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Editor's Note



Ms Lavhe Mainganye – APR

Welcome to the third edition of the PSETA News quarterly publication for the period October-December. As we reflect on the past three months, several significant activities have emerged that highlight our commitment to implement our mandate, foster collaboration, growth, and well-being within our organisation.

Our continued collaborative projects have shown impressive results, emphasising the power of sectoral partnerships. PSETA collaborated with sector partners to strengthen relations and fulfil the sector's skills development mandate.

We share some insights of the recent PSETA AGM held on 21 November 2024 in Centurion.

We also update you on the conclusion of the PSETA-funded PSCBC learnership programme, which marks a significant milestone. Participants have gained valuable skills in procurement and insights that will benefit their careers and contribute to their constituencies.

In the spirit of strengthening employee wellness, SETAS commemorated employee wellness events such as Breast Cancer Awareness, International Men's Day, 16 Days of Activism for No Violence Against Women and Children, and an inter-SETA sports day. We are

pleased to share some of the highlights with you. As we move forward, let us carry these insights and achievements to foster a culture of collaboration and continuous improvement. Thank you for your hard work and dedication. Together, we can achieve great things!

Follow us on X @OfficialPSETA, Facebook @Public Service Sector Education & Training Authority, Instagram @pseta_org, and visit our website www.pseta.org.za to get updates. We welcome your feedback on this publication, and if you would like to have your skills development-related activities featured, please send an email to communications@pseta.org.za.

Thank you for your continued support.

Ms Lavhelesani Mainganye
Communication Officer (APR)

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Ms Bontle Lerumo - CEO

Perspectives on Advancing State Professionalism, Enhancing Collaborations, and Future Directions

By Lavhe Mainganye - APR

The primary goal of the Public Service Sector Education and Training Authority (PSETA) is to develop the skills necessary for a capable, ethical, and progressive state. This includes coverage of national and provincial government departments, certain public entities, and the National Parliament and Provincial Legislatures. PSETA focuses on transversal skills such as administration, management, planning, legislation, policy administration, monitoring, and evaluation.

PSETA shares responsibility for human resource development (HRD) in the Public Service with the Department of Public Service and Administration. The Department regulates HRD across the Public Service and collaborates with state and sector academies that provide sector-specific frameworks. Conclusion of the professionalisation of the sector by the National School of Government paved the way for PSETA. as a SETA

responsible for skills development in the space, to ensure that the development of training programmes is responsive to the framework.

STRENGTHENING PARTNERSHIPS

PSETA is committed to enhancing partnerships within the public sector to expand its reach and effectiveness. By fostering collaborations with various stakeholders, including bargaining councils, PSETA aims to empower women and disadvantaged youth. These enhanced partnerships are vital for improving collective efforts in skills development that benefit the broader economy and promote economic growth at the local level.

PSETA will concentrate on supporting the entirety of the public service, including legislatures, public entities, and Parliament. Although most of our initiatives are directed at national and provincial government departments, we also seek to strengthen our relationships with the legislative sector and selected

public entities. This strategy will enable PSETA to understand the sector's needs and provide the requisite skills to address those needs more effectively.

PSETA functions as the only SETA) primarily funded through government-voted funds. This distinctive funding structure has resulted in a constrained budget and a comparatively limited number of implemented programmes each year compared to other SETAs. To mitigate this challenge, we are in the process of developing a new sustainable funding model designed to comprehensively support the government's "Leave No One Behind" initiative and expand its reach across the entire sector.

The role of PSETA in cultivating a competent, ethical, and developmental state is essential, and we remain steadfast in our determination and purposeful pursuit of this objective.



An account of a financial year that was, and a valedictory **AGM for the current Accounting Authority**

By Lavhe Mainganye – APR



On a sunny and beautiful Thursday, 21 November 2024, the PSETA held its Annual General Meeting to give an account of the 2023/24 financial year report of the Auditor-General for the year 2023|24; the Annual Report on the Accounting Authority's affairs; the Chief Financial Officer Overview: Annual Financial Statements for the year 2023|24; and the PSETA's annual budget and business plan for 2025/26.

The AGM was attended with full representation from the constituencies: Provincial Legislatures, Offices of the Premiers, Labour Unions, Public Universities, TVET colleges, and National & Provincial Government officials. PSETA's continuous efforts to enhance its performance while ensuring compliance, transparency, and efficiency in its operations have yielded positive results and an impressive account of the Annual Report and the Annual Financial Statements year on year.

A key way to measure this progress is through audits, which provide an in-depth review of the activities, processes, and financial integrity that have seen PSETA achieve a clean audit opinion for the 6th consecutive year with improved performance against the Service Level Agreement since 2017/18. The improvement of performance and the subsequent positive outcomes from audits are vital in fostering trust with stakeholders, optimising resource utilisation, and enhancing long-term sustainability.

The Accounting Authority Chairperson, Mr Thulani Tshefuta, opened the meeting to present the PSETA Annual Report for the 2023/24 financial year, a period marked by dedication, collaboration, and significant strides in our mission to develop a skilled, ethical, and capable public sector workforce for South Africa. Giving an account of the organisation's performance, Mr Tshefuta informed the stakeholders that PSETA reached 88% of its targets, reflecting its continued improved performance and dedication to enhancing public sector skills development. This accomplishment is a testament to the resilience and expertise of our team, who diligently worked to implement our Strategic Objectives and the Annual Performance Plan (APP) under the National Skills Development Plan (NSDP) framework. With Service Level Agreement (SLA) targets met, we achieved an impressive 92% success rate, positioning PSETA among the leaders in skills development. Additionally, I am proud to highlight our sixth consecutive clean audit—an achievement demonstrating our unwavering commitment to accountability, financial integrity, and compliance, he said.

Even though the SETA was impaired by challenges relating to a high vacancy rate both operationally and at governance level, this did not deter the PSETA from achieving the set targets. In the next five years, our strategic focus will be strengthening stakeholder engagement to ensure our training interventions align with sectoral needs. We are committed to fostering a responsive, adaptable skills development framework that evolves with the dynamic demands of the public sector. Our newly proposed activities, including enhancing our ERP system and initiatives targeting youth entrepreneurship, are designed to reinforce PSETA's capacity to deliver impactful, innovative programmes.

With the term of the Accounting Authority ending on 31 March 2025, Mr Tshefuta expressed his heartfelt gratitude to the stakeholders and the partnership and guidance from the Ministries of Higher Education and Training and the Public Service and Administration and their Director-Generals Ms Yoliswa Makhasi and Dr Nkosinathi Sishi, his colleagues in the PSETA Accounting Authority and to the dedicated staff, for their commitment, expertise, and passion. "Your work is the backbone of PSETA's success, and because of you, we continue to make strides toward a transformative and competent public service sector. As we enter a promising future with renewed vigour and an unwavering commitment to our mission. Together, let us continue to drive change, inspire excellence, and build the foundation for a skilled and ethical public service workforce that supports South Africa's growth and prosperity". 🌟



The Director General at the Department of Public Service and Administration, Ms Yoliswa Makhasi, gave a message of support emphasising that the DPSA is not only giving support to the PSETA, rather the PSETA is also enabling the department to achieve its targets around building the capacity of the state to achieve a professional and digitised state. “Of the 1,200 million government employees in the public service, only 6000 of those have the required digital skills in the form of basic ICT skills, and this calls for an intentional and robust focus on improving the sector’s digital skills. As the DPSA, we are proud of the transformative work that the PSETA is doing and the major collaborative work that supports the public service sector reforms, including professionalisation and the powerful recently launched Skills Audit Framework, which is already receiving positive feedback”.

Giving testimony on behalf of the other beneficiaries, one of the Department of Home Affairs’ CADET learnership beneficiaries, Ms Mmatlou Matlou, thanked PSETA for allowing them to benefit from their resources, expertise, and commitment to excellence in education and training. “This has prepared us for our roles in the Home Affairs Department and empowered us to be agents of change within our communities. The training received was not just about compliance. It was about fostering a culture of service, accountability, and innovation. The impact this programme has had on our lives has been so profound. It has opened doors to new possibilities, pushed us to discover our abilities and capabilities, and instilled a sense of pride in our work, where we have learned that public service is not merely a job. It is about making a difference in the lives of others and contributing to the greater good of our society”, she said.



Mr Tshiamo Mogotsi, a beneficiary of another PSETA-funded learning programme in partnership with the North-West Legislature, expressed his heartfelt gratitude for the opportunity. Addressing the AGM, he expressed that the journey has been an incredible adventure, and the PSETA & North-West Legislature investment in his growth and development has been invaluable. He will forever be grateful. “Through this programme, I have gained a deeper understanding of public administration, policy development, and administration. I have learnt about the challenges of government, the importance of effective governance and the role of public servants in shaping our society”.

In 2022, the PSETA awarded a bursary fund for the unemployed to the North-West Provincial Legislature to fund ten (10) unemployed youth on a Public Administration NQF Level 6 qualification. This programme was preceded by a Learnership Level 5 targeted at child-headed households.



Exploring the world of finance with the Chief Financial Officer

By Yayama Madikizela



Mr Phumudzo Mbulaheni - CFO

When we think of the journey toward achieving six consecutive clean audits at PSETA, it's easy to focus on the result—a stamp of excellence that reflects financial accuracy and compliance. But like any great journey, the story is not just about the destination; it's about the challenges, strategies, and unwavering commitment that got us here. Sitting down with PSETA's Chief Financial Officer (CFO), we uncovered the intricate and, at times, unpredictable road that led us to this remarkable achievement, revealing the human side of finance and the broader implications of leadership, teamwork, and discipline.

A Rocky Start and the Path to Success

When I asked the CFO about the financial landscape when he first joined PSETA, he didn't sugar-coat it. "It was a difficult period for finance," he admitted. "We had backlogs and several issues to work through." In fact, in 2017/2018,

PSETA received an unqualified audit opinion, indicating that while some things were in place, there was still much work to be done. Looking back on those years, it's clear how far PSETA has come since 2018. Achieving and sustaining clean audits required more than just compliance—it demanded a complete transformation in managing financial operations.

The Unpredictable Nature of Audits

When it comes to audits, the CFO explained that the process is far from routine. "Audit cycles are unpredictable because they're human-driven," he shared. "You never know what the auditor will focus on. Sometimes, you think you've mastered something, only for a new auditor to come along and focus on an area you haven't been perfecting because you thought it was in good shape."

The unpredictable nature of audits means that no matter how prepared a team may feel, there is always an element of surprise. Different audit teams bring different expertise and focus areas, keeping organisations on their toes and preventing complacency. "It's like an exam," the CFO said, comparing the audit process to the unpredictability of an exam paper. "You just do your best to prepare. Sometimes, the very thing you overlooked is what shows up, and other times, you're thankful for reading something at the last minute that comes in handy."

The Three Elements of a Clean Audit

One of the most enlightening moments of our conversation came when the CFO explained the core components of a clean audit in simple terms. "There are three elements to it," he said. "First, there's the financial day-to-day transactions—essentially, how you spend. Then there's compliance, which means ensuring you adhere to all legislation. Lastly, there's performance—how well you achieve your targets." It's these three pillars that form the foundation of a clean audit, and achieving success requires careful management of each.

But a clean audit isn't just about paperwork and numbers; it's about sustaining good practices across the board. The CFO explained the different audit outcomes and what they mean. At the lowest level is a disclaimer, where auditors can't express an opinion because key documents are missing—an indicator of poor record management. An adverse opinion is next, signalling significant errors, like misclassifying assets

entirely. Then there's a qualified opinion, where errors exist but are somewhat managed. And finally, we reach the unqualified opinion, which, when delivered without findings, is referred to in South Africa as a "clean audit." It's this top-tier achievement that PSETA has maintained for six consecutive years, a testament to the organisation's dedication and precision.

The Gatekeeper Misconception

According to the CFO, one of the biggest misunderstandings about the role of finance in an organisation is the perception that finance professionals are merely gatekeepers—stingy, strict, and always saying no. "People think you're being difficult when you hold the purse strings, but it's crucial to ensure the money is sustained," he said. "It's important to be strict, although there is room for flexibility, but compliance is a key element."

The CFO emphasised that managing finances is more than just controlling spending; it's about ensuring that resources are allocated to support long-term sustainability. "You have to guard the purse jealously," he added. This balancing act of ensuring compliance while also allowing for strategic flexibility is what makes financial leadership so challenging—and so vital to the success of an organisation.

Navigating the Future: The Role of AI and People Management

Looking toward the future, the conversation turned to the possibility of artificial intelligence (AI) playing a larger role in auditing. The CFO acknowledged that we're headed in that direction, particularly with the rise of the Fifth Industrial Revolution (5IR), which emphasises the integration of AI with human creativity and innovation. "If you remove the human element, you reduce bias, fraud, and corruption," he pointed out. "But there will always be loopholes—systems can be manipulated, too."

Beyond financial management, the CFO also spoke passionately about his role in people management. As a member of the Collective Bargaining Council, he plays a critical role in negotiating staff benefits and ensuring that PSETA's employees are well-supported. "On the people management side, I believe I've done what I can do," he said, hinting at a desire to take on new challenges in the future.

Words of Wisdom for the Next Generation

For young professionals entering the field of finance or auditing, the CFO offered words of advice that were both practical and inspiring. "Work hard. Get used to solving problems. Practice every day. Consistency is key—you don't need to be the smartest in the room, but you must work harder than everyone else."

As our conversation ended, it was clear that PSETA's six consecutive clean audits are not just the result of technical proficiency but a reflection of a much larger organisational commitment to excellence. Year after year, it's about leadership, teamwork, and a shared dedication to getting it right. The CFO's insights remind us that the journey to success is often unpredictable, but with preparation, resilience, and collaboration, it's a journey worth taking.

PSETA's story is one of growth, transformation, and an unwavering commitment to transparency and accountability. This journey will continue to inspire and shape the organisation's future for years to come. 🌱



Advancing Work-Integrated Learning in Africa

By Shivanthini Nagalingam-Potter



The SASCE WIL Africa Conference 2024, held from 02-04 October 2024 at the Century City Conference Centre, focused on the theme “Challenges and Solutions for WIL in the 21st Century: The African Perspective.” This event brought educators, industry leaders, and policymakers together to discuss and enhance Work-Integrated Learning (WIL) practices across Africa. The conference featured various activities, including workshops, plenary sessions, panel discussions, and parallel sessions. Key topics included partnerships for WIL, quality standards, employability, entrepreneurship, and the future of work and innovations. The event aimed to bridge the gap between academic knowledge and practical skills, ensuring graduates are well-prepared for the workforce.

The PSETA played a significant role in the event as a co-host of the conference. As a key stakeholder in developing and implementing WIL programmes, PSETA’s involvement was crucial in several ways.

- PSETA’s Chief Executive Officer, Ms Bontle Lerumo, who also serves as the Deputy President of SASCE, opened the gala dinner and was the programme director on day 2 of the conference.

- PSETA’s Chief Operations Officer, Ms Shivanthini Nagalingam-Potter, participated in a panel discussion on developing an African WIL Quality Framework. This framework aims to standardise and improve the quality of WIL programmes across the continent, ensuring they meet academic and industry standards.
- PSETA’s Projects Manager, Ms Nana Mngoma, chaired the commission on employability and entrepreneurship, which highlighted the importance of aligning WIL programmes with the needs of the public sector.

The SASCE WIL Africa Conference 2024 was a pivotal event for advancing Work-Integrated Learning in Africa. The involvement of PSETA and other key stakeholders was crucial in addressing the challenges and opportunities in WIL, fostering collaboration, and enhancing the employability of graduates. Institutions of higher learning worldwide have realised the importance of work-integrated learning (WIL) in creating real work experiences for students. In a work-based WIL setup at a higher education institution, students spend months in the workplace to gain practical knowledge and skills related to their fields of study under the supervision of qualified mentors. 🌐

Launch of the UNDP-DPSA Executive Development Programme


By Lavhe Mainganye – APR



In a momentous move aimed at enhancing the capacity and efficiency of the public service, a new Executive Development Programme (EDP) was launched for senior government officials on 11 November 2024 at Regenesys Business School. The programme, designed to cultivate leadership skills, improve decision-making, and enhance management competencies, is expected to play a crucial role in driving the professionalisation and transformation of the public service sector.

The United Nations Development Programme (UNDP) and the Department of Public Service and Administration (DPSA) initiative comes as part of broader government efforts to modernise public service delivery, improve governance, and meet the increasingly complex challenges of the sector. With a focus on equipping high-level public servants with the tools needed for effective policy implementation, the programme is intended to foster a culture of continuous improvement, innovation, and adaptability.

Addressing the delegates, the Minister for Public Service & Administration, Honourable Inkosi EM Buthelezi, said this programme symbolises the government's commitment to professionalising public service sector leadership. "Together with UNDP and Regenesys, we are working towards a public service equipped not only with the strategic insight it needs but also with the ethical foundation essential for public trust and efficient governance".

Mr Bongani Matomela, speaking on behalf of the UNDP, said their support for the programme contributes to the professionalisation of the public service. The launch culminated in a panel discussion on Advancing Professionalism in the Public Sector: Challenges, Opportunities, and Future Directions. PSETA supports and commends this initiative as it is part of the professionalisation of the Public Service through skills development. PSETA enrolled one of its senior managers, Ms Ntombi Fomana. Our CEO, Ms Bontle Lerumo, was one of the panel members. During the panel discussion, robust questions were tackled. Responding to a question about challenges and barriers to professionalisation, Ms Bontle Lerumo, the PSETA CEO, alluded to the challenge of skills mismatch emanating from outdated instruments used to recruit civil servants. 



PSETA and CBE sign a MoU to professionalise the public sector

By Ntombi Fomana

The Public Service Sector Education and Training Authority (PSETA) and the Council for the Built Environment (CBE) have solidified their partnership to advance skills development in South Africa's public service through a Memorandum of Understanding (MoU) signed on 10 December 2024 in Pretoria.

With a focus on addressing critical skills shortages and boosting collaboration, the CBE and PSETA's joint efforts aim to elevate the capabilities of public service professionals in alignment with the Cabinet-approved Framework for the Professionalisation of the public sector, particularly in the built environment sector. The CBE, a statutory council established under the Council for the Built Environment Act No. 43 of 2000, is mandated to regulate and drive transformation within the Built Environment sector. Similarly, the PSETA, established in terms of the Skills Development Act No. 97 of 1998, is responsible for addressing skills development within the public service sector.

In her address, Ms Bontle Lerumo, the CEO of PSETA, stressed the SETA's commitment to professionalising the public service sector, specifically focusing on transversal skills. Dr Msizi Myeza, the CEO of CBE, emphasised the significance of this collaboration in implementing the framework.

Recognising their shared mandate to enhance service delivery and skills capabilities, CBE and PSETA have agreed to collaborate on critical research areas, capacity-building, and promoting designated groups such as youth and rural communities. This partnership aligns with national priorities outlined



in the National Development Plan and National Skills Development Plan.

The partnership will see CBE and PSETA engaging in critical research, capacity-building, and supporting marginalised groups such as youth and rural communities. This initiative mirrors the national priorities outlined in the National Development Plan and the National Skills Development Plan.

Stakeholders, public service professionals, and industry leaders are urged to actively participate in this partnership to foster a highly skilled and empowered public service, capable of driving South Africa's growth and transformation in line with the Professionalisation Framework. 

Rollout of Masterclasses by PSETA on the Skills Audit Framework

By Ntombi Fomana

The Public Service Sector Education and Training Authority (PSETA) is excited to announce the rollout of a series of masterclasses aimed at capacitating human resources practitioners in alignment with the newly developed Skills Audit Framework for the public service sector. This initiative is part of an ongoing partnership with the Department of Public Service and Administration (DPSA) and the University of Pretoria, designed to address critical policy issues and enhance service delivery across all government departments.

Following the successful development of the Skills Audit Framework, PSETA has signed a memorandum of understanding with the University of Pretoria to facilitate the masterclasses, which focus on the Organisational Competency Framework Guidelines and the Skills Audit Toolbox.

Between 1 November and 11 December 2024, ten hybrid Skills Audit Methodology Masterclasses were conducted across South Africa's nine provinces, including Gauteng, Western Cape, North-West, Northern Cape, Mpumalanga, KwaZulu-Natal, Eastern Cape, Limpopo, and Free State. The first session took place on November 1 at the DPSA, targeting national departments and featuring Dr. Christa De Wet and Prof. Fourie as facilitators. They expertly guided participants through key insights on the Organisational Competency Framework, underscoring the significance of skills audits in strengthening service delivery.

These masterclasses provided vital tools and strategies to systematically identify areas where critical skills and competencies may be lacking.

Participants learned how the Skills Audit Framework can help address skill gaps through targeted training, recruitment, or development programmes. The DPSA will lead efforts to ensure that all government departments possess the necessary competencies to effectively deliver services to the public.

Experts Ms Andrica Letsoalo-Fuze and Mr Mcebisi Mazwi presented critical feedback on Workplace Skills Plans (WSP) and Sector Skills Plans (SSP) during the sessions. Their insights were instrumental in providing ongoing support and up-to-date information to realise the skills development agenda within the public service sector.

The Skills Audit Framework serves as a strategic tool to align the skills and competencies of public service employees with the evolving goals and needs of government departments. This evidence-based approach enables the public sector to effectively address both current challenges and future demands.

These masterclasses are part of PSETA's continuous commitment to strengthening the capabilities of the public service sector, ensuring that it remains well-equipped to meet the dynamic needs of public administration. For participants looking to access the toolkit and additional resources, please click here: www.pseta.org.za/documents.

Together, we are shaping a skilled and responsive public service that is dedicated to delivering efficient and effective services to the communities it serves. 🌱



Quality Assurance capacity building for **enhanced skills development training**

By Lavhe Mainganye – APR



On a quarterly basis, the PSETA Quality Assurance team conducts capacity-building workshops to equip skills development providers with the necessary knowledge, technical skills, and competencies to implement their training interventions more effectively and according to the set quality standards. On 19 September 2024, PSETA hosted a workshop on transitioning to the QCTO Occupational Qualifications Sub-Framework (OQSF) qualifications, accreditation, and assessment processes for stakeholders in the Free State Province. Officials from the Free State Training and Development Institute, TVET colleges, and skills development providers attended the workshop. The workshop took the stakeholders through the accreditation process done with the QCTO.

Accreditation for Qualifications and Part Qualifications:

Deciding on a Qualification: The first step in successfully delivering occupational qualifications is to become accredited as a Skills Development Provider (SDP). To do this, you must start by deciding which qualification(s) you want to offer. A full list of all registered qualifications and part qualifications can be found on the QCTO website at <https://www.qcto.org.za/full---part-registered-qualifications.html>

Preparing the Application: The QCTO has a set of criteria and guidelines for accreditation that must be met to gain accreditation. The accreditation criteria and guidelines specify the documents you must submit with the accreditation application. Click here to download the criteria and guidelines [sdpsaccreditation.pdf](#)

Programme Delivery Readiness: To demonstrate that you are ready to deliver the programme, you must complete forms that cover criteria such as how you plan to implement the different modules, your institution's policies, and how your learning material covers the content in the modules. These forms can be found in the "Application Process" section on the "For Skills Development Providers (SDPs)" page under the Services tab. You will need to download and complete these as part of your application.

PSETA will be delegated to conduct a site visit to check and confirm your readiness to implement the programme.

Should you require more information on PSETA qualifications, please contact Ms Lungiswa Mafuleka, Quality Assurance Manager, at charlottem@pseta.org.za 

PSETA-funded learning programme graduation at the PSCBC

By Yayama Madikizela



PSETA proudly celebrated the achievement of 137 learners who successfully completed the National Certificate in Public Administration with a focus on Procurement. This significant milestone, funded by PSETA, marks not only the culmination of months of hard work but also the beginning of promising careers in public administration.

The event was opened by Mr Frikkie De Bruin, the General Secretary of the PSCBC, whose words set a tone of both celebration and reflection on the importance of skills development in shaping the future of South Africa's public sector. Mr De Bruin highlighted the graduates' critical role in ensuring ethical, efficient, and effective procurement practices—skills essential to maintaining public administration's integrity.

Ms Bontle Lerumo, PSETA's CEO, shared a heartfelt message of support. She spoke of the dedication required to complete this qualification, noting

that this achievement is a testament to the learners' commitment to personal growth and public service. Ms Lerumo emphasised how the skills learnt in this programme will benefit individual careers and contribute to the broader vision of a capable, accountable, and transparent public sector.

Programme Director Mr Xolani Magagula guided the event with warmth and enthusiasm, celebrating the graduates' success and underscoring the significance of PSETA's investment in public sector training.

The graduation was not just a ceremony but a powerful reminder of PSETA's ongoing commitment to developing the next generation of public servants equipped with the knowledge and skills to make a meaningful difference in South Africa's governance. The celebration marked the beginning of a journey for these graduates, a journey filled with the potential to impact the public sector and the communities it serves positively. 🌟

The Northern Cape Stakeholder Engagement Roadshow

By Yayama Madikizela

The Northern Cape Stakeholder Engagement Roadshow, hosted by the Office of the Premier, marked a significant moment in the ongoing collaboration between PSETA and the province. Stakeholders gathered to discuss the strategic alignment of skills development initiatives, aiming to address the unique challenges faced by the Northern Cape. The session opened with Director-General Justice Bekebeke extending a warm welcome and setting a collaborative tone for the day.

In his opening address, Mr Bekebeke emphasised the importance of working together to tackle pressing issues in the province, saying, *"This session is more than just a roadmap presentation; it's a dialogue, a space to align on the strategic priorities of the PSETA for the next five years. It is an opportunity to identify skills gaps and occupational qualifications that address the broader skills development challenges. We have the chance to ensure that PSETA's initiatives truly meet the needs of our sector."* He encouraged active participation from all attendees, reminding them that collective input would strengthen the impact of PSETA's work across the province.

Advocate Siphokazi Moleshe, PSETA's Corporate Services Executive, expertly facilitated the session. Her engaging and humorous approach created a relaxed and interactive environment. She kept the programme on track while encouraging a spirit of openness and collaboration.

PSETA's CEO, Ms Bontle Lerumo, took to the stage next with a bold statement: *"We want to take over this province."* She underscored the significance of



the engagement session in shaping PSETA's strategic direction for the next five years, stating that this was not a presentation to simply listen to, but a platform to exchange ideas, identify gaps, and work together to make PSETA a true pillar of support for the Northern Cape.

"It's crucial for CEOs to step outside the office because sometimes we believe we are doing well, when in reality, we may not be meeting the needs of the people," Ms Lerumo reflected. "This engagement is our way of ensuring we stay in tune with the real needs of the province. We are here to hear from you, to learn from your expectations, and to figure out what can we do better."

During her presentation, Ms Lerumo shared some of the impactful work already being done in the province, such as PSETA's partnership with

the Office of the Premier on a rural development project in Kimberley, which trains unemployed youth in end-user computing through a collaboration with the National Youth Development Agency (NYDA). She also highlighted the success of intern placements in provincial government departments, inviting stakeholders to voice their thoughts on how these initiatives could be improved.

"If you feel this is not enough, today is your opportunity to tell us how we can support you better in building the relevant skills for the province," she concluded, leaving the floor open for stakeholders to express their insights and expectations.

In one particularly engaging discussion, DG, Mr Bekebeke and Ms Lerumo spoke passionately about the plight of interns in the public service. Mr Bekebeke raised a poignant question:

“Are we training interns for the streets?” He reflected on the issue of the government not absorbing interns after they have contributed innovative ideas and hard work to their departments. Ms Lerumo echoed his concerns, highlighting the frustration of seeing talented, hard-working young people, who often support entire households on a meagre stipend, leave the public service after their contracts end.

As an intern myself, I was deeply moved by this conversation. It was a powerful reminder that there are leaders in public service who genuinely care about the future of the youth and are actively seeking solutions to these pressing challenges. I felt seen, heard, and hopeful that meaningful changes were on the horizon.

PSETA’s COO, Ms Shivanthini Nagalingam-Potter, also delivered an insightful presentation. She focused on PSETA’s strategic priorities and their alignment with the National Skills Development Plan. She emphasised the importance of developing critical skills for high-level occupations and supporting small businesses through strategic partnerships. Ms Nagalingam-Potter highlighted the need to track and evaluate the impact of PSETA’s learning programmes, ensuring that learners are trained and equipped for real-world success.

“Sustainability is key,” she said, explaining how PSETA aims to transform the workplace into a training space that fosters growth and innovation. This includes focusing on environmentally conscious programmes, supporting the youth through managerial role-based training, and exploring how artificial intelligence can be harnessed responsibly within the public service sector.

Throughout the day, stakeholders engaged in meaningful discussions, sharing their insights and raising critical questions. The exchange of ideas was rich and constructive, with many expressing gratitude for the work PSETA has done thus far while also challenging the organisation to do even more.

The day was a resounding success, with PSETA gaining valuable feedback from the province on how best to serve its people. Seeds of collaboration were planted deeply, and as we move forward, we are eager to nurture these relationships and see the fruits of our efforts blossom.

As we reflect on this engagement, it’s clear that our collective commitment to skills development is the key to driving real change in the Northern Cape. We are collectively shaping a future where PSETA’s initiatives will not only meet the needs of the public service but also enhance the lives of every citizen. 🌱



Cybersecurity the pulse of PSETA operations: conversations with the ICT Manager

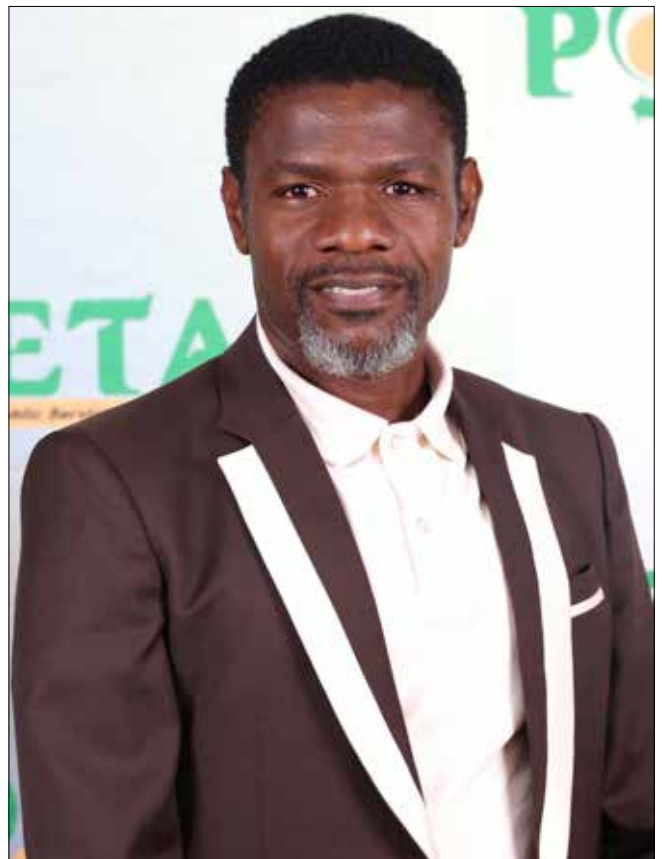
By Lavhe Mainganye – APR

Cybersecurity in the workplace is critically essential for various reasons, as it plays a key role in protecting the organisation's sensitive data, maintaining business continuity, and safeguarding its reputation, and this is no exception for the PSETA. In a conversation with the Information, Communication and Technology Manager at PSETA, he unpacked cybersecurity management within PSETA. The most common cybersecurity threats identified to inform the strategy include phishing attacks, ransomware, and data breaches. Due to the evolving ICT environment, the ICT Manager shared that it is essential to stay up to date with the latest cybersecurity trends and threats. He and his team attend ICT security training, read ICT security journals and articles, and affiliate with professional bodies.

According to Mr Mphaga, the biggest challenge organisations face when it comes to cybersecurity is that end users are the most vulnerable. Usually, they fall prey to hacking without realising it. The approach he applies to assess and manage cybersecurity risks at PSETA is holistic, starting with enterprise risk management and cascading it to ICT-related risks.

Mr Mphaga described how he prioritises cybersecurity investments and resources to ensure optimal protection without compromising business operations. He achieves this through overall ICT planning, which is informed by an ICT strategy aligned with the business strategy. In terms of the steps to take to perform a cybersecurity risk assessment, he recommends developing a cybersecurity risk assessment framework to help identify, assess, and manage risks related to the entire ICT infrastructure.

We prioritise employee education on cybersecurity matters because employees are critical to the success of the implementation of the cybersecurity plan, as they are the most vulnerable resources to ICT security. We conduct internal awareness campaigns and workshops on related policies and procedures. Communication plays a critical role in ensuring the successful implementation of the ICT security awareness plan by sharing messages, awareness campaigns, and workshop details, Mr Mphaga said.



Mr Phuti Mphaga - ICT Manager

Cybersecurity, in its nature, is a complex domain and a moving target. Therefore, because we are not an ICT house, this function is outsourced to the security specialists. To keep executives in the loop, there is a standing agenda item on ICT Security to address any challenges. We also ensure a cybersecurity-aware culture across all levels of the PSETA through awareness campaigns. Managing ICT in general at PSETA has been more about striking a balance between security and usability, particularly regarding user experience and operational efficiency, through implementing corporate governance of ICT guided by policies and procedures. 📄

Employee Wellness: the heartbeat of a productive workplace

By Yayama Madikizela

Employee wellness activities have become an essential part of the PSETA, aiming to enhance employees' overall health, well-being, and productivity. PSETA recognises the importance of a healthy workforce. Wellness programmes have evolved to include a wide range of initiatives designed to support physical, mental, and emotional health. By fostering a healthier, more balanced work environment, organisations can boost employee morale, reduce healthcare costs, and create a more productive and happier workforce.

BREAST CANCER AWARENESS

In October, we came together to commemorate Breast Cancer Awareness Month with a meaningful gathering to raise awareness and foster open conversations. We were honoured to have Ms Aadila Monsoor, a courageous breast cancer survivor, as our guest speaker. Aadila shared her inspiring journey, offering valuable insights into the realities of living with and overcoming breast cancer. She educated us on early detection, the importance of support systems, and how she continues to shine a light on others facing similar challenges. Being a breast cancer survivor is not just about surviving the illness; it's about thriving after the fight. It's about rebuilding one's life, finding meaning in the experience, and living with a renewed sense of purpose. The session concluded with a heartfelt moment of silence, where we lit candles in solidarity. This quiet tribute was dedicated to those currently battling breast cancer, honoured the memory of those we've lost, and celebrated the strength of survivors. It was a powerful reminder to continue supporting one another, raising awareness, and urging all survivors to keep shining their light.



INTERNATIONAL MEN'S DAY

On International Men's Day, PSETA recognised and celebrated men under the theme "Celebrating the positive impact of men in the workplace, community, and beyond." We acknowledged the important roles men play as colleagues, leaders, mentors, and family members, while also creating a space for deeper conversations about their experiences and challenges.

Guest speakers Mr Thabang Baloyi and Mr Eddy Maseko led insightful discussions encouraging men to embrace vulnerability, openness, and honesty. They emphasised that in a world where men are often expected to be stoic and strong, it is equally important to have spaces where they can express their emotions and experiences without judgment. This kind of openness strengthens individual well-being and enhances their roles as contributors to society.

Celebrating men is about more than recognising their achievements—it's about creating environments that support their growth, mental health, and emotional resilience. By fostering discussions on the pressures and expectations they face, we enable men to reflect on their journeys, seek help when needed, and ultimately become better individuals in their personal lives and as contributors to the greater community.

As the speakers shared personal stories of overcoming challenges, it became clear that these conversations were essential. Giving men the room to engage openly paves the way for healthier workplaces and stronger communities. At PSETA, we believe in the importance of these moments, as they contribute to a culture of empathy, understanding, and mutual support—values we are proud to champion.





16 DAYS OF ACTIVISM FOR NO VIOLENCE AGAINST WOMEN AND CHILDREN

For 16 Days of Activism for No Violence Against Women and Children, PSETA united in commemoration under the theme "30 Years of Advancing Collective Action to End Violence Against Women and Children." We hosted an insightful session with a speaker from DNA Wellness, sparking a powerful and engaging conversation on the pervasive issues of gender-based violence (GBV) in both society and the workplace.

The discussion delved deep into the many faces of GBV, where participants shared personal experiences, raised critical concerns, and brainstormed possible solutions. Through open dialogue, we learned from one another. We explored ways we could each contribute to meaningful change, highlighting the collective responsibility to create safer spaces for women and children.



For AIDS Day, we honoured those lost to the disease and showed solidarity with those still fighting by wearing red ribbons and lighting a candle—a solemn moment of reflection and hope. The candle symbolises both remembrance of the lives lost and a beacon of light for those who continue to battle HIV/AIDS, serving as a reminder that the fight is not yet over but that hope and resilience remain.

The day was a meaningful blend of awareness and action, reinforcing our commitment to advancing the fight against GBV and supporting the ongoing battle against HIV/AIDS. As we reflected on the progress made over the years, we were reminded that true change comes from collective action, empathy, and unwavering commitment to building a safer, more compassionate world.



PSETA
Public Sector Education and Training Authority

25 Nov - 10 Dec

16 DAYS OF ACTIVISM

FOR NO VIOLENCE AGAINST WOMEN AND CHILDREN

30 years of advancing collective action to end violence against women and children.

Inter-SETA Sports Day

At the recent Inter-SETA Sports Day, PSETA stood out not only for its performance on the field but also for the unmatched spirit and camaraderie that radiated throughout the day. Competing against other SETAs in netball and soccer, our teams brought energy and enthusiasm to every moment, from the first whistle to the final score.

What truly made PSETA shine was the unshakable support from everyone—cheering each other on, singing, chanting war cries, and dancing with joy, regardless of the outcome. The sense of togetherness was palpable, creating a fun-filled atmosphere where competition was secondary to celebrating unity and sportsmanship.

As the day ended, we celebrated our efforts and the bonds we forged with other SETAs, joining them in song and laughter. It was a day that reminded us of the power of teamwork, the joy of shared experiences, and the importance of uplifting one another.

With our spirits high, PSETA looks forward to next year's competition. We are determined to come back stronger and more united than ever, ready to carry our team spirit into another round of friendly competition. 🌀





PSETA SYSTEM NOTICE

FOR 2025/26 WSP/ATR SUBMISSIONS

We hereby notify you that the PSETA online system for capturing the Workplace Skills Plan (WSP) and Annual Training Report (ATR) for the 2025/26 financial year will be open **from 30 January 2025**. The system may be accessed through the following PSETA web address: www.pseta.org.za

FOR INQUIRIES:

- Berned Molemane:
BernedM@pseta.org.za
012 423 5709
- Mcebisi Mazwi:
McebisiM@pseta.org.za
012 423 5716

The submission deadline for the WSP/ATR 2025/26 information is 30 April 2025.



Thank you

Dear PSETA Stakeholder

On behalf of the PSETA Accounting Authority, I would like to extend our sincere appreciation to you for attending and participating in our Annual General Meeting (AGM) held on 21 November 2024. Your presence and active engagement were instrumental in making the event a success.

We greatly appreciate your continued support and valuable contributions as we reflect on the achievements of the past year and look ahead to the exciting opportunities and challenges that lie ahead. Your involvement plays a crucial role in shaping the future of our organization.

Once again, thank you for your time and commitment. We look forward to your continued partnership as we move forward.

Warm regards,
Ms Bontle Lerumo
Chief Executive Officer
PSETA

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 partnered in an exciting research partnership over the last three years.

This partnership has sought to support the PSETA in providing evidence-based research to facilitate skill development and practical skill 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 using 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 Sibiya

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

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

<https://open.spotify.com/episode/3clyPinBLEZEZaCtUyENmg?si=RWI5xPcYQZ6593DpfpaaTAA>

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=0lrNoO12xOY>

<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/5jFk58LmSsq4dZLLxoiz>



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