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*“South Africa’s unemployment rate (in terms of both the official and the expanded rate) is very high and constitutes a key challenge for the country’s development agenda. Those who are employed, only around 80% are in the formal sector and around 80% are in occupations above the elementary level (meaning that to perform their jobs, these people depend on job-specific skills training)”. HRD SA Strategy.*

**Ekurhuleni Job Summit and Career Expo**

On the 11 –13 June 2013 the PSETA participated in the job summit and career expo which was organised by Ekurhuleni Metro.

The rationale behind the event was to afford the Ekurhuleni Metro residents a fair advantage by offering them all the information they would require to make themselves more employable, while labour and business experts hammered out a plan with

which job creation could be accelerated and sustained in the metro.

The summit was addressed by various senior government officials and business leaders including the Deputy Minister of Public Enterprises Mr Bulelani Magwanishe.

In his address the Executive Mayor, Mr Mondli Gungubele highlighted the fact that the city is the industrial heartland

of the Highveld and is home to Africa’s best Airport and is the largest railway link in the country. ‘Johannesburg can’t move its goods to Durban without Ekurhuleni’s infrastructure’ he said. Over 10 000 young hopefuls tried to gain access to the expo. The Executive Mayor commented that ‘instead of just offering career expo, we have to put access control measures in place because so many have turned out — all interested in employment’.

**Skills Development role players in the Public Service**



**Ms Shamira Huluman-CEO**

SETAs were created through a payroll levy in which employers are taxed one per cent of their salary bill. In the case of the Public Service sector, up until recently public service employers in the national and provincial spheres of government did not contribute 1% to SETAs but were compelled to budget for at least 1% of its payroll for the training and education of its employees and roll out the training themselves. With the recently issued directive by the Minister of Public Service & Administration, Ms Lindiwe Sisulu, state employers are required to put aside 1% of their

payroll and allocate a portion to a SETA (30%).

To ensure a sound Skills Development facilitation in the sector there is a range of statutory and non statutory bodies mandated to play a part in the improvement of skills of public servants.

The DHET regulates the SETAs and provides the overall policy framework for Skills Development, primarily through the NSDS III.

The Human Resource Development Council of South Africa (HRDCSA) is a multi-stakeholder body comprising representatives from Government, Business, Civil Society, Labour and the Training and Education providers. The Council has established a Public Service Skills Committee of which PSETA is a

member, together with DPSSA, DHET and PALAMA. The role of PSCC is to develop a coordinated and integrated Skills Strategy for the Public Service.

The Public Service Commission (PSC) monitors and evaluates the performance of Public Sector Departments, including providing oversight on Public Sector capacity.

PALAMA and Sectoral/Provincial Academies provide education and training for public servants.

The DPSSA provides the regulatory framework in the form of HRD strategies and policies for the Public Service, supports and monitor their implementation.

The G-SETA Forum (consisting of all SETAs operating in the public service) co-ordinates Skills Development for government employees.

## Youth Unemployment By Abbey Sekokope SP & R Manager



The recently released results of the Census 2011 present a very interesting demographic distribution of South Africa's population, that we are a youthful and vibrant country. This is what the NDP terms an arrival at a "sweet-spot" in our demographic transition. We have a proportionally high number of "working-age" population and low numbers of the young and old. Ideally, this should present a perfect window for the country's economic growth.

On the contrary, this presents both an opportunity on the one hand and an enormous challenge on the other as the majority of these young South Africans are unemployed. This scenario is compounded by acute shortage of skills and is threatening economic growth and employment creation. The situation is reminiscent of a paradox: skills shortage amidst high levels of unemployment. The NDP, which makes some very important observations about the country's 2030 path, also notes that South Africans between the ages 15 and 29 will make up more than a quarter of the population in 2020.

To mitigate these challenges, a *business as unusual* approach to Skills Development is required, some rigorous and concrete strategies needs to be carefully implemented.

To this end, the NSDS III, unlike its two previous incarnations, demonstrates a high-level and directional thinking linked to a very good mapping to initiatives such as the New Growth Path, the National Industrial Policy Framework, the Industrial Policy Action Plan and many other strategies that seek to advance social and economic development.

The NSDS III proposes very tangible interventions, *inter alia*:

- The provision of PIVOTAL learning programmes which are more occupationally directed and responsive to the needs of employers. To this end, employers are required to become actively involved in the design of occupational curricula in line with the new occupational learning landscape. Employers are also required to open up their work places for the much needed workplace experiential learning.
- More collaborations and partnerships among actors in the post schooling system, i.e. between SETAs, Higher Education Institutions and Public FET colleges, this is to achieve a more coherent, systematic and coordinated provision of post school education and training.
- The provision of career and vocational guidance.

To achieve these goals, PSETA at its 2012 skills colloquium adopted a Skills Strategy that identified its niche in the following themes: "*Opening up the Public Service as a training space*" and "*professionalizing the Public Service*".

The overarching strategic imperative of the PSETA is that of building the skills to achieve a "more professional, efficient, effective and development-oriented Public Services sector".

To this end, PSETA has among others committed to the following interventions in this year's Annual Performance Plan:

- Establishing partnerships with Higher Education Institutions for more qualitative sector research;
- Partnering with other SETAs, FET colleges, Government Departments and other key players to ensure a coherent and systematic provision of skills development interventions to tackle the challenge of youth unemployment in particular.

With regard to the provision of career guidance services, PSETA proposes to take a different approach instead of merely participating in the current '*hit and run*' kind of career exhibitions. PSETA has planned to provide workplace readiness workshops for FET colleges learners to impart tangible skills relating to:

- Job seeking techniques; packaging of a professional CV; and
- Preparing for job interviews, among others.

We are also proposing to work closely with, and capacitate Life Orientation educators (who are having a better reach with learners at school) to disseminate career information and the available sector opportunities in a more structured and systematic way. We will also conduct radio campaigns with community radio stations to reach the youth in deep rural communities.

The perfect window for growth might become a perfect storm unless tangible strategies and plans are put in place to mitigate on the presiding challenge of youth unemployment, a real ticking time bomb.

## Premier's dialogue with SETA's: Mpumalanga

*“Government's economic policies require human resource development on a massive scale. Improved training and education are fundamental to higher employment, the introduction of more advanced technologies, and reduced inequalities. Higher labour productivity will be the result of new attitudes towards work and especially new skills in the context of overall economic reconstruction and development. New and better management skills are urgently required”*

The Premier of Mpumalanga Province, Mr. David Mabuza together with his provincial executive committee recently hosted the premier's dialogue with SETAs under the theme “Skills for Mpumalanga Economic Growth and Development Programme”. The purpose of the event was to lay a foundation for collaboration

on the development of the skills base for the province as well as to formulate an approach in which the province interacts with the SETA's at a provincial government level.

As part of the Mpumalanga Economic Growth and Development Programme, the Premier and his Provincial Executive Committee identified strategic projects that the provincial government will embark on for the next five years, to drive the economy of the province. The successful implementation of these projects will amongst others contribute to the creation of employment opportunities and improvement of the living conditions of citizens.

Critical to the success of each of these projects will be the availability of necessary skills required. Acknowledging the strategic

role of SETAs in the Skills Development fraternity, the dialogue discussed the possibility of SETAs establishing Skills Development centers in rural areas to promote Work Integrated Learning (WIL) and learner absorption post internship programmes and implementing Artisan Development programmes in the province.

The PSETA has a long standing working relationship with the province in as far as Skills Development Implementation is concerned.

With the declaration signed by the SETAs to implement internships, Learnerships, Bursaries and Artisan Development.

There is no doubt that the province has full support of the SETAs in achieving its goal of formulating a structured manner in which the province will interact with the SETAs.



**Signing the declaration is Mr. Abbey Witbooi (SASSETA Board Chairperson) Mrs. Reginah Mhlaule (MEC for Education in Mpumalanga) and Mr. Dick Bvuma (HRD Chief Director: Department of Public Service & Admini-**

## Learner intake increases across government

The PSETA Learning Programmes Department is responsible for raising the qualifications bar for underqualified Public Service sector employees, encouraging Workplace Based Skills Development, advocating and implementing PIVOTAL programmes within the Public Services sector for the unemployed, increasing the number of employed and unemployed learners on Artisanship and Trades Learning Programmes as well as ensuring compliance with relevant Learnership regulations.

In the past financial year PSETA recorded a total of two thousand four hundred and two (2402) learner intake on different interventions across various Government Departments. An additional 1398 unemployed learners were entered into PIVOTAL training of which a total of 848 completed the programme across different government departments.

The PSETA also plays a role of an overseer of Skills Development Implementation. In carrying out this role, Learning Programmes Department conducts induction for both employed and unemployed learners. The purpose of the induction is to brief learners on the processes of entering into an intervention, describing the roles and responsibilities of mentors, go through learnership agreements, ensure learners are ready for the intervention and they understand what is expected of

of them through out the training period

Further more PSETA conduct monitoring of learners at both the Learning center and work environment. There is no specific period for learners' intake, it happens throughout the year and as and when Government Departments requires to do so.

In this financial year inductions were conducted for the Department of Home Affairs employed learners undergoing the Home Affairs Services qualification. Induction for this qualification intake was conducted at different Home Affairs offices in Kwazulu-Natal (Umngeni, Richards Bay, and Newcastle Regional Office) Western Cape (Cape Town Regional Office) Limpopo (Musina Regional Office) and Mpumalanga (Nelspruit and Oshoek Regional Offices).

Learners for Work Integrated Learning (WIL) are undergoing the programme at the Department of Public Works, Office of the Premier and the Department of Sports, Arts, Culture and Recreation in the Free State province. The duration of the WIL programme vary from one university to another depending on the curriculum or qualification a learner is pursuing. The purpose of the programme is to assist graduates to gain work experience or to enable them to complete their qualifications.

## Skills Planning & Research highlights

The Skills Planning and Research Department of the PSETA has in the first quarter of the financial year successfully conducted capacity building of the SDFs and Training Committees. The main objective of the exercise is to strengthen and build stakeholders' capacity for improved and more qualitative Workplace Skills Planning as well as to introduce the PIVOTAL Training Plans as part of the WSP/ATR Development. A total of 13 workshops were conducted in 8 provinces and were attended by 236 SDFs.

Another achievement of note is of the alignment of the WSP/HR Connect & HRD Plan templates. The aim of this project is to ensure that there is an integrated Public Sector Skills Planning in place. Progress in terms of initiating the development of a single, integrated and standardized planning system/tool for the Public Service between G-SETAs and the DPSA.

Another partner in the project is Statistics SA and will assist with services such as data analysis, capacity building and access to various data and systems that Statistics SA has as well as basic statistics training; training of software usage; SASQAF training, support and coaching.

## Building a capable public services sector

The PSETA is in the process of developing the Sector Skills Plan Update as mandated by the SDA and NSDS III. The SSP is a stakeholder driven but research supported process and serves as the blue print through which PSETA is able to accurately identify the needs and trends in the Public Service sector.

To this effect, PSETA has concluded Memoranda of Understanding with the Public Affairs Research Institute at Wits University and the University of Fort Hare Public Administration Faculty to assist with developing the 2013/2014 Sector Skills Plan Update. The purpose of the SSP is to identify scarce and critical skills needs of the sector

As part of this process Wits University is developing a strategic framework for the labour and skills required to build the state capabilities to deliver the National Development Plan.

In the interest of proper consultation and stakeholder inclusion, PSETA hosted an SSP Seminar on the 9 July 2013 attended by stakeholders from across the sector to debate the proposed strategic framework for HRD and skills required to build a capable Public Services sector. A discussion paper has been crafted and forms a bedrock upon which the sector Skills Plan Update will be based and is critical to steer the sector towards building the skills required for a capable state.

The framework will influence further analysis of supply and demand data where the Wits team will analyse the data from Performance Assessment Scores of Government Departments against vacancy and turnover rates. Subsequent to this the Fort Hare team will lead a number of task teams analyzing the "skills pipeline" for priority skills areas agreed to in the seminar. The task teams will look at the five key areas to be addressed by Government namely; Human Resource Management and Development; Leadership, Management & Public Administration, Supply Chain Management; E-learning and Green Skills.

**A fond farewell...****Abbey Sekoko**

It is with regret that we announce the resignation of Mr. Abbey Sekoko (PSETA : Skills Planning and Research Manager) who was part of the team for the past five years.

'I have been truly privileged to work with such a committed, diverse and talented group of people such as yourselves, and am immensely proud of, and tremendously grateful of what we have been able to achieve working together, in shaping skills development in our sector. Indeed you have in many different ways been a source of inspiration to me and I must admit that working with you all has been one of the most fulfilling, memorable and enjoyable period of my career life. Your support to me personally, and the invaluable contributions you always made to our processes has helped me grow professionally' said Abbey.

**The Public  
Service  
Sector : an  
Employer of  
Choice**

**Meet & Greet Campaign**

The PSETA will during the month of July embark on a "Meet and Greet Campaign". The aim of this campaign is to solicit and maintain a good relationship with stakeholders.

The meetings with stakeholders will be more about marketing the value proposition of the PSETA, facilitating participations in PSETA structures and facilitating payment of levies.

The first phase of the campaign will be rolled out to National Government Departments and Legislatures . The targeted points of contact will be the Chief Financial Officers and Deputy Directors General of departments. Where departments fall under the PSETA and a line function SETA i.e ETDPSETA and HWSETA, the consultation will be conducted in collaboration with that SETA.

The next phase of the campaign will look at identifying public entities that 'do not have a home' but fall under the scope of the PSETA.

**Upcoming Events**

- **Year of Artisan Advocacy Programme in partnership with DHET Deputy Minister, LGSETA and Taletso FET College .**

Date: 26 July 2013

Venue: Taletso FET College,  
Mafikeng, North West.

- **"Meet and Greet " Campaign**

Date: July and August 2013

Target: National Government Departments and Legislatures

**WSP/ATR & PIVOTAL Training Plans submission 2013/2014**

According to the Skills Development Act 97 of 1998 , an employer contemplated in section 30 and 30(a) of the Act has to submit to its relevant SETA and the PSETA within the timeframes prescribed in Regulation 6(2) of the Grant Regulations, a Workplace Skills Plan (WSP) and Annual Training Report (ATR) as minimum requirements. The WSP should align with the strategic objectives of the entity and outline a plan for training the entity's employees with a view to improve work performance and service delivery.

In light of this, the PSETA would like to thank all employers who submitted their signed WSPs/ ATRs and PIVOTAL Training Plans by the prescribed closing date of 30 June 2013.

Your commitment to Cutting Edge Skills for Quality Public Services is greatly appreciated.

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