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"There are many challenges facing post school education in South Africa. Despite many advances and gains made since 1994, the system continues to produce and reproduce gender class, racial and other inequalities with regard to access to education opportunities and success. One of the greatest challenges facing the system is the large number of young people who face a very bleak future if major changes are not introduced. Equally important the post school system is not meeting the needs of the economy and society as a whole"

DHET- Green Paper for Post School Education & Training

Editor's note

Spring has sprung and so have our endeavor to develop "transversal" skills within the public service.

In this issue we cover the partnership between PSETA and the Public Affairs Research Institution (PARI). PARI is the research partner assisting with the Sector Skills Plan update for 2014-2015. We further cover the Year of Artisan Advocacy event held in Mafikeng organized by the Deputy Minister of Higher Education & Training, Mr. Mduzuzi Manana, PSETA,

LGSETA and Taletso FET College: Mahikeng. The event was held to promote artisanry as a career of choice and to market the National Programme for Artisan Development called "7-steps To Becoming a Qualified Artisan".

On page 3 we feature PSETA's progress thus far with regard to the implementation Work Integrated Learning programme within the sector. We also appeal to our stakeholders to comply with the dates for the submission of

the Quarterly Monitoring Reports (QMR). We also commend the Department of Home Affairs for having identified inadequate training as one of the causes of poor service delivery in South Africa's Ports of Entry.

Lastly, PSETA has relocated to a new address and our domain name changed from .gov.za to .org.za. Details are available on the last page of the newsletter

"And as we let our own light shine, we unconsciously give other people permission to do the same"- Nelson Mandela.

From the CEO's desk



Ms Shamira Huluman-CEO

The PSETA commissioned the Public Affairs Research Institution (PARI) as its research partner to develop the Sector Skills Plan update for 2014-2015. The aim of this partnership is for PARI to conceptually and strategically guide the analysis of the demand and supply of skills in the organs of state falling within the ambit of the PSETA.

PSETA is responsible for the development of "transversal" skills across the public service – referred to by PSETA as the "business of government" – as well as skills development in functions undertaken exclusively by the public services (such as administration, management, planning, legislation and policy development). PSETA therefore includes in its scope the development of skills set in areas

which overlap with the focus of other "line functions" SETA's. Given PSETA's mandate to focus its work on the transversal skills of government such as administration, management, planning, legislation and policy development much of PSETA work focuses on personnel in the categories:

- Professionals and Managers: this category makes up 17% of the public services; 23% of personnel employed in terms of the Public Service Act; and a third of the departments reporting only to PSETA. Those people employed in the SMS are classified under this category.

- Administrative office workers' which make up 14% of all public servants; a third of the personnel employed in terms of the Public Service Act; and 56% of departments reporting only to PSETA. The National Planning Commission (NPC)'s Diagnostic Report points to uneven and in some areas weak capacity in the public service (NPC, 2011). To this end, research com-

missioned by PARI points to uneven planning, operational and administrative capacity across the public service that hampers the state's ability to drive and implement policy and to undertake routine service delivery (TAU, 2012). In response to this, the need to improve skills of public servants substantially and the general capacity of South Africa state is addressed in a wide range of public sector plans and strategy documents.

The research further revealed that factors driving training in the public service include: (i) the roll out of SIPs, (ii) policy goal of moving towards a green economy, (iii) the National Skills Accord, (iv) the need for continuous professional development of staff. PSETA supports the development of a capable state and have identified key focus areas which include: human resources management, development and planning; supply chain management; operationally focused management & developing administrative systems and capacity. The SSP update will be widely consulted with our stakeholders, to steer training interventions in the sector.

Minister commit to ensuring that 2013 is a successful Year of Artisan



Deputy Minister of Higher Education & Training Mr Manana

Picture: Sebela M—DHET photographer

“There is no doubt that the need for the development of qualified artisans to support the economy remains a high priority, especially when you consider the fact that a large number of qualified and competent artisans are required for the government’s strategic infrastructure projects like the building of roads, schools, ports, universities, power stations and all the other projects announced by our President during the occasion of his 2012 State of the Nation Address.” The Deputy Minister of Higher Education & Training Mr Mduzuzi Manana, said this in his keynote address at the Year of Artisan Advocacy event held in Mahikeng, North West Province.

The purpose of the event was to promote artisanry as a career of choice to the upcoming youth and to further professionalise artisanry by skilling already existing artisans whilst giving cognisance to Recognition of Prior Learning (RPL) based on the experience they possess. “It goes without saying that young people do not know the careers they can potentially reach out for because they have never heard of some of these occupations that are categorised as artisan occupations. There is surely an urgent need to accelerate the process of improving the status and profile of an Artisan as an inspirational career pathway for all South Africans, in particular the youth. For many young people, the only way to a bright future is seen as obtaining a university education, however this is not always true. Becoming an artisan is just as good as going to a university and in some cases even better.

“To assist young people make informed choices, research was conducted to determine which artisan trade occupations are considered scarce in our country and it was discovered that at the top of the list for scarce artisan trades are : Fitting and Turning Artisans. These are people who fix and repair just about any mechanical piece of equipment. However, while this is identified as a scarce artisan trades there is a need to continuously train and develop ALL other artisan trades on the list otherwise these too will become scarce and we will be in a similar position we find ourselves today” said the Deputy Minister. To help everybody in the country, young and old, learner and parent, there is a National Programme for Artisan Development called “7-Steps To Becoming a Qualified Artisan”. The steps entail:

Step 1:- Career guidance and management;

Step 2: General/ Vocational/ Fundamental knowledge learning;

Step 3:- Learner Agreement Registration and Contracting;

Step 4:- Occupational Knowledge Learning;

Step 5:- Workplace Learning;

Step 6:- Trade Testing and Recognition of Prior Learning;

Step 7:- Quality Assurance and Certification.

All these strategies, programmes and efforts are aimed at averting youth idleness by equipping young people with skills that are labour market responsive. “The Department of Higher Education is more than committed to ensuring that 2013 is a successful year of Artisan” said the Deputy Minister.

The event was held on 26 July 2013 by the Office of the Deputy Minister of Higher Education & Training in collaboration with the PSETA, Local Government Sector Education & Training Authority (LGSETA), Taletso FET College Mahikeng under the theme “it’s cool to be an artisan”. The event is one of a series held at Mpumalanga, Eastern Cape, Free State, Western Cape, North West, Limpopo, Kwazulu Natal, Northern Cape Provinces. 2013 was declared Year of Artisan by the Minister of Higher Education and Training Dr Blade Nzimande in February 2013. Subsequently the Minister requested the Deputy Minister (DM) Mr Mduzuzi Manana to champion artisan development in South Africa among the youth.

Work Integrated Learning (WIL) in the Public Service Sector

“ SETAs have to drive the agenda of skills development to achieve inclusive growth, while also increasing the provision of skills that will enable citizens, in particular the youth, to be easily absorbed into work when the expansion of the country's economy occurs” Dr Nzimande – Minister of Higher Education and Training

The PSETA is required to drive the skills development agenda in order to achieve inclusive growth, while also increasing the provision of skills that will enable citizens' in particular the youth, to be easily absorbed into work. In response to the Minister of Higher Education and Training call PSETA identified Work Integrated Learning (WIL) programmes to drive and ensure that the public service sector is turned into a training space.

WIL is a learning programme that focuses on the application of theory in an authentic, work-based context. The aims of the programme include: exposing students to the real world of the work while still studying; assisting students to gain general work experience in a professional work environment; helping students develop a range of valuable generic skills; and to make the transition from student to employee easier. Employers benefit from implementing WIL programmes because they have the opportunity to assess the students before they may decide to employ them permanently; contribute towards economic growth by helping students to acquire skills, therefore making them more employable; and it is a cost-effective way to train students and to identify potential employees.

PSETA has since engaged various govern

ment departments in an attempt to encourage them to implement WIL programmes. Positive response was received in this regard. The Free State Provincial government, PSETA and the Central University of Technology (CUT) entered into a Memorandum of Understanding, that facilitates learners from CUT to be placed across departments in the province. This project is underway as a pilot project. National departments and some provincial departments have shown interest and have the capacity to host learners on the WIL programme. The hindering factor however is the issue of funding for the programme, as the funds still lie with Departments

Enquiries regarding the WIL programme in the public service sector may be directed to the PSETA Learning Programmes division.

Contact Person: Ncumisa Khumalo
Contact Number: 012 423 5702
E-mail: NcumisaK@pseta.org.za

Submission of quarterly monitoring reports (QMR)

The Skills Development Act requires that SETAs conclude a Service Level Agreement (SLA) with the Director General of the Department of Higher Education and Training (DHET). The SLA outlines the SETA performance and its functions in terms of the Act and the National Skills Development Strategy (NSDS). The SLA further emphasises on the standards, criteria and targets for measuring and evaluating the SETA's performance. PSETA as one of the Government related SETA responsible for steering skills development within the sector, is required to report performance against the NSDS target as set out in the SLA and to report on performance to DHET on a quarterly basis. To achieve this PSETA rely on training implementation reports submitted by the National and Provincial departments. Sincere appreciation to all the departments that have complied with the

request by submitting their quarterly monitoring reports (QMR) to the PSETA.

However, some departments do not comply and this gives a skewed report in terms of actual training that is implemented within the public service sector. To enable PSETA to report on government expenditure in particular implementation of learning programmes within the sector, government departments are requested to ensure that all learning programmes agreements that are government funded are reported accordingly to PSETA.

QMR submission dates for the 2013/ 2014 financial year are as follows:

- Quarter 1 = 10 July 2013
- Quarter 2 = 10 October 2013
- Quarter 3 = 10 January 2014
- Quarter 4 = 10 April 2014

Departments are also urged to submit the necessary supporting evidence.

Learning programmes that are not supported by the prescribed evidence will not be reported to DHET and that will result in poor reflection of the 1% training expenditure. To remedy non compliance by the departments PSETA has put together a support strategy for national departments. The strategy entails the establishment of clusters with the intention to create a support dialogue and an opportunity for departments to share best practices around QMR compilation as well as evidence collection methods.

Six clusters have been identified. To find out which cluster your department falls under please contact the PSETA Learning Programmes division on the details below.

Contact person:
Ms Morongoe Nkabinde
Learning Programmes Manager
Contact number: 012 423 5717
E-mail: MorongoeN@pseta.org.za

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Home Affairs a catalyst for better service delivery

Outcome 4.5.1 of the National Skills Development Strategy (NSDS III) states: "training of employed workers addresses critical skills enabling improved productivity, economic growth and the ability of the work force to adapt to change in the labour market."

The Department of Home Affairs, having identified inadequate training as one of the causes of poor service delivery in South Africa's Ports of Entry, they embarked on a massive project to train the employees manning the country's Ports of Entries. PSETA guided and supported the Department in particular, the Department's Learning Academy to plan and successfully launch this massive project. The first leg of the project started during the first quarter of 2013 in the Mpumalanga, Western Cape, KZN and Limpopo provinces where PSETA in partnership with the Home Affairs Learning Academy inducted Home Affairs employees into Immigration and Civic Services learnerships which lead to the National Certificate in Home Affairs Service qualification at NQF level 5.

During the second quarter of 2013 (first and second week of September), PSETA inducted 150 Home Affairs employees who are engaged in a learnership programme into this fit for purpose qualification in Gauteng, Northwest and the Eastern Cape province. As a key quality partner in learning programmes delivery in the Public Service Sector, PSETA continues to monitor the implementation of this learning programme and to support the department in building internal capacity for successful Skills Development.

One on one with our apprentice



As part of monitoring, on the 10th July 2013 we visited learners who are placed at Tshwane South College doing different artisanal training programmes. During our visit we interviewed one of our apprentices Ms Regina Rakgalakane. She is one of the 76 artisan development beneficiaries funded by PSETA and placed at Umfolozi FET College (Kwazulu Natal) and Tshwane South College (Gauteng).

P: When did you start your training?

A: I started in 2012

P: Which trade are you doing?

A: Diesel Mechanic

P: What are the requirements for getting in the programme?

A: Mathematics and Science

P: How do you find the training so far?

A: It's interesting, a good experience quite male dominated, but I am enjoying it.

P: What does your training entail?

A: For this particular trade we are trained on three components of learning which include Theory, Practical, and on the job/ workplace based training. During the practical stage we do engine marking; engine assembling and reassembling. For workplace based training learners are placed at different government garages of the Department of Transport.

Upcoming Events

The Annual General Meeting (AGM)

Date: 27th November 2013

Time: 11:00 to 13:00

Venue: Manhattan Hotel, Pretoria

Enquiries: Suzan Maroleng and Thobile

Sibeko on 012 423 5700/32

Call to submit a plan and participate in the PSETA 2013/14 & 2014/15 Artisan Development programmes

PSETA invite Expressions of Interest (EOI) from National, Provincial Departments and state owned enterprises that wish to train the unemployed to become artisans; act as champions of artisan development and to implement artisan development programmes that are relevant to the needs of government and those of the private sector.

Enquiries: Mr Sipho Mkhabela
Email: SiphoM@pseta.org.za /
Artisansupport@pseta.org.za
Tel: 012 423 5700

Establishment of PSETA Trades and Artisan Technical Administration Committee

The PSETA calls for interested individuals to serve in the PSETA Trades and Artisan Technical Administration Committee to oversee the artisan development administration system and quality assurance functions in various trades. Further information may be obtained from:-

Enquiries: Mr Sipho Mkhabela
Email: SiphoM@pseta.org.za /
Artisansupport@pseta.org.za
Tel: 012 423 5700



**353 Festival Street
Hatfield,
Pretoria**

**PO Box 11303
Hatfield,
Pretoria**

**Editor in Chief : Shamira Huluman
ShamiraH@Pseta.org.za**

**Editor : Jabulane Jiyane
JabulaneJ@Pseta.org.za**

**Compiler : Lavhelesani Mainganye
LavhelesaniM@Pseta.org.za**

Phone: 012 423 5700

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