

NEWSLETTER

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A lot has happened since the previous edition of this publication. In August the country commemorated the 60th Anniversary of the National Women's Day under the theme "Women United in Moving South Africa Forward". This year's event marked 60 years since the iconic 1956 women's march to the Union Buildings. PSETA launched a women empowerment project and is currently funding eight women managers from the Eastern Cape Department of Sports, Recreation, Arts and Culture to address competency gaps in strategic positions.

In September, for the first time, PSETA took a giant step and commemorated Public Service month. The last two weeks of the month PSETA, in partnership with the Department of Higher Education, Department of Home Affairs and the Special Investigating Unit, ran a campaign across all SABC radio stations to promote careers in the public service under the theme "the public service – an employer of choice".

CEO'S DESK Artisans a priority scarce and critical skill set



PSETA has focused its artisan work on "rebuilding the technical and professional capabilities of the state". Artisan development is highly regulated under NAMB/QCTO. With the Strategic Integrated Projects (SIPs) the state is spending R4 trillion on infrastructure development through the SIPs. This aims to create five million new jobs and provide infrastructure for economic and social development. PSETA's role is leading steps 17 with to 21 of the SIPs methodology under DHET, to build the state's capabilities to develop and maintain the infrastructure.

PSETA MoUs with the Offices of the Premiers are an implementation vehicle for the Protocols being signed between Premiers and the Presidency around SIPs. Regarding technical and professional skills for infrastructure development and maintenance, officials working on developing the Infrastructure Development Management System (IDMS) suggest that there are too few personnel in most key professions related to infrastructure development such as architects, quantity surveyors, town planners and so forth. In occupations such as electrical engineering, these shortages in the public service are related to absolute shortages in the country's labour market.

PSETA artisan development projects are therefore focused on building provincial and local level capabilities within the state or province, to maintain such infrastructure, as well as other service delivery imperatives. The SETA continues to address these scarce skills and to date we have a number of artisan development training underway that are fully funded by the PSETA. We boast a total of 108 females and 106 Males currently undergoing training in various trades in KZN Department of Health, the Eastern Cape Department of Transport, the Western Cape Department of Transport and Public Works, Mpumalanga SBE and the Gauteng Province City Region Academy.

IN THIS ISSUE:

CEO's desk: Artisans – priority scarce and critical skill set	1
Oversight visit by the Portfolio Committee	2
Department of Rural Development and GPSSBC successfully conclude a WIL programme	3
PSETA artisan development projects in KZN	4
KZN continues to turn the workplace into a training space	4
PSETA represented at the World Skills South Africa	4
Moving the sector towards a more strategic approach to training	4/5
PSETA commemorate Women's month and Heritage month	6/7

OVERSIGHT VISIT BY THE PORTFOLIO COMMITTEE ON HIGHER EDUCATION AND TRAINING NATIONAL ASSEMBLY

The Portfolio Committee on Higher Education and Training conducted an oversight visit to the Public Service SETA – Gauteng City Regional Academy (GCRA) artisan development project on 23 September 2016. The oversight visit forms part of the committee's focus on the training and development of artisans to grow the economy and to meet the NDP targets of producing 30 000 artisans per annum. GCRA was awarded funding to train 40 artisans in Air Conditioning and Refrigeration. The programme is run on a co-funding model with PSETA contributing R3, 120 000.00 and GCRA R2,880 000.00 for a period of three years. Currently there are 40 learners in the programme which commenced on the 5 September 2016 and the duration of the programme is 3 years. Learners were recruited from the GCRA's unemployment database. The requirements were Maths

and Science for Mechanical and Electrical learners. At the end of the training programme, learners will be organised in cooperatives to service the government through a partnership with Gauteng's Department of Infrastructure Development as part of PSETA's intention to promote learner placement and absorption. PSETA appreciates the visit by the portfolio committee as lessons were drawn on the importance of monitoring our projects as a fundamental element of measuring effectiveness. As a SETA we are proud to partner with GCRA in this project as their strategic vision is central to building relevant knowledge, skills and talent for an efficient, effective and development – oriented public service.





Learners, Mentors and TVETs college representatives attending the project close-out session

During the month of August 2014, PSETA issued a circular inviting stakeholders to declare workplaces as training spaces and host TVET College and HEI learners in need of work experience to complete their diplomas. This call was followed by a workshop a month later explaining what Work Integrated Learning (WIL) is and inviting provincial and national departments' stakeholders to make presentations declaring available spaces for WIL within their departments.

The National Department of Rural Development as well as the General Public Service Sector Bargaining Council (GPSSBC) met the requirements for funding and contributed to the PSETA's mandate to support, report and advocate for the opening up of workplaces as effective training and learning spaces for the unemployed by the Public Service, and in partnership with private sector throughout the financial year. A total of 166 learners were funded by the PSETA to complete their Work Integrated Learning as well as experiential training at a total grant funding of R2,656 000.00 and payment of

stipends at R2 000.00 per month. Three learners were appointed permanently during the course of the programme.

The GPSSBC was awarded a total grant amount of R360 000.00 for the payment of stipends for 10 learners from TVET colleges for a period of 18 months at R2000.00 per learner per month. These learners who have completed their WIL programme will obtain their N6 Diplomas and this will improve their chances in finding employment or exploring the route to entrepreneurship.

In the promotion of learner absorption, three of the learners were appointed permanently while the further seven were appointed on a contract basis. Both projects were officially closed on 31 August 2016 and in line with the PSETA Learning Programmes policy, PSETA monitored and evaluated the implementation of the WIL programmes by both employers and a joint close – out workshop was conducted on 30 September 2016.

PSETA ARTISAN DEVELOPMENT PROJECTS IN KZN

The Department of Health KZN was awarded a Discretionary Grant in the 2015/2016 financial year to implement Artisans Work Integrated Learning programme for 116 unemployed youth in various trades such as Plumbing, Carpentry, Welding, Electrical and Fitting and Turning. The artisans in training will be placed across healthcare facilities such as hospitals, health centres and clinics in KZN. The funding is for a period of 18 months at a project grant total of R4,176 000.00. It is PSETA's aim to assist in building the technical and professional capabilities of the state and in KZN. The purpose of this programme is to afford unemployed learners from TVET Colleges an opportunity to put into practice their theoretical knowledge. Furthermore, this will give the beneficiaries

KZN CONTINUES TO TURN THE WORKPLACE INTO A TRAINING SPACE

In the 2015/2016 DG Call and the KZN Provincial Treasury was awarded a total grant of R720 000.00 for placement of 15 learners on a Work Integrated Learning (WIL) programme for a period of 18 months. The learners started with the department on 1 July 2016. Learners were taken through the induction process to describe the role of PSETA throughout the programme and the Department's leave management rules, code of conduct, disciplinary procedures, department rules and regulations, procedures and policies, to abide by for the duration of their training.

Furthermore, the KZN Department of Transport was awarded a grant amount of R900 000.00 to provide work experience to 25 TVET learners on a WIL Programme for a period of 18 months. The department selected learners from six of the nine public TVET Colleges and three learners were appointed from private TVET Colleges in the province. Learners were taken through the induction process and commenced with their programme in April and May 2016.

MOVING THE SECTOR TOWARDS A MORE STRATEGIC APPROACH TO TRAINING

Existing public servants need to be upskilled/reskilled for higher levels of performance – PSETA SSP

The stock of skills available to and within the Public Service Sector is improved, is one of the four PSETA strategic goals for this financial year. It calls for a fit-for-purpose training that is aimed at improving service delivery and professionalising the public service.

The PSETA has noted the need for capacity building of public service managers. There is no shortage of people with management qualifications in the sector. However, there are competency gaps in the manager's ability to develop operational plans, systems and monitoring tools to effect strategic government priorities.

Through the strategic allocation of the discretionary grants, PSETA aims to support a change management process in the skills development sector – moving departments toward a more strategic

approach to training. The Eastern Cape Department of Sports, Recreation, Arts and Culture was awarded funds to offer bursaries to eight of their employees for the purpose of furthering their education in PSETA – related programmes at institutions of higher learning. The beneficiaries are enrolled in different fields of study at a post-graduate level. The SETA has an important role to play in supporting the integration of skills development initiatives across government departments. Therefore it encourages departments to pull portions of their skills development budgets to achieve training more efficiently, and at scale. PSETA will continually support departments to be able to identify the nature of their staff competency gaps and what kind of training is most appropriate for developing capacity in these areas. This once again highlights the importance of focussing on building HRD skills.

We met with some of the women bursary holders from the Eastern Cape Department of Sports, Recreation, Arts and Culture who are developing their skills at a post-graduate level.

PSETA REPRESENTED AT THE WORLD SKILLS SOUTH AFRICA

A PSETA – funded Artisan Development learner, Mr Pieter Van Zyl from the Department of Transport and Public Works in the Western Cape was selected to participate in World Skills South Africa. He is a Welding Apprentice student and he will go through the following phases of the competition to take place as follows:

- Local heat competition at TVET Colleges in August 2016
- Provincial competition at Cape Town International Convention Centre to take place in October 2016
- National competition will take place at Durban International Convention Centre in January 2017
- International competition will take place in Abu Dhabi in October 2017.
- Pieter met the criteria in terms of age, attitude, behaviour and performance. PSETA wishes him the best of luck throughout the competition journey and we will bring you more updates as the competition progresses to the final stage in Abu Dhabi 2017

MOVING THE SECTOR TOWARDS A MORE STRATEGIC APPROACH TO TRAINING ... CONT.

Ms Mali who describes herself as hardworking, diligent and persistent is a PSETA bursary holder from the Department of Sports, Recreation, Arts and Culture (DSRAC) Eastern Cape and is studying for Master in Business Administration (MBA).

She joined the public service more than three decades ago and at the time of joining, she had matric and was appointed as Administration Clerk. Through the years she rose through the ranks to become a professional. "I consider the public service as my employer of choice because to me serving stakeholders or clients with humility and dignity makes me feel proud," she said.

We asked her why she chose this particular programme and what impact it will have on her working environment. "I have made this smart decision to study this program so that I can specifically acquire knowledge that will enable me to initiate the processes of change in my working environment. First and foremost I'll need to assess the current status in which the department operates, its impact in the community, and how is it perceived. Then come up with innovative things I can do to make the department more attractive to potential employees in today's competitive market amongst organizations and examine, explore the ways and means to change where there is a need for change".



Ms Funeka Monica Alswearer Mali



Ms Alicia Zoliswa Mhloma

Ms Mhloma is an Assistant Manager in Human Resource Development and is registered for an Honours degree in Public Administration. She loves to make a difference in the lives of others as well as serve the community and that is what led to her joining the public service as a training officer in 2008. I chose a career in the Public Service because I believed I am needed here to make a difference, to serve by example and restore the dignity of the Public Service through my hard work and dedication. I intend to work myself up to a position of leadership, where I will be able to make decisions with the best interest of our people at heart. With these skills I will be able to mentor and coach others to be professional public servants that the Public Service can be proud of." she said.

"I am grateful for the opportunity to have my knowledge of the Public Service broadened at a strategic level, in areas such as Public Policy, Monitoring and Evaluation. Research Methodology will help me not only in my academic studies but to be able to conduct research and make recommendations that can help improve the public service. With the knowledge and skills gained from my studies, it will be easier for me to make informed decisions, improve on how I do things and improve service delivery."

Ms Mavuya is currently studying Bachelor of Commerce (Honours) Human Resource Management.

"The PSETA bursary affords me an opportunity to acquire skills that will improve my ability to contribute and improve the Public Service. My 13 years' experience in diverse working environments since I have joined Public Service, has equipped me with the necessary skills, competencies and knowledge to enable me to tackle any task with the appropriate approach. Public Service massively contributed to my personal development as it has given me an opportunity to study further and improve my skills through interventions such as this. Upon completion of this PSETA – funded programme I will be able to carry out my responsibilities at a strategic level".

"I consider the Public Service as an employer of choice as it invests in its employees development and career advancement. I am even more grateful for this opportunity because I am getting high level training which is relevant to my current job and not something that is irrelevant".



Ms Sarah Masisana Mavuya

PSETA COMMEMORATES WOMEN'S MONTH



PSETA CELEBRATE THEIR UNITY IN DIVERSITY DURING HERITAGE MONTH





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Motto: Growing and Developing People

