

MAY 2019



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EDITOR'S Note



The end of the financial year calls for a reflection on a year that has, in many respects, been challenging but positive. Featured in this edition is the National Skills Conference and Awards held in March and the launch of NSG's Compulsory and Mandatory programmes for the public service. The promulgated National Skills Development Plan by the Minister of Higher Education & Training, Honourable Minister Naledi Pandor, was welcomed by the constituencies and will be ushered in together with the new SETA landscape from 01 April 2020.

In February, PSETA welcomed the new Chief Executive Officer, Ms Bontle Lerumo to the helm, and in this edition, she shares her plans for the organisation going forward.

We look forward to a more productive 2019/20 financial year. Our sincere gratitude goes to all our valued stakeholders who continue to make it possible for PSETA to deliver on its mandate!


I trust that you will find this newsletter informative 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

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Skills Awards 2019

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Meet the PSETA CEO



The Cabinet of the Republic of South Africa announced the appointment of Ms Bontle Lerumo as the CEO for PSETA in December 2018 and she commenced her duties in February 2019. Ms Lerumo boasts twenty two years' experience of which nine years was in the private sector and the other thirteen was in the public service at senior management level, such as Chief Financial Officer (CFO) and Deputy Director-General (DDG) responsible for corporate support to the Public Service Commission and its Office.

She holds a B Com degree from the University of North West (former University of Bophuthatswana) and a Post Graduate Diploma in Business Management from Milpark Business School. She brings to PSETA vast knowledge of government regulatory frameworks and prescripts e.g Skills Development Act, Public Finance Management Act, Public Service Act, Public Service Regulations and other prescripts.

Prior to joining PSETA she worked as the Deputy Director-General (DDG) responsible for corporate support, providing strategic guidance and leadership to ensure the development and implementation of human resource management and development strategies, provision of strategic information technology services to the Public Service Commission (PSC), implementation of the communication strategy and implementation of stakeholder engagement framework, provision of logistics, facilities and security management in all the PSC Offices.

Talking about her role at PSETA she said "I will ensure that the SETA plays its authority body role within the sector, build and strengthen relationships with strategic partners in the sector such as the DPSA, The NSG and Training Academies". On mentoring and developing others, "I believe in mentorship and coaching with a purpose and this is what I plan to implement within the organization, with managers also doing skills transfer". She believes that Communication is what makes an organization and it is imperative to know what to communicate, when to communicate and how to communicate it. This is why there are a series of stakeholder engagements planned to take place across all provinces.

PSETA Ethics & Fraud Hotline

- Whistleblowers can report a disclosure to the PSETA Ethics & Fraud Hotline using one of the following channels: Toll free telephone number = 0800202586
- Toll free fax number = 0800 202 586
- Secure email address = pseta@behonest.co.za
- Online chat = www.pseta.org.za (not active yet)

National Skills Conference and Awards 2019



Representative of constituencies after signing a pledge to support the conference recommendations

Following a series of successful National Skills conferences dating back to 2011, 2013 and 2017, the fourth conference was held from 14-15 March 2019 at the Birchwood Hotel in the East Rand. Different constituencies, such as the Human Resources Development Council of South Africa (HRDC SA); National Economic Development and Labour Council (Nedlac), Department of Higher Education and Training, Ministry Staff and other Government Departments; leaders from the Provinces and the Provincial Skills Development Forums; principals and leaders of organised Business; principals and leaders of organised Labour; principals and leaders of Community constituencies; providers of education and training, both public and private; Quality Councils and Research organisations; other key role players in education and training; and international organisations such as the ILO, EU, UNESCO, AU, SADC and counterparts from various Embassies were in attendance.

The objective of the conference was to communicate the National Skills Development Plan (NSDP) and the SETA landscape beyond 2020

through the alignment of skills development strategies with the national key priorities and the fourth Industrial Revolution, by strengthening collaborations of labour market institutions with education and training institutions.

The conference also aimed to fast track occupations in high demand and encourage international best practice on skills development; give social partners a platform to pledge support and commitment to implement the strategy, as well as to create a platform for skills development stakeholders to showcase their organisations and to disseminate information. Learned speakers from organised labour, academia and senior government officials facilitated the commissions to discuss among others: (i) labour market dynamics and trends, (ii) implication of fourth industrial revolution for understanding skills supply and demand (future of work), (iii) contribution of skills development to the NDP and future skills, (iv) strengthening capacity of skills development institutions in the public and private space, and (v) promoting efficiency and effectiveness through monitoring and evaluation.

At the end of day two, commissions reported on their deliberations and shared recommendations to the conference which will contribute to building a demand-led skills development system that focuses on inclusive economic growth.



NSA Chairperson and Chief Executive



AA Member and merSETA CFO



Delegates at the NSA Conference



NSA Conference Expo



NSA Conference Expo

Skills Awards 2019

The Recognition Awards ceremony was held on the evening of 14 March 2019 and the purpose of this event was to recognise those championing skills development in the different sectors. PSETA wishes to congratulate the South African Revenue Services for winning the Silver award and Ekurhuleni TVET College for winning the Bronze award in the Public Service Sector Education and Training category.



National Skills Development Plan 2020 and Beyond

One of the objectives of the National Skills Conference and Awards 2019 was to communicate the new National Skills Development Plan (NSDP) and the SETA landscape beyond March 2020. The NSDP and the new SETA landscape will be ushered in on 01 April 2020.

This new dispensation will bring about changes with regards to the leadership and governance in Skills Development. SETAs will remain an authoritative voice of the labour market and experts in their respective sectors. For the country to achieve high levels of economic growth and address unemployment, poverty and inequality, social partners must work together to invest in skills development in order to achieve the vision set in the NSDP of an educated, skilled and capable workforce for South Africa.

The NSDP seeks to ensure that South Africa has adequate, appropriate and high-quality skills that contribute towards economic growth, employment creation and social development. The NSDP outcomes are (i) Identifying and increasing production of occupations in high demand, (ii) Linking education

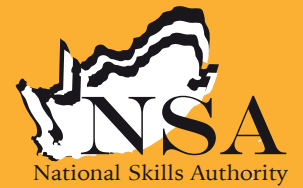
and the workplace, (iii) Improving the level of skills in the South African workforce, (iv) Increase access to occupationally-based programmes, (v) Support the growth of the public college system, (vi) Skills development support for entrepreneurship and cooperative development, (vii) Encourage and support worker initiated training, and (viii) Support career development services.

SETAs' contribution to the NSDP will be to support the process of determining and outlining the demand for occupations in their respective sector; to manage and use the levy-grant mechanism to support the process of collecting information; and steer the system to ensure that funding concentrates on driving the provision of quality qualifications and/or workplace-based experience

To ensure proper execution of the mandate by the SETA, the NSDP suggests that SETAs will have no limited lifespan but a mechanism to address non-performance will be established. Where required, the Minister will introduce institutional reviews, as the socio-economic policy environment is not static. *Source: NSDP*



Demand-led Skills Development System for Economic Growth



Source: MHET

The Fourth National Skills Conference held from the 14-15 March 2019 focused on *“Building a demand-led skills development system that focuses on inclusive growth”*. In attendance were stakeholders representing different constituencies. The two-day discussions engaged on the extent to which the previous conference recommendations have been implemented.

The Minister of Higher Education & Training, Honourable Pandor in her opening address, reflected on the President’s State of the Nation Address. The need for building a demand-led skills development system remains our focus for an inclusive economic growth, which is well captured in the ANC January 8 Statement by President Cyril Ramaphosa when he said, “We will draw more women, more rural people and more youth into the economy by expanding access to digital skills training to young people, by developing and supporting technological and digital start-ups, and a more concerted focus on SMMEs, cooperatives and township and village enterprises our education must prepare”.

While unpacking the conference theme, Minister Pandor indicated that there is long-standing and widespread agreement across the public sector and business community that an effective employment and skills system needs to be demand-led. Our government constantly places emphasis on creating a more demand-led employment and skills system. Strategies such as the NSDS III and the White Paper for Post-School Education and Training have been put in place to ensure that skills provision meets the real demand demonstrated by employers and individual citizens.

The assessment and anticipation of local skills and labour market need is required to improve the efficiency of the local labour market; better match labour supply and demand to reduce bottlenecks; and better define the content and structure of education and training systems. We need to ensure that employment and skills training provision links to local economic development priorities and the needs of individuals and local employers. This is challenging as it requires high levels of engagement and cooperation between partners. The partnerships with education and training providers, employment support providers, government and industry will assist in overcoming this challenge.

Despite significant advances in the skills and qualifications of individuals and a stable economic environment within which businesses can operate, we have to raise our game if we are to continue to compete as individuals and as businesses in an increasingly competitive global context. Today, we are faced with a number of people without basic skills and yet we have limited jobs that require a certain specialised skill-set. The Minister officially opened the two-day conference by posing the questions back to the delegations, so that during the commissions they are able to ponder upon them:

- How do we make sure that our colleges and education providers, which have been increasingly striving over recent years, can move as quickly as possible towards being truly demand-led?
- How do we develop and implement a system that puts the needs of young people, adults and employers at the centre of its activity and its funding?



Advocate Sizane delivering a keynote address



PSETA CEO Ms Bontle Lerumo delivering a message of support

Launch of NSG's Priority and Mandatory Programmes for the Public Service

On 18 March 2019, senior government officials, heads of public academies, SETAs and human resources management and development officials gathered to witness the official launch of the National School of Government's (NSG) Compulsory and Mandatory Programmes, which are in line with Chapter 10 of the Constitution of the Republic of South Africa (1996) and articulates the basic values and principles governing public administration.

Introduction of these programmes intend to tackle reported fraud and corruption in the public service that threatens the integrity of the country as a whole.

These programmes aim to enable new and existing public servants to acquire skills to deal with new challenges that the government faces, as well as to improve performance and ensure effective delivery of service to South African citizens.

The *Mandatory Programmes* include the following workshops:

- Orientation and support to the public service formal graduate recruitment scheme;
- Citizen-centred service delivery;
- Art of facilitation for progressive realisation of socio-economic rights;
- Supply chain management for the practitioners;
- Supply chain management for the public service;
- Avoiding irregular, fruitless and wasteful expenditure;
- Programme and project management;
- Evidence-based policy making and implementation; and
- Coaching for leadership development.

The *Compulsory Programmes* include the following workshops:

- Compulsory induction programme;
- Executive induction programme;
- Khaedu training;
- SMS pre-entry programme targeting entry into salary levels 13-16;
- Ethics in the public service;
- Managing performance in the public sector;
- Introduction to financial management delegations of authority in the public sector;
- Supply chain management for the public service; and
- Re-orientation in the public service.

Speaking on behalf of MPSA, Honourable Ayanda Dlodlo and Advocate Richard Sizani emphasised that the specific delivery modalities and funding arrangements will be thoroughly discussed to ensure thorough rollout of the programmes. It must be appreciated that the tight fiscal space we are in requires prudence

and concerted efforts to do more with less and more importantly, account for the disbursement of these funds. The allocation will be targeting departments in distress whilst others will continue to use their training budgets to implement the joint annual training plan consulted upon with NSG.



Head of the SIU Advocate Andy Mothibi, PSETA CEO Ms Bontle Lerumo



PSETA CEO going through the exhibition area

Introduction of these programmes intend to tackle reported fraud and corruption in the public service that threatens the integrity of the country as a whole.”



PSETA COO Marks Thibela attending a workshop with HRD officials to discuss the implementation of the launched programmes



Delegates going through the exhibition area



Ms Lavhe Mainganye & Ms Puseletso Ditshego

“These programmes aim to enable new and existing public servants to acquire skills to deal with new challenges that the government faces.”

Vision

Cutting Edge Skills for Quality Public Services

Mission

Leading in the development of skilled and competent human capital in the Public Service Sector through:

- Effective coordination of skills development interventions based on occupationally-directed qualifications;
- Focusing on learning programmes; and
- Promoting learner placement and absorption.

Motto

Developing and Growing People

Value Proposition

Lead and coordinate building of a capable and skilled Public Service workforce

Values

- Honesty and Integrity
- Accountability
- Service Excellence
- Fairness and transparency



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