

PSETA NEWS

Q1 - 2023

03 | *Amandla Obunye training academy leaving no one behind*

06

POPCRU launches a PSETA funded women empowerment bursary programme

12

PSETA youth month commemoration



INSIDE

Editor's Note



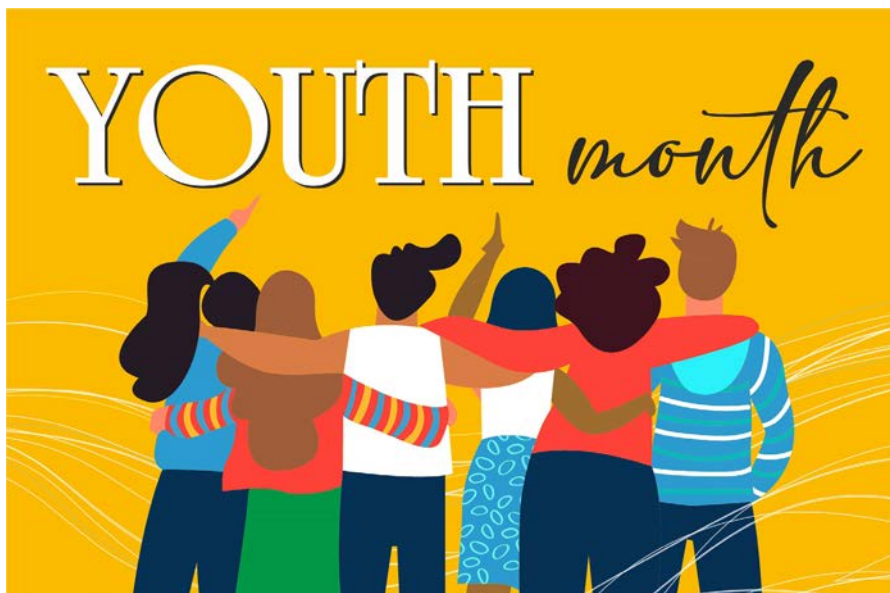
Lavhelesani Mainganye

Welcome to the first edition of the financial year 2023/24, and I trust you will find the articles featured informative. It has been a rather chilly than usual winter season, but that did not get in the way of ensuring that, as an organisation, we continue to contribute to the business of growing and developing people.

Featured in this edition is an overview of public service sector challenges and solutions to ensure good service delivery, stakeholder engagements and the Minister of Higher Education & Training budget vote speech.

Follow us on Twitter @OfficialPSETA and the website www.pseta.org.za to get updates. We wish to hear your feedback on this publication, and should 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)



Contents

02

CEO's Desk – public service sector service delivery

03

Amandla Obunye training academy leaving no one behind

04

Zambian school of government delegation visits PSETA

05

National Skills Authority SETA consultation

06

POPCRU launches a PSETA funded women empowerment bursary programme

07

Minister of Higher Education, Science and innovation budget vote speech 2023

09

ACFE SA becomes PSETA's strategic partner

11

Skills Planning and Development for a Capable, Ethical and Developmental Public Service Sector

12

PSETA youth month commemoration

CEO's Desk – public service sector service delivery

The role of the Public Service sector is to provide high-quality services to the country's citizens. The performance and well-being of the Public Service sector are intrinsically linked to the performance of the country's economy. The country's fiscal position remained weak in the period under review, with the economic outlook for the Public Service sector looking bleak with the risk of higher-than-budgeted public-service wages, demands for additional funding from financially distressed state-owned companies, and calls for permanent increases in spending that exceed available resources. Rating downgrades and currency weakness before the Covid-19 pandemic further increased the cost of government borrowing.

The Public Service sector is relatively well regulated with a range of statutory bodies mandated to play a role in skills development for a capable and skilled workforce. The integration of the District Development Model (DDM) into the broader plan of aligning with the NDP's infrastructure goals has been elevated as part of the DDM's all-of-government approach to improve integrated planning and delivery across the three spheres of government with district and metropolitan spaces as focal points of government and private sector investment.

The Economic Reconstruction and Recovery Plan (ERRP) introduced by the government seeks to change the economy towards growth actively. Strengthening the capacity of the State to ensure successful implementation of the ERRP and DDM requires a capable, ethical, professional, and developmental state with the capacity to plan and implement in a coherent and integrated manner across the three spheres of government. Accordingly, strengthening the state's capacity has been among the priority focus areas across PSETA programmes.

The National Development Plan (NDP) calls for the building of a "capable state" – underpinned by "effectively coordinated state institutions" with skilled public servants who are committed to the public good and capable of delivering consistently high-quality services while prioritising the nation's developmental objectives. This is further supported by priority one of the Medium-Term Strategic Framework (MTSF) which is a capable, ethical, and developmental state. PSETA's overarching strategic goal in alignment with the set national priority, is to build the skills required for a developmental, capable, and ethical state.

In October 2022, the cabinet approved the National Framework towards Professionalisation of the Public Sector. The framework was an important milestone towards realising the NDP's goals for a capable and developmental state and represents one of the most significant developments in public service reform since the advent of democracy. Applicable across all spheres of the public sector, the framework is an important tool which aids in institutionalising meritocracy in the State's human resource practices by giving effect to the NDP's recommendations on the type of public sector required to drive a developmental state agenda in a democratic system of government.

The introduction of new technologies and the global evolution into the Fourth Industrial Revolution (4IR) was identified as a key change driver impacting skills demand and supply in the sector. The Public Service has been required to expand its personnel complement (especially in terms of technical support roles) and enhance the training and education of current staff, with a need for ongoing reskilling and/or up-skilling. ICT advances require employees to be



CEO Bontle Lerumo

skilled in technology-related skills, big data analytics, related fields and other forms of information relevant to the fourth industrial revolution.

The financial resources available for training and development remain with the sector, as government departments and public entities remain exempt from paying skills development levies. This contributes to budgetary constraints, which impacts the PSETA's ability to meet the sector's demands. It is important to note that whilst the sector hosts a large number of interns and learners during the course of their experiential learning, a large number of internship and work-integrated learning (WIL) learners are not absorbed into employment after the completion of their programmes. Further, the sector's training priorities are not centralised and streamlined due to various skills development role players, resulting in a lack of coherence in skills development and human resource development efforts.

PSETA is required to build a performance and organisational system that can anticipate, model and innovate programmes that are responsive to the sector's needs and that is capable of consistently delivering high-quality skills for an effective and capable Public Service. To this end, PSETA adopts a systematic approach to delivering value to its stakeholders wherein demand and supply are integrated through PSETA's business operating model underpinned by strong partnerships and collaborations with all the sector stakeholders.

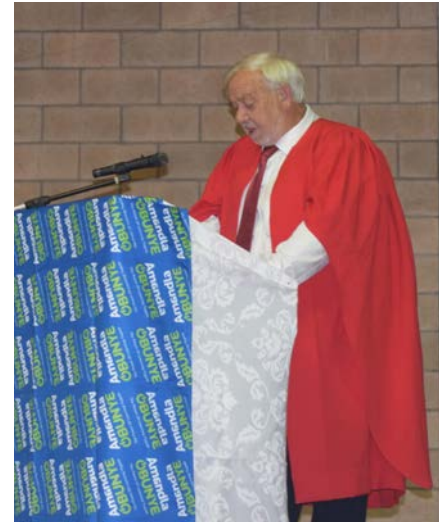
Amandla Obunye training academy leaving no one behind

Amandla Obunye Training Academy (AOTA) is a skills development company based in Qhebera in the Eastern Cape, focussing on empowering students to become self-reliant, lifelong learners capable of integrating what they learn with how they live and work.

They offer a range of accredited qualifications as well as short learning courses and skills programmes. An accreditation with a SETA enables AOTA to achieve its mandate to educate and skill the nation. AOTA have, over the years, worked with the PSETA as a skills development provider rendering training interventions to learners in the Eastern Cape.

AOTA has done exceptionally well in the training space by not leaving anyone behind; through their training interventions designed to be inclusive, AOTA has been able to train people living with disabilities.

It was a fulfilling and heart-warming moment when a congregation from all walks of life gathered for a graduation ceremony on 20th April 2023. 212 learners were graduating a Public Administration Learnership and National Certificate Public Administration: Leadership, respectively.



Zambian school of government delegation visits PSETA

On the 9 of May, PSETA had the pleasure of hosting the Zambian cabinet delegates who visited the country on four days learning tour. The delegation comprised of the Zambian Cabinet Office, the National Institute for Public Administration, and the National School of Government. An interface engagement with the PSETA and the Zambian Delegation was appreciated, as they got to learn more about skills development planning, quality assurance, learning intervention and grants disbursement, and committed to taking the lessons learnt from the study visit to inform the restructuring of the National School of Government of Zambia.



National Skills Authority SETA Consultation

On the 22nd of May, the National Skills Authority (NSA) in terms of Sections 5(1)(b) of the SDA, which mandates the NSA to “liaise with SETAs on (i) the national skills development policy; (ii) the national skills development strategy [plan]; and (iii) sector skills plans”. Sections 5(1) (c) of the SDA, 97 (1998) further mandates the NSA “to report to the Minister on the progress made in the implementation of the national skills development strategy [plan]” conducted its consultation with the PSETA.

The consultations are meant to promote a greater understanding of SETA governance, performance achievement, and difficulties. As such, the focus of the SETA consultations will be on the following areas namely:

- Financial Management: (audit outcomes, over/under-expenditure in administration budget, discretionary grants; allocation of discretionary and mandatory grants; irregular, fruitless and wasteful expenditure. Payment of board fees in relation to the board activities; external audits).
- Governance (Board meeting attendance, human resource matters, overview performance).
- Planning and Research (strategic planning document, Annual Performance Plan, Sector Skills Plan, Industry and Sector priority, and macro-economic development policies), and SETA Performance (NSDP indicators, SLA targets).

The PSETA Accounting Authority members and the Executive Management of PSETA attended the consultation.



POPCRU launches a PSETA funded women empowerment bursary programme

On Friday, 26 May 2023 POPCRU House auditorium in Auckland Park was filled with jubilation and visible eagerness to learn when a PSETA-funded women empowerment programme was launched. Three months after the deliberation between PSETA and POPCRU on identifying possible areas of collaboration, both parties were pleased to witness the fruition of the deliberations at this auspicious event.

PSETA committed funding for the training of female employees at POPCRU consisting of provincial office bearers as well as provincial gender coordinators. They will do a Higher Certificate in Economic Development for twelve months and an Advanced Diploma in Public Administration at the University of Western Cape.

In her address, the PSETA CEO, Ms Bontle Lerumo, thanked POPCRU leadership for ensuring this programme came to life and for taking the legacy of educating women forward. "I am also pleased to announce that further to this, PSETA will be funding an internship programme for graduates to be placed at various POPCRU provincial offices", said the CEO.

Comrade Chakale Mahlatsi, the 2nd Deputy President of POPCRU, wished the beneficiaries well and asked them to do their best for themselves, the organisation, as well as the late Cde Pretty Shuping, who mobilised the need to develop women when she became the first female Provincial Chairperson.



Minister of Higher Education, Science and innovation budget vote speech 2023



On the 24th of May 2023, the Minister of Higher Education, Science & Innovation delivered his annual budget vote speech at the Good Hope Chambers, Parliament of the Republic of South Africa, Cape Town. The annual speech unpacks the achievements as well as plans for the department.

Skills Development

In this financial year, we will be updating the National List of Occupations in High Demand and piloting the provincial lists of Occupations in High Demand in collaboration with two provinces of Mpumalanga and Western Cape. We are also working on the skills for the hydrogen economy project in collaboration with Department of Science and Innovation (DSI). Through our Sector Education and Training Authorities (SETAs) combined, we opened 52 701 learnership opportunities to the value of R1.6 billion in the last financial year. We opened 14 475 internship opportunities to the value of R758 million. We opened 14 954 TVET placement opportunities to the value of R726 million and we also committed to achieving a target of 20 000 placements of TVET graduates work placements.

The SETAs combined opened up 7 095 university students' work placements to the value of R311 million. We also awarded 13 169 bursaries in various fields on skills in high demand to the value of R970 million. We opened up 34 514 skills programme opportunities for the unemployed to the value of

R278 million. We also reskilled and upskilled 36 502 individuals in various sectors of the economy to the value of R494 million. A sum of R1,7 billion was disbursed by the National Skills Fund towards its bursaries programme in 2021/22, benefitting students enrolled in undergraduate and postgraduate programmes in scarce and critical skills.

In the current financial year, at least 5 000 students will receive NSF funding for undergraduate and postgraduate studies. For the 2023/24 financial year, we have set for ourselves the following targets as part of expanding training opportunities:

- 110 500 workplace-based learning (WBL) opportunities;
- 149 000 learners to be registered in skills development programs;
- 23 000 learners to enter artisanal programmes;
- 21 000 learners to pass artisanal trades;
- 32 550 learners to complete learnerships; and
- 6 450 learners to complete internships.

Technical Vocational Education & Training (TVET)

Currently, 26 of our colleges are engaged in entrepreneurial training through our Entrepreneurship Hubs. We are working to ensure that all our colleges are involved in some form of entrepreneurship training in the next three (3) years. We have also expanded our Centres of Specialisation from 26

to 34 Centres at 20 TVET Colleges with a further investment of R68 million, and 16 Colleges now have 35 Trade Test Centres.

These trade test centres have trade tested over 600 artisans, of which over 500 have qualified as artisans. Last year, I hosted the first-ever centralised national artisan graduation ceremony for artisans qualifying in the top thirteen (13) trades in high demand. As a department, we will also host a TVET Curriculum Review and Transformation seminar from the 28th -30th of August 2023. We are standardising our registration and admission processes in our TVET colleges to do away with different processes to which our colleges have applied. This will include standardisation in the processes of issuing certificates. This standardisation process will also help us migrate from manual to online registration in all our TVET colleges. We have also witnessed student growth in several colleges that have begun to embrace technology in their enrolment processes and reduce the number of walk-ins at TVET colleges.

Community Colleges

Through our Community Colleges, we have made the youth our important focus and a priority, particularly for those who are "Not in education, employment, or training (NEET). We have also created opportunities for our older generation who wish to enter our educational institutions. We also have allocated R200 million from the National Skills Fund to ensure that we achieve our objective of increasing the offerings of skills programmes in our TVET Colleges. Through the National Skills Fund, we have allocated funds for the capacity building of Community College lecturers, introduced skills programmes, learnerships and non-formal programmes. This includes the introduction of Civic Education.

University Education

To ensure that the entire public sector university system is developed, we are intensifying the implementation of the University Capacity Development Programme (UCDP). Over a period of seven (7) years, we have allocated

a total of 758 lecturer posts to universities. In the current financial year, additional 85 posts will be allocated to universities as part of the New Generation of Academics Programme (ngap). This brings the total allocated posts to universities to 843 by the end of the current financial year. Of the total of 583 lecturers participating (ngap), 338 (58%) are female and 245 (42%) are males, 569 are Black (African, Coloured, and Indian), and 14 are White.

We continue to roll out development programmes through the Professor Sibusiso Bhengu Development programme to strengthen our historically disadvantaged universities. I have also commissioned the Council on Higher Education to conduct a study on blended learning. Since we publicised the draft Central Application Service Bill for public comments, we have received valuable comments, which we are studying in the Draft. Parallel to this process, we have initiated a pilot project of the Central Application Service for the academic years 2023, 2024 and 2025.

Student funding

In relation to student funding, we now are working towards the finalisation of a new Comprehensive Student Funding Model, based on the considerations of this report, which we aim to submit to Cabinet before the end of this year. We aim through this also to introduce measures to support all the categories of students, including those who are not supported by the current NSFAS funding policy.

We are proud to say that the National Student Financial Aid Scheme (NSFAS) currently funds 1.1 million students with a budget allocation of R47,6 billion in the 2023 academic year. Of this amount, universities have been allocated R38.6 billion and TVET Colleges R8,9 billion for the first time we have passed the 1 million mark.

At its inception in 1991, the scheme had a budget of R21.4 million allocated to the first cohort of about 7000 students. In 2023, SASSA beneficiaries account for 49% of the funded students in 2023. To date, the scheme improved its student application portal, and it has introduced WhatsApp and USSD functionality to assist students with the tracking of applications for 2023 and to receive responses directly to reduce the reliance on the call centre.

NSFAS pays for the total cost of study, which includes full tuition and accommodation limited to R45 000 per annum, a measure to ensure that we curb overreaching by student

accommodation service providers. It stands to reason that NSFAS should be involved in the student accommodation space and introduce controls, as it spends approximately R14 billion a year on student accommodation. In this regard, NSFAS has opened its accreditation portal to accommodation providers to apply for accreditation. Already, 8196 beds have been accredited, covering the Eastern Cape, Gauteng, and KwaZulu Natal Provinces.

NSFAS also pays living allowances of R 1750 per month and personal care for distance students of R 3 045 per academic year. Students not living in residences and private accommodation qualify for transport allowances of R 7 875. On average, a student is funded to the tune of R 95 552, excluding Unisa students who only receive books as allowances because they offer distance learning. Last year NSFAS also introduced direct payments through the NSFAS bank card for TVET Colleges. Groundwork is being done to onboard universities in a phased-in approach from the 1st of June this year.

Infrastructure development

To date, the Department has invested over R3.701 billion for the maintenance and repairs of TVET Colleges' infrastructure through the Capital Infrastructure and Efficiency Grant (CIEG) since the grant inception during the 2018/19 financial year. In addition to maintenance and repairs, CIEG is used to upgrade the Information Technology (IT) infrastructure. In relation to TVET Capital Projects, a total of nine (9) TVET College Campuses have been completed at a cost of R2.6 billion.

The total amount currently available for investment in infrastructure projects across all the 26 existing universities during the 2023/24-2025/26 MTEF period is R8.662 billion. We have completed feasibility studies for establishing the University of Science and Innovation in Ekurhuleni and the Crime Detection University in Hammanskraal. The new universities should see actual construction in the coming year or two. I am therefore pleased to report that the process for the allocation of the R182.11 million towards Imbali Educational Precinct projects has been completed.

We have also commenced a feasibility study for the establishment of the Giyani Education Precinct through the establishment of a University Campus with the Tshwane University of Technology. I am also pleased to report that the construction design phase for the Ulundi Campus of the University of

Zululand will commence in this current financial year. The actual construction should commence in the 2024/25 financial year. The review of the existing DHET-National Treasury-DBSA partnership for delivering the Student Housing Infrastructure Programme (SHIP) is also reaching finality.

In the meantime, a total of 8 282 beds have been delivered across 6 institutions at a cost of R2.13 billion, and the institutions include Nelson Mandela University, North-West University, University of Western Cape, Nelson Mandela University, University of Fort Hare and Vaal University of Technology.

Funding for Phase 2 SHIP projects at 4 institutions - Gert Sibande TVET College, Majuba TVET College, Tshwane University of Technology, and the University of KwaZulu-Natal have been approved, and the planning of these projects has commenced. The total budget for the projects is R2.136 billion. We have secured R1 billion rand over a three-year period within our budget to construct nine (09) Community College Learning Centres. This is history in the making, as this is the first time we are investing in infrastructure for Community Colleges. The construction of the first three Community College Centres will commence in the current 2023/24 financial year. The days of ABET and night schools are over! We have also ensured that we refurbish our infrastructure and customise our teaching to cater for the requirements of the people living with disabilities.

Budget

Our budget for the 2023/24 financial year is R133.8 billion, with an annual average increase of 5.3%.

In conclusion, I would like to thank the Honourable President, Deputy President, Cabinet Colleagues, DG Sishi, and the members of the Portfolio Committee for their support and engagement. I also would like to thank the USAF, SAPCO, SAUS, SATVETSA and our trade unions for working with us to achieve the goals that we have set for ourselves. Gratitude also goes to my wife, my staff in the Ministry and to the entire Executive Management Committee and Staff of the Department, the Boards and Executives of our Entities, and everybody who contributed toward the achievement of our mandate as the department.

ACFE SA becomes PSETA's strategic partner

The PSETA entered into a Memorandum of Understanding (MOU) with the South African Chapter of the Association of Certified Fraud Examiners (ACFE SA). They are a recognised South African professional body representing and governing fraud examination professionals in South Africa.

The areas of cooperation and collaboration between the parties will, among others, include, the identification of priority research areas, including conducting research to support the Public Service, in line with the PSETA Sector Skills Plan (SSP) priorities; facilitation, cooperation and support on the development of capacity and capabilities for members and officials of the Public Service and unemployed

learners, aligned to the PSETA SSP priorities, the National Development Plan, the National Skills Development Plan priorities and the Public Service Human Resource Development Strategy; facilitation and regular sharing of information on matters mutually relevant to the parties.

The South African Chapter represents the Association of Certified Fraud Examiners, the world's largest anti-fraud and white-collar crime organisation and premier provider of training and education in these industries. Its members are committed to reducing white-collar crime worldwide and inspiring public confidence and objectivity within the profession.





16TH ANNUAL ACFE AFRICA CONFERENCE & EXHIBITION

13-15 SEPT. 2023
SANDTON CONVENTION CENTRE

KEYNOTE SPEAKERS



**EDWARD
KIESWETTER**

How professionalisation can help
SARS with a stance of zero-tolerance
toward fraud



**ADV. ANDREA
JOHNSON**

National Anti-Corruption Strategy
Implementation: Where does the NPA
fit into this strategy?



**DR CLAUDELLE
VON ECK**

Setting the Tone at the Top: How can we
influence leaders to act ethically and how
do we stand up against corrupt politicians?

CONFERENCE THEME

The theme, **25 Years of Excellence: Building Professional Connections**, reflects the ACFE SA's work over the past 25 years to connect professionals and industries by means of creating fraud awareness in different fields of expertise. Delegates, amongst others, include professionals working in forensics, accounting, auditing, law enforcement, risk, ethics and governance. To fight fraud and be at the best of your game, professionals need to stay connected and remain aware of what is happening within the different professional spaces. Through connecting people and industries, we can minimize the impact of fraud and corruption.

CONFERENCE LINKS

REGISTER: [MEMBER](#) [NON-MEMBER](#) [GROUP BOOKINGS](#)

SPONSOR: [PROSPECTUS](#) [SPONSOR & EXHIBITOR](#)

PROGRAMME & [PROGRAMME](#)

SPEAKERS [SPEAKERS](#)

Skills Planning and Development for a Capable, Ethical and Developmental Public Service Sector

On the 28th of June, PSETA hosted a Research Colloquium to disseminate the findings of the studies conducted by research partners with key stakeholders in the sector. The event was a culmination of a journey that started three years ago with Wits Research Partnership. The partnership have come a long way to a day where researchers are able to finally share the research findings with the stakeholders and the sector as a whole. In attendance were senior government officials responsible for Human Resource Management and Development and key stakeholders with a mutual interest in research in the Public Service sector.



Delegates at the research Colloquium

The colloquium focussed on sharing the research findings emanating from studies conducted by the PSETA and its research partners. This stakeholder engagement provided an engaging environment for research professionals to share their experiences, knowledge, research, and practices. During plenary, WITS REAL research team presented findings of studies conducted in the areas of E-Learning Framework for the Public Service sector, jobs, occupations, and qualifications mapping in the Public Service sector, and a critical review of skills demand and supply in the Public Service sector.

The PwC team presented on the outcome of the guidelines developed

for the Organisational Competency Framework for the Public Service Sector, as well the future of work implications for the Public Service Sector. The emphasis was on having an adaptable and agile public service for the future world of work.

TUT plenary was on building state capacity and institutional capability with a discussion on Insights for matching skills supply and demand to guide training interventions in the South African Public Service sector. The DPSA DG Ms Yoliswa Makhasi appreciated the outcome of the research and committed the DPSA to take the conversation forward for developing or setting norms and standards.



Dr Glynnis Vergotine - WITS REAL



Mr Thulani Tshefuta - PSETA AA Chairperson



Ms Yoliswa Makhasi -
Director General, DPSA



Bontle Lerumo -
PSETA CEO



Prof Maserumule -
TUT



Mr Makhane -
PSETA AA Member

PSETA youth month commemoration

While it is youth day throughout the year for PSETA due to the nature of our daily operations of ensuring that youth benefit through various learning programmes, PSETA set a day to celebrate the youth in the organisation. The day was celebrated under the theme: "Accelerating youth economic emancipation for a sustainable future". PSETA is at the forefront of accelerating youth economic emancipation for a

sustainable future with the work that we do and the investment we have made in the strategic partnerships we have formed through our projects to ensure that the youth are provided with work opportunities within the public service. The room filled with vibrant youth was not short of visibly young people who were certain about taking this country forward.





Shine the light on fraudulent activity

**Report any incidents of fraud, corruption or
unethical behaviour to**

Free Call Number: 0800 112 451

Email: pseta@thehotline.co.za

Website: <https://www.thehotline.co.za/report>

Use 0800 112 451 to report

SMS: 30916

Mobile application: Vuvuzela Hotline app -

Download from Play Store, use 0800 112 451 to report

Fax: 0867 261 681

Post: PO Box 10512, Centurion, 0046