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Editor's Note



Lavhelesani Mainganye

Welcome to the third edition of the financial year 2023/24, and I trust you will find the articles featured informative. In this edition, we feature the recently held AGM, the Department of Home Affairs Cadet Learnership funded by the PSETA and different events hosted by the sector and other strategic partners.

As we draw closer to the December holidays, have a safe and restful holidays.

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)



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End of the year Message



Season's Greetings 2023



PSETA sends you, our valuable stakeholder, our warmest gratitude for another wonderful year of partnership and collaboration.

We wish you and your family a joyous festive season and a Happy New Year!



Thulani Tshefuta
Accounting Authority Chairperson

Season's Greetings!

Please note that the PSETA office will close on 22 December 2023 at 11 am and will re-open on 3 January 2024 at 8 am.

We wish you all a safe festive season!



AGM reflecting on the year that was and looking ahead

On 10 November, the PSETA held its 13th Annual General Meeting (AGM) in Pretoria to present its annual report and financial statements for the year ending 31 March 2023. The annual report provides the Accounting Authority with an opportunity to account for the achievements against set targets committed to during the year under review. As well as to set out and explore opportunities and challenges for the future.

In the 2022/23 financial year, an overall audited performance achievement of 87% was recorded, compared to 84% in the 2021/22 financial year. The PSETA has continued establishing strategic relationships with identified stakeholders at national

and provincial levels. These are key to championing and coordinating specific competencies within the public sector. PSETA entered various partnership agreements with TVET Colleges, Universities and Universities of Technology, the Bargaining Councils, and employers within the sector. Four SETA-Employer partnerships were formalised through Memorandums of Understanding (MoUs). Continuous improvement of state capabilities through strategic, innovative relationships and partnerships has been central to the realisation of the PSETA's mandate.

PSETA will be focusing on the five strategic focus priorities, which are informed by the NSDP and the DHET's Five Year Strategic Outcomes and

Medium-Term Strategic Framework 2019 to 2024, namely:

- **Priority 1:** Establish strategic partnerships with key stakeholders.
- **Priority 2:** Increased research and impact assessment of programmes.
- **Priority 3:** Strengthen the capacity of public institutions and provision of occupational qualifications.
- **Priority 4:** Implement workplace-based learning programmes in building the workplace into a training space.

The PSETA AA Chairperson, Mr Thulani Tshefuta, extended sincere appreciation and gratitude to the MHESI, Honourable Dr Blade Nzimande and the Deputy Minister,



Honourable Buti Manamela, for the leadership and steadfast support they continue to provide and the collaboration in executing the skills development mandate. He further acknowledged and appreciated the cooperation and support received from the former Acting Minister for Public Service and Administration (MPSA), Hon Thulas Nxesi, the current MPSA, Ms Noxolo Kiviet and the Director General of the DPSA, Ms Yoliswa Makhasi, in executing critical programmes towards building the capacity of the state.

"I extend my deepest appreciation to my AA colleagues for their unwavering commitment to guiding the SETA through this financial year and responding to challenges and emergencies whenever necessary. Furthermore, I wish to thank the CEO, Ms Bontle Lerumo, the Executive Management Team, Management, and all the PSETA staff for their hard work and dedication to ensuring that PSETA continues to deliver its mandate. And finally, to our stakeholders, thank you

for your contribution in assisting PSETA to achieve its vision of being the heart of developing a skilled, capable, and innovative Public Sector workforce."

Addressing the AGM, the DHET Director-General, Dr Sishi, emphasised that the PSETA's unqualified clean audit could only be achieved with the teamwork and cooperation between the PSETA Board and Executive team working collaboratively with public sector stakeholders. The results require parties to commit themselves, abide by the obligations, and commitments, comply with regulatory frameworks, and conduct the due diligence necessary for effective oversight and prudent financial management. I encourage you to continue maintaining the current position and vigour to improve.

"As I commend you for the good governance and oversight of the entity, it would be amiss of me to omit emphasising the importance of ensuring synergies between good governance and performance.

Therefore, a clean audit is insufficient if it does not correlate with the organisational performance that addresses the targets set in the service level agreement and the entity's annual performance plan. I am happy that when I check the PSETA performance reports, there is an indication of the synergies between performance and governance required for the entity to meet its objectives"

Improving public administration is of paramount importance for our government, given the critical role played by the public sector in driving service delivery to the public and supporting the country's socio-economic development. This requires a rigorous approach to better position the public sector in tackling the disparities resulting from the past. A thorough approach is premised on mapping out clear objectives and goals to attain nuanced performance, good governance, and transformational milestones.



2023 DHET Research Colloquium

From 15 to 16 November 2023, the Department of Higher Education and Training hosted the 2023 Research Colloquium on Technical and Vocational Education and Training (TVET) Colleges: Institutions of Choice.

The biennial Research Colloquium focused on research relevant to the Post-School Education and Training sector and the Department's five-year Research Programme on TVETs.

The Department commissioned the Institute of Post-School Studies at the University of the Western Cape to manage a five-year research programme on TVET with funding from the National Skills Fund. The programme comprised over 30 research projects on TVET-related issues covering the

following themes:

- Responsiveness of TVET Colleges to the World of Work.
- Access and Demand for TVET.
- Evaluation of TVET Colleges.
- Teaching and learning in TVET;
- TVET College Lecturer Development; and
- Private Colleges.

The colloquium showcased and shared new and cutting-edge research on this topic's critical dimensions, thus allowing stakeholders to reflect on policy and practice. The European Union's vocational education and training reform progress was among some case studies presented during

the colloquium. They suggest that skills reform is only possible with partnership and cooperation. Vocational Education Training (VET) needs a voice – unlike education, where responsibility is divided and devolved. Promoting mutual goal-setting, collaborative action, and shared accountability for results is essential. They strengthened links and alignment between the VET system and economic and industrial policy, employment strategies, sector priorities and labour market needs. This began in the EU in 2000 due to concerns over high unemployment and fears that skills did not match labour market needs. To date, VET policy post-2020 supports the drive to strengthen the European economy's resilience and support the transition to a green and digital society



UP School of Public Management and Administration

14th International Conference

On the 26th and 27th of October, the University of Pretoria Schools of Public Management & Administration hosted a conference on the theme of hybridity governance in Africa. During her keynote address, Ms Lerumo unpacked the understanding of the hybrid nature of public service: in a world marked by globalisation, technological advances, and cultural diversity, the traditional governance models no longer suffice. Hybridity Governance represents a paradigm shift in how we administer public services and make decisions. It embodies the idea that no single entity—whether government, private sector, or civil society—holds all the answers to the complex challenges that we face.

“Embracing technology is crucial in the age of hybridity governance. Digital tools enable government to interact with citizens more effectively and provide services efficiently. They also facilitate data-driven decision-making and transparency—the challenge in South Africa, internet access, internet connection and load shedding. We must sort out infrastructure issues, or else it will not be inclusive,” she said.

The conference also discussed that hybridity has emerged as an essential factor in the governance and management of third-sector organisations, such as non-profits, and the distinguishing characteristic of various social enterprises that combine social welfare and economic logic.

Multiplicity of funding arrangements between the public and private actors, including investors and financiers, for example, several types of public-private partnerships (PPP), or PFI arrangements in financing public service delivery.



Sector-funded CADET programme for the Department of Home Affairs



The PSETA funded the Department of Home Affairs to conduct an NQF 5 Learnership for 60 unemployed learners. The programme will run for a period of twelve months. The Learnership is a youth development empowerment initiative that allows unemployed youth of South Africa to gain skills, knowledge, and experience while positioning themselves for active and meaningful participation in the labour market.

The Cadet Learnership Programme comprises theoretical and practical components aimed at training on the National Certificate: Home Affairs Services, which exposes learners to the Department's core business, Civic Services and Immigration Services. On 23 November 2023, the PSETA conducted a site visit monitoring at the Lindela Learning Centre in Krugersdorp, where learners are being trained. Site visits are a valuable means of confirmation of an institution's capacity to offer training.



Skills Development Capacity Building Workshops 2023

The PSETA Quality Assurance conducted an SDP capacity building workshop on 05 October 2023. The workshop was aimed at capacitating SDPs on Quality Assurance processes. The workshop assisted the stakeholders with information relating to learner registration process; learner

achievement process; qualification and skills programmes & the QCTO accreditation process. The PSETA received positive feedback from the attendees and will continue to host capacity building workshops on a quarterly basis to capacitate stakeholders.

On the 7th of December the PSETA Quality Assurance conducted an SDP Capacity Building Workshop aimed at capacitating SDPs on verification of historical qualifications, FISA and EISA requirements.

PSETA signs an MOU with the University of Free State

The purpose of this Memorandum of Understanding ("MoU") is for the University of the Free State ("UFS") and the Public Service Sector Education and Training Authority ("PSETA") to record their intention to collaborate and partner in building the skills capabilities within the public service, and to fulfil both Parties' constitutional and statutory obligations.

The areas of cooperation and collaboration between the Parties shall include the following:

- Identification of priority research areas, including conducting research to support the Public Service, in line with the PSETA Research Agenda and 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;

- Encouraging the maximised usage of shared resources; and
- Setting out the parameters for cooperation and support under the objectives of this MoU.

The manner of cooperation between the Parties shall depend on the specific areas of cooperation indicated above, and may include but not limited to the following:

- Notifying each other of any trends or systemic deficiencies identified in the course of the performance of their functions, that have a bearing on the effective implementation of this MoU;
- Collaboration on outreach and advocacy initiatives and opportunities to extend and communicate the services of the Parties through effective engagement with stakeholders and partners to raise awareness and build trust, confidence, and faith with stakeholders; and
- Undertaking joint projects and/or collaborations identified by the Parties from time to time.

The MoU commence from date of signature and shall remain effective until 31 March 2025.



Meet the **PSETA** team

PSETA
Executive Management



Ms Bontle Lerumo
Chief Executive Officer

Mr Phumudzo Mbulaheni
Chief Financial Officer

Ms Shivanthini Nagalingam-Potter
Chief Operations Officer



Office of the COO

SCM Team with CFO



Finance Team



ICT Team



Internal Audit



Governance



Learning Programmes Team



HCM Team

Projects Team



Corporate Services Team



Quality Assurance



Skills Planning and Research Team



Stakeholder Management and Communication Team

New Appointment

Congratulations to **Mr Phumudzo Mbulaheni**, the newly appointed Chief Financial Officer of PSETA.

He holds a Bachelor of Commerce Accounting Degree from the University of Cape Town and an MBA from the Gordon Institute of Business Science (GIBS).

Prior to joining PSETA as a Finance Manager he worked at SALGA, City of Johannesburg and the Department of Justice and Constitutional Development.



Farewell

With sadness, we announce the resignations of the following PSETA employees:

Ms Neo Lesaoane is leaving her position as a Specialist in the Quality Assurance department. Her last day was 30 November 2023.

Neo has been with us for eight years, having joined the organisation in May 2015 and has been a valuable part of the QA team over the past years.



Mr Abdul Cassim, who has been acting as Finance Manager. Mr Cassim's last day was 8 December 2023.

Abdul has been with the PSETA for six years, having joined the organisation on 4 December 2017.

His professionalism, knowledge, and enthusiasm have been an asset to the team. We are sad to see them go but excited for the new opportunities ahead for them!



PSETA commemorates 16 days of activism for no violence against women and children



Inter-Seta Sports Day



PSETA-WITS podcasts



WITS REAL – PSETA PODCAST SERIES



The Public Service Sector Education and Training Authority (PSETA) and the University of Witwatersrand's Centre for Researching Education and Labour (Wits REAL) have, over the last three years, been involved in an exciting

research partnership. This partnership has sought to support the PSETA in providing evidence-based research to facilitate skills development and effective skills planning to contribute to developing a competent and capable

state. As part of the partnership's deliverables, the Wits REAL Centre has introduced a PSETA podcast series of 10 podcasts. The podcasts were rolled out in July and can be accessed on the links below:

PSETA Podcast Series EP1: PSETA CEO Bontle Lerumo

<https://iono.fm/e/1322656>

<https://www.youtube.com/watch?v=S1TXNUB1wvc>

PSETA Podcast Series EP2: REAL director Dr Presha Ramsarup

<https://iono.fm/e/1325208>

https://www.youtube.com/watch?v=rmkWiY2_ZPI

PSETA Podcast Series EP3: REAL Professor Anne Mc Lennan

<https://iono.fm/e/1328082>

<https://www.youtube.com/watch?v=1fxccDRckPE>

PSETA Podcast Series EP4: Prof Francine De Clercq and Ms Kate Mlauzi

<https://iono.fm/e/1331033>

<https://open.spotify.com/episode/5FMFC2xrUV9j05gemOa4wE>

PSETA Podcast Series EP5: Dr Wilma Van Staden

<https://iono.fm/e/1333083>

<https://www.youtube.com/watch?v=lpvIZni4OaA>

PSETA Podcast Series EP 6: Dr Tolika Sibiyi

<https://iono.fm/e/1349059>

<https://www.youtube.com/watch?v=0ZVqv85M-Ik>

<https://open.spotify.com/episode/3clyPinBLEZEZaCtUyENmg?si=RWI5xPcYQZ6593DpfpaTAA>

PSETA Podcast Series EP 7: Dr Glynnis Vergotine

<https://iono.fm/e/1349585>

<https://www.youtube.com/watch?v=xUAx7HvHfkw>

<https://open.spotify.com/show/7eIKnZeQu3rbkvUsUZbkRc>

PSETA Podcast Series EP 8: Themba Tshabalala

<https://iono.fm/e/1354112>

<https://www.youtube.com/watch?v=0IrNoO12xOY>

<https://open.spotify.com/episode/1A486jNaGD4vZXxp4LHtC4?si=870f397d296c4d25>

PSETA Podcast Series EP 9: Prof Mbongiseni Buthelezi

<https://iono.fm/e/1355536>

https://www.youtube.com/watch?v=R_-e9wgSOjs


<https://open.spotify.com/episode/2B3F4tkYCbNlbYMwhE38xq?si=t6vuxkzoSKigEA0S1CKRyA>

PSETA Podcast Series EP 10: Khetso Gordhan

<https://iono.fm/e/1355536>

<https://www.youtube.com/watch?v=QFr3qaVYubs>

<https://open.spotify.com/episode/5jFXk58LmSsq4dZXLXoiz>



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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

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