

Editor's note

Ms Lavhe Mainganye

The newsletter is a vital part of our aim of improving communication with you. In addition to this platform is also our Facebook page: Public Service Sector Education & Training Authority and the website www.pseta.org.za.

In this issue we have our regular feature from the CEO's desk, and she shares with us the 2014/15 financial year that was and her plans for the organisation moving forward. During the youth month of June we followed the DPSA deputy minister's youth outreach programme held in Hessequa, Southern Cape to commemorate youth month. We also intro-

duce to you our newly appointed COO who brings his expertise into our stable. Finally with focus on youth month we feature our Internal Audit Executive and one of the PSETA – PARI scholarship grantee who are passionate about the public service. I trust you will find this edition interesting.

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CEO's foreword -Ms Shamira Huluman



The entity has just embarked on a new financial year 2015/2016 and it would be ideal that I share with you the challenges as well as milestones for the past financial year 2014/2015. PSETA is tasked to play a pivotal role to achieve the National Development Plan (NDP) objective through credible sector planning, the development of occupationally directed qualifications and learning programmes, the provision of quality assurance functions and allocation of discretionary grants.

Challenges

In July last year National Treasury issued a circular, confirming that government departments contribute levies to the PSETA in terms of DPSA HRD Directive 1 of 2013. The late clarity unfortunately resulted in departments transferring the funds in the last quarter of the financial year, thus affecting negatively on the entity's timeous commitment of the funds for discretionary projects. This resulted in the entity achieving 62% of its Annual Performance Plan.

Milestones

Through PSETA's research, critical issues affecting long-term development has been identified and a framework for guiding skills development in the public service attained. In ensuring the quality of learning in the sector new qualifications were registered and we partnered with the QCTO as the Quality Development Partner and Assessment Quality Partner. In opening up the public service as a train-

ing space, 13 998 placement opportunities were declared by various employers (an achievement of 93% of the total target of 15 000).

Moving forward PSETA endeavours to be an important contributor in facilitating skill development in the sector by ensuring: Discretionary grant allocations to support PIVOTAL programmes aligned to the priority skills arising from the Sector Skills Plan; Forge focussed partnerships with sub-sectors, namely, public entities and legislatures; advocate for the sector to open up workplaces for work integrated learning; and establishing a defined bursary scheme for the sector.

I would like to express my sincere gratitude to the Accounting Authority for its unwavering support and leadership. To our stakeholders, many thanks for the professional attitude and amicable working relationship you have fostered with the PSETA. Finally, I would like to extend my gratitude to the PSETA management team and staff for their work ethic, professionalism, efforts and for continually raising the bar.

Youth moving south Africa forward starts with knowledge of opportunities that exists

Creating economic opportunities that speak to the young people, government has put in place a number of programs that holistically respond to challenges faced by the youth, and that is what we are showcasing today. Government has formed institutions designed to address the pressing issues of the youth, with the National Youth Policy launched in January 2015 to unleash the potential of young people.



Deputy Minister for Public Service & Administration Honourable Ayanda Dlodlo

"The generation of 1976 fought for an equitable education, one that would through its transformative power light up their journey towards a better life. This is a life we seek for you gathered here today"

The Deputy Minister for Public Service and Administration conducted a youth outreach programme to commemorate youth month on 20 June at the Hessequa Municipality, Southern Cape under the theme **"Youth Moving South Africa Forward"**. The objectives of the programme were: to provide information to them on education opportunities; to share innovative models for job creation; determine from youth what support they need to improve their lives; and to provide information to them on local economic development opportunities.

Speaking at this momentous gathering the deputy minister hailed the youth of June 16, 1976 who out of sheer love,

dedication and a sense of patriotism fought for opportunities that would advance their people for generations to come. Young people were encouraged to take on the baton passed from previous generations and run the best possible race ever, to ensure the prosperity of our nation.

"In the plight to assist youth move south Africa forward, Government has formed institutions to address challenges faced by youth, namely the public service sector has opened up the workplace into a training space through a variety of learning opportunities such as learnerships, internship programmes for graduates, and work integrated learning. There is also a range of support programmes and strategies to empower youth in various government departments, such as the Mzansi Golden Economy Strategy, which comprises a number of high impact programmes

targeting youth and women in the arts. Numerous opportunities are available to the youth which is why the outreach programmes was set up to provide the with information that will contribute to transforming their lives for the better, said the minister".

Making emphasis on the scarce and critical skills the deputy minister encouraged young boys and girls who are good in mathematics and physical science to consider studying towards Veterinarian Science in Fisheries. "The country currently has one veterinarian in the fisheries industries. One of the advantages of pursuing a scarce skill is that as a graduate you are easily employable. Another opportunity that is more relevant to the Hessequa area which is purely an agricultural land is that of the African Growth and Opportunity Act (AGOA) aimed at promoting free market system, expanding USA-African trade and investments, stimulating economic growth and assisting sub-Sahara African's integration into the global economy. AGOA goes beyond chicken farming and covers 7000 products of which 800 are agricultural with exception to sugar, groundnuts and certain alcoholic beverages. Local youth can look into exporting leather and other goods produced here. Our exports markets should be saturated with youth"

More information was made available to the community through an exhibition by different organisations the DPSA Community Development Workers, Centre for public Service Innovation, Government Employees Medical Scheme, National School of Government, Local Government SETA, Public ServiceSETA, PetroSA, Small Enterprise Finance Agency, Small Enterprise Development Agency, National Development Agency, South Africa Social Security Agency.

Meet the newly appointed PSETA Chief Operations Officer



Mr Daryl McLean newly appointed COO

I started as an academic, then worked in adult education for five years. Then I was the conceptual manager for one of the two pilot projects through which SAQA was established. I then worked with Department of Labour in helping to establish the SETAs: I coordinated various task teams establishing the ETQA functions, evaluated the first set of

Sector Skills Plans (SSP) and was part of developing the guidelines for learnerships. I then went to work on implementing the system in practice: over 10 years, I worked with more than 1000 workplaces and more than 500 providers. Here I developed workplace skills plans; designed programs and developed materials; trained coaches, assessors and moderators; developed quality systems; and conducted impact assessments. Finally I came back to working with government. This included a brief period working at DPSA, helping to establish the structures for coordinating all education and training aimed at building a capable state.

With regard to my role as the COO I believe PSETA is at a very exciting point in our history. If you look at current efforts, the sector has been reaching tiny numbers on the limited resources available. Using traditional approaches means we will never achieve a skilled and capable state. So we are exploring more innovative approaches.

A project in the banking sector for example reached 26 000 learners for a full qualification at the cost of R565 per learner using e-learning. Compare this to the traditional approach where a full qualification is costing us R30 000 per qualification. We are concentrating on strategies like this where we can improve quality, quantity and impact. Secondly, we are focusing efforts on building the state capabilities required for the NDP. Training people works best where it is embedded within other strategies to build organisations and improve service delivery.

My take on mentorship and developing others is that the best forms of human development go beyond formalized training only. People learn best on the job, through job shadowing and job rotation, through coaching and mentoring, through problem-based solving exercises, etc. This means we have to design work processes so that we build learning into them. Learning from work and learning through work is something we preach to the sector, we should be able to do it ourselves therefore. Empowering people is only one part of the equation though. Holding people accountable is another. So coaching ideally needs to be linked to individual performance management.

Stakeholder engagement with public entities

PSETA conducted a seminar with existing stakeholders from different public entities. In 2013, the PSETA extended an invitation to a number of public institutions as listed in the Public Finance Management Act schedules 3A, 3B and 3C. Subsequent to that PSETA hosted a seminar with these entities to advocate and affirm its space as a training authority in the public service sector. Although these efforts yielded the desired results, more ground was left uncovered. In the pursuit to maintain meaningful relationships with these stakeholders, PSETA hosted a breakfast seminar with

these stakeholders on the 29 July 2015 at Forever Resort Hotel, Centurion.

The objective of strengthening these relations is to ensure that PSETA's Sector Skills Plan (SSP) adequately presents the composition of the public service sector in the sector profile chapter of the SSP and further highlight the skills development requirements among public entities and legislatures. The aim of the engagement was to discuss through a round table public entities capabilities and skills required; how PSETA can address these skills needs; exploring principles of cooperation.

WSP Submission 2015/2016

PSETA called on all government departments, provincial departments, legislatures and public entities falling within the PSETA mandate to submit their Workplace Skills Plans for the period 2015/16. In line with the Grants Regulations gazette of 3rd December 2012, stakeholders were called to complete and submit the following documents: Workplace Skills Plan (WSP) 2015/16; Pivotal Training Plan (PTP) 2015/16; Annual Training Report (ATR) 2014/15; Pivotal Training Report (PTR) 2014/15. PSETA would like to thank all stakeholders for submitting their plans accurately and on time.

Public service is the most interesting sector



Ms Evelyn Rampola
Chief Audit Executive

“Do not believe the negative things that people say about public service, it is a very interesting sector”

Ms Evelyn Rampola is the youngest serving manager in the PSETA working as Chief Audit Executive. She was born in Limpopo and grew up in Lebowaikomo. She loves reading and is currently reading a book by Khaled Hosseini titled “And the mountains Echoed”. She also describes herself as a very funny person who loves art. She took up photography as a hobby which she enjoys because it challenges her thinking.

My journey as an Internal Auditor

“I started working at National Treasury in 2006 and was fortunate to join a brand new in-house function because I worked closely with the management team. I could “see” all the processes that had to be implemented to ensure that an internal audit function fully complies with the Mandatory frame-

works of the Institute of Internal Auditors and the PFMA. During my time with National Treasury I was working as a senior Internal Auditor. My job entailed execution of audit projects, supervising the work of internal auditors and trainees in the department. I joined the PSETA as a Chief Audit Executive (CAE) in July 2013. My duties entailed establishing an in-house function for the PSETA and putting in process in place including plans, policies and procedures to ensure that the new Internal Audit (IA) function is effective. Joining PSETA became an amazing experience, somewhat of a déjàvu because the entity was establishing an in-house internal audit and my previous experience made it easy for me. ”

On being the youngest manager

When I applied for the post of the PSETA CAE, I felt that I needed a new challenge and I could actually perform the task at hand. I had learned from the best of CAEs and worked at the department which is the home of the Public Finance Management Act and the public sector Internal Audit framework. It was up to me to believe that I could become a Chief Audit Executive and report to an Audit Committee which wanted to elevate the standard of governance, risk management and internal controls in the entity. My age did not become a deciding factor when I pursued this post. My message to young people out there who are yet to join the world of work and those who have just started working in particular within the public service is that , they should be hungry for information. What you learn in school or in your line of work is not enough, the mind can acquire much more through different

experiences, engaging with positive people, reading books, knowing about government policies and plans such as the National Development Plan and taking up hobbies that will encourage your creativity. Be interested in what happens around you. Do not believe the negative things that people say about public service, it is the most interesting sector .

Developing others

I believe strongly in developing others, an entity or business unit cannot survive in today’s world without development of its human resource. Mentoring is important because it provides a platform to continuously check whether performance is leading to the objective, provides feedback on development and gives both the mentor and mentee a space in which they are always looking for information which to share. Another good thing about mentorship is that it is not confined to one area, you and your mentor can grow to share information and experiences in various aspects of life.

Education

I studied Internal Auditing at the Tshwane University of Technology in 2002 and graduated with a Btech Degree in 2005. I joined the National Treasury Internal Audit in November 2006 and resigned in June 2013 to join PSETA. In 2008 I completed a certificate in Forensic auditing and investigations with the University of South Africa (UNISA). I received an accreditation in Internal Audit Quality Assessments and Validation from the Institute of Internal Auditors in 2012.

One on one with the PSETA-PARI scholarship grantee



Ms Thoko Jean Chilenga

“The National Development Plan (NDP) concerns the future of our country, and it is important to know what is in this plan so that we can understand government’s plans for our future”

Thoko Jean Chilenga is one of the three PSETA-PARI scholarship grantees and is currently doing her PhD in Political Studies focusing on Public Administration, at the University of Witwatersrand. Her research interests are in public administration, public policy, political philosophy and the democratic developmental state.

Thoko displayed her passion for the public service sector through her studies and this is because she noticed that “political authority, political power and political parties concentrate on the front line of politics. This concentration is often through representation of people’s needs and ideas. But what makes poli-

tics more meaningful is the organization of how to meet these needs and have a country that works for the benefit of everyone. This organization is the main purpose of public administration and this is where most of our effort should be concentrated” said Thoko

She is one of the few young people who have taken their time to read the National Development Plan. “I read the NDP because I thought it concerns the future of our country, and it is important to know what is in this plan so that we understand government’s plans for our future. I also read the plan because it has been mentioned often, and also criticized, but there is no clarity about what is in the plan. Therefore I wanted clarity on what the plan is, what it involves and how this affects our country and where the plan to can be improved for implementation. I think that the plan is similar to plans such as the Reconstruction and Development Plan (RDP), GEAR and other socio-economic plans in the sense that it is supposed to greatly affect the policies our country. As such, we need to understand the plan.”

“ If given the chance, my contribution towards the NDP will be ensuring that the chapter on Building a Capable and Developmental State will be prudently, practically and properly implemented. This chapter in the NDP focuses on building a capable and developmental state by having a robust and accountable public administration. There are very practical aspects to this, not all of them are mentioned in the chapter – probably due to space and complex implementation.

Nonetheless, I think that some aspects of this chapter, along with some of the other work being done in the public administration, will allow that robust and accountable public administration to emerge.”

Her message to the youth

My message to fellow young people who have the responsibility to move South Africa forward is, as young people we have the opportunity to shape our country into what we want it to be for us, and for the generations coming after us, because our country is still in a formative and critical stage as a democracy. We need to think before we act, and not rush into action because it’s a trendy thing to do. Instead, we need to make sure that our actions are wise and sustainable, and not always reactive to the things that we are trying to change and create.

On being a PARI-PSETA scholarship grantee

I feel grateful to have such a scholarship because I wanted to concentrate my studies on public administration for a long time. I also feel fortunate to have a combined scholarship with a research organisation and a government institution because I think it’s important for learners to be exposed to both the theory of public administration as well as the practical aspects of the public administration. I think that this scholarship is ground-breaking in this regard, especially in the South African context.

Passionate about the national development plan from an early age



Mr Justin De Swardt— DPSA Deputy Minister's mentee

In conversation with Mr Justin De Swardt, a Pretoria born matric student he shares with us his passion for the NDP and his experience as a mentee to the Honourable Deputy Minister for Public Service and Administration Ms Ayanda Dlodlo.

Justin's first encounter with the Deputy Minister was on a social media platform Twitter when he asked for a copy of the National Development Plan. That is what blew the deputy minister away, she was amazed by a young man who is showing interest in the NDP at the age of 17. We asked Justin if he ever imagined that the encounter will come this far. "When she first replied to my request for a copy of the National Development Plan I had a feeling that here was a dedicated public servant who cared deeply about youth development. If at the time you told me that Deputy Minister Dlodlo would become such a key mentor in my life, I would have said that it is impossible. But having worked under her I can say that she really dedicates almost all of her time to young

people's issues and concerns and that is really motivating: young people can look up to her and I definitely do."

His passion for the public service

"I suppose it was more of a passion for public policy, at least initially, which later developed into an immense love for the sort of work done by different stakeholders in the interest of moving South Africa forward. In addition, it may have something to do with the environment in which I grew up; people born in the mid to late 90's tend to have this deeply-rooted desire to make the South African dream a reality, I share that desire with my peers. Luckily, these young people are ready to take our nation forward."

If given a chance to contribute to making sure that the NDP objectives are met, "I think we are all given a chance – irrespective of our background – to work towards ensuring that the next day is better than the last. The NDP says we need active citizens and I

think we all aspire to achieve a positive impact in our community and in our own lives. No single person can implement the NDP, not the President nor you or me, what we need is a collective effort spearheaded by ordinary people who dream of a better society. Personally, I would focus on anything and everything that helps young children live good lives wherever they may be and to whichever family they are born."

My message for my fellow young people is, occupy the space that matters! I feel we sometimes waste our time on frivolous things as young people. A young person can engage you on any matter, that is the energy they have, but the question we need to ask is whether or not what they are engaging you in is truly important. Even though you are young, it does not mean that you have the luxury to waste time – spend your time and energy on what you are passionate about and where you want to make an impact, you'll get your rest and relaxation after that.



353 Festival Street

**Hatfield,
Pretoria,
0028**

Telephone: 012 423 5700

Fax: 012 423 5755

E-mail: Communications@pseta.org.za

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www.pseta.org.za

