

SkillSTALK @HWSETA

December 2014

HWSETA Achieves Clean Audit for 2013/14 Financial Year

When the South African Auditor-General awards a public entity a clean audit it is an indication of exemplary achievement in terms of corporate governance, risk management, consistent application of internal control, knowledge of the application of legislation and Generally Recognised Accounting Practice (GRAP)/International Financial Reporting Standards (IFRS), leadership oversight, as well as dedicated and committed staff to clean reporting.

The Health and Welfare Sector Education and Training Authority (HWSETA) is one of four SETAs awarded a clean audit for the 2013/14 financial year.

“For the past seven years the HWSETA has maintained good performance relating to its financial statements that has resulted in an unqualified audit each year,” comments Elaine Brass, Chief Financial Officer at the HWSETA “and the HWSETA has over a number of years improved on its reporting of performance information, and finally in the 2013/14 financial year we obtained a clean audit with regards to performance information too.”

At the Auditor-General’s presentation on National Audit Outcomes on 18 September 2014, the HWSETA received a trophy in recognition of its achievement. This is the second year that the Auditor-General of SA has awarded public entities a trophy for the

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The HWSETA Executive Team and Board Chairman are seen here with the PFMA trophy and certificate for achievement of a clean audit during the 2013/14 financial year. Seated in the front are: Ms Yvonne Mbane, CEO for the HWSETA and Dr Confidence Moloko, Independent Chairman of the HWSETA Board. Back row from left to right are: Mr Sikhumbuzo Gcabashe, Executive Manager for RIME; Ms Elaine Brass, Chief Financial Officer; Mr Patrick Samuels, Executive Manager for SDP; Ms Jane Motubatse, Executive Manager for ETQA and Mr Bob Pardesi, Executive Manager for Corporate Services.

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The HWSETA presents at the DHET Research Colloquium on Post School Education and Training

A word from our CEO



The HWSETA has come a long way to ensure good governance and clean administration. Having to prepare documents for verification processes at a provincial level was a challenging task, however, the officials of the HWSETA rose to the occasion to ensure that the organisation complied with all requirements as required by the Auditor General South Africa, hence the clean audit.

Feedback received from both the AGM and the Stakeholder Engagement Session suggests that the HWSETA is on the right track, as far as inefficiency is concerned. However, as the executive and the staff, we strive for continuous improvement and to be responsive to the needs of role players and all critical stakeholders. In the last quarter to come, it will be a critical period whereby the HWSETA would need to consolidate its efforts and address any blockages

experienced by employers to ensure attainment of the set targets.

As the HWSETA's Delivery Model has been implemented for a period of 18 months, a process of rationalisation will be undertaken to explore the possibility of placing permanent officers at the satellite offices as the placement of interns comes with its own challenges. This process will be concluded by March 2015 with a view of implementation from 1 April 2015.

The Gauteng/Northwest office is fully operational at Unit 5, 563 Old Pretoria Main Road, Midrand Business Park, Midrand. The Mpumalanga stakeholders can also visit the Ehlanzeni TVET College in Nelspruit for basic services.

The board has approved the process of overhauling all legacy qualifications to align them with the QCTO requirements. This is a journey the HWSETA will undertake with the guidance and direction of all critical role players.

I would like to wish all the stakeholders in the sector a good festive season. Rest well and return rejuvenated as we embark on the last lap for the 2014/15 financial year.

Yvonne Mbane

Join us as we celebrate

our many successes, overcoming challenges, forging new relationships, driving skills development and making a difference in the lives of South Africans. We look forward to building on these successes in 2015

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HWSETA Achieves Clean Audit for 2013/14 Financial Year

achievement of a clean audit.

“A clean audit means an unqualified audit with no emphasis of matter, no findings under internal control weaknesses, no findings under non-compliance with legislation, and finally no findings on predetermined objectives or as we refer to it, performance information,” adds Ms Brass.

In addition to being one of four SETAs out of a total of 21, the HWSETA was one of six public entities out of 40 that achieved clean audits within the Auditor-General’s Business Unit, National F.

“The HWSETA operates within the

health and social development sectors that are critical in this country, yet also extremely challenging,” says Yvonne Mbane, CEO for the HWSETA “this in itself makes the HWSETA’s achievement of a clean audit that much more remarkable.”

“Our achievement is the collective effort made by the HWSETA Board, Management and Staff, combined with the co-operation and assistance of our large and diverse stakeholder base in the health and social development sectors. We are most grateful for everyone’s contribution to our clean audit,” concludes Ms Mbane.

New Chairman for HWSETA Board



Dr Confidence Moloko, who joined to the HWSETA Board as a Ministerial Appointee in June 2012, was in October 2014 appointed to the position of Independent Chairman for the Board.

New HWSETA Website Goes Live



There is no doubt that an effective company website is one that is visually appealing, informative and most importantly one that provides the user with a seamless browsing experience. These guidelines were taken very seriously when the HWSETA Marketing team took the step to reinvent the company’s website.

“The new website went live at the end of October 2014, and a visit to the site guarantees well-constructed pages with clear information and direction which are vital when it comes to communicating with a diverse stakeholder base”, says Elfrieda Tyrer, HWSETA’s Marketing Manager.

The improved website promises stakeholders easier navigation in finding the information they require ranging from processes, policies and procedures to the latest events and recruitment opportunities.

Visit the HWSETA website at www.hwseta.org.za

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If you wish to be added to the HWSETA database to receive this quarterly newsletter and other communication from the HWSETA, please send an e-mail to Dhesan Govender at dhesang@hwseta.org.za

2014



HWSETA Stakeholders in Limpopo Province received a double dose of interaction with HWSETA Board Members and staff thanks to the Board Stakeholder Breakfast Session that took place on the morning of 30 October 2014, followed in the afternoon by the AGM. The Protea Hotel Ranch Resort just outside Polokwane played host to both events.

The Board Stakeholder breakfast, that to date has visited most of the country's provinces, once again proved to be a valuable information sharing exercise and

provided the opportunity for members of the Board to effectively interact with the organisation's stakeholders in the area.

The AGM in the afternoon was charged

with excitement as it was here that the HWSETA was able to share with its stakeholders the good news of the clean audit achieved during the 2013/14 financial year.

Ms Mapholo Isabell Mohale, the GM for Corporate Services at the Limpopo Department of Social Development, shared with guests details on the HWSETA skills development intervention that saw 292 social work interns placed across all 5 provincial districts in the province.

It was a 'good news' presentation all round in that the interns were able to make a real difference in the lives of the people they provided services to, as well

AGM and Board Stakeholder Breakfast Held in Limpopo

as to improve service delivery levels in the Department. Moreover, each of the interns has since gone on to secure full time employment.

“This story is a real example of just how the HWSETA is making a difference in this country and the co-operation delivered by the Department of Social Development in Limpopo Province was a key factor in what has emerged as one of our greatest success stories,” comments Patrick Samuels, HWSETA Executive Manager for Skills Development Planning.

“Our success during the 2013/14 financial year is a testament to the hard work by our Board, Executive Management, staff at the HWSETA and our stakeholders,” comments Yvonne Mbane, CEO for the HWSETA “and we look forward to working together in the future to maintain this wonderful achievement.”

Youth from a local dancing/singing/drumming group ended the event off on an active note and the guests were very impressed with their abilities.



Above: Seen here from the Limpopo Department of Social Development from left to right are: Ms Bridget Kgabo Bohopa, one of the social work interns that shared her intern experience with the guests; Ms Myriam Hlope; Ms Mapholo Isabell Mohale, GM Corporate Services and Ms Merriam Mathagu, Director for Human Capital Development.



The HWSETA gives hope to rural high school students

A wise man once said, “Teaching is only demonstrating that it is possible and learning is making it possible for yourself.”

This theme underpinned the HWSETA’s outreach activities to Mandlethu FET School in Mpumalanga and M.R. Mamabolo High in Limpopo. These activities formed part of the organisation’s social responsibility programme which aims to encourage young people to study hard and to also inform them of the career opportunities that are funded by the HWSETA.

The learners were very excited as they were eager to know more of the HWSETA

and also enjoyed receiving dignity packs which were packed specifically to meet the needs of the boys and girls. These packs contained career brochures with HWSETA caps and pencil cases, and also included a toothpaste, toothbrush and soap. Packs for the girls included sanitary protection as in rural areas girls would refrain from attending school as they do not have the luxury to buy these essentials.

“It is important that young people in high schools receive appropriate career guidance and advice, especially those in rural, poor and disadvantaged communities as it is in these communities where young people have no access to career information,” comments Yvonne Mbane, CEO of the HWSETA.

Matric students at Mamabolo High School were given additional hope as the HWSETA board approved to award the top ten performing matric students at this school with bursaries to study in any health or social development fields at a TVET college of their choice. This made the day at Mamabolo High which indeed proved that one should never let his/her immediate surroundings determine the future that lies ahead.

“There are so many possibilities out there and these children are neglected the right to information because no one around them knows of these possibilities,” concludes Miss Mbane.





HWSETA Contributes to New DHET Curriculum

The National Certificate Vocational (NCV) in Primary Health is a new curriculum that provides learners with foundational skills and knowledge in Primary Health. This qualification is registered on the South African Qualifications Authority's (SAQA's) National Qualifications Framework (NQF) and is Umalusi certified.

There are three exit levels (L2, L3 and L4) which give foundational access to other qualifications. After successful completion of level 4, learners can take career paths in community work, social work or nursing. The first group of learners to enroll for this qualification commenced in 2013.

As part of the HWSETA's mandate to contribute to a skilled South Africa in the health and welfare sectors, HWSETA entered into a Memorandum of Understanding with 11 public TVET colleges across the country during the pilot stages of

the qualification. Each TVET college was funded a maximum of R100 000 to contribute to the development of the new curriculum. These funds were able to assist the colleges in buying learning equipment such as skeleton models, torso models, animal organs and other practical equipment required for demonstrations and practical activities.

Furthermore, to increase the capacity of the TVET colleges, the HWSETA funded the University of Pretoria for the training of the lecturers on the curriculum. This is to strengthen the magnitude and quality of the curriculum which will to a great extent determine the success of it thereof. The University has to date trained the lecturers on both the level 2 and level 3 curriculum, with the level 4 curriculum training planned for early 2015.

"The HWSETA is proud to have made a contribution to this specific skills development activity as this is a key focus for the HWSETA", comments Patrick Samuels, Executive Manager of the Skills Development and Planning Division.

The Ins and Outs of

A learnership is a structured learning programme that consists of a theoretical and a practical component and that leads to a qualification that is registered on the National Qualifications Framework (NQF). It provides a learner with an excellent opportunity to gain experience in the labour market while studying towards a qualification. Learnerships are regulated by a formal contract (learnership agreement) between an employer, a learner and a training provider. This agreement must be registered with the employer's relevant SETA.

An employer can enter into learnership agreements with existing employees or with learners who are not employees. If the employer enters into a learnership agreement with a learner who is not an employee, the employer is not obliged to employ the learner when the learnership ends.

What is expected of each party?

The learner is expected to:

- Sign the learnership agreement with the employer and/or training provider. If the learner is under 21 years of age, the parent or guardian signs the agreement on behalf of the learner;
- Participate in induction programmes;
- Work for the employer as part of the learning process;
- Register with a training provider for the theoretical component of the learnership;
- Participate in all learning and work experience required for the learnership;
- Comply with the employer's workplace policies and procedures;
- Complete any timesheets/log books or written assessment tools supplied by the employer or the training provider;

- Attend all study periods and theoretical learning sessions with the training provider;
- Undertake all learning conscientiously and set aside sufficient time for self-study;
- Undergo all practical and theoretical assessments for the learnership.

The employer is expected to:

- Sign the learnership agreement with the learner and the training provider;
- Be accredited as a workplace training provider (if applicable) and registered with the SETA to which he/she pays his/her skills development levy;
- Recruit and select learners for the learnership programme;
- Provide the learners with the necessary workplace experience, supervision and mentorship for the particular learnership;
- Release the learners to attend training at the training provider or, if the learners study through distance education, to work through the relevant study material;
- Ensure that the learners are assessed by a registered assessor.

How to Participate in a Learnership?

- Plan a career path
- Identify the Learnership that supports the chosen career path
- Find out as much information as possible about the Learnership
- Enquire about the applicable criteria for entering the Learnership
- Find an employer willing to provide practical work experience

The Benefits of a Learnership

- The learner earns whilst he/she learns
- The programme is outcomes-based
- The learner interacts within the working environment and receives valuable practical experience
- Assessment occurs at various stages and is learner centred i.e. it is based on the learner's competence
- The qualification is recognised nationally

How to Join a Learnership if you are Unemployed

- Unemployed people must register as work seekers at the Department of Labour
- Look for employers in the sectors in which you wish to obtain a learnership i.e. nursing in public and private hospitals, social auxiliary work at the Department of Social Development or Non Government Organisations (NGOs) or social work agencies
- Prepare a concise CV and make sure that your subjects are correct for the learnership that you are interested in
- Find employers that offer learnerships
- Make contact with potential employers by sending a concise CV (address it to the HR Department for the attention of the Skills Development Division)

Tip: keep an eye on newspapers as employers often advertise learnership opportunities

L(earn)erships

Important Information to Note Regarding Learnerships

The HWSETA does not select, recruit or engage learners directly. This is done through employers. Employers of nurses are mainly hospitals both in the public and private sectors. In the public sector the learnerships are often co-ordinated through the Provincial Health Department. Pharmacies in public and private hospitals and retail pharmacies select and recruit learners directly.

The Human Resources department of an organisation is best to contact as most large organisations have a Skills Development Facilitator who is responsible for skills development and co-ordinates applications to the relevant SETA for the learnerships.

Whilst the HWSETA is the education, training and quality assurance (ETQA) body for several of its learnerships, there are learnerships funded by the HWSETA for which other councils and associations are the ETQA body. In the table that details what learnerships are available from the HWSETA, it is important to note the details on the relevant professional body. The contact details you require for these professional bodies are provided below:

- South African Nursing Council (SANC) 012 420 1060 (www.sanc.co.za)
- South African Pharmacy Council 012 312 3992 (www.pharmcouncil.co.za)
- South African Council for Social Services Professions 012 356 9940 (www.sacssp.co.za)
- Health Professions Council of South Africa (HPCSA) 012 338 9352 (www.hpcsa.co.za)

The Relationship Between Learnerships and Scarce skills

Many of the learnerships offered by the HWSETA take into consideration scarce skills within the health and social development sectors. The term 'scarce skills' refers to a shortage of people with the required attributes to fill positions available in the labour market. The attributes that employers are seeking when they try to fill positions in their organisations are specifically important. These may be qualifications, specific skills and experience, a specific race or gender or a combination of these attributes. Scarce skills are normally expressed in terms of the occupations for which there are not enough candidates available.

The targets for placement of learners on learnerships as laid out in the National Skills Development Strategy are:

85% Black | 54% Female | 4% Persons with disabilities

HWSETA Registered Learnerships

LEARNERSHIP TITLE	NQF LEVEL	LEARNERSHIP CODE	SAQA ID AND QUALIFICATION RULES	PROF. BODY
Certificate in General Nursing: Auxiliary	4	11Q000008201324	17152	SANC
Certificate in General Nursing: Enrolled	4	14Q000003XX1324	17168	SANC
Diploma in General Nursing: Bridging	5	14Q000004XX2565	17169	SANC
Diploma in Primary Health Care: Post Basic	6	11Q000009233606	17165	SANC
Post Basic Diploma in Medical/Surgical Nursing: Elective				
– Critical Care	6	11Q000010173606	17165	SANC
– Operating Theatre Nursing	6	11Q000010173606	17165	SANC
Diagnostic Radiography	6	11Q110013003606	65069	HPCSA
Certificate Phlebotomy Technique	4	11Q110006281344	59345	HPCSA
Further Education and Training Certificate: Pharmacist Assistance	4	11Q110020261404	72050	SAPC
National Certificate: Pharmacist Assistance	3	11Q110021341403	72049	SAPC
Certificate in Social Auxiliary Work	4	11Q110012001804	23993	SACSSP
Further Education and Training Certificate: Theology and Ministry	4	11Q110019521204	49057	HWSETA
National Diploma: Occupational Safety	5	11Q110023402425	58786	HWSETA
Further Education and Training Certificate: Occupational Hygiene and Safety	4	11Q110025361454	50063	HWSETA
Further Education and Training Certificate: Public Awareness Promotion of Dread Disease and HIV/AIDS	4	11Q110024321664	74410	HWSETA

HWSETA Flag Flies High at

The 'White Paper for Post-school Education and Training' (DHET, 2013) articulates a vision for the Post-School Education and Training (PSET) system which is characterised by expanded access; improved quality and increased diversity of provision, a stronger and more co-operative relationship between education and training institutions and the workplace; and is responsive to the needs of individual citizens and of employers in both public and private sectors, as well as broader societal and developmental objectives. Research is key to the PSET system realising the vision outlined by the white paper for PSET. It can provide insights into the PSET system and the constituencies it serves, about the success or otherwise of policies and their implementation and about the

experiences of other countries with similar challenges. It also enables practitioners to test and compare diverse theories and approaches to the provision of PSET as well as the development of leading-edge information, services and application for the system. Most importantly, research can make available the evidence on which the Department is able to make decisions, review policy and improve upon the system, services and practices.

It is within this framework that the DHET hosted a Research Colloquium on PSET in Pretoria, Gauteng on 4 November 2014. The event was well attended with appearances by the Deputy Minister of Higher education Mr Mduduzi Comfort Manana, the Deputy Director-General of the National Department of Education

Mr Feroz Patel, the South African Qualifications Authority (SAQA) CEO Mr Joe Samuels, SETA CEOs as well as various representatives from the PSET community.

Sibusiso Miya, the HWSETA's Research and Information Manager, delivered a presentation on 'Current research on PSET (DHET and its entities)'. According to Miya: "Research and innovation are critical in the knowledge production of the country and research contributions towards the body of knowledge and the country's innovation system must increase to achieve the developmental goals of the country as indicated in the National Development Plan."

"Traditionally, research has been the fundamental part of the work of universities, however, it has been noted that research and innovation is not exclusively a responsibility

A Career in Social Work

Whilst the concept of charity dates back to ancient times, and the practice of providing for the poor has roots in all major world religions, social work as a profession originated in the 19th century.

Social work as we know it today is an interdisciplinary profession and social science that draws from a number of areas, such as, but not limited to, psychology, sociology, criminology, economics, ecology, education, health, law, philosophy, anthropology and counselling. Social work requires study and continued professional development to retain knowledge and skills in practice.

The main tasks of a social worker may include any one or more of the following services: counselling and psychotherapy, assessment and diagnosis of mental disorders, child protection/welfare, human services management, social welfare policy analysis, policy and practice development, community organising, international social and community development, advocacy, teaching and social and political research.

Social workers today often find themselves also dealing with consequences arising from social problems such as racism, sexism, homophobia, and discrimination based on age or on physical or mental disability.

Over the years many worthy people have fulfilled the role of social worker although a few have been outstanding. Internationally, Mother Teresa cared for the poor, sick, orphaned and dying for over 45 years, while Mahatma Gandhi led nationwide campaigns for easing poverty, expanding women's rights, as well as building religious and ethnic harmony.

To pursue a career as a social worker in South Africa, one requires a Senior Certificate with matriculation exemption for a degree programme and a Senior Certificate for a diploma course. Various universities



offer 3 – 4 year degrees in Social Work. Social workers are also required to obtain a license or be registered with a professional regulating body.

Professional social workers work in a variety of non-profit, for-profit, or public social service settings, including hospitals; hospices; community health agencies; schools, faith-based organisations, and even the military. Some social workers work as psychotherapists, counsellors, or mental health practitioners.

DHET Research Colloquium

of the universities but a collective effort. Universities constitute a fraction of the Post-school Education and Training (PSET) community and therefore, other members of the PSET community have a responsibility towards the country's innovation system and knowledge production," he adds.

"Hence the need to analyse and profile current research being undertaken by the PSET community, as well as to share future research. This will enhance research awareness on PSET and foster possible research partnerships amongst the members of the PSET community in future."

Miya had been involved from the inception of the concept note for this project and has played a vital role in the analysis of 144 current research templates and 59 planned research projects originally

administered and compiled by DHET.

Miya's presentation garnered much interest from the delegates and was well received by the PSET community at large. His presentation analysed and detailed the various types of research undertaken by the PSET community and he was able to draw a number of conclusions.

Applied research is predominantly being undertaken by participants, whilst little research has been undertaken by research chairs. Basic research is largely being conducted through research post-graduate research grants, whereas evaluative research is to a large extent being conducted by SETAs. Furthermore, tangible evidence exists to indicate that there is a need for collaboration on research among members of the PSET community.

Miya's key recommendations were that more collaborative research be undertaken to strengthen research capacity and that a journal for the PSET community be established to publish research findings.



Provincial WSP/ATR Workshops

Employers in the health, social development and veterinary sectors that wish to apply for mandatory grant funding and/or discretionary grant funding are required to submit a Workplace Skills Plan (WSP) and ATR (Actual Training Report) by 30 April 2015. To assist stakeholders with this process, the HWSETA will be hosting a series of provincial workshops during January and February 2015 that will help guide Skills Development Facilitators through the WSP and ATR processes to ensure accuracy and compliance. Refer relevant details below:

	City/Town	Workshop Date	RSVP Date
Gauteng	JHB	28 Jan 2015	16 Jan 2015
	PTA	30 Jan 2015	
	RSVP Contact person: Tiisetso Shidi , tiisetso@hwseta.org.za Tel: 011 607 6962, Fax: 086 515 3020		
Northern & Western Cape	George	2 Feb 2015	22 Jan 2015
	Cape Town	4 Feb 2015	
	Vredenburg	5 Feb 2015	
	Upington	9 Feb 2015	
	Kimberly	10 Feb 2015	
	RSVP Contact person: Juanita Moller , juanitam@hwseta.org.za Tel: 021 914 1058, Fax: 086 566 5755		
Eastern Cape	East London	2 Feb 2015	22 Jan 2015
	Port Elizabeth	5 Feb 2015	
	RSVP Contact person: Nolubabalo Gawe/Claudine Miles nolubabalog@hwseta.org.za, claudinem@hwseta.org.za Tel: 043 743 6075, Fax: 086 556 5644/986 601 4807		

	City/Town	Workshop Date	RSVP Date
Limpopo & Mpumalanga	Polokwane	10 Feb 2015	30 Jan 2015
	Tzaneen	12 Feb 2015	
	Nelspruit	17 Feb 2015	2 Feb 2015
	Witbank	18 Feb 2015	
	Thohoyandou	25 Feb 2015	6 Feb 2015
	RSVP Contact Person: Rosy Mokhopa, raesetjam@hwseta.org.za Tel: 015 295 4302/015 295 4303, Fax: 086 239 9632		
KZN & Free State	Bloemfontein	30 Jan 2015	16 Jan 2015
	Durban	2 Feb 2015	19 Jan 2015
	Ladysmith	4 Feb 2015	
	RSVP Contact Person: Samukelisiwe Khumalo, samukelisiwek@hwseta.org.za Tel: 031 202 5972/3, Fax: 086 537 6591		
North West Province	Mafikeng	4 Feb 2015	22 Jan 2015
	Rustenburg	6 Feb 2015	
	RSVP Contact Person: Lebogang Moono, lebogangm@hwseta.org.za Tel: 011 205 0200, Fax: 086 602 8274		

The HWSETA Interacts with Learners with Special Educational Needs

Education is important for all, and even more so for children with specific disabilities, whose social and economic opportunities are limited. Research has proven that children with special needs remain one of the main groups that are being widely excluded from quality education, especially post-school education and work opportunities.

The Jan Kriel School, based in Kuilsriver in the Western Cape, is a school that offers educational services to learners who experience barriers to learning which include hearing deficiencies, physical disabilities, specific learning disabilities, epilepsy and autistic spectrum disorders. The school offers educational services to

learners with special needs from Grade R – 12.

The HWSETA was invited to exhibit at a career open day hosted by the school in August. “We were very grateful to be given this opportunity to reach special learners to inform them of career opportunities within our sector”, comments Juanita

Moller, HWSETA Western Cape Provincial Manager. “Not only do these learners require special attention when it comes to learning but most of them also come from disadvantaged backgrounds, which serves as a disadvantage after completing school as learners will not have access to a variety of information to available learnerships and bursaries”, adds Moller.

The HWSETA makes it a core function to reach disabled people as many do not know of opportunities that cater for people with disabilities.

Presidential Youth Imbizo Held in North West



South Africa's Deputy President, the Honourable Mr Cyril Ramaphosa, visited the community of Itsoeng in the North West Province on 16 November 2014. His visit was part of a Youth Imbizo organised for communities in the area and the Deputy President was joined by numerous dignitaries including the Deputy Minister of Higher Education, the Honourable Mr Mduzu Manana.

Richard Molefe, the HWSETA's Provincial Manager for Gauteng and North West, and Ian Ncube, Provincial Officer for Gauteng and North West, are seen here providing advice to learners eager to hear about careers in the health and social development sectors



Disability Day – the Eastern Cape Way



Disability Day is observed annually on 3 December and since 1992 the United Nations (UN) has used this day to promote and inspire a better understanding of people affected by a disability, as well as to make people more mindful of the rights, dignity and welfare of disabled people. Furthermore, the UN has used this day to raise awareness for the benefits of integrating disabled persons into every aspect of life including economic, political, social and cultural.

Countries and cities around the globe use this event for holding discussions, forums and campaigns relating to disability, and communities are encouraged to organise meeting, talks, and even performances in their local areas.

To this end, the Departments of Health, Education and Development, together with the HWSETA, co-hosted a Disability Day celebration on 26 November 2014 for 150 disabled guests in the rural town of Hofmeyr sixty kilometres north of Cradock

in the Eastern Cape. Willma Wanner, the Rehabilitation Manager from the Department of Health in the Inxuba Yethemba Sub-District, and her team conceptualised an event that would be mindful of the guests' disabilities, yet would be inspiring and enjoyable. The result was a jam packed day of sporting events comprising crutch and wheelchair races, wheelchair basketball, bowling and archery. As disabled people are not used to being recognised for their achievements, the team decided to conclude the festivities with a gala dinner to award participants with certificates for their 1st, 2nd and 3rd place positions taken during the days sporting activities.

This is the third year that the HWSETA has supported the event, and for this year's event the HWSETA assisted with transportation and the provision of lunch packs for all the guests. Welekazi Mangaliso and Claudine Miles from the HWSETA's Eastern Cape office were on site to represent

the HWSETA. Their feedback was hugely positive, the guests were extremely happy with how the day turned out and they particularly enjoyed the motivational talk by Nkosinathi Mbali, a disabled young man who is doing his Master's Degree thesis on "Challenges faced by disabled people". The event also addressed disability awareness amongst the community and motivated employers to hire people with disabilities and encouraged them to provide the platforms to allow disabled employees to become successful at their chosen careers.

"Demonstrating support for persons with disabilities is a key focus for the HWSETA," comments Elfrieda Tyrer, Marketing Manager at the HWSETA "and our involvement in Disability Day annually further supplements the numerous activities and interventions undertaken by the HWSETA in support of disabled persons in the country."



NCPPDSA Celebrates 75 years

The 2014 biennial conference of the National Council for Persons with Physical Disabilities in SA (NCPPDSA) marked 75 years of supporting persons with disabilities in South Africa and the HWSETA was there to share in this momentous occasion.

At the gala event held on 16 September 2014, the HWSETA was recognised and thanked by the NCPPDSA for the role it has played in supporting persons with disabilities in South Africa, most notably through skills development interventions.

Seen in this picture from left to right are Eloise Cupido, MC for the event, Mr Patrick Samuels, Executive Manager for SDP at the HWSETA, Beauty Nthengo, an entrepreneur from the Eastern Cape that made all the beautiful beaded goods awarded to companies at the event and Therina Wentzel of the NCPPDSA.



Reaching out

Whilst the fight against HIV and AIDS is one that wages every day in many countries around the world, International AIDS day on 1 December annually is a time that the world's attention is focused on the pandemic. The HWSETA commemorated AIDS Day 2014 by hosting an outreach activity at Jo'burg Child Welfare's Elton John Masibambisane Centre in Eldorado Park. Established in 2003, this centre caters to the needs of children who are orphaned and vulnerable as a result of HIV and AIDS. Masibambisane provides services to members of the community in Eldorado Park, as well as to the neighbouring settlements of Kliptown, Mandela Square and Slovo Park.

Masibambisane provides psycho-social support, material assistance, homework supervision, life skills training, as well as bereavement and general counselling to over 200 children and young adults aged between

3 and 21. This support extends to the families of these children. Community outreach programmes are facilitated at schools, churches and community based organisations and a programme has been started for people

living with HIV/Aids.

On the day all the children were treated to a special lunch made and served by staff of the HWSETA. The young children in the centre had a great deal of fun on the two jumping castles supplied by the HWSETA and the high school learners were provided career guidance that its important in assisting young people make informed choices about their future.

Staff and residents had a lovely day and the HWSETA staff that assisted at the event felt privileged to be a part of such a wonderful event.



Left: The youngsters proved that they have boundless energy and put HWSETA staff through their paces on the ball court. Pelagio Matsinhe (second left in back row) and Reena Takoorsadh (next right) welcomed the photo opportunity to get their breath back.

Below left: Elaine Brass, Chief Financial Officer for the HWSETA, is seen here with Mahlako Kotsi, the much loved Centre Manager at Masibambisane.

Below right: Mpho Phago, Bronwen Du Plessis and Dineo Mokheseng from the HWSETA just before the crowds arrived for the delicious boerie rolls served.





Casual Day Thank You



18 September 2014

Dear Management & Staff HWSETA

On behalf of the Association for the Physically Disabled, I would like to thank you for purchasing the casual stickers to the value of R1 100.00. Your support has made a contribution towards making a difference in the lives of people living with disabilities. We thank you for your generosity and look forward to working with you again next year.

Once again, thank you, we really appreciate it.

Sophie Baloyi

Project Coordinator

Association for the Physically Disabled

– Greater Johannesburg

Did you know?

Casual Day 2014 raised a whopping R24.8 million. As the HWSETA, we are proud to have been a part of this amazing achievement.

Notice of Office Move: HWSETA Gauteng/North- west Provincial Office

The HWSETA's Gauteng and North West Provincial Office has moved to new offices in Midrand. This is a more central location and will enable the HWSETA to better serve its customers in the two provinces. Assessor and moderator applications, as well as accreditation, verification and skills development planning (SDP) processes for stakeholders in Gauteng and North West Provinces will be managed from these offices.

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Health and Welfare Sector
Education and Training Authority

HWSETA



higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA