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HWSETA attends SETA Skills Summit



In an effort to tackle unemployment in the country by strengthening partnerships with TVET colleges, the Department of Higher Education and Training, Science and Innovation together with the 21 Sector Education Training Authorities (SETAs), hosted a SETA Skills Summit and Launch of the SETA Integrated High Impact Programmes (SIHIP) in Johannesburg that took place on 23 and 24 April 2024.

The former minister of Higher Education and Training, Science and Innovation, Honourable Dr Blade Nzimande, stressed out the importance SETAs play in both the reduction of unemployment and the transition into the workplace by facilitating skills development through learnerships and internships programmes, among others.

Dr Nzimande further went on to explain that “through the sector specific focus and expertise, our SETAs contribute significantly to addressing skills gaps, skills mismatches, promoting employment and enhancing productivity within their respective industries. Our SETAs also play a crucial role in aligning training and development efforts with the needs of employers and the labour market. Thus, ensuring the development of a skilled and capable workforce that can become a catalyst for economic growth and development.”

It is important to emphasize the role that SETAs play in bridging skills development, and it lies in not only forming partnerships with TVET colleges to make the transition into the workplace easier but also with employers and training partners.

“**The HWSETA will remain committed to such endeavours.**”



Dear Valued Stakeholder,

The HWSETA year has been action packed with exciting projects and events that we would love to share with you in this edition.

Another very successful graduation of Medical technicians and Phlebotomists, skills in great demand with the ultimate impact of employment and employability. Through HWSETA funding, 87 learners graduated on 24 May 2024. The HWSETA specifically has a focus on funding skills in demand to make our contribution to both uplifting our youth to enter into the job market, and also to reduce the unemployment rate in SA. Our partners, Thembafuthi Ukhule Innovators and Ampath have made this possible with a 100% success rate.

“**The HWSETA specifically has a focus on funding skills in demand to make our contribution to both uplifting our youth to enter into the job market, and also to reduce the unemployment rate in SA.**”

In April 2024, we saw a new landscape emerging for SETAs. At the SETA Summit, all 21 SETAs have committed to enter into High Impact projects together to make a greater impact in the economy. Collaboration between SETAs started already before the Summit and is in full swing with a number of projects already having been showcased. One such project was the collaboration between 6 SETAs on Mandela month to come together and make a significant contribution to one school for learners with various disabilities. The HWSETA contributed R2, 6 million in various internship opportunities towards these learners. What a day of celebration of impact as well as making a difference to those who are often marginalized. We honour our President Nelson Mandela with our efforts and resources to make a difference in the lives of deserving children.

For the second time round the HWSETA participated in World Skills South Africa by sending Ms Nobuhle Motlhare from the North West University to Lyon France in September 2024 to compete against 20 countries in the skill of Health and Social Care. Ms Nobuhle Motlhare was our National Winner and made us proud. Our applications for the next round of competitions in this skill was closed on 31 October 2024. Please see the back of this edition to get more details. The skill will be competed once again in 2026 internationally.

Launch of 4IR Centres of Excellence in TVET Colleges (CSIR Pretoria). The purpose of the launch was to ensure that the 4IR training skills in Public TVET Colleges is taking place and is blended into the learning phase to improve employability of the students. Various SETAs as well other organizations that are based in the technology sector were also present to ensure the need to facilitate the move to the Fourth Industrial Revolution is taking place.

The HWSETA continues to support Veterinary Science. We supported and partly funded the career awareness campaign in Tsolo, (TARDI), Bisho and Kariega in the Eastern Cape from 13-15 May 2024. This was held over 3 days, bringing much needed information and awareness to rural learners. Further complimenting this career awareness is our Siyakhulisa programme. This is a mentorship programme aimed to assisting Grade 10-12 learners from rural areas who are excelling in Mathematics and Physical Science / Life Science through high school and further fund their tertiary education. We currently have reached out to 90 rural learners across all 9 provinces and held a Siyakhulisa Mentorship Camp on 20 September 2024 over a weekend in Johannesburg where educational activities took place, especially in Mathematics and Life Science. Many of these learners have never been to Johannesburg nor have flown anywhere, so it was a great opportunity all round for these amazing young learners. We hope to give these rural learners opportunities, learners from urban areas take for granted, hoping that they will enter into careers in the Health and Social Sectors.

Please also read our article showcasing five learners from the Northern Cape province funded by HWSETA studying Animal Health at TARDI from 2024. This programme is committed to fostering skills development in the veterinary sector. The HWSETA annually supports bursaries in the veterinary sectors especially to ensure transformation.

The HWSETA is delighted to commemorate various significant days in the SA calendar. Please enjoy the read and pics of our Mother's Day Function, Women's Day function, Mandela Day contributions, and Heritage Day celebrations at the HWSETA.

Lastly, but not least, we also want you to celebrate successes with us relating to the some individual people we wish to highlight in this issue:

- » Catching up with Calls Mashile who was funded by the HWSETA for an apprenticeship programme at the Air Conditioning and Refrigerator Academy between 2018-2020. Now he is relocating to Germany as a Technician.
- » Former interns who were funded for an internship programme at Clinvet International by the HWSETA who are now absorbed by Clinvet International in the workplace

Until next calendar year, the HWSETA and I wish you all a restful period over December with much success for the New year. Take care over the festive season and God bless!

Ms Elaine Brass
Chief Executive Officer



HWSETA launches its first ever Siyakhulisa Mentorship Camp

The HWSETA launched its exciting three-day Siyakhulisa Mentorship Camp at Birchwood hotel in Johannesburg from the 20-23rd September 2024.

“

The HWSETA is not only shaping the future of individual learners but also contributing to the broader vision of a skilled and capable workforce in South Africa.

”

The purpose of the camp was to provide tutoring and wellness support to the learners. Ninety (90) students who have been selected as part of the HWSETA's Siyakhulisa Mentorship Programme from Grades 10-12 that excel in Mathematics and Physical Sciences from all nine (9) provinces attended the camp for an intensive yet fun session.

The learners were addressed by the HWSETA CEO, Elaine Brass who spoke about creating a vision board. HWSETA partnered with Syked, which is an online wellness platform that connects clients to a network of vetted and qualified therapists via video call, text and telephonic support. Throughout the three-day camp, these learners had sessions on stress management as well as career planning, which aimed to help with anxiety and stress during exam periods.

The learners also practiced their presentation skills and did mock interviews to boost their confidence. The camp also included Maths and Sciences sessions, which was led by expert tutors, with engagement sessions after.

The goal of the camp was not only to assist the learners in maintaining their performance in Maths and Sciences through various sessions and workshops, but to also expose them to a new environment with their peers from different parts of the country so that they can develop their social skills to help make the transition from school life to university life simpler. There were also some dance challenges to keep the learners energised and a movie night.

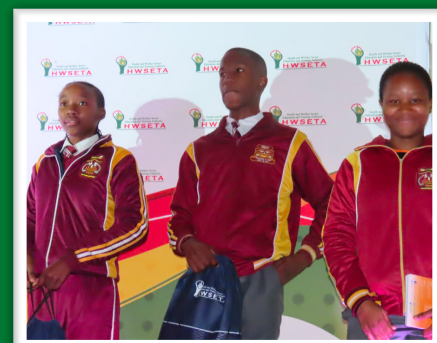
With this initiative, the HWSETA ensured that for these learners get the psychological support that they need, as well as exposing them to a new environment so that they can develop their inter-personal skills.

The HWSETA will be launching more camps in the coming years to ensure more learners have careers in our sector. We believe that an initiative of this kind will have a big impact on the lives of these learners and their communities.

HWSETA funds five Learners to Study Animal Health at Tsolo Agriculture Rural Development Institute

In a committed move to foster skills development in the health, social development, and veterinary sector, the HWSETA funded five learners from Umso high school in the Northern Cape who were doing grade 12, to study for a diploma in Animal Health at the Tsolo Agricultural and Rural Development Institute (TARDI) in the Eastern Cape.

Animal health involves the caring for the health and well being of animals. That includes animal nutrition, anatomy, physiology as well as treating animal diseases. By investing in the potential of our country's youth, the HWSETA is not only shaping the future of individual learners but also contributing to the broader vision of a skilled and capable workforce in South Africa.



Phlebotomy and Medical Technology Graduation



On 24th of May 2024, HWSETA had the honor of yet again witnessing close to three hundred phlebotomy and medical technology graduands, whom of which took part in the Phlebotomy Technician Learnership conducted by Themba Futhi Ukhule Innovators and the Medical Technology Learnership conducted by AMPATH.

Phlebotomy is the art of drawing or extracting blood from the cardiovascular system through a puncture to obtain blood samples for analysis and diagnosis, whilst medical technicians are responsible for utilizing technologies that identify a disease or its cause, to treat or improve a person's health and wellbeing, this includes both low- and high-risk medical devices.

The Graduation was held at Luwende Woord in Centurion, the graduands were addressed by Ms. Akhona Vuma of the HPCSA, she highlighted the importance of medical workers' passion for people, as Phlebotomist and Medical technicians play a salient role in the medical sector. A moment of silence to honor students who had unfortunately passed away during the learnership program was observed, a loss that will never be recovered.

However, those who were present got the opportunity to celebrate their achievements in honor of their passed pupils as they recited "The Modern Hippocratic Oath." These life changing learnerships first began in January 2013, participants of these remarkable two year programs offer and deliver the opportunity for permanent employment, where successful candidates receive training in a medical laboratory and take part in workplace and classroom learning, furthermore all 55 medical technology graduates of the 24th of May 2024 have been appointed within Ampath in various departments as well as 32 phlebotomy graduates in various companies, such as Flowpath, Netcare diagnostics and bloodline labs.

Members of the Executive team, namely the Chief Executive Officer Ms. Elaine Brass as well the Executive Manager of Skills Development Planning Division, Mr. Sikhumbuzo Gcabashe and Board Members such as Lungile Duma representing the National Public Workers Union, Ms. Lalita Harie representing Non-Profit Organizations and Mental Health and Ms. Bongiwe Malope representing People with Disabilities, all of whom were present to honor this glorious occasion.

PowerHouse Interviews with Celeste Molete and Ntando Maziya



What is your name and where are you from?

My name is Celeste Molete, I am from Jacobsdal, a small town in the Free State province.

What qualification have you completed, and how does it feel to be graduating?

I was doing a Phlebotomy course, I passed with a Distinction and graduated, now I am qualified Phlebotomist. It feels amazing to be qualified and to work in the health field.

What made you choose this career path, what inspired you?

I didn't know what phlebotomy was, just like any other unemployed youth out there applying for different learnerships, jobs, etc. I applied when I saw the advertisement and I was accepted. Now that I know what Phlebotomy is, and how it feels to be able to help doctors get proper diagnosis for a patient by drawing the blood, I just love it.

What challenges did you encounter during your studies and how did you overcome them?

I would say my biggest challenge was fear, the fear of not making it, what if I don't pass and obtain this qualification but I pushed through and because I had an amazing support system such as my family, HWSETA and lectures who would help me when I was struggling.

Please tell us about your interests and aspirations?

Currently, my main interest is focusing on my career, to gain as much experience as possible and advance my skills.

Is there anything you would like to add?

I would like to thank the HWSETA for this opportunity, today I'm a qualified Phlebotomist. Thank you for the funding as it carried me till the end throughout this journey



What is your name and where are you from?

My name is Ntando Maziya. I'm from a Village in Mpumalanga called Mgobodzi.

What qualification have you completed, and how does it feel to be graduating?

I've just obtained my Phlebotomy Medical Technician qualification and Graduating feels like a breakthrough.

What made you choose this career path, what inspired you?

This path chose me. I was at home during covid in 2021 doing nothing, when my late mentor told me about the HWSETA funding as it carried me till the end throughout this journey.

Excellent Mkhathswa suggested I try out this learnership he heard about from a friend

What challenges did you encounter during your studies and how did you overcome them?

I really didn't feel like there were any challenges, only learning opportunities and experiences. Because of what many would call challenges I came out a graduate and I learned about a lot of things beyond Phlebotomy, such as how to live and deal with people of different characters daily, most of which I feel have prepared me for the workplace.

Please tell us about your interests and aspirations?

For now, I want to enjoy and use the opportunity I've been given to be a phlebotomist. After some time, I would love to upgrade into something else in the same field.

Is there anything you would like to add?

From the core of my being, I'd really like to thank HWSETA for this opportunity and support. My mates and I wouldn't have made it if we didn't have the financial support.

Interseta Mandela Day

In true SETA collaboration, a joint Inter-SETA Mandela Day initiative took place on the 26th of July 2024 at the Masion Lincoln Special School located in Umlazi V Section, KwaZulu Natal. Masion Lincoln Special School caters special needs education for more than 400 pupils living with physical and intellectual disabilities, ranging from grades R to 12.

FASSET (The Finance and Accounting Services Seta) had initially identified the school and further reached out the following sister SETAs, such as HWSETA, INSETA, MQA, Service SETA and FoodBev SETA. Jointly the SETAs contributed over Six million worth of operational and human resources. KZN provincial office staff of each SETA joined to part take in various 67minutes activities to cheer and interact with the learners such as face painting, painting playground tyres and renovating the grade R classroom.

The Health and Welfare Seta (HWSETA) pledged 35 interns for a 12-month period in several areas of need. With the school pressed with a non-replace support staff policy, it will identify specific areas where the learners can assist. The FoodBev Manufacturing Seta donated kitchen equipment, including a top-of-the-range mixer. The Insurance Seta (INSETA) donated two braille's, a smartboard, 20 single beds and mattresses, 3 steel cabinets, 25 single desks, 50 chairs and 10 tables and has also assisted with materials for painting the school. The Finance and Accounting Services Seta (FASSET) donated five mobile rooms, two for classrooms, another as a paraplegic bathroom, one as a staffroom and one that will be used as an office as well as provide skills programmes and has contributed towards wheelchairs.

School Principal, Happiness Morolong was extremely pleased with the efforts of the SETAs contributions. "We are so excited. We really appreciate it. We wish to extend our deepest and sincerest gratitude for this act of generosity by all the SETAs. "It will go a long way to ensure that quality education is delivered to pupils, irrespective of their disabilities" she said. Furthermore, she added the contributions from the SETAs were going to assist in maintaining the schools 100% pass rate.

Minister in the Presidency responsible for Women, Youth and Persons with Disabilities, Sindisiwe Chikunga, who was also present, strongly denounced the abuse of women and children and re-iterated the need for them to be always protected. Busi Mahlangu, KZN Department of Education's district director for Umlazi also confirmed the school would be moving to another site in Umlazi, and that building would begin in January 2025, and that learners should be expected to occupy the premises in 2026.





Veterinary and Para-Veterinary Careers Awareness Campaign

HWSETA, TARDI, University of Pretoria, Department of Education and Department of Rural Development & Land Reform joined forces to create awareness of the Veterinary & Para-Veterinary Careers available to the youth.

The campaign sought to educate learners on the different career paths as well as educational institutions one may obtain the necessary qualifications; this campaign seeks to increase the number of Veterinary's of color, more especially females in the Veterinary & Para-Veterinary space.

The Career Awareness events took place over three days across the OR Tambo, Nelson Mandela Bay, and Amathole Districts, all of which are in the Eastern Cape.

The three-day campaign kick started on the 13th of May at Tsolo Agricultural and Rural Development Institute (TARDI), the campaign sought to broaden the horizon of grade 12 learners on the various careers in the Veterinary healthcare space.

A Veterinary Nurse of the University of Pretoria, Yamkela Genge, who is now responsible for but not limited to fluid therapy and administering medicines to animal patients, monitoring delivered a highly informative yet engaging presentation.

Daniel Matlou, an Animal Health Technician and Lecturer at Tsolo Agricultural and Rural Development Institution also delivered an ever so mind opening presentation.

The campaign successfully engaged with twenty six schools, such as Solomon Mahlangu SSS, Thembalabantu High school, Zimele SSS, Zanolwazi SSS and many more.

Mr. Clayton Peters, HWSETA's Executive Manager across provinces also shared a few words with the learners, wishing them well in their final year of secondary education and shared HWSETA's excitement to have them strive and join the health and social development workforce/industry.

The Roadshow was nothing short of energy as Dr Nandipha Ndundane, President of the South African Veterinary Council (SAVC) and Principal of TARDI; brought life and information to this life-changing campaign for the learners who attended.

Dr Nomsa Mnisi, the Chairperson of The HWSETA Board, played a key role in the roadshow, her energy really struck a fire of enthusiasm as she shared her journey and hopes for the future of South Africa in Veterinary and Para-Veterinary industry, a dream worth living for as she walked through the contributions our beautiful skills developing nation has contributed and is yet to contribute with the young minds.

HWSETA Mother's Day Event



On the 10th of May 2024, HWSETA Office staff gathered in what may be one of the world's most important holidays. The Mother's Day office Lunch, this beautiful occasion took place at the Bedfordview office. Members of the staff gathered to celebrate and honor our strong and faithful mothers within the organization.

A beautiful set up to complement the floral theme, a quiz of general knowledge and surprise best-dressed competition was well received and appreciated by the staff.

Staff members were split up to teams consisting of staff from different divisions. This would do exactly what was intended by the marketing team, to inspire staff to interact and compete whilst honoring the nurturers of our homes and the workplace.

**From these things, a creation like no other.
When the masterpiece was complete,
the word Mother echoed through.**



*It is said the Universe took the
fragrance of a flower...
The majesty of a tree...
The greatness of morning dew...
The calm of a quiet sea...
The body of a Twilight hour...
The soul of a stray night...
The laughter of a rippling brook...
The grace of a bird in flight...*



HWSETA funds students for an internship programme

Through the HWSETA's commitment to bridging the skills gaps in the country, two students were funded by the HWSETA for an internship programme at Clinvet International as Research Supporters.

After they successfully completed their internships and gained work experienced, one was absorbed on a permanent position and the other on a fixed term contract both at Clinvet International. We spoke with them and this is how it went:

Tylo-Jade April

What is your name and where are you from?

My name is Tylo-Jade April, I go by Tylo. I was born in Milnerton, Cape Town but raised in an area called Newlands East, Durban.

You have recently been absorbed at Clinvet international for a permanent position after completing your internship, how do you feel like?

It was one of the happiest and proudest moments when my line manager and HR representative sat me down and told me that they would like to take me on permanently. It is sometimes very surreal and unbelievable that I get to come to Clinvet daily and do a job I love and am passionate about – I am beyond grateful for my position.

How would you describe your work as a researcher?

My work as a researcher isn't monotonous at all. No one day is ever the same. One day might be filled with study admin and another might be with study animals for a specific activity relating to an ongoing study.

Something I really love about my job is that there is always something to learn, and there are lots of areas for growth – both professionally and personally.

My work is also very team-dependent, which is amazing because all the members of the team have different levels of experience and education which creates an environment where everyone can learn something from each other and be helpful to each other in whatever way is necessary. It's a very interesting job to have!



How would you say the HWSETA funding impacted your success as a person?

The HWSETA funding greatly impacted my success. I would not be on my current career path if it was not for this programme. My entire future has changed for the better.

What are your medium- long term aspirations?

I can see myself at Clinvet for years to come, there are so many more things I'd like to learn and do here. Also, I can see myself moving up in positions from junior researcher all the way to study investigator/director. I would say in 5 years I'd like to be the investigator level.

Any words you would like to say to the HWSETA?

I am eternally grateful for this opportunity. Thank you for this programme that allows newly graduated people to gain experience and knowledge so that permanent employment may be possibility for us.



On 4th of October 2024, the HWSETA staff joined together to celebrate the diverse cultures and heritage under the rainbow nation. A delicious meal, courtesy of a spit-braai and entertainment were on the menu. A best dressed runway competition where staff had the opportunity to showcase their beautiful cultural attires was held and thoroughly enjoyed. There were three winners, in third place we had Katlego Dikgale SDP division, in second place we have Tebogo Komane from the Office of the CEO and in first place we have Ntombizodwa Khambule from Corporate services. A nostalgic South African music playlist was danced to, as HWSETA staff unwind and caught up and shared commonalities in their cultural differences.



Find Success In The Workplace



Asibone Dudula



What is your name and where are you from?

My name is Asibone Dudula, and I am from Engcobo in the Eastern Cape.

You have recently been absorbed at Clinvet international for a fixed term position after completing your internship, how do you feel like?

I am delighted to have this opportunity to continue developing as a scientist, which is something I have always wanted.

How would you describe your work as a researcher?

It is demanding and, most importantly, challenging. It requires a fresh mind, and it's always rewarding to end each day knowing that you've learned something new. There's an opportunity for growth every day, which makes it both lively and lovely.

How would you say the HWSETA funding impacted your success as a person?

HWSETA has helped me tremendously, and I am very grateful to have been chosen. I will never forget the opportunities this funding has provided me.

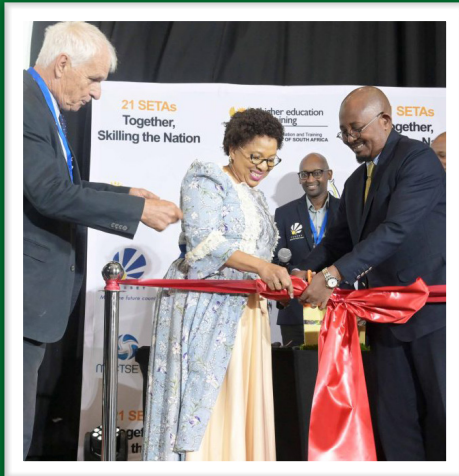
What are your medium- long term aspirations?

I aspire to grow as a person so I can help the organization achieve its goals and uphold its values. Continuous growth is my all time aspiration, as I aim to unlock every possible level in my journey.

Any words you would like to say to the HWSETA?

I am thankful to have had HWSETA play such a crucial role in my life. I hope the initiative continues to flourish so it can assist many other graduates in need

HWSETA attends a mega launch of the 4IR centres of excellence/artificial intelligence laboratories in Pretoria



The Department of Higher Education and Training (DHET) together with the Education Training and Development Practices Sector and Education Training Authority (ETDP SETA) hosted a mega- launch of the 4IR Centres of Excellence/Laboratories/Artificial Intelligence in Public TVET Colleges on 07 May 2024 at the Council for Scientific and Industrial Research in Pretoria.

The purpose of the launch was to ensure that the 4IR training skills in Public TVET Colleges is taking place and is blended into the learning phase to improve employability of the students. Various SETAs as well as other organizations that are based in the technology sector were also present to ensure the need to facilitate the move to the Fourth Industrial Revolution is taking place.

Learners from various schools in the Gauteng province were invited to the launch, and were introduced to a variety of machine learning programmes and how machines will impact the future of learning in higher education, as well as in the workplace. This exciting launch showcased the need to better prepare for the Fourth Industrial Revolution by incorporating these skills into both the workplace and the educational phase.

Chat with Calls Mashile

We chat with Calls Mashile, who was funded by the HWSETA for an apprenticeship programme at the Air Conditioning and Refrigerator Academy (ACRA) between 2018-2020. Calls has been recruited and is about to relocate to Germany as a qualified technician. As we get to know his inspiring story, this is how it went:

You have been selected to go work as a technician in Germany, how did you get to know about this exciting opportunity?

I was working as a technical operations manager at Broll Technical Services and a company based in Germany approached me via linkedin and we did interviews. After the interviews, the CEO came to South African to meet the successful candidates and I was one of them.

Relocating to another country must be life changing and a huge responsibility, how do you feel about the move?

Indeed. Relocating to another country is a significant decision with both excitement and challenges. It's an opportunity for new experiences, learning and growth. It will also involves adapting to a different environment, culture and a new language.

What will you be specialising in?

I will be a technician specialising in HVAC- Heating Ventilation and Air Conditions.

What inspired you to take this career path?

A friend of mine inspired me to take this career path, the prospect of this path excites me because it is a combination of electrical, plumbing and mechanical.

Being a technician is a critical skill not just in South Africa, but the whole world, are you planning to bring back your hard-earned skills to South Africa sometime in the future?

Yes, my plan is to work in Germany for 10 years. Reason being that in Germany they are more advanced in technology. I want to absorb more information so I can come and use it here South Africa.

Where do you see yourself in the next five years?

I would see myself as Facilities Technical Operations Manager. Who is making sure that buildings are well maintained- the likes of HVAC, electrical work, plumbing and building maintenance are in good condition. Also managing contractors and approving invoices.



HWSETA attends the budget vote preparations

The National Treasury's budget reflects the state's commitment to fiscal sustainability, economic growth, and the well-being of all South Africans. Each state department is united in the efforts to ensure accountable, economical, efficient, equitable, and sustainable management of our public finances. On the 16th of July 2024, HWSETA headed out to NorthLink TVET College Tygerberg Campus, for the Budget Vote Preparation.

Many other SETAs and entities of the Department of Education were present to exhibit and provide career guidance to learners ranging from grade 10 - 12. The event sought to address and deliver two main focuses: offer career guidance to high school pupils and introduce the new Minister of Higher Education, Dr Nobuhle Nkabane. An assembly was held in the main hall where government officials had the opportunity of addressing high school pupils was held, the learners were then released shortly after to interact with exhibitors where they were informed on how to navigate the new and improved HWSETA website. HWSETA interacted with 39 High school learners and provided more insight about the various career options and qualifications required as well as the bursaries and learnerships at their disposal that fall under the Health and Welfare spectrum.





THANK
YOU



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