

NEWSLETTER

**Quarterly Newsletter
June 2016**

Editor's note

Lavhe Mainganye

This year marks the 40th anniversary since the Soweto June 16 uprising. To commemorate youth month, we share with you the achievements made by the SETA in making a difference in the lives of many unemployed youth. Unemployed youth have been trained in various learning programmes and in this edition the spot light is on artisan development

project which was implemented to build state technical capabilities. Also featured here is the international collaboration with the European Union to make available experts from its member states and or strategic partners with exceptional case studies from which the SA public entities can derive learnings from. We continue to improve state capabilities through strategic innovative partnerships.

The department of Home Affairs Cadet Programme is another project we are proud to be part of as a SETA.

CEO's desk



Ms Shamira Huluman –CEO

It gives me a great pleasure to share with our stakeholders the PSETAs achievements thus far, in fulfilling our mandate of skills development facilitation within the Public Service sector. PSETA achieved 73% (unaudited) in 2016 compared to 62% in 2015 and 81.8% of those targets are under the SETA's direct control. The sector committed to open up 20 000 training spaces in the sector and we are proud to announce that we have had 113% achievement with 22 502 of the total target of 20 000.

We also successfully allocated discretionary grants by co-funding with the sector. Co-funding encouraged

the sector to put its own resources behind the limited PSETA resources in pursuing common goals. From managing only 15 projects to the value of R23 million, PSETA is currently managing close to a hundred projects in different partnerships with the sector worth R73 million.

This was mainly achieved because the sector committed to funding these programmes and also opened up their workplace for training. Sincere appreciation goes to the sector for continually funding and prioritising skills development interventions to support the PSETA mission of "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.

We have not achieved much in the promotion of learner absorption but strides have been made through strategic innovative partnerships to improve state capabilities. The Department of Home Affairs (DHA), Department of International Relations & Cooperation (DIRCO) and Statistics SA special learning programmes proved to be a great approach to ensuring fit for purpose training that also promotes learner absorption into the sector.

In this issue:

CEO's desk	1
International collaboration on dealing with skills development	2
Cadet Programme a skills development intervention with a difference	3
PSETA & South Africa - European Union strategic partnership	3
A double spread feature on PSETA funded qualified artisan	4

International collaboration on dealing with skills development



lfr: Ms Kwape (DCEC), Mr Mazwi, Mr Qoma (SIU), Ms Maki, Ms Motshawe, Mr Masupe (DCEC) & Ms Nkabinde (PSETA)

On the 22nd of June PSETA hosted officials from the Botswana Directorate on Corruption Crime (DCEC). The purpose of the visit to PSETA was for the DCEC to learn the South African approach to training; the legislative work that governs training in South Africa; the context within which the PSETA operates; curricular development and accreditation processes.

In 2011, the head of Anti-Corruption of all Commonwealth Africa Countries, which include and not limited to the following countries, South Africa, Botswana, Namibia, Zambia, Mozambique, Lesotho, Nigeria, Ghana, Kenya, Seychelles, Mauritius made a commitment to broker the exchange of ideas and practices amongst Commonwealth Africa countries and to encourage the sharing of expertise in areas where some have comparative advantage.

The South African Special Investigating Unit (SIU) facilitated the meeting for the Botswana delegation to learn more about the skills development approaches for the public service sector. This is an international collaboration aimed at fulfilling the objectives set out in the Association of Anti-Corruption Agencies. PSETA shared the legislative aspects of the country skills development as well as the approach used for implementing skills development interventions and skills planning within the public service sector.

The delegation also as part of their learning visit, visited the Department of Home Affairs to tap into their recently launched CADET Programme which is aimed at promoting learners absorption, by putting them in learning programmes that are scarce and critical in the department. This is also a continuation of international collaborations which took place in 2015 where DCEC specifically learnt the SIU's approach to forensic investigations.

Cadet Programme a skills development intervention with a difference

Each year unemployed youths are entered into different learning programmes with the hope of absorbing the learners into permanent employment. In 2015 alone about 44 000 interns were recruited into the public service. 24 000 entered through the DPSA recruitment programme and the other 20 000 through the Extended Public Works Programme (EPWP). With all these recruits, anecdotal statistics still show that there is either less or no track of absorption to permanent employment.

Though some departments do retain learners, it is still a handful mainly because their qualifications do not meet the requirements of the vacant positions or that they are not experienced enough to be able to fill existing vacant positions. Except for those who acquire on the job training of skills needed and end up being absorbed for permanent employment.

The Department of Home Affairs has had a 100 % learner absorption rate through their Cadet Programme. This is a unique approach to curbing the high unemployment rate in our country. The approach that DHA takes is, they identify specialised areas of skills needs within the department and then enter the learners into those programmes for training and subsequently employ them permanently to those positions post training. PSETA used this as a case study and it

is found to be one of the best approaches in ensuring learner retention or absorption. This project have thus far proved to be working brilliantly. Since its launch, DHA has recruited more than 160 learners in the programme. An additional 80 was welcomed by the minister a day after youth day on 17 June 2016. The youths are expected to start their year-long training in July and will, among other things, be trained in frontline support service. On completion of their training, they will be deployed in the department's various offices throughout the country.

The Department of Home Affairs introduced the cadet programme/learnership to assist the unemployed young graduates with relevant workplace skills. It is part of the strategy to attract, train and introduce to the public service new officers who are security-conscious, professional, hard-working, patriotic and endowed with the right attitude of mind to serve the people with dignity while upholding the principles of Batho Pele and the Constitution.

As PSETA we are continually improving state capabilities through strategic innovative partnerships and this is one of the partnerships and we wish to see the sector transform from the traditional way of implementing skills development interventions to a more innovative way that contributes positively to curb the high unemployment rate.

PSETA & South Africa - European Union strategic partnership dialogue

PSETA has partnered with the European Union (EU) to host a series of dialogues. PSETA is mandated to play an active role in developing a "capable state" through the promotion and facilitation of the skills development initiatives for public entities, Parliament, Provincial Legislatures, Provincial and National departments. PSETA has since taken a keen interest in implementing innovative strategies in addressing the skills needs of particularly the public entities within its scope.

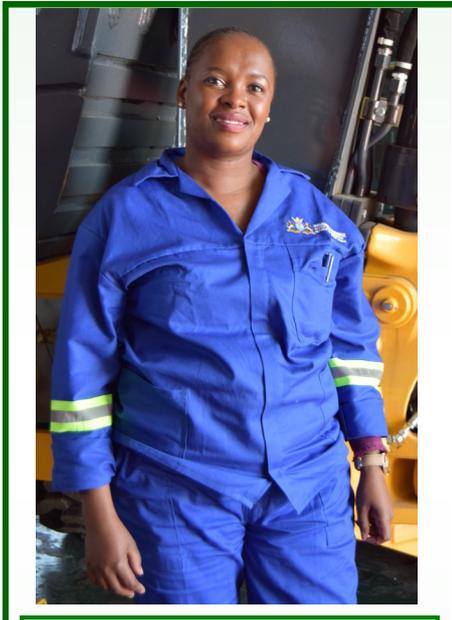
In this partnership the EU is to make available experts from its member states and or strategic partners with exceptional case studies from which the SA public entities can derive learnings. The expected outcome of the project is to establish communities of practice from where all relevant parties can share knowledge and resources.

The first project is piloted with opening up dialogues for a hand full of public entities within the scope of the PSETA to engage with their European counterparts. The aim of these dialogues is to create a platform in which South African Public Entities will identify skills

needs and capacity constraints that may not be sufficiently supported in the country and unpack these with their counterparts in order to bridge the identified shortcomings.

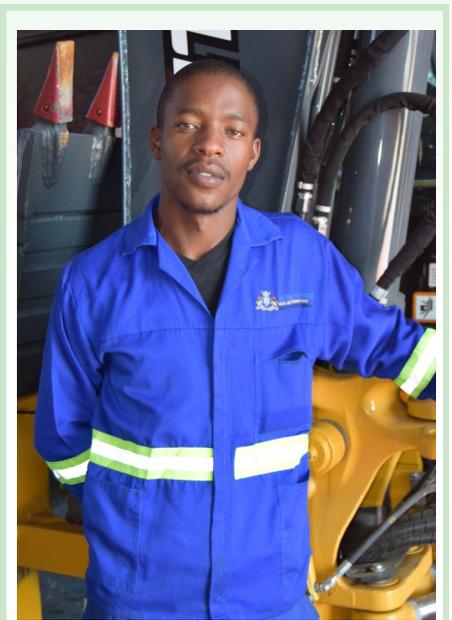
PSETA services public entities with different mandates thus their skills needs would be unique to the environment in which they operate. PSETA saw it prudent to seek funding to support these stakeholders to embark on partnerships with government entities in Europe, from both the developed Western Europe countries as well as other countries that have recently joined the EU. PSETA has since taken a keen interest in implementing innovative strategies in addressing the skills needs of particularly the public entities within its scope.

In the initial stage of the project, a formal needs analysis of these public entities would be studied and matched with those of their European counterparts and a series of dialogue topics crafted. An EU appointed facilitator would be tasked with the responsibility of assisting with the identification and coordinating engagements between the parties concerned.



Mildred Masukoe

A humble and hardworking lady, willing to learn shares with us her journey to becoming a qualified Diesel Mechanic Artisan working at Gauteng Department of Roads & Transport
 “I trained at Tshwane South TVET College from 2012 and completed my trade test in March 2016. The most memorable time was when I was going for trade test. I was given four tasks to complete namely fuel injector, gearbox, engine problem solving and remove, assess and replace cylinderhead. I was sweating but started to relax when I saw my assessor smile when marking my tasks. I knew right then that I’m going to walk out of here a qualified Artisan. The training is not a walk in the park you need to be hardworking to be able to make it.”



Mpho Nhlabathi

Is very passionate about his career and is also involved in youth development programmes in his community. He is a qualified artisan and was enrolled in the programme in 2012 and within 2 years qualified as an artisan.
 “My responsibilities entail maintenance of heavy vehicles, equipment and machinery, field services and repair, replacement of mechanical components. Being an artisan requires dedication, hard-work, passion and critical thinking. I am thankful for this opportunity because it has enabled me to grow as an individual. I work during the week and on weekends I still use my skills as an entrepreneur to service and maintain cars within my community.”



Regina Rakgalakane

The ever smiling Regina commenced her training in 2012. She tells us it has not been easy for her, but she is glad that she eventually completed and is now a qualified Diesel Mechanic Artisan.
 “I am currently working for PUTCO as an assistant mechanic, but I will be joining Gauteng Department of Roads and Transport effective 1 July 2016. I am very thankful for the opportunity especially to PSETA as they funded my training from beginning up to completion. I look forward to assuming my duties in government. My advise to young people out there is go out and seek opportunities and when you grab it do not let it go”

Gauteng artisan development programme

The project was concluded on 31st March 2016 and project started in 2012 with 25 Diesel Mechanic learners. After a period of three to four years of training the project produced 22 qualified Diesel Mechanics, which translates to 88% achievement. PSETA's mission also include promoting learner placement and absorption within the public service sector. We thank the Gauteng Department of Roads and Transport for opening up their workplace for the apprentices to do their workplace training and eventually absorb them into permanent employment. Learners completed their 12 months' workplace experiential training at the following Gauteng Province Department of Roads and Transport workshops: Heidelberg ,Ga-Rankuwa , Temba, Vereeniging, Krugersdorp, Koedoesport, Bronkhorspruit, Benoni respectively. Congratulations to the below listed who are now qualified artisans and have been absorbed permanently by the Gauteng Province Department of Roads and Transport. They underwent all three components of artisan development, and successfully completed their knowledge and practical components at Tshwane South TVET College.

- Ms. Patricia Phindile Dhlamini
- Ms. Mildred Masukoe
- Mr. Siphon Michael Malimela
- Ms. Nompumelelo Manyi
- Ms. Lucia Nkhetheng Lesia

At some point learners had to complete some of the activities which government workshops could not offer at private companies workshops. We are very grateful for the following companies, which opened up their space into a training space and also contributing towards the building of the state technical capabilities: Rogers Auto, Star Nissan, Air Brake, Industries, Colours Engineering, CPR, Phala Brake & Clutch, Rami Gearbox, Sehlabaka Engineering, TGS .

KZN artisan development programme

The project started in 2012 with 25 learners and was officially concluded on 31 May 2016. Learners were trained in the following fields; 10 Welders and 15 Motor Mechanic learners. After a period of four years of training the project produced 9 qualified Welders and 12 qualified Motor Mechanics, which translate to 84% achievement. Learners had undergone all three components of artisan development:

All learners successfully completed their knowledge and practical components at Umfolozi TVET College. PSETA would like to thank the following private companies for opening up their workplace for learners to complete their 12 months' workplace experiential training:

- Midbay Motors (Richards Bay)
- Ritchie Auto (Empangeni)
- GWM (Richards Bay)
- Etata Commercial (Richards Bay)

Did you know?

To produce one qualified artisan takes 3-4 years. According to the policy on Generic National Artisan Learner Grant Fund and Administration System it costs a minimum of R150 000-00 to produce a qualified artisan.

Gauteng department of infrastructure development artisan development programme

Two learners indentured through a partnership with the Department of Infrastructure Development (DID). They completed their knowledge and practical components at Tshwane South TVET College. Due to lack of workplace component at DID, learners were placed at FEMCO (PTY) LTD which assisted with the workplace at no cost to PSETA. The project commenced in 2014 and was officially concluded on 31 March 2016.

The project produced two qualified Fitter & Turners. We are very grateful for FEMCO (PTY) LTD (Hazelton pumps international (PTY) LTD) for affording the two learners an opportunity to go through the workplace experiential training and trade test preparation.





353 Festival Street
Hatfield,
Pretoria,
0028

Telephone: 012 423 5700

Fax: 012 423 5755

E-mail: Communications@pseta.org.za

Website: www.pseta.org.za

Motto: Growing and Developing People

The Facebook logo, consisting of the word 'facebook' in white lowercase letters on a blue rectangular background.

The YouTube logo, featuring the word 'You' in black and 'Tube' in white on a red rounded rectangular background.

The Twitter logo, consisting of the word 'twitter' in a light blue, lowercase, sans-serif font.