

## Editor's note



**Ms Lavhelesani Mainganye**

We are at the end of the first quarter for the 2014/2015 financial year and the PSETA is still delivering according to its performance plan. Thank you to all our stakeholders who are forever committed to ensuring Cutting Edge Skills for Quality Public

Service. The WSP submission rate is one indication that the public service sector is indeed prioritising skills development.

els of those we serve. The success of this initiative is dependant on the full and honest opinion of your good selves.

In the pursuit to take the PSETA forward, we acknowledge that while we often engage with our valued stakeholders, it is imperative that we meet the expectations of those we serve. To address this, PSETA will in the next quarter employ various mechanisms such as stakeholder satisfaction surveys to assist measure the satisfaction lev-

In this issue we elaborate on the identified priority and critical skills for the public service. Also we are thrilled to inform you that the very first group of the Rural Youth Development beneficiaries successfully completed a Diploma in Public Finance Management & Administration. We trust that you will enjoy this edition and we appreciate all inputs.

## CEO's desk—priority scarce and critical skills for the public service



**Ms Shamira Hluman**

The South African state now employs a quarter of the working population across national, provincial and local government, and state owned companies. Given the size of the public service and the wide range of occupations it comprises, developing a clear framework for guiding skills development in the sector is particularly important. PSETA plays a critical role of facilitating skills development in the public service that is at both national and provincial level. Most of the work performed by the SETA is guided by the Sector Skills Plan (SSP) which outlines the status of the sector's demand and supply needs, as well as to project methods on how to address skills gaps. To date PSETA has been able to draw from a wide range of data sources to support the findings

into the skills gap in terms of what the priority skills are in the Public service and they include:

- Management as priority skills for the public service
- Supply Chain Management as priority skills for the public service
- Professional and technical skills as priority skills for the public service
- Human Resource Management/ Development as priority skills for the public service
- E-learning as priority skills for the public service

The main challenge to date has been unevenness in capacity that leads to uneven performance in both provincial and national government. The weaknesses in capacity and performance are most serious in historically disadvantaged areas, where state intervention is most needed to improve people's quality of life. There have been many

individual initiatives, but there is a tendency to jump from one quick fix or policy fad to the next. These frequent changes have created instability in organisational structures and policy approaches that further strain limited capacity. The search for a quick fix has diverted attention from more fundamental priorities.

A deficit in skills and professionalism affects all elements of the public service. At senior levels, reporting and recruitment structures have allowed for too much political interference in selecting and managing senior staff. The result has been unnecessary turbulence in senior posts, which has undermined the morale of public servants and citizens' confidence in the Public service delivery system. At junior levels, there has been insufficient focus on providing stimulating career paths that ensure the reproduction of skills and foster a sense of professional common purpose. The Public service needs a clear vision for where the next generation of public servants will come from and how specialist professional skills will be reproduced. Weak managerial capacity and lack of leadership prevent these issues being addressed.

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**Our Vision**

- **Cutting Edge Skills  
for Quality Public  
Services**

**Our Values**

- **Honesty & Integrity**
- **Accountability**
- **Service Excellence**
- **Fairness &  
Transparency**



Nhlamolo Baloyi is honoured by PSETA Chairperson Ms Koko Mashigo during the graduation

**Our Mission**

**Leading in the development of skilled and competent human capital in the public service sector through:**

- **Effective coordination of skills development interventions based on occupationally directed qualifications;**
- **Focusing on learning programmes and**
- **Promoting learner placement and absorption within the public service sector**

## PSETA rural youth development project milestone

**A** significant milestone for the PSETA in this quarter was the Learner's Graduations held in Giyani, Limpopo. In 2012 the PSETA in collaboration with the Department of Public Service and Administration (DPSA) and Office of the Premier: Limpopo launched a Rural Youth Development Project in the province. The Project is aimed at providing unemployed, marginalised and disabled youth in rural communities with the requisite skills to secure formal employment and create livelihood for themselves. The very first group of learners since the launch of the Rural Youth Development Project successfully completed their Learnership Programme and the graduation ceremony was held on 23rd May 2014. A total of eighteen learners graduated and only two of the original number of students who enrolled did not complete the course; one learn-

er dropped out and another passed away. They were enrolled for the Public Financial Management and Administration. Learners were praised for successfully completing their qualifications by the PSETA, Office of the Premier and the DPSA.

"In some provinces where we implemented this project , you'd find that the whole class drop out, resulting in the cancellation of the project. My congratulatory note to you is not just to recognise your outstanding success, but to look forward to a successful life backed by further learning. The future is in your hands going forward. I really do implore you to set goals you are passionate about, work hard, maintain your own personal integrity and help other people in particular the youth in rural areas to become better people." said the PSETA CEO Mr Dick Bvuma speaking on

behalf of the DPSA thanked the learners for staying the course. ' You have proven yourselves that you can succeed when given an opportunity. We urge you to use your newly acquired qualifications and experience to look for employment everywhere else, beyond just the government departments '.

The Office of the Premier Limpopo, played a major role of creating a platform for this programme to succeed in facilitating access to the targeted communities, assisting with the identification of the most deserving beneficiaries as well as securing workplaces at Giyani municipality to enable learners to complete their training.

*"The future is in your hands"*  
**Nelson Mandela**

**WSP/ATR submission 2014/15**

**A**ccording 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). The WSP should align with the strategic objectives of the department and/or entity outlining 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 employees who submitted their signed WSPs/ ATRs and PIVOTAL Training Plans by the prescribed closing date of 30th April 2014. Stakeholders were encouraged to submit via the management information system (MIS). We are pleased to report that we have seen an improvement in the submission rate. In this financial year PSETA will monitor the implementation of the WSP as well addressing any challenges with regard to implementation of training plans. Your commitment to Cutting Edge Skills for Quality Public Services is greatly appreciated.

**PSETA Quality Assurance Partner hailed by the QCTO**

**T**he PSETA QAP is a pivotal department within the PSETA, which is responsible for performing all quality assurance functions regarding accreditation of training providers, implementation of learning programmes, learning materials evaluations and learner achievements in the public service sector. The Quality Council for Trades & Occupation (QCTO) conferred delegations to the PSETA as a Quality Assurance Partner (QAP) to perform those functions. To ensure adequate functioning of the QAP the QCTO conduct monitoring and evaluation interventions. The intervention intend not to pass judgement, but rather to support the QAP and to facilitate the implementation of its policies and procedures in accordance with the legislated responsibilities of a QAP, but also to determine the progress made and to identify areas of best practice. A criteria used for the evaluation include:

- Principle Criteria where the focus is on whether the QAP support and promote the objectives of the NQF. The PSETA was found to have met the requirements.
- Identity criteria where the focus is on whether the primary focus of the QAP as set out in the schedule of qualifications and part qualifications still holds; whether the QAP has the capacity and

the resources to perform its delegated functions; the QAP has an acceptable quality management system.

- Function criteria where the focus is on whether the processes for the accreditation of constituent providers are effective and efficient and are not unduly bureaucratic; provision by constituent providers is effectively and efficiently monitored; assessment and facilitation of moderation among constituent providers are effectively and efficiently evaluated; constituent assessors are registered for specified registered standards or qualifications according to established criteria; constituent learners are effectively and efficiently certified; reports are submitted to QCTO according to established requirements.

The PSETA was in terms of the criteria, found to have met the compliance requirements of the functions delegated to it as a QAP by the QCTO. They further hailed the PSETA's service standards document as an excellent document, citing that it is an excellent demonstration of good, planning, organization, leadership and control.

**Take a Girl Child to Work-PSETA hosted learners from Memezelo Secondary School**

Nomsa Mabena - Learner from Memezelo Secondary

**M**y name is Nomsa Mabena I am from Memezelo Secondary School in Soshanguve. I am 18 and currently doing my matric, it was a great honour to be chosen to be part of Cell C's Take A Girl Child To Work Day at PSETA. It was a great experience firstly we were picked up from school by a lady from PSETA and we were early and that for me is a good sign rather be early than late, that alone showed me that people from PSETA are punctual.

When we were there everyone was friendly and greeted us as if we were part of them, that made us feel more comfortable seeing friendly faces. After the warm welcome we were taking pictures then we went straight to the boardroom and we were given advice and told that we are fortunate enough and we should use this to our advantage, after that breakfast was served.

A few minutes later we were taken to different managers and that is where all the fun and good experience began. I personally have gained a lot of knowledge. We were fortunate enough to get all the information that we got and I'm sure that this information will help us in the near future and in different careers fields that we want to follow. Someone once said to us "Opportunities dance with those already on the dance floor", by so saying we thank PSETA for this opportunity. On behalf of Memezelo we thank you and hope that you will keep on doing what you do best



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