

PSETA NEWS

JUNE/JULY 2022



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EXCITING RESEARCH
OPPORTUNITIES
FOR PUBLIC SERVICE
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Editor's Note



Lavhelesani Mainganye

Welcome to the June edition of the PSETA quarterly newsletter, which is published in 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. This year marks the 46th anniversary, and not only did this historic year bring 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. This edition is a series of skills development interventions past and present aimed at contributing to the development of the youth.

We would like to hear your feedback on this publication, and if you wish to have your skills development-related activities featured in our publication, please send an e-mail to communications@pseta.org.za

Lavhelesani Mainganye
Communication Officer (CPRP)



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VISION

To be the heart of developing a capable, skilled and innovative Public service 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.

Youth Month

1-30 June



*"Have faith in yourself – all power is in you.
Even the poison of a snake is powerless if you can firmly deny it"*

CEO's desk -

Partnerships that embody skill, structure & contribution to employability



Ms Bontle Lerumo
Chief Executive Officer

PSETA has in the past two decades ensured that skills gaps are identified in the sector with a 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 while promoting inclusivity. These programmes accommodated youth from both deep rural and urban areas, youth living with disabilities and generally the previously disadvantaged communities.

Work of the PSETA centred around constantly being the heart of

developing a skilled, capable, developmental, and innovative public sector workforce through researching skills demand and supply in the sector; effective delivery of skills development interventions based on occupationally directed qualifications; monitoring, evaluation, and reporting of the implementation of Education, Training and Skills Development in the sector. The work we do is purely enabled by the partnerships forged with our strategic partners.

I am proud to announce that more focus has been directed to ensuring our youth benefits more from the learning programs funded through the Discretionary Grant fund namely, internships for graduates, work integrated learning for TVET college students who require 18 months of work-based learning for them to acquire their National Diplomas and work integrated learning for university of technologies students who require experiential learning during their last year of study to complete their qualifications.

To realise one of our strategic goals which are interventions that will facilitate access to skills development and work-based learning programmes. These programmes are aimed at young people for job creation and to improve

their employability.

PSETA in partnership with the Department of Public Service and Administration (DPSA) and the National Youth Development Agency (NYDA) recently launched a Future of Work Ambassador Programme initiative to reimagine the government graduate recruitment program that has, in its current form, been rendered as ineffective in unearthing potential and skilling the graduates into future leaders in the public service.

PSETA is funding the internship programme with a total amount of R 4 890 600.00 for the 33 beneficiaries at R 148 200 per beneficiary for two years as per the DPSA sectoral determination and PSETA DG Funding Framework.

Another project we are pleased to announce is a partnership between the PSETA and Tshwane University of Technology's Institute for the future of work (IFoW). This partnership will assist in ensuring that skills offered by the institute respond to the needs of the sector as well as the identification of needs and enhancing collaboration between the institute and government in championing skills for the future in the public sector.

REFLECTING ON THE IMPACT MADE BY PSETA BENEFITING UNEMPLOYED YOUTH

PSETA has through discretionary grant funding contributed to youth development through various skills development programmes namely, work integrated learning, bursaries, and internship programmes. This also ensured participation by the youth in the economy as they spend the stipends they receive on transportation and meals. An illustration below indicates



Future of work ambassador programme for the public service sector unveiled

The Acting Minister of Public Service & Administration honourable Minister Nxesi recently launched the future of work ambassador programme. A graduate programme for the public service by the Department of Public Service and Administration (DPSA) in partnership with the National Youth Development Agency (NYDA), the Public Sector Education Authority (PSETA) and the United National Development Program (UNDP). The programme is a culmination of the Future of Work Indaba which was held in March and this partnership is that the civil service will have an inoculation of youth energy and potential.

The programme seeks to reimagine the government graduate recruitment program that has, in its current form, been rendered ineffective in unearthing potential and skilling the graduates into future leaders in the public service. In a pilot project, placement of the first cohort of 33 young graduates on an internship programme across selected national and provincial government departments for 24 months, where participants will be provided with practical experience and be capacitated with skills and training, including exposure to international peer learning to complement their academic credentials.

The Future of Work Ambassador Programme was formally announced by the President of the Republic of South Africa, Mr Cyril Ramaphosa in his June 16 Youth Day national commemoration address. Speaking at the launch Minister Nxesi said, “with this programme, the government seeks to pursue innovative ways of linking learning and earning. Youth continue to be disadvantaged in the labour market with the unemployment rate higher than the national average. The international labour organisation (ILO) commission on the Future of Work in 2019 declared that the focus of

the future of work should not be only directed to technology and climate change, but also on demographic shifts, needs for new skills, the critical role of social dialogue and international labour standards. Suggesting that as we move into an advanced technological world we must forget about social justice, human rights and workers’ rights.

Minister emphasised that the aim of education is not merely to get skills and can work, but the aim is to integrate graduates into their culture and also different working cultures; become critical and analytical thinkers. Furthermore, the recruits were reminded of the importance of discipline and basic things they need to adhere to once they are in the workplace i.e when they come to work, when they knock off and doing the tasks they are called to do.”

The UNDP will also expose the recruits through international peer learning by exposing them to public service management in other countries. Candidates hold various qualifications namely, Finance, Supply Chain Management, Law, Risk Management, Human Resource Management, Communication, Marketing Management, Public Administration, and Internal Audit. They will bring in innovation and fresh ideas that will strengthen the public service and gear the government up for an improved state of service delivery. “It is, therefore, our hope

that the Future of Work Ambassador Programme will strengthen, modernise recruitment and the retention of youth in the public service as well as provide a comprehensive experience of learning whilst earning, Minister said.

Speaking on behalf of the PSETA AA Chairperson, Ms Lerumo CEO of PSETA congratulated the Future of Work ambassadors reminding them to seize the opportunity and work hard. Always remember that they are the future leaders of this country and soon we will have to hand over the baton to you to run the public service.



Agreement unlocks exciting research opportunities for Public Service Sector



The Tshwane University of Technology (TUT) has signed a Memorandum of Understanding (MoU) with the Public Service Sector Education and Training Authority (PSETA) for a research partnership worth R1.5 million, under the auspices of the Institute for the Future of Work. The agreement will ensure that two research projects are piloted successfully in the next twelve months.

The pilot research projects will focus on two areas:

- Skills development of ICT support staff: a study on future ICT skills needs and baseline ICT skills analysis of ICT staff working in the public sector.
- Future Skills for the public sector in South Africa: a research

intervention focusing on the future of skills in the public sector.

The two research projects will commence immediately and should conclude in March 2023. Researchers from the Faculty of ICT will undertake the first project and researchers from the Faculty of Humanities the second one.

The Executive Dean of the ICT Faculty and task team member for IFoW's Technology Hub, Dr Etienne van Wyk, indicated that their team will link up with the South African government department responsible for the organisation and administration of the civil service, i.e. the Department of Public Service and Administration, to successfully conduct this research.

"The DPSA requires verification of current ICT capacity to effectively position the public service for the future of work and the fourth industrial revolution. Hence, we will conduct a baseline study to determine the skills development needs for ICT support staff," he said.

"Since the 4IR is driven by ICT technologies, it is worrying that only 0.3% of public sector staff is currently in ICT functions. This emphasises the need to prioritise the upskilling and reskilling of public servants towards the capacitation of ICT functions," Dr van Wyk concluded. An official launch is planned for August 2022.

Source: Tshwane University of Technology

PSETA Skills Development Providers' engagement

On 21 June 2022 the PSETA CEO hosted an engagement with Skills Development Providers (SDPs), stakeholders who are an integral part of the work the PSETA does as they deliver training across the sector on accredited skills development programmes.

The engagement was aimed at strengthening this important partnership and ensuring that the quality of training offered in the sector is of high quality as well as upholding the brand PSETA.

"SDPs' indirectly represent PSETA when delivering skills development interventions and we must work together when it comes to delivering training interventions. I also encourage you to inform us if there are areas where you feel we are not meeting your expectations". - PSETA CEO

The session was more of a process of identifying gaps and coming up with solutions on how to address these gaps to forge a productive partnership and working relationship.

The PSETA Quality Assurance function as delegated by the Quality Council for Trades & Occupations (QCTO) includes accreditation, monitoring, external moderation, registering ETD practitioners, certification, maintaining learner MIS, uploading learner data to SAQA's NLRD, AQP to develop guidelines for establishment and accreditation of assessment centres and develop external integrated summative assessment (EISA). The QDP function facilitates the development and funding of qualifications and liaises with QCTO & SAQA concerning the registration of qualifications.

SDPs were made aware of the existing transitional arrangement for pre-2009 qualifications and unit standards, occupational qualifications, and part qualifications with the registration end date for pre-2009 qualifications and unit standards on the OQSF being 30 June 2023; learner enrolment end date for pre-2009 qualifications and unit standards shall be 30 June 2024 and learner enrolment end date for pre-2009 qualifications and unit standards shall be 30 June 2024.

PSETA has gone live with the Microsoft Dynamics 365 system, to access the system the new PSETA Portal, please use the following link <https://pseta.powerappsportals.com/>

All QA services must be accessed via the Portal.



DEAR VALUED PSETA STAKEHOLDER

On behalf of the PSETA Management team, I wish to express sincere gratitude for your attendance and participation during the PSETA Skills Development Providers virtual engagement session. Your unwavering support and inputs are well appreciated.

The engagements have added value and will assist in repositioning PSETA to contribute towards an educated, skilled, and capable workforce in the Public Service.

Your concerns and suggestions raised at the session are noted and will be addressed.

Yours Sincerely
Ms. Bontle Lerumo
PSETA: CEO



PSETA Accounting Authority strategic planning session



The PSETA Accounting Authority held a two-day virtual Strategic Planning session on 14 and 15 June 2022 under the theme: Skills development for building a Capable, Ethical and Developmental State. This systematic process helps set an ambition for the organisation's future and determine how best to achieve it. Its primary purpose is to connect three key areas:

- defining the organisation's purpose
- describing what the organisation wants to achieve
- outlining how the organisation wants to achieve the ultimate goals

The PSETA Accounting Authority

resolved to retain the organisation's mission and vision as it still finds it relevant to addressing skills development needs within the public service sector. The critical component of the PSETA strategy is to deliver interventions that reach a significantly large number of individuals and to contribute towards building capacity for professional, responsive, and meritocratic public servants that will deliver on key government priorities.

The Accounting Authority outlined the importance for PSETA to focus on strategic partnerships, stakeholder

management and collaborations with key stakeholders relevant to the sector to deliver on training interventions which will contribute to building a capable, ethical, and developmental state. For this reason, the PSETA needs to have a Stakeholder Management Strategy in place that sets out plans and actions to achieve this goal. Furthermore, the emergence of the fourth industrial revolution (4IR) and the profound impact it will have on the public service sector skills demand and supply. PSETA's focus is also the digital transformation as part of the strategic move toward improved

PSETA Employee Corner

The management is excited to announce the appointment of two new managers, HR Manager, Mr Caleb Nxumalo and Quality Assurance Manager, Ms Charlotte Malinga joining the PSETA team effective from 4th of July 2022. We have no doubt that you will give them your full support and cooperation so that they can deliver the best of their services for the benefit of our organisation and the employees.

PSETA inducts unemployed youth into various programmes.

PSETA welcome on board a total of three hundred and eighty-nine (389) unemployed youth into various programmes across TVET colleges. The purpose of the induction is to formally welcome learners into the programme, assist them with the signing of contracts, and take them through the details of the programme, processes, and what is expected from them.



Upcoming events

SAVE THE DATE

PSETA 12th ANNUAL GENERAL MEETING

Venue: Tbc | Date: 11 November 2022 | Time: 9h30

NELSON MANDELA MONTH

JULY



WE HAVE MOVED



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

A regular feature:

Root out fraud and corruption, blow the whistle

by Senior Specialist: Strategy, Monitoring and Evaluation



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 them.

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 most cases it is impossible to recover the losses. Therefore, it is essential to report any suspected wrongdoing, to minimise the potential loss.

3. Whistleblowing is crucial for detection of fraudulent and corrupt behaviour (no complete)

Organisations must 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 tip-offs. Research also shows that in most cases, fraud and corruption are 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