

NEWSLETTER

Quarterly Newsletter | March 2018

EDITOR'S NOTE Lavhelesani Mainganye



Lavhelesani Mainganye
(Editor)

The end of financial year call for a reflection on a year that has in many respects been challenging, but positive. With the SETA having had challenging years in as far as disbursing grants is concerned, it has been with a sense of relief that with PSETA was able to implement a number of projects in this financial year. Yes, we have been with some pain and certainly at considerable expense, but it has been well worth the effort. It is with great pleasure to announce that the SETA have successfully allocated discretionary grants for the 2018/2019 financial year, this is detailed in the CEO's article. The Sector Skills Plan (SSP) which provides the strategic direction needed to guide

the development of development of human capital that is required by the state in order to deliver on its developmental goals and objectives was successfully updated in this financial year. Also featured is the assessor and moderators capacity building project in the sector. Stakeholders are also reminded to submit Workplace Skills Plans by 30 April 2018.

PSETA look forward to a far more stable and productive 2018/19 financial year. Our sincere gratitude goes to all our valued stakeholders who continue to make it possible for PSETA to deliver on its mandate!

CEO's DESK: DISCRETIONARY GRANT 2018/19



Mr. Marks Thibela
(ACTING CEO)

As the financial year 2017/18 nears its end we are pleased to have made strides in ensuring that the majority of the set targets are achieved and the disbursement of funds improved drastically. Whilst we may not be in a position to report on actual achievement against set performance until such time that the Auditor General South Africa (AGSA) has finalized the auditing process, it is worthy to mention we allocated all the funds that were budgeted for the financial year and some projects are already being implemented. I am mindful of the fact that the

implementation will spill over to the next financial year, however, positive progress would have been realized and the National Treasury will be approached for the retention of the budget that would have been committed but not all utilized.

During the second quarter, an amount of an amount of R3 887 250 was allocated to 19 projects and further allocated R29 223 750 to 17 Projects to ensure that the performance targets are reported at the end of the year. The PSETA made a commitment made a commitment to achieve at least 80% of the set targets as contained in the Annual Performance Plan and we are confident that this is possible if all the role players work collaboratively.

Fortunately, entity have been able to arrest the problem relating to delays in the signing of Memorandum of Agreement which previously impacted negatively to our performance and seems to be the problem now is the slow pace of the implementation of the projects. We, therefore, continue to plead with the stakeholders who are being funded by PSETA put in place effective implementation plans so that he projects can be completed on time. Meanwhile, it is a great pleasure to report that the problems relating to delays in the allocation of funding to projects will soon be a thing of the past as we are in the process of finalizing allocation for 2018/19 financial year during the last quarter of the financial year ending 31 March 2018. This will ensure that the actual in year reporting against set targets happen from the first quarter instead of the last quarter of the financial year. Successful stakeholders who submitted proposals for the 2018/19 will be notified during April 2018 and the signing of the MOA is expected to also be finalized. In conclusion, we are hopeful that the performance for the year ending 31 March 2018 will reflect to improve from the 2016/17.

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SECTOR SKILLS PLANNING IN THE PUBLIC SERVICE

Skills planning in the Public Service sector provides the strategic direction needed to guide the development of human capital that is required by the state in order to deliver on its developmental goals and objectives. The National Development Plan (NDP) provides an evidence-based analysis of the priority focus areas in this regard. This Sector Skills Plan maps out the specifically agreed priorities, as well as the areas of uncertainty, and the partnerships and processes through which PSETA will further define and take forward this agenda.

A range of secondary legal, regulatory and policy frameworks elaborate the strategic direction required to achieve the NDP objectives. For example, the National Integrated Human Resource Development (NIHRD) Plan 2014-2018 emphasizes the need to professionalize the Public Service, opening it as a training space and promoting the Public Service as a career of choice. The Department of Public Service and Administration (DPSA) and other lead departments provide the strategic imperatives through policies and strategies such as this. PSETA (in partnership with the National School of Government (NSG) and other key players, under the leadership of Department of Higher Education and Training (DHET) coordinates resources and efforts to support such developmental objectives across the "skills pipeline". From general foundational learning (delivered by Technical and Vocational Education and Training (TVET) colleges and Higher Education Institutions (HEIs), through job-specific learning delivered by state academies and "bridging into work" interventions, to on-the-job learning done within departments, the PSETA interventions outlined in this SSP aim to build "a skilled and capable workforce for an efficient, effective and development-oriented public service". These interventions are not restricted to skills at the level of individual human beings. They aim to embed skills development

in building state organizational

capabilities aimed at improving service delivery to the citizens of South Africa.

The Sector Skills Plan provides the evidence base within which the PSETA Accounting Authority uses to guide decision making; and informs its plans including the Strategic, Annual Performance and Operational plans, to ensure that the utilization of public funds under PSETA's managerial control addresses the needs of the sector. Human resource development efforts and resources are spread across the sector and strategic partnerships are therefore at the heart of how PSETA is taking forward the goal of educating, mobilizing the Public Service sector behind our coordinated strategy for delivering on the vision and objectives of the National Development Plan.



ASSESSOR AND MODERATOR CAPACITY BUILDING FOR HRD OFFICIALS

by Thuladu Langa

PSETA through Discretionary Grants contracted training providers to train on Assessor and Moderator for the financial year 2017/18. Both Skills Programmes comprise of 15 and 10 credits each respectively, which will help to get credits towards a Certificate or Diploma in Education, Training and HR practices. The purpose is to capacitate employed Public Servants who are already in the HRD field and also close the gaps identified within the sector. The training is taking a national geographical spread to ensure that all provinces are catered for as no province should take precedence over the other.

To date, 195 learners have been trained on the Assessor course in

Provinces such as Free State, Limpopo, and Gauteng. A further 83 officials have been trained on Moderator respectively. The training is currently happening weekly and is proving to be effective according to the evaluation conducted post each training by learners. This is another way of ensuring that the training interventions do make an impact in the Public Service sector and is of relevance and efficiency as these are PSETA-funded learning interventions. With our mandate of promoting Skills Development, we are ensuring that the training is implemented and continue to monitor and conduct inductions and orientations as a way of quality assurance. The target number of officials to be trained in this programme is 900.

CALL FOR WSP/ATR SUBMISSION FOR 2018/19 FINANCIAL YEAR

Stakeholders are hereby notified that the PSETA online system for the capturing of Workplace Skills Plan (WSP) and Annual Training Report (ATR) for 2018/19 financial year is now open. Submission deadline for WSP/ATR is **30 April 2018**

WSP ONLINE SUBMISSION

VISIT:

<http://indicium.pseta.org.za/PSETAIndicium/Account/Login.aspx>

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PUBLIC SERVICE SECTOR TURNING THE WORKPLACE INTO TRAINING SPACE

by Koketso Makgoka

The Civilian Secretariat for Police Service placed eight learners to do a Work-integrated Learning (WIL) Programme, and successfully concluded in March 2018. The programme was intended to assist learners from Tshwane North College to acquire skills and to prepare them for the workplace that needs to graduate as per the requirements of their qualification henceforth entering into the labour market. The opportunity further assist learners to obtain their National Diploma as this is a requirement in TVET Colleges.

In turn, it provides professional opportunities to officials within government Departments to acquire work experience in supervisory and mentoring skills. The programme fostered a partnership between the employer and TVET College to work together in the development of the country's future workforce. The project was fully funded by Public Sector Education PSETA discretionary grant.





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Growing and Developing People

