

PSETA NEWS

JUNE 2021 (YOUTH MONTH EDITION)



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Editor's Note



Lavhelesani Mainganye

Welcome to the June edition of the PSETA quarterly newsletter, which is published on a critical month, where South Africans pay tribute to the youth of 1976 and recognise the role they played in planting a seed of transformation and inclusivity in the country.

PSETA have through partnership and collaborations with both private and public sector contributed to ensuring inclusivity in the plight to grow youth employment. Evident to this is the PSETA- Microsoft – Afrika Tikkun Global Skills Initiative, the Department of Home Affairs CADET Learnership programme and the Eastern Cape Internship and Learnership unemployed learners with disabilities and unemployed youth from a rural area in the province.

We wish to hear your feedback on this publication, and If you wish to have your skills development related activities featured in this publication, please send an email to communications@pseta.org.za

Lavhelesani Mainganye
Communication Officer (CPRP)



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YOUTH MONTH

**THE YEAR OF
CHARLOTTE MANNYA MAXEKE:**
Growing youth employment for an
inclusive and transformed society



VISION

*To be the heart
of developing a
capable, skilled
and innovative
Public sector
workforce.*



MISSION

*To develop a capable, skilled and innovative
public service workforce through:*



Understanding
and
communicating
the skills demand
and supply in the
sector;



Effective
coordination
of skills
development
interventions
based on
occupationally-
directed
qualifications;



Promotion,
monitoring and
evaluation of the
implementation
of Education,
Training and skills
development in
the sector.

CEOs DESK – Remembering the youth of June 16, 1976



Ms Bontle Lerumo
Chief Executive Officer

This year mark the 45th anniversary of youth day since June 16, 1976. Not only did this historic year brought about the change in the education system, but it also necessitated the dawn of Skills Development in South Africa to empower people, to protect their future and overall individual development.

As PSETA we have in the past two decades ensured that skills gaps are identified in the sector with specific focus on bridging the gap between demand and supply of skills in the sector. In so doing, this resulted in the marginalised youth getting access to a variety of Learning Programmes

ranging from NQF Level 1 up until NQF level 8, while promoting inclusivity. These programmes accommodated youth from both deep rural and urban areas, youth living with disabilities and generally the previously disadvantaged communities. It gives me absolute pleasure this youth month to share with you some of the success stories.

Over and above the sector programmes aimed at preparing young people for work readiness, opportunities to advance their skills are created through partnerships with private sectors. As a SETA we recently partnered with Microsoft South Africa on their Global Skills Initiative for free online training opportunities that will assist unemployed youth, acquire skills on the identified global scarce skills. I invite the youth of South Africa to bravely, stand up and seize the opportunities made available to them and not be left out.

Success stories and Testimonials from beneficiaries

Internship Success Stories

During 2019/20 financial year, the PSETA awarded a DG funding for a 24 months internship programme to the Dept of Women Youth and Persons with Disabilities for 10 learners to the value of R1 320 00.00.

Learners in the fields of:

Financial and Supply Chain management, Marketing Management, Communications, HRM, Public Administration, Law, Investigation, Risk Management, Internal Audit and Public Management.

The project started on 1 March 2020 to date. The programme was further extended to next year June to accommodate time lost during the hard national lockdown. Of the 10 learners, 5 are remaining as others have since secured employment.

- 2 – Dept of Women (1 permanent position and the other on contract)
- 1 – National Prosecuting Authority Polokwane (permanent position)
- 1 – Network Unlimited (Contract position)
- 1 – Office of the Chief Justice (permanent position)

Success story shared with PSETA by Ms Vanessa Maluleka

"I would like to extend my gratitude to Pseta as well as the DWYPD for the internship opportunity.

Although shortly after the internship started, we were forced as a country to go into a hard lockdown, I remain so grateful for the exposure and experience I was able to gather in my 9 months of being within the Department. Not only did I acquire the requisite skills and work experience for my field of work, I also gained valuable life skills and am as a result geared up and ready for any work environment. Furthermore, I also gained a wonderful mentor and reference in Ms Nondumiso Ngqulunga.

In January 2021 I started my new role as an aspirant prosecutor.

The work experience afforded to me through this internship program remains a valuable part of my career and for that I am extremely grateful".

Making South Africa's youth more employable through digital skills training

We are excited to announce our partnership with Microsoft South Africa and its implementing partner Afrika Tikkun Services on the Global Skills Initiative South Africa (GSISA). This partnership was officially launched virtually on Wednesday, 28 April 2021.

The Global Skills Initiative offers learning to job seekers through LinkedIn Learning, Microsoft Learn and GitHub platforms, thus equipping job seekers with tools to help them get employed. Minister Nzimande pledged his support during the launch "I am delighted to point out that that in our own strategies, particularly in our skills plans, we do place emphasis on interventions to allow many young people to access opportunities in the immediate-term to ensure that they are able to be absorbed into high-potential growth sectors of our economy to boost job creation. Similarly, we are called-upon to develop interventions to support the re-skilling of workers to prevent further job losses in support of an inclusive economic growth".

PSETA is a strategic partner to the Global Skills Initiative South Africa (GSISA) project and will support unemployed learners to access this opportunity and promote the initiative through its networks to ensure that as many unemployed learners as possible have free access to the best resources, to improve knowledge and capabilities.

The focus is on building digital skills capabilities in South Africa, and to improve the employability of the country's youth in the Information and Communications Technology (ICT) industry, by providing the physical footprint and infrastructure these young people need to access this digital skills training.

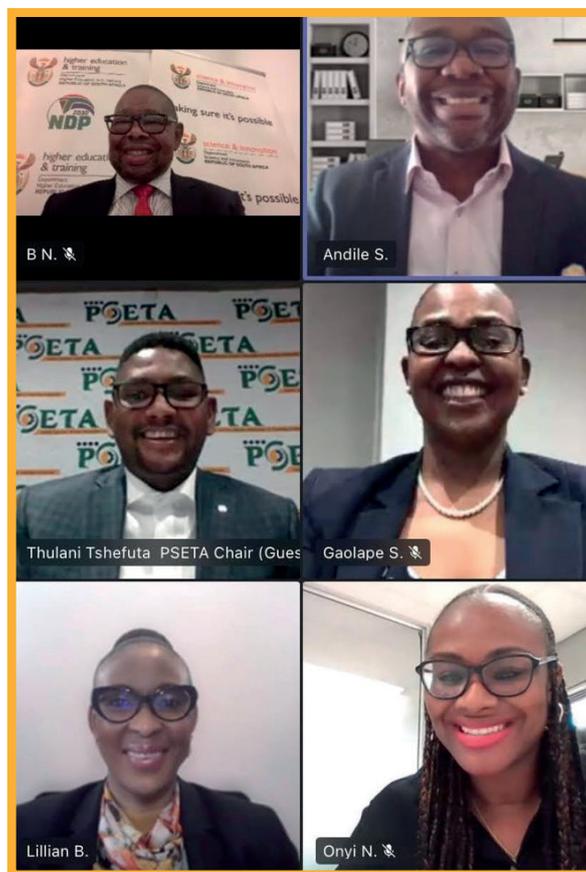
This partnership between the public and private sectors will harness the individual and collective capabilities of each of the partners, to provide the support needed to access the training. Afrika Tikkun, for example, is hosting and facilitating access to the portal – <https://afrikatikkunservices.com/gsisa/> – where young people can register, undergo an assessment, and start on their identified learning pathways.

PSETA will support unemployed learners to access this opportunity and promote the initiative through its networks to ensure that as many unemployed learners as possible have free access to the best resources, to improve knowledge and capabilities. This includes leveraging partnerships with other public sector entities in opening access to libraries, computer labs, community halls and Technical and Vocational Education and Training (TVET) colleges, as well as assisting with the connectivity needed to participate in, and complete the training and certifications that will help their employability by bringing them into the digital economy.

"Finding ways and forging meaningful collaborations to empower South Africa's youth with the skills they need to effectively navigate the Fourth Industrial Revolution is a key priority for the South African

"In the first quarter of 2020 we had 16.4 million workforce, with the outbreak of this global health pandemic, the workforce decreased to 14.14 million."

- Minister Nzimande



government and collaborating with private sector partners including corporates and civil society is critical to equip and prepare our youth for the workplaces of the future," says Bontle Lerumo, Chief Executive Officer at the PSETA.

This latest partnership builds on the momentum of the Global Skilling Initiative, which has helped nearly 300 000 people in South Africa gain access to digital skills like software development, data analysis and customer service specialisation since last June.

PSETA has allocated per province a minimum of 2 000 spaces for unemployed South African youth to participate in this programme and will leverage partnerships with the Offices of the Premiers, National Youth Development Agency and TVET Colleges to make available this opportunity to at least 20 000 unemployed job seekers.

In the pages to follow is detailed information of the initiative and how to participate in the programme. The project will end on 31 December 2021.

Microsoft Global Skills Initiative –

Afrika Tikkun and the Public Service Sector Education and Training Authority (Pseta) Partnership



1. Background

Microsoft Global Skills Initiative (GSI) has been created in response to COVID19 and the economic impact the pandemic has had on individuals, families, societies and the world. The Public Service Sector Education and Training Authority (PSETA) has identified and partnered with Microsoft South Africa and its implementing partner Afrika Tikkun Services on the Global Skills Initiative South Africa (GSISA).

The Global Skills Initiative offers learning to job seekers through LinkedIn Learning, Microsoft Learn and GitHub platforms, thus equipping job seekers with tools to help them get employed.

2. Aims and Objectives

The Global Skills Initiative (GSI) aims to empower 25 million people globally, with in-demand skills that are critical for the digital economy. Why? Well, as societies reopen, one of the first steps needed to create a safe and successful economic recovery is access to the top skills needed to fill new jobs of the future. To achieve this recovery and empower others to gain new skills and certifications, Microsoft is offering 2 things:

- Free access to courses (also known as learning paths) to help you develop the skills the most in-demand jobs require.
- Low-cost certifications and free job-seeking tools to help you develop skills to pursue new jobs.

PSETA and the Global Skills Initiative

The Public Service Sector Education and Training Authority (PSETA) has partnered with Microsoft South Africa and its implementing partner Afrika Tikkun Services on the Global Skills Initiative South Africa (GSISA). PSETA is a strategic partner to the Global Skills Initiative South Africa (GSISA) project and will support unemployed learners to access this opportunity and promote the initiative through its networks to ensure that as many unemployed learners as possible have free access to the best resources, to improve knowledge and capabilities.

The aim of our partnership and participation in the Global Skills Initiative is to assist in passing on the most critical skills which are provided by this initiative through training, tools and platforms designed to connect jobseekers with employers.

3. Target Audience

PSETA, has identified this opportunity to work with Microsoft and its implementing partner, Afrika Tikkun, to collectively work together to facilitate the achievement of the following key performance indicators:

- 50 000 unemployed South African citizens recruited into the GSISA Programme.
- 20 000 unemployed South African citizens assessed to determine best learning pathway for them within the GSISA programme.
- 20 000 unemployed South African citizens to access and complete at least one GSISA Learning pathway.
- 1500 unemployed South African citizens to enrol for formal certification upon completion of Microsoft Learn Courses.
- 750 unemployed South African citizens to be formally certified.
- 2 500 unemployed South African citizens landing a job/work experience/economic opportunity; and
- 50 Unemployed South African citizens going into entrepreneurship.

4. List of Programmes

Foundational and role-based skills for in-demand jobs with free courses on LinkedIn Learning. Advance your technical skills for three of the roles while preparing for role-based Microsoft Certification. The following list entail Learning Pathways/Courses offered and the courses colour coded in green are on demand skills in the public service sector.

Public Sector on Demand Skills Courses	Other Courses
Project Manager	Graphic Designer
Financial Analyst	Sales Development Specialist
Data Analyst	Software Developer
Customer Service Specialist	Network Administrator
Digital Marketing Specialist	IT support/Help desk technician

CONTINUE DEEPER, TECHNICAL SKILLING ON MICROSOFT LEARN

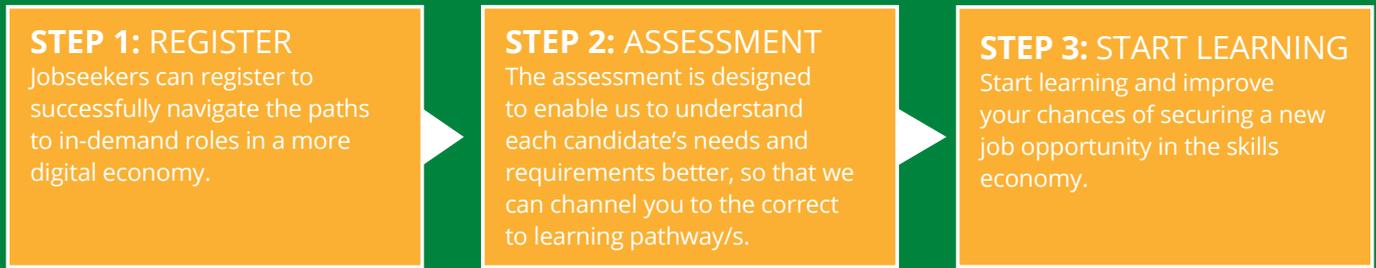
Below listed are more in-depth programmes that you can do and get a certificate for it. Individuals need to register for exams to earn certification for these courses, Afrika Tikkun is offering sponsorship for exam enrolment. Please indicate when interested in these courses, our team will assist you with enrolment.

- Free, hands-on training platform to help job seekers advance technical skills while preparing for Microsoft role-based certifications.
- Interactive, step-by-step, bite-sized tutorials and modules.
- Guided learning by product, skill level, and job role that is easy to navigate.

Data Analyst	Network Administrator	Software Developer
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5. How to access programmes

A minimum of 2 000 spaces per province for unemployed South African citizens to participate in this programme has been allocated to make available this opportunity to at least 20 000 unemployed job seekers.



Support

PSETA therefore, invites you to join this important initiative as a participant/partner in ensuring that as many South Africans are enrolled and completed this training. You are welcome to register on <https://afrikatikkunservices.com/gsisa/>. Make sure you click on the PSETA icon and Afrika-tikkun services will assess each applicant and their needs, interests, and aspirations, allowing us to channel them to the correct learning pathways. Registering is this easy,

- Registration to the Global Skills Initiative – www.gsisa.tech
- To access after registration (in case you get kicked out): <https://ai.pivotaltalent.co.za/?CID=1F0CF>
- Email all queries to: gsisa@afrikatikkun.org

6. Frequently Asked Questions

How much does the training cost?

The training is free for all linked in training courses and Microsoft training courses.

What is the duration of the PSETA-MSA Global Skills Initiative partnership?

The memorandum entered between the two parties is until 31 December 2021.

When is the closing date for enrolment?

The is no closing date if registration is done before 31 December 2021.

What is the duration of each course?

Duration ranges from a minimum of 5h27 minutes to 34h8 minutes depending on the training course you select.

Do I get a certificate after completion?

Once you complete all the hours allocated you get certified at the end of the training.



Public service disciplinary procedures presiding officers increased



“Discipline is an integral component of healthy employer-employee relations in the workplace, including the public service space”

– Minister Senzo Mchunu

The Public Service Sector Education and Training Authority (PSETA) in partnership with Department of Public Service and Administration (DPSA) held a graduation ceremony for the Capacity Building Programme for Disciplinary Procedures Presiding Officers in the Public Sector on Friday, 14 May 2021 at the Capital, Menlyn Maine, Pretoria. Among the guests of honour were the Minister for the Public Service and Administration, Honourable Senzo Mchunu, the DPSA Director-General, Ms Yoliswa Makhasi, the PSETA CEO, Ms Bontle Lerumo and the Chairperson of the PSETA board, Mr Thulani Tshifuta and graduates.

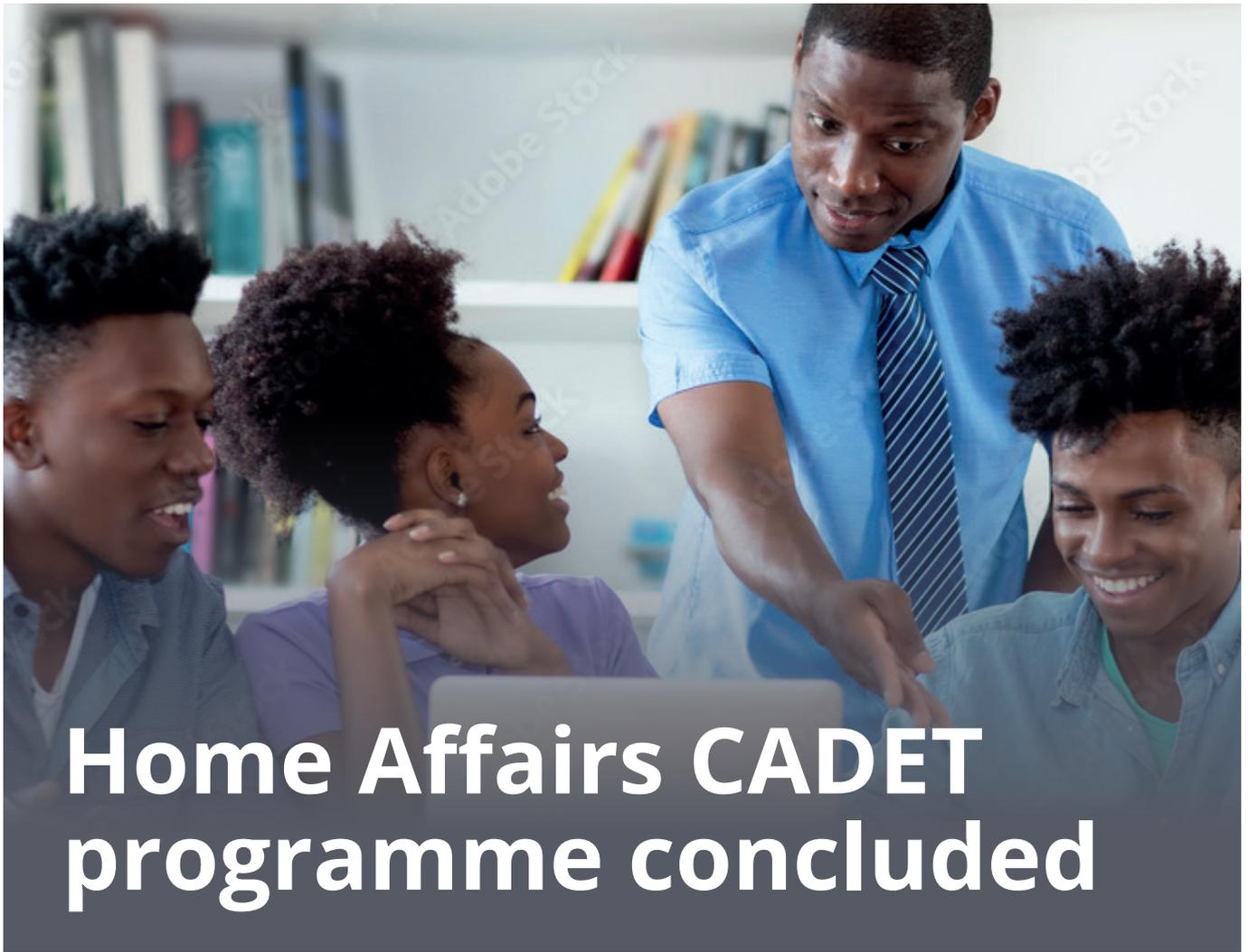
More than 200 public servants from the 6 provinces completed the capacity building programme to become Presiding Officers of disciplinary cases in the public service.

It has been reported that the government had spent more than R2 billion in the last financial year on suspended employees pending the finalisation of disciplinary hearings. Speaking at the event Minister Mchunu commended the graduates on participating and completing this programme. This is indeed an accomplishment you should pride yourselves with – you have gained valuable knowledge and acquired skills

which will add value as you carry out your presiding tasks.

With PSETA's role towards professionalisation of the public service, the focus is largely on equipping public servants with the requisite skills and knowledge, further ensuring that they can keep abreast with the ever-evolving needs of the country and its citizens.





Home Affairs CADET programme concluded

On 13 May the Department of Home Affairs CADET programme officially concluded. A Youth Development Empowerment initiative that supports the National Development Plan's idea of formalised recruitment schemes that through theoretical training and experiential learning afford unemployed youth in South Africa the opportunity to gain skills, knowledge, and experience whilst at the same time, positioning themselves for active and meaningful participation in the labour market.

The Department of Home Affairs in collaboration with the Public Sector Education and Training Authority (PSETA) invited applications for the 2018 Cadet Learnership Programme. Speaking at the closing ceremony, PSETA CEO Ms Bontle Lerumo said, "today's event reflects the partnership that PSETA and Department of Home Affairs share to deliver on cadet programmes such as these. PSETA, recognises and appreciates the work that the Home Affairs Academy has delivered in ensuring that these cadets have been able to complete the programme."

PSETA and DHA are currently working together to finalise and confirm the achievement of these qualifications by the Cadets. Many thanks to the Department of Home Affairs for working together with PSETA to deliver learning programmes required for us to build much needed skills for the country.

Launch of the PSETA - Eastern Cape Office of the Premier Internship and Learnership Programme

The Public Service Sector Education and Training Authority (PSETA) in partnership with the Eastern Cape Office of the Premier launched a Learnership programme for 50 unemployed learners with disabilities and unemployed youth from a rural area in the province.

The launch took place on Wednesday, 2nd June 2021 at Good News Christian Church in King Williams Town.

The learnership programme will complement and reinforce existing work creation initiatives in the province and improve access to the public sector, for marginalised sectors such as the youth, rural people and

people with disabilities. Working with the Office of the Premier, PSETA will support the implementation of the Provincial Development Plan and the Provincial Economic Development Strategy (PEDS) to empower our youth and to create job opportunities.



Upcoming Events

INVITATION

RESEARCH COLLOQUIUM

Theme:

Credible Research delivery through partnerships in the Public Service sector

Date: 27 July 2021 **Time:** 9:30 **Venue:** MS Teams (virtual)

RSVP to events@pseta.org.za by 23 July 2021

Enquiries: Ms Andrica Letsoalo-Fuze on email address AndricaL@pseta.org.za

SAVE THE DATE

ANNUAL GENERAL MEETING

Theme:

Growing and developing people

Date: 10 November 2021 **Time:** TBC **Venue:** TBC

Root out fraud and corruption, blow the whistle

by Godfrey Chooka-Manager: Strategic Support, Risk and Compliance



Blowing the whistle on suspected unlawful and unethical behaviour in the workplace may seem very daunting and overwhelming. Whistle-blowers fear possible retaliation or isolation in the workplace. However, internal & external stakeholders play an important role in rooting out fraud and corruption in the organisation. Blowing the whistle is vital for the following reasons:

1. Reporting fraudulent and corrupt behaviour can put an end to it

Transparency International compiles an annual Corruption Perception Index, which measures the perceived level of corruption in each country. In 2019, South Africa received a score of 44/100, indicating a high level of perceived corruption, and ranked 70 out of 180 countries. Furthermore, according to the PWC Global Economic Crime and Fraud Survey 2018, 77% of South African companies reported experiencing a form of fraud or economic crime within the last 24 months. This is in comparison to the global average of 49% of companies.

Although fraud and corruption are a global problem, South Africa seems to be even more prone thereto.

Reporting this kind of behaviour can help bring the crimes to light and put an end to it.

2. Fraud and corruption can cause an organisation serious damage

Organisations that are victims of fraud and corruption can suffer serious harm, including the cost of the actual crime; investigative costs; legal costs; and reputational damage. Over and above the cost of the actual crime, in 30% of cases, the cost of investigating the crime is more than the cost of the actual crime. Should an organisation decide to take legal action after an investigation, it will also incur further legal costs. Apart from the financial loss, an organisation can also suffer extensive reputational damage, which is incredibly difficult to recover from.

The longer fraud and corruption crimes go unnoticed, the higher the cost of these crimes. One of the biggest problems with fraud and corruption is that in the majority of cases it is impossible to recover the losses. Therefore, it is essential to report any suspected wrongdoing, in order to minimise the potential loss.

3. Whistleblowing is crucial for the detection

It is imperative for organisations to have proper corporate controls specifically designed to detect fraudulent and corrupt behaviour and this is no exception for PSETA. However, even in organisations with good corporate controls, at least 30% of fraud and corruption is detected by way of tips-offs. Research also shows that in the majority of cases, fraud and corruption is reported by employees, as opposed to clients or vendors.

One of the most valuable sources of information to an organisation is its employees and they play a crucial role in identifying and alleviating fraud and corruption. Blowing the whistle can be a very intimidating experience for employees. It is however a vital part of identifying and addressing fraud and corruption in organisations. Employees are thus encouraged to report any suspected wrongdoing in their organisations and should also keep in mind that they are protected from any form of retaliation by the Protected Disclosures Act.



Shine the light on fraudulent activity

Report any incidents
of fraud, corruption or
unethical behaviour to
KPMG FairCall
0800 202 586

PROTECTION OF PERSONAL INFORMATION ACT

The Protection of Personal Information Act (or POPI Act), which protects your personal information came to effect 1 July 2021. As a result, PSETA can only communicate with you from 1 July 2021, with your consent.

Section 14 of the Constitution of South Africa, 1996 provides that everyone has the right to privacy and the right to privacy includes a right to protection against the unlawful collection, retention, dissemination and use of personal information. Furthermore, Section 11 of the Protection of Personal Information Act requires public and private entities such as PSETA, to obtain consent from a data subject for processing of their personal information. Therefore, we request your consent.

If you wish to remain on PSETA stakeholder database, please send your details (Name, Surname, Name of your Organisation & Email address) to Communications@pseta.org.za to receive future communication from us. By doing this, you will be granting PSETA consent to retain your details, communicate with you about online events, consultations, and relevant publications.

Your information will not be shared with any third party, thus all bulk emails from PSETA will be distributed to stakeholders who have given consent for PSETA to process their information in such a manner.

**PSETA'S NEW HOME IS AT:
Woodpecker Building, 177 Dyer Road
Hillcrest Office Park, Hillcrest,
Pretoria Gauteng 0083**

**WE
HAVE
MOVED**

