host employers, teaching trainees how to handle their finances
- Health and safety aspects to be adhered to; and
- Understanding the contracts put in place to guide them and ensure protocol is observed.

Attendees included trainees, their parents, host employers, social workers and the employment officer. The outcome of the induction workshop was a sound understanding of what to expect for the next 12 months as well as great anticipation and excitement.

HWSETA funds 100 postgraduate students to produce excellent research

The HWSETA allocated R7.14 million towards funding approximately 100 students who graduated in the 2018/19 financial year. The selection of candidates was based on their research focus, which included animal and environmental health, mental health, primary health care, nursing education, and child development. The main criteria for eligibility was the relevance of the research in response to creating new knowledge or adding/advancing an existing body of knowledge.

The main objectives of the postgraduate research bursary programme are to increase student enrolment at the postgraduate level, boost the capacity of health and social development, address skills shortages in the fields of research, and retain young black women professionals.

“Only through the creation and expansion of new knowledge, can we really devise strategies to improve our nation and

the lives of the many South Africans, particularly pertaining to health and the environment,” said Dr. Sipho Buthelezi, Research and Information Manager at HWSETA. He added: “We are really proud of our graduates and the positive effect and transformation their research will produce for the future.”

One of the recipients of the bursary programme, Catherine Jakins, graduated from the University of KwaZulu-Natal (UKZN). Her research focused on rhino poachers and resulted in incredible findings. Jakins realised many offenders’ actions were motivated by their experience(s) of poverty. She found that, “increased economic incentives and adequate conservation education programmes need to be urgently implemented in communities surrounding protected areas”. Such knowledge and research enables the devising of actions and strategies aimed at fixing problems that inhibit social development, and further assist in sustaining South Africa’s environment.

Jakins said it has not been easy researching this specific field and that she was presented with a number of challenges along the way. But she persevered and thanked her family for their ongoing support. Jakins is part of a non-profit organisation, making use of her skills as a conservation criminologist in the organisation’s awareness campaigns. She advised anyone looking to pursue their studies to be driven by passion and to be honest about their abilities.

HWSETA will continue investing extensively in funding postgraduates students with the aim to expand the production of research in South Africa.



World-class health care safety course

With increased emphasis on value-based health care, there is a growing need for healthcare organisations to improve their quality and safety outcomes. Building a successful healthcare enterprise in today's world of value-based care requires greater capacity to improve processes.

With R20 million funding from the HWSETA, local partners such as Walter Sisulu University, the University of Limpopo, Sefako Makgato Health Sciences University and the University of Alabama, Birmingham, successfully rolled out a health quality and safety programme.

The mini-academy in healthcare quality and safety is a four-course, eight-session programme designed to extend knowledge and skills in the areas of quality improvement and patient safety. It was developed for healthcare leaders wanting to move their organisations forward in this value driven healthcare system by spearheading quality and patient safety improvement initiatives.

The programme has been successful, to the extent that there is now a cohort of about 100 senior clinical leaders in these provinces who have a solid understanding of organising for healthcare quality and patient safety (HQS) as well as the HQS process and the culture of high reliability organisations (HROs).

The programme was delivered in collaboration with the University of Alabama at Birmingham (UAB) – the number one programme in health administration in the US, and comprised four modules which ran over four months. The programme included a train the trainer component, which will help scale the programme within the respective institutions and provinces, according to Professor Rubin Pillay, Assistant Dean for Global Health Innovation, School of Medicine, University of Alabama, Birmingham.

As part of the programme, participants travelled to India and the United States to gain exposure to premier healthcare facilities.

As a leading academic medical centre, UAB translates its research into the highest quality care, treating more than a million patients annually. UAB Hospital is the third largest public hospital in the United States, houses the state's only level one adult trauma centre, and is the only Alabama hospital to be listed in every annual issue of US News & World Report as one of "America's Best Hospitals" for 24 consecutive years. The UAB Comprehensive Cancer Centre is the only NCI-designated centre in Alabama and the six-state region, and houses a state-of-the-art advanced imaging facility and the most powerful cyclotron at any US academic medical centre.

"As one of our flagship collaborations, the HWSETA is very proud of this programme, the relationship with local universities and the University of Alabama, Birmingham. We are certain that this programme will grow and add to the vast work that HWSETA is doing in the healthcare sector. We congratulate the graduates and expect great things," said Sikhumbuzo Gcbashe, Skills Development and Planning Executive Manager, HWSETA.



Double trade artisan development project

In January 2014, Minister of the Department of Higher Education and Training (DHET), Dr Blade Nzimande released the 'White Paper for Post-school Education and Training: Building an Expanded, Effective and Integrated Post-school System' policy that makes specific provision for the development of trained artisans as learners are highly employable after completing an artisan programme as opposed to attaining a university degree.

With the recent challenging economic conditions faced by South Africans, statistics have proved a university degree is not a guarantee for securing employment after graduation. This was specified by Statistics SA's 2016 Labour Survey which indicated that of the 58% unemployed youth in the country, 7% are university graduates.

In an effort to address these statistics, DHET urged all 21 sector education and training authorities (SETAs) to prioritise the training of skilled artisans since there is a substantial shortage of skilled artisans produced annually to meet the country's target of producing 30 000 skilled artisans a year to meet the labour demand.

The HWSETA has thus committed R10.5 million in funding for the training of 35 learners in the millwright trade over a two-year period on the Accelerated Artisan Rural Development Project for the 2018/19 financial year. Millwright is a double trade involving high precision training in a combination of electrical and mechanical skills. Millwrights are highly skilled workers who are trained to install, dismantle, repair and reassemble machinery in factories, construction sites and power plants and the profession is in high-demand.

The learners are receiving training at the Durnacol Skills Hub situated in the small town of Dannhauser, KwaZulu-Natal. The hub is an esteemed skills centre known for producing sought after skilled technical artisans in a range of specialist disciplines. The funded recipients, from the rural Lephalale, Daggakraal, Evaton, Msinga and Bergville communities, are undergoing classroom and intensive work-based programmes for workplace placement for 12 months and then at an

accredited employer for a further 12 months as per National Artisan Moderation Body (NAMB) requirements. After the 24 months, learners will be placed at selected rural hospitals to complete 12 months of community service. They will receive monthly allowances while on the programme, personal protective clothing and toolboxes. The HWSETA has also provided funding towards their trade test, which will deem them competent and provide them with national recognition in the millwright trade after completion.

Sikhumbuzo Gcabashe, HWSETA's Executive Manager of Skills Development and Planning, is enthusiastic about the outcome of this project as the millwright trade forms a large part of the South African engineering industry.

"In an attempt to empower rural communities and alleviate the unemployed rate amongst young people from rural societies, we deliberately targeted these specific communities as they never had neither a chance nor knowledge of the availability of such opportunities available to them," Gcabashe commented.

"Through career development initiatives, we were able to recruit unemployed students from each community who have a technical at N2 or Matric level. Reaching out to rural communities creates widespread awareness of such opportunities, as this knowledge is crucial for our country. This Double Trade Artisan Development Project is by far HWSETA's special project in that the project recipients will receive an inclusive package to ensure that they are highly employable after completion of the project," he said.

Upon completion of this project, the HWSETA would have changed the lives of these young learners by empowering them with skills and knowledge that will help them to confidently step into the future.



Q&A

Lerato Ramotebele is a 23-year-old millwright trainee funded to take part in the double trade artisan development project.

Q:

Who is Lerato, where is she from and how did you end up on this programme?

A:

My name is Lerato Ramotebele. I am 23-years-old and come from a village called Segale in Lephalale, Limpopo.

I found out about this programme at home; there was an announcement made in the various villages of Lephalale that there would be a meeting held at Abaspoort village. I attended this meeting and we were told that a training centre in New Castle is looking to place students in an artisan programme for two years. I completed my N6 in Electrical Engineering and was therefore eligible to apply. I went through the various selection processes and after two weeks, I received a call from the centre telling me that I have been successful in my application.

Q:

What did it mean to you when you got that call telling you that you've been selected?

A:

Honestly, it was a relief. I was disappointed that for a whole year I could not find a job even with my N6. It was so difficult to get an apprenticeship or a learnership. This opportunity came at the right time; it has given me hope of bright future.

Q:

Which trade will you be training in the programme?

A:

I am going to be trained as a millwright, which is training in both mechanical and electrical work.

Q:

You mentioned that you completed your N6 in electrical engineering. What made you chose this career path?

A:

The love for electrical work developed gradually from when I was kid. My grandfather always asked me to help him fix electrical appliances or wiring in the house. From helping, I eventually learned how to do it myself by checking and fixing wires and cabling in the house without any help. This love grew from doing what seemed like menial electric diagnoses and repairing to developing a passion for electricity. For example, I love dealing with the motors and fixing smartphones. I am first one to study a trade at home and this makes it evident that I was destined to be in this field.



Q: Have you ever experienced discrimination regarding your chosen career path, since electrical work is a male dominant occupation?

A: Not at all because I went to a technical high school. Doing subjects such as electrical, civil and mechanical was a norm in high school, regardless of you being a girl or boy.

Q: How will this programme benefit you?

A: Practicals are important in his field and TVET colleges do not provide practical classes to complement the theory taught in the classroom. This is a key advantage for me because I do not have to seek an apprenticeship after the programme. Moreover, the HWSETA will also provide funding for me to acquire a trade test after completing the programme. This will increase my chances of being employed. I am blessed to be given this opportunity, not many are this fortunate.

Q: Where do you see yourself five years from now?

A: I plan on learning as much as possible in my field and plan on opening my own training centre in Lephalale for students studying at the Lephalale TVET College. There are not many training centres in our area, which leaves many students from the college stranded and unable to get jobs. I would love to make a change in my community through this.

Q: Outside of fixing household appliances or wiring, what do you love doing in your spare time?

A: I love baking and listening to gospel music



HEAIDS' psychosocial policy framework to combat issues faced by students at higher institutions in South Africa

According to the World Health Organisation (WHO), South Africa has one of the highest rates of gender-based violence (GBV) in the world. Studies have shown that there is a strong correlation between alcohol abuse, GBV and sexual risky behaviour among young South Africans. GBV reported cases, when resulted in the death of a female, increased by 53% from 2015/16 to 2016/17. GBV is not only a human rights issue but is also a public health issue that affects individuals, their families and communities at large.

In 2016, South African higher institutions of learning – universities and TVET colleges – reported an appalling 47 (reported) rape cases on their campuses. This growing number of GBV cases has a debilitating effect as not only does violence inflict pain such as bruising, broken bones or death, but it also has psychological effects such as substance abuse, depression, suicide or post-traumatic stress disorders. Violence impedes on an individual's emotional capacity, which takes away from the abused the energy to be fully present, more so if you are a student who needs to produce good grades.

Speaking at an Imbizo at the Tshwane North College in August 2018, Deputy Minister Buti Manamela, of the Department of Higher Education and Training (DHET) said violence on campuses was continuous and that there was a dire need for psychosocial support for survivors of sexual abuse.

With the alarming number of deaths reported at higher institutions of learning, it is for this reason that DHET mandated HEAIDS to develop and implement a psychosocial policy and programme on campuses at 26 South African universities and 50 TVET colleges. This would help mitigate violence on campuses, as well deal with HIV, TB and other issues faced by students. HEAIDS is a non-profit organisation established under the DHET to ensure students undergoing post school education and training (PSET) and

studying at higher education institutions (HEI) are physically and emotionally healthy to enable them to take their rightful places in contributing to the economic growth of our country.

HEAIDS' core focus lies in providing a comprehensive combination of prevention package of services in efforts to mitigate the spread of HIV, TB, sexually transmitted infections (STIs) and other health and wellness related ailments, along with integrating other issues affecting youth such as mental health, alcohol and substance abuse, LGBTQI issues, sexual reproductive health rights, economic empowerment, violence on campuses among others. Historically, most TVET colleges and some universities did not have clinics or health care facilities, which left students without access to basic health services. This intervention saw the introduction of a peer-to-peer-led health and wellness programme on campuses, bringing a wide spectrum of services to the doorstep of young people – at no cost to them.

HWSETA partnered with HEAIDS to combat issues related to health and wellness, HIV/AIDS, TB and STIs. It approved funding of R3.4 million that will go towards HEAIDS' rollout of a prevention, treatment, support, care, and awareness programme. Information, education and communication (IEC) materials will be distributed at universities and TVET colleges throughout the country.

One hundred and eighty peer mentors will be recruited and trained to provide psychosocial support at campuses in districts where funded partners are not available. This will be through the paid services of social workers, psychologists or nurses. Mentors will also support and implement the awareness campaign at campus level as often, alcohol abuse among students leads to violent acts against women and unsafe sexual behaviours such as coerced sex, unprotected intercourse and multiple sex partners.

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To contribute to skills development, we must also take into consideration the wellbeing of students and their campus experiences at higher institutes of learning. They need to be enthusiastic and full of energy to do well in their studies so that they too can one day fully participate in the economic and social development activities of the country. This project with HEAIDS

and HWSETA provides a holistic contribution to education as HWSETA's involvement impacts the education sector beyond skills development.

The project will run for nine months, after starting in June 2019. Dr Ramneek Ahluwalia, CEO of HEAIDS, has expressed his appreciation to DHET for bridging the relationship between HEAIDS and HWSETA. "We are grateful for HWSETA's willingness to collaborate with HEAIDS in the interests of upskilling students who have the potential to graduate with both a well-rounded academic and social outlook. The programme will assist students to reach their full potential, take their rightful place as responsible persons in their families, communities, society, and contribute meaningfully in their various roles and towards the economy of the country", commented Dr Ahluwalia.

The HWSETA and HEAIDS believe the sustainability of this initiative is an important success factor that will produce tangible long-term benefits to the higher education sector, the youth and South African communities.



Centre of Specialisation programme

Diesel engines are an essential part of the world's transport and industrial infrastructure. With an increasing demand for diesel-powered vehicles in industry, South African businesses need to employ certified diesel mechanics to diagnose, repair and maintain diesel operated vehicles and machinery. The diesel mechanic trade has been identified as one of the 13 priority trades by the department of higher education and training and will provide many opportunities for diesel mechanics.

The National Skills Development Plan (NSDP) 2030, gazetted by former Minister of Higher Education and Training (DHET), Dr Naledi Pandor on 7 March 2019, stipulates that in order to achieve high levels of economic growth, reduce the high unemployment rate and eradicate poverty, the public and private sectors must work together by investing in skills development.

The Centre of Specialisation (CoS) programme was introduced by DHET in March 2018 to train artisans in the 13 priority in-demand trades, and establish strong partnerships between TVET colleges and employers that will build better apprenticeship systems and lay the foundation for college differentiation. This programme will also aid in achieving the country's need to produce 30 000 artisans a year to meet South Africa's need for trained artisans by 2030.

In her speech at the launch of the Centres of Specialisation Artisan Programme in Midrand on 9 March 2018, Minister Pandor said the department expected to secure partnerships to implement effective programmes for training artisans in a range of sectors. Each SETA was mandated to provide funding in one of 13 priority trades. The HWSETA has partnered with two TVET colleges (ORBIT and Mopane South East TVET colleges) and 10 employers from Limpopo, Gauteng and North West to provide funding for the diesel mechanic trade for 44 learners.

A partnership with TVET colleges and private employers creates a dual system of apprenticeships that will combine technical education with simulated practical training offering accurate work experience in an integrated learning programme with employers in the driver's seat. This will triple combat the imbalances of the past by positively contributing towards the objectives detailed

in the NSDP, as a three-way partnership between the SETAs, private employers and TVET colleges will work collaboratively in contributing to skills development.

On 9 April 2019, the DHET officially launched the Centres of Specialisation programme at ORBIT TVET College (Brits Campus), where all the 21 SETAs were invited to attend. "We have committed R8.6 million to this project where the CoS programme will run for three years and these learners will receive practical training at private companies in Limpopo, and North West such as the Great North Transport, SA Nuclear Energy Corporation, Ditsibi Motor Engineering Dreyer Earthmoving and others," said Mr Mlulamisi Mhlanga, HWSETA's WSP manager. "This close interaction between the colleges and employers throughout the partnership will not only accelerate artisan turnout but will also bring employers close to the graduates as they'll be able to approach them from this programme," he concluded.

For each trade linked to the participating TVET colleges, the DHET has appointed an occupational team convener (OTC) responsible for driving project outcomes. The OTCs are appointed experts who are either trade assessors drawn from accredited trade test centres, who conduct the trade tests for the particular trade; employers and unionists from across the sectors where the trade is principally employed, or officials who teach the practical training or the theoretical foundation of the trade at a college.

The HWSETA's appointed OTC, Mr Christo Basson, is a subject matter expert in the diesel trade and has extensive experience in the field along with TVET and SETA know-how. "It is exciting to be part of this innovative project with DHET which puts the latest occupational trade curriculum to the test, that is bound to deliver artisans that are fully conversant with the latest technology and processes in the trade of diesel mechanic. They will be sought-after artisans in industry," said Basson.



The successful completion of this project will contribute to meeting the needs of the diesel mechanic trade in the country. The HWSETA's role in the CoS programme will move a step closer towards increasing the employment rate among young people who will become active contributors and participants in the economic growth of the country.



Small Micro Medium Enterprises funded for skills development training

Unemployment is one of the most difficult challenges facing South Africa. This has been exacerbated by the fact that over the last two decades, the formal economy, especially mining, has been shedding jobs and retrenching many workers.

Funding and development has for a long time been geared towards the large companies or businesses. But with SMMEs contributing around 36% towards the South African economy, proving there is a high potential for SMMEs to help transform the economy, and boost job creation and opportunities.

Many small and medium sized enterprises in their different sectors however, experience difficulty and pressures in terms of their operations as a result of low skills and skills shortages. The HWSETA has implemented a skills development training programme targeting SMMEs operating within the health and social development sectors, and which are registered with HWSETA.

The project aims to support small and micro enterprises through creating initiatives that can develop skills that will enable high productivity and effectiveness of operations in their respective fields. This project targets approximately 300 organisations/ SMMEs in all the nine provinces. Each will be allocated an average amount of R50 000 to be proportionally used for the specific requirements of the organisation as stipulated in their workplace skills plan.

HWSETA has recognised training courses that are both credit bearing and non-credit bearing from registered training providers. Examples of short courses that employees will be trained in include accounting, financial management, sales and marketing and first-aid training among many others. What is important to note about this training, is that it is not one-size fits all – the skills developed will be relevant to their business so as to ensure the effectiveness of the skills development project.



One of the recipients of Makapanstad Rural Development Centre funding, Salamina Letsoko, said: “We would like to take this opportunity to thank HWSETA for funding us for the skills development projects. We have started with the First Aid Level 1-3, as this course is designed to provide the participants who have no medical training but wish to rapidly progress through various first aid training levels in order to understand and handle trauma and basic medical emergencies. This is the highest level before progressing to a professional qualification.”

Letsoko added that these courses were valuable and could have a huge impact towards improving the safety and wellness of individuals and employees. First Aid saves lives, reduces number of accidents in the workplace, and promote a speedy recovery. Employees have confidence and clarity during emergencies as they know how to use first aid kits effectively. It was also a great team building exercise.

Capacitating and training employees will ensure growth and sustainability of the business as their expertise and skills are enhanced. With high growth enterprises in South Africa, we are positive this will ultimately reduce the high levels of youth unemployment and income disparities. The many benefits of supporting small to medium enterprises will result in alleviating poverty by making it possible for poor people to generate income to meet basic needs; reducing poverty through the creation of jobs; redistribution of wealth, income and opportunities; and contributing to economic growth by improving innovation and thus competitiveness.

It is accepted worldwide that developing and growing of small, micro and medium enterprises (SMMEs) can play an important role in realising these benefits. Policies and programmes to support the development of SMMEs should therefore become a prioritised part of the democratic government’s programmes to create a better life.



Social entrepreneurs skills training for non-levy paying organisations

Non-government organisations (NGOs) are key actors in responding to the social issues experienced by rural and poverty stricken districts. These range from healthcare, education and other general welfare services. As it is not always easy for government to access or reach all these districts, NGOs play a pivotal role in filling this gap and addressing these issues as they operate in close proximity to the communities they serve. The organisations have great potential to change many communities through their passion and love for community development. But this is not always be enough to ensure their sustainability and effectiveness.

Skills need to be enhanced to make NGO operations even more effective and successful. Many have few organisational and professional skills, and the poor quality of training, or lack of importance attached to training NGO workers, are of utmost concern to NGOs. The most commonly identified challenges for NGOs include fundraising, limited financial and management expertise, limited institutional capacity, low levels of self-sustainability, lack of inter-organisational communication, and lack of understanding of the broader social or economic context.

The National Skills Development Strategy has directed SETAs to fund NGOs, together with co-operatives and worker education programmes. In response, HWSETA has initiated a project are rooted in social entrepreneurship training for levy-exempt NGOs. The programme is designed to provide social change makers and entrepreneurs with the skills, creative thinking and networks equivalent to a business entrepreneur to deal with complex issues and economic realities of their communities.

The participants will gain insight into the complex challenges of social change, financial sustainability and innovation; develop a deeper understanding of strategy, leadership and governance; acquire business skills in finance, operations and management; and ensure practical application of theoretical ideas to their immediate work. HWSETA, workplace skills planning manager, Mlulamisi Mhlanga, said: "What is pivotal about this project is that we want to build entrepreneurial skills so that the

NGOs can learn how to become self-sustainable in their daily operations, whether they are commercial or non-commercial."

Responding to the mandate, over R8 million has been budgeted for approximately 140 registered levy-exempt organisations for 2018/19 financial year. The NGOs and co-operatives have already been identified and will be funded once the project training starts. This training will strengthen facets of service delivery, and financial stability. The NGOs were selected on the basis that they were operating within the health and welfare sectors and registered with HWSETA. All nine provinces were targeted with a strong focus on the Northern Cape, North West, Mpumalanga, Free State and Limpopo. Many other organisations working with families, children and people with disabilities were also targeted.

The success of this project will be aligned to the National Development Plan and National Skills Development Strategy III goals to "provide support that builds and utilises the capabilities of individuals, households, communities and NGOs to promote self-reliant sustainable development". (Chapter 11, National Development Plan).



Legacy Skills development project follow up: Kusile Leroo (PTY) Ltd.

Youth unemployment poses a significant risk to our economy. With more than five million young people in South Africa being unemployed, the HWSETA understands the creation of employment opportunities can contribute immensely towards addressing the myriad socio-economic challenges of poverty and inequality in the country as outlined in the National Skills Development Plan (NSDP) 2030.

A key criterion that will help eradicate these challenges is through the identification of scarce skills required in the country, and developing plans and providing funding that will direct young people to niche market areas where they can gain invaluable skills that will assist them to establish their own black youth owned (BYO) companies. The establishment of BYO companies will aid in fully transforming South Africa as this will offer long-term benefits to the society and the economy at large by not only generating BYO opportunities, but also creating employment in communities where the unemployment rate is high.

In June 2017, HWSETA, Siemens and Eskom launched a partnership programme that will run for three years. It saw 13 learners from the Nkangala District in Mpumalanga being awarded an opportunity to be trained with comprehensive, accredited, academic and work-based practical training in the professional field of safety, health, environment, risk management and quality (SHERQ). Ten of these learners will become equal partners in their own BYO company, named Kusile Leroo (Pty) Ltd, a for-profit company established through a Memorandum of Understanding (MoU) between the HWSETA, Eskom Holdings Ltd, and Siemens (Pty) Ltd.

Since project inception in July 2017, the learners have undergone intensive training in power generation, distribution, business management, coaching and mentoring. This has provided them with a solid SHERQ foundation to conduct reviews and audits on Eskom and Siemens permanent and project sites upon project completion.

To date, the project recipients have received practical experience at Eskom and Siemens sites on a rotational basis training in a variety of health and safety competencies such as first aid awareness,

safety inspections, risk assessments, internal audit, incident investigations, administration and other key SHERQ operational activities. As the project draws closer to the closeout phase, recipients are studying to obtain a NEBOSH International Diploma in occupational health and safety, which is a highly in-demand qualification. This qualification will provide the learners with underpinned capabilities required to become an effective health and safety professional.

The legacy skills development project will end in March 2020 after which the project recipients will be in total control of their company. The other three recipients would have benefited from this project as they had no formal qualification in the field of SHERQ and were given an opportunity to not only acquire the highly sought after SHERQ qualification, but also received professional training in the field thus increasing their chances of employment.



The company will be given a head start to gear it in the right direction by being provided with opportunities to conduct reviews and audits on Eskom and Siemens permanent and project sites, also receiving endorsements for projects successfully completed. This will enable Kusile Leroo to market itself as a professional company and seek further opportunities at other state owned companies and in the private sector.

HWSETA Projects Manager, Luyanda Lokwe, commented: "We view this unique partnership as a crucial step towards the support of black youth owned companies in the professional subcontracting environment of health and occupational safety. We are eagerly awaiting to see our young leaders finally stepping into the marketplace, positioning themselves as a fully-fledged SHERQ company. This project is a prime illustration of what can be achieved when public-private partnerships work together to drive skills development in the country."

Siemens' Executive Director, Rita Nkuhlu, commented: "At Siemens we are very excited about this partnership because it gives us as an OEM the opportunity to train up young professionals and give them guidance on the expectations of SHEQ professionals in the market, by exposing them to complex occupational health and safety environments at our various projects and fixed sites. After completion of this project Kusile Leroo will have the potential to become a major services provider in the SHEQ space."



Training of 120 farmers and 10 graduates

Post 1994 South Africa took the decision to operate under the global rules of free trade. This put the agricultural sector in a difficult position. Competitors from around the world had more support than local farmers, this meant that black farmers missed out on the opportunity to catch up with other farmers who had previous advantage. As a result, this change led to a rise in the socio-economic challenges the country faced, which include unemployment, income inequality, food insecurity, poverty. One of the major issues being unemployment, which has remained at more than in this 20-year period. The majority of the unemployed are unskilled or have low skills and are affected by low and poor levels of education. The agriculture and mining sectors are usually pivotal in absorbing the unemployed majority. Hence it is important to focus on improving the agricultural sector especially through local farmers.

HWSETA has entered into an agreement with the North West University to train farmers in animal health. The project has collaborated with the Provincial Department of Agriculture, led by Dr Madyiba Langa, who is the Director of Veterinary services. The department has data on emerging farmers and will provide the farmers that will form part of the training. They will also be responsible for the implementation of the project and communication throughout the project's duration. The Botswana training farm (Mr and Mrs Kobogkwe) will also partner with us to train local farmers.

The training programme was introduced as a means to address socio-economic challenges around food security and ultimately towards the eradication of poverty. It has been realised that this can be mitigated in the rural areas both in the individual and household level through job creation and agricultural productivity. The NDP seeks to improve the human capital of farmers, which involve advancing their knowledge, skills and competencies of residents in rural areas in relation to agriculture.

There is also the challenge of unequal land ownership in the agriculture sector in South Africa, which is largely dominated by approximately 95% white farmers. It is important to redress this without jeopardising productivity levels in farming and reconciliation in the country. As a result, the training aims to grow the number of emerging black farmers, and to allow them to have access to major markets to distribute and sell their products which will strategically reduce unemployment. This project is in alignment with the National Development Plan (NDP) and aims to create black self-sustainable farmers as a means to contribute towards the production of food, job creation of our country and thus growing the country's GDP.



To create self-sustainable farmers, farmer capacitation is important. The Provincial Department of Agriculture, in collaboration with the university farm, will supply farmers with quality and improved genetic resources and establish an agricultural training hub for farmers to utilise for improved breeding and farming. This project has selected 10 graduates to serve as interns. The graduates will be responsible for site visits to the farms, to ensure that knowledge is fully applied. This also offers them the opportunity to lead the training programme as graduates and contribute positively to the economy and grow to become successful entrepreneurs.

Close to R1 842 000 million has been allocated to the 120 students, for the overall duration of the project. Approximately a total of 120 Black farmers, 60 males, 60 females and 6 persons with occupational disabilities, with the ability to work. To improve the quality and value of livestock in the North West province which is vital for food security and economic advantage, the farmers will be trained in the following areas:

1. Animal production (poultry, beef, dairy production)
2. Primary animal healthcare
3. Animal diseases
4. Chain value market and market accessibility.

The project will first be implemented in the rural district known as the Ngaka Modiri Molema district in the North West Province. Choosing this rural district, aims to address targets in the Annual Performance plan and HWSETA to forge partnerships with bodies that advocate and advance the skills of the youth in rural areas. One of the partners in the project will be the North-West University and training provided by the NWU staff in the Animal Health, Animal science and Agriculture departments. And lastly the practical aspect of the training will take place at the NWU farm in Molelwane. Those who qualify and pass the minimum requirements of the theoretical and practical assignments, will be awarded with a Certificate of Competence. We hope to advance the future of local farmers through this training, to capacitate them with the skills and resources necessary to ensure improved standards of living and secured lifelong financial and food security.



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