



# **PROJECT REVIEW**

Focus on succesful rural projects

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higher education  
& training  
Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA



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 FROM THE CHIEF EXECUTIVE OFFICER.



**Mrs. Elaine Brass, HWSETA C.E.O**

## **Dear valued HWSETA stakeholder,**

The HWSETA has produced a number of Projects brochures over the years, the last one was successful Covid-19 response projects 2021 relating to our key significant projects over a period. The HWSETA's projects have been exceptional and impactful, and an opportunity to showcase our projects over the last year cannot be missed.

After the devastation of Covid-19 on our economy, learning, internships and work place experiences, the HWSETA has quickly implemented meaningful projects to ensure that our youth in the main, obtains work experience in order to complete a qualification or increase opportunity for employment.

The projects showcased and projects to be entered into in 2022-2023 will be focused on Economic Reconstruction and Recovery, in line with the currently focus by our Government.

It is more important than ever to increase exposure and opportunity to skill and upskill all in our sector, including allowing access to unemployed persons into the sector. Our continued support from our Employers, Departments of Health and Social Development, Councils and partners is highly appreciated and allows the HWSETA to carry out its mandate.

The projects showcased in this publication highlights support to women, rural communities, youth and much needed skills for increased employment opportunities.

To the HWSETA staff members, I thank you for your continued dedication to bringing impact into our sector. Be encouraged always, our work with our partners brings hope to our country for a stronger, better future.

Sincerely,  
Elaine Brass  
Chief Executive Officer, HWSETA



## HWSETA PARTNERS WITH TECHNOGIRL TRUST.



**In March 2020, the HWSETA in collaboration with TechnoGirl Trust implemented a digital skills programme learnership to address critical skills shortages, more especially in the digital skills and 4IR space.**

Six hundred (600) learners located in Gauteng, KwaZulu-Natal and the Northern Cape were selected from households with a monthly income of less than R5000,00. Furthermore, 5% of the selected beneficiaries were female youth with disabilities. Upon completion of the learnership, girls will have the knowledge and skills to enable them to better prepare themselves for jobs of the future in the Information and Communications Technology (ICT) industry.

In executing this mandate, the TechnoGirl Trust is responsible for overall management and implementation of the programme National Certificate: Information Technology: End User Computing training sessions, complimented by Coding and Robotics modules as well as life skills and job preparedness training.

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.

Traditional jobs are being transformed while new forms of work are being created. 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, namely the digital provision of services, scaling of digital platforms, which will require participation of low-skilled labour, and establishment of a frontier technology hub for the region in sectors such as mining, agriculture and financial services. In addition, HWSETA identified a range of occupational shortages and skills gaps.

**A review of the HWSETA strategic goals brings to the fore the associated tenets as follows:**

- Reliance on work-based skills development programmes for improved productivity and sectoral growth.
- Graduates who are skilled and work ready to enter the health and social development sector.
- Offer pathways to occupations for in school and post-school youth.
- Demand led skills development (e.g. appropriate skills to the 4IR)

The programme comprises of three components, namely: job shadowing, alumni support and digital skills training. The job shadowing component focuses primarily on a public-private partnership whereby the learners are exposed to scarce skill careers in the Science Technology, Engineering and Mathematics (STEM) fields. TechnoGirl Trust, has made it their main goal to ensure that girls and women are afforded the right to equal access to education opportunities, experience and employment within STEM.

339 of the 525 learners 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). To date 45 learners have been employed and a further 19 have opted to further their studies.

TechnoGirl Trust is proud of its partnership with HWSETA. One of our key objectives is to ignite opportunities for vulnerable young South Africans. Against the backdrop of the emergence of the 4IR, digital literacy it is critical to enhance the agency of young people





## HWSETA ATTENDS EKURHULENI COLLEGE GRADUATION.

**On 7 May 2021, the Health and Welfare SETA attended a Graduation Ceremony at Ekurhuleni East TVET College at Kwa-Thema Campus.**

It was a joyful day as the graduates received their certificates after 2 and a half years of hard work and commitment and finally titled “qualified Refrigeration Mechanic Artisans”.

Over a year ago, Health and Welfare Seta and Air Conditioning and Refrigeration Academy (ACRA) initiated a training project for sixty refrigeration apprentices. This was influenced by a call by the Minister of Higher Education and Training for the country to produce more artisans. The apprentices were selected in partnership with Ekurhuleni East TVET College Kwa-Thema Campus and both males (35) and females (25) were interviewed and selected for the project.

ACRA acted as the main provider on the project managing all aspects including training, assessments, managing the apprentices and securing workplace training as required for an apprenticeship, while HWSETA acted as sponsor and conducted training and workplace audits.

This project was designed to address the skills shortage found in South Africa and more specifically artisans in the refrigeration and air conditioning sector.



The project would, consequently, empower people to become active contributors to the economy through employment and/or self-employment.

Addressing the graduates, Mrs Elaine Brass said that: “the HWSETA appreciates the work done by ACRA and the Ekurhuleni East TVET College. The dedication of the learners throughout training and the support provided by our partners is much appreciated.

“We have since embarked on various projects with the ACRA and are proud to be associated with an organization that is as passionate as we are about the training and development of young people,” said Mrs Elaine Brass, the CEO of the Health and Welfare SETA.



# CLOTHING AND TEXTILE MASTER PLAN BRINGS HOPE TO MSINGA FACTORY.

**The South African Retail-Clothing, Textile, Footwear and Leather (R-CTFL) value chain master plan has brought optimism and delight to many women in rural Keates Drift in Msinga, KwaZulu-Natal.**

The area, which is one the poorest in South Africa since its shoe factory closed its doors 26 years ago, and left 3000 families without any source of income, is slowly building its way up in the clothing and textile sector.

In an effort to reduce the unemployment rate and poverty in the area, Ms Lelly Mntungwa (42) started to empower the Msinga community through job creation and skills capacitation. Mntungwa later established Msinga Clothing Factory in 2016 to further her ambition to train, upskill and employ the youth and women from the area who had no economically tradable skills.

Speaking from her factory, Mntungwa said the Health and Welfare Sector Education and Training Authority (HWSETA), which was responsible for all its training and skills development requirements, came to their rescue in 2019 when they were able to implement skills training in Msinga.

“HWSETA has now aligned with government (R-CTFL) value chain master plan by giving the rural communities a chance to participate in skills programmes especially in clothing and textile. Skills transfer is a sustainable gift that can empower people to become income generators and survive during difficult situations,” says Mntungwa.



The **master plan** will represent the first commitment from a broad array of retailers to buy local, driving local manufacturing and employment.



According to Mntungwa, HWSETA has also identified 19 co-operatives which have 800 youth and women in rural areas across South Africa to enhance their skills in clothing and textile, so that they are able to manufacture for retail stores. She said government is also encouraging retail stores to source products locally and invest in the clothing and textile sector through the masterplan.

Stakeholders in the sector have since committed to growing the market for local CTFL producers. The agreed target is to grow the total CTFL retail sales to R250 billion in 2030 and increase the local CTFL share to 65% of the sale, in order to support the R69 billion local CTFL procurement which delivers 333 000 workers of the R-CTFL's total employment, including 165 000 CTFL formal sector manufacturing jobs

The Department of Trade, Industry and Competition (the dtic) also afforded Mntungwa a training opportunity to China in order to be trained in Clothing and Textile, including Cotton Processing in Minjiang University, in Fuzhou, China.

Msinga Clothing Factory, which employs 100 women on site, is currently making garments for the Foschini Group, Mr Price, and Ackermans and Mntungwa has since been nominated by HWSETA to mentor other projects in the rural areas of South Africa.

According to the Deputy Minister of Trade, Industry, and Competition, Ms Nomalungelo Gina, the South African R-CTFL Value Chain Master Plan to 2030 is focused on actions of all stakeholders and mechanisms to monitor its implementation so that we are able to improve and grow the CTFL sector - thereby creating meaningful employment and socio-economic development.

“The master plan will represent the first commitment from a broad array of retailers to buy local, driving local manufacturing and employment. To achieve the objectives of the master plan, the industry will need to rethink and re-invent itself so that each of us makes a substantial contribution and we all benefit. It will require commitment from all stakeholders, including retailers, manufacturers, workers and government,” says Gina.





# MEDICAL EQUIPMENT MAINTENANCE STUDENTS PASSES WITH FLYING COLOURS.

**Healthcare technology management and maintenance is an essential part of running an effective and safe medical facility.**

Patients expect to be treated to a high standard in decent diagnostic facilities. This means hospitals and clinics must always keep maintained and serviced medical equipment.

For that reason, the HWSETA collaborated with Viro Care Consultants to fund 10 unemployed youth with a learnership in Electrical engineering and clinical Engineering for a period of one year at Tshwane University of Technology (TUT). The purpose of this funding was to increase the number of technicians that service and maintain medical equipment in health care facilities, including X-Ray, ECG, Ventilators, and several other equipment used in these facilities.

These students were selected from the rural, impoverished areas from the Vaal in Gauteng and Daggakraal in Mpumalanga. We collaborated with project management teams from these areas to shortlist suitable candidates, as well as a minimum matric pass with 50% in English, 50% in Mathematics, 50% in Physical Science.

The funding from the HWSETA was for a period of two years and included stipend, course fees, toolbox fees and tablet costs. During the Programme, they learned practical skills in digital systems, circuit design, circuit assembly and fault finding.



They learned electronic component identification, component function and handling.

The Training Manager of Viro Care, Kathy Tharza expressed that she is very grateful that the HWSETA recognized the shortage of this skill in the health sector, the well-being of the patients' health depend on well serviced and well-maintained equipment.

The students did their theoretical programme at the University of Tshwane and their Work integrated learning programme at Department of Health and are now placed at Charlotte Maxeke Academic Hospital and Chris Bharagwanath Academic Hospital.



# HWSETA GIVES HOPE TO THE YOUTH OF LUNEBURG.

**Tsolo Agriculture in collaboration with Luneburg NGO and HWSETA being the main funder is funding students from Luneburg to study Animal Health at the Tsolo Agriculture & Rural Development Institute (TARDI) annually.**

Last year, young people from Luneburg , a very rural area in KwaZulu Natal, were also funded for this programme. The funding included tuition fees, stipend and transportation fee as the college is situated in Tsolo in the Eastern Cape.

HWSETA decided to embark on this project because it wanted to improve the lives of people from rural areas so that they can be empowered and be able to provide for their families because most of them are from a poor background.

In the previous years, all the admitted students were fully funded for a period of three years by HWSETA. In the following years, annual funding with option of renewal was received by the institute on behalf of its students.

The diploma is a three-year course and in the last semester of the final year, the students go for their work integrated learning where they are placed in farms, abattoirs, livestock organisation and pharmaceutical companies for them to get more exposure and to experience the world of working in order to foster confidence and build skills, ensuring that they are able to meet the minimum day one competency of animal health.





Some of the students utilizing the monthly stipend, were able to support their families. One student used the stipend to assist her parents with groceries at home and the other was helping his mom to build a 3 bedroom house. Other students have enrolled for driving lessons, utilizing the stipend and this improved their employability as most adverts for animal health technicians require a person with a driver's license. About 8 students from the 2015 group were able to get permanent employment because of the driving skills.

According to Dr Nandipha Toyota Ndudane, the principal at Tsolo Agriculture & Rural Development Institute, says that the fact that students had an assured tuition fee alleviated some of their worries and freed their minds to focus on academics. This contributes to the improved performance of the institute over the years.

After the completion of this course, one can become an Animal Health Technician for the state, assisting with regulatory function, especially with zoonotic disease or can be employed in research by laboratories and academic institution.

Dr Ndudane says that Animal Health is an interesting course and young people should look into it. "It brings that interphase of animal care, environmental care and human care. It is a rewarding career where one gets to interact with many line functionaries in what is called OneHealth."

During a disease outbreak for instance, disease epidemiology and traceability involves in the main animal health technicians. Extension work and disease control, patrolling of borders during disease outbreak, the animal technicians are at the centre of that", she said.







# HWSETA + TEREBETH TREE FOUNDATION EMPOWERS YOUTH AND WOMEN.

**HWSETA acknowledges and understands that changing times demands change in doing things. For so many decades, the majority of South Africans emigrated from rural to urban areas with the purpose of seeking jobs and better living conditions.**



As the world witnesses change in so many ways including restrictions brought by Covid 19, this has and is still negatively impacting the living and economic conditions of people.

Out of 80 participants trained by Teberenth Tree Foundation on Adult Education and Training that was funded by HWSETA, 38 were from Bethesda Village in Matatiele under Alfred Nzo District Municipality. This municipality is one of the municipalities that are targeted by government to bring change in their economic conditions.

Participants were trained on self-awareness, business management, hair shampoo, conditioner, body cream and body butter making in order to empower participants with income generation skills. Participants received both theoretical and practical training in these mentioned products. They then took what they have manufactured to be used for marketing of their product.

Participants were encouraged and empowered to be employers rather than employees since job opportunities and companies are slowly diminishing. These products are believed to be in demand daily, not only in their surroundings like their village, schools and businesses but these products are in demand in all geographical areas.

This could also assist to expand economic

opportunities towards rural areas, as it was in ancient times. Urban areas are filled with graduates that were funded through small scale farming, arts, crafts, etc from women in rural areas.

Through this partnership, HWSETA is reaching its mandate and commitment towards NDP 2030 and skills development in deserted areas, such as rural areas. It is also contributing towards social welfare and security of South African citizens since this kind of training has huge potential of taking youth from potential social ills like drugs, robbery, rapes etc.

Communities from these areas are also improving on stress related to lack of money and having nothing to do during the day. They are now living a meaningful life.





# HWSETA ATTENDS EARLY DEVELOPMENT GRADUATION.

On 1 December 2021, the HWSETA attended a graduation ceremony at Mangosuthu University of Technology in KZN to celebrate the learners that were funded by the HWSETA.

In 2019, the HWSETA partnered with ELET to produce a learnership programme for disadvantaged youth in rural areas.

The first project commenced with 85 learners at ELET's Platt Drive Site project and the following year in March 2020 the HWSETA approved 6 additional Early Childhood Development (ECD) projects. ELET has since made significant progress in the ECD sector and now have about 700 learners at 8 sites across KZN with one site in Khalankomo, Eastern Cape.

The purpose of this project was to provide a learnership program and training of the highest quality to ensure that qualified and competent exponents are provided for the important work of teaching in Foundational Education. In addition to the core ECD syllabus, learners also receive other skills to enhance their skill sets, employability, and performance in the classroom. Another important goal of this program is to provide learning opportunities and ultimately employment for women and youth from deep rural areas.

"The HWSETA values its partnership with ELET to ensure that the skills development continues to grow and to especially focus on the needs of our rural communities.



The strengthening of our children from a young age is one of the most effective ways of ensuring true transformation on our country. To the ECD graduates, we congratulate you on this success but also encourage you to continue to develop and grow and sow back into your communities to make better life for all. "The HWSETA has made an investment in you, and today we reap those positive returns" said Mrs Elaine Brass, HWSETA CEO.

The funding from the HWSETA included stipends for the learners which assisted them with their travels, meals, and data costs to ensure they have all that is necessary to succeed in this program. It also assisted with their household needs at a very difficult and challenging time financially because of the pandemic.

One of the challenges faced in this project was the Covid-19 pandemic. Learning programmes had to be amended and the HWSETA came up with a solution, and with approval from ETDP SETA, they supplied each site with an ECD Resource Practical Kit enabling learners to continue with their practical work.

Mrs. Nareshini Rnaganthan, ELET Director shared a few words and said ELET is immensely proud of the graduates.

Our learners have been resilient, dedicated and hardworking, ultimately delivering portfolios of high standards. Even though this was accomplished with all the attendant challenges of rural life, in the context of the Covid pandemic, their achievement becomes even more remarkable, she said with a smile.

The HWSETA is very happy and proud to have been part of this project, we will all the graduates the best.







# HWSETA ATTENDS DURNACOL SKILLS HUB GRADUATIONS.

**On 26 October 2021, the HWSETA attended a Graduation Ceremony at Durnacol Skills Hub in Newcastle, KZN.**



In 2019 the HWSETA funded 35 students to study towards Millwright qualification – section 26D (real seal), this was a direct result of a call by the Minister of Higher Education and Training for the country to produce more artisans.

This is the first project we had with Durnacol Skills Hub and our first rural development project focussing on artisan development. The learners graduating are from the following areas; Gauteng, KwaZulu-Natal, Limpopo, KwaZulu-Natal and Mpumalanga.

Durnacol Skills Hub and the HWSETA contacted Community Based Organisations in these areas who identified indigent families that will appreciate the opportunity given to their children. Teams from the HWSETA team and Durnacol Skills Hub visited all these areas and conducted recruitment tests and interviews. These took more than 4 hours on each site and resulted in the learners that are graduating today.

The training was for 24 months with 12 months classroom and workshop training and 12 months' workplace component.

Mrs. Elaine Brass, the CEO of HWSETA said that, the HWSETA realised that the learners were put on an accelerated programme that was focused on learning for them to qualify.

This means workplace training was focused on certain workplace competencies according to the approved curriculum. With that and bearing in mind the limited time you had in the workplace and disruptions caused by the COVID 19 pandemic in the past year, the HWSETA together with the College will give you an extra 18 months of pure workplace experience in approved companies.

The College will assist in your placement and where possible near your hometowns. We believe that when you take on this opportunity you will not stay long on it but look for permanent employment in the meantime.

When we change that life and bring hope to rural and poor communities, we can truly say we have done our job as the Health and Welfare Seta. Let us partner again to achieve this objective.

“Our journey with the Health & Welfare Sector started in 2019 with this very group of students, our team travelled to various provinces selected by the SETA and recruited 35 learners for this Accelerated Artisan Millwright programme and were humbled by the need identified in these areas. We have since embarked on various projects with the Health & Welfare SETA and are proud to be associated with an organization that is as passionate as we are about the training and development of young people”, said Mr Neville Els, the founder of the Durnacol Skillhub.



We have since embarked on various projects with the Health & Welfare SETA and are proud to be associated with an organization that is as passionate as we are about the training and development of young people





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Health and Welfare Sector  
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**HWSETA**