

# PSETA NEWS

Q4 - January - March 2025

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# Editor's Note



Ms Lavhe Mainganye – APR

As we close the final quarter of the 2024/25 financial year, this edition of PSETA News is both a celebration and a reflection—a tribute to the progress we've made and a call to action for the journey ahead.

This quarter has been marked by powerful engagements, strategic collaborations, and a deepened

commitment to building a capable, ethical, and developmental public service. From the CEO's heartfelt reflection on five years of transformative leadership to the voices of stakeholders across provinces, this issue captures the spirit of unity, resilience, and innovation that defines PSETA's work.

We spotlight flagship programmes like the Cadet Programme and the Batho Pele Digital Skills initiative, which are not only changing lives but also reshaping the future of public service. Our roadshows in Limpopo, KwaZulu-Natal, Mpumalanga, and beyond have reaffirmed the importance of listening, learning, and co-creating solutions with those we serve.

This edition also features the launch of the Public Service Future Skills Needs Report, a critical milestone in aligning our skills development efforts with the demands of the Fourth Industrial Revolution. Through research, partnerships, and capacity-building workshops, we continue to empower

the sector with tools and knowledge to thrive in a rapidly evolving landscape.

To our readers—thank you for walking this journey with us. Your feedback, participation, and passion fuel our mission. We invite you to engage with this publication, share your insights, and be part of shaping the future of skills development in the public service. Follow us on X @OfficialPSETA, Facebook & LinkedIn Public Service Sector Education & Training Authority, Instagram @pseta\_org, and the website at [www.pseta.org.za](http://www.pseta.org.za) to get updates. We wish to hear your feedback on this publication, and should you want to have your skills development-related activities featured in this publication, please send an email to [communications@pseta.org.za](mailto:communications@pseta.org.za)

**Ms Lavhelesani Mainganye**  
Communication Officer (APR)

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Ms Bontle Lerumo - CEO

# Reflecting on Five Years of Progress and Future Outlook

As I reflect on the past five years as the CEO of the Public Service Sector Education and Training Authority (PSETA), I am sharing insights into the organisation's journey over the past five years, highlighting key achievements, challenges, and the prospects.

## BUILDING STRONGER GOVERNANCE AND STABILITY

Reflecting on the evolution of PSETA's collaboration with the Accounting Authority (AA), I wish to emphasise the significant strides made in stabilising the organisation. When we started the five-year strategy term in 2020, there were many unresolved labour issues which were going to affect our operations if left unresolved. The initial focus was on extending contracts for managers and staff, which was crucial for preparing for audits and annual reports. This effort laid the foundation for a professional working relationship centred on performance, stability, and good governance.

## FOSTERING A COLLABORATIVE CULTURE AND OVERCOMING CHALLENGES

I believe in the importance of fostering a collaborative culture within an organisation. This is why, under my leadership, I made certain that, collectively, we cultivate a culture where everyone works together as a team. This approach has been pivotal in achieving internal efficiency and effectiveness, with regular meetings ensuring alignment and collective problem-solving.

The journey was not without challenges. I can recount a time when trust issues between the CEO, management, and staff were high. We had to work hard to build trust at all levels. Additionally, labour relations and budget constraints posed significant hurdles. However, through strategic efforts and a focus on corporate governance, PSETA has managed to turn these challenges into opportunities for growth.

## ACHIEVEMENTS AND STRATEGIC PARTNERSHIPS

In the past five years, PSETA has achieved several milestones, including six consecutive clean audits, mapping and the automation of business processes. A notable strategy has been leveraging partnerships due to limited funding and to remain relevant, impactful, and delivering on the mandate of a sector education and training authority. Our partnership approach has been instrumental; it allowed us to bring together powerful stakeholders and launch significant, impactful projects.

## OUTLOOK, INSTITUTIONAL ARRANGEMENTS AND STRATEGIC OVERVIEW

Guided by our strategic value chain that underpins the organisation's efforts to enhance skills development within the public service sector. This comprehensive approach ensures that PSETA remains at the forefront of contributing towards building a capable, ethical, and developmental state. PSETA's focus is on developing transversal skills, which are essential for the effective delivery of government

services. These skills include administration, management, planning, legislation, and policy development. The National Skills Development Plan (NSDP) guides PSETA's long-term vision, aiming to produce high-demand occupations, improve workforce skills, and support entrepreneurship and career development. PSETA's core business operations are centred around several key areas:

**Quality Assurance:** As a delegated quality assurance body by the Quality Council for Trades and Occupations (QCTO), PSETA oversees the development, accreditation, assessment, and certification of occupational qualifications. PSETA prioritised the review of the legacy qualifications and is currently implementing occupational qualifications.

**Special Projects and Partnerships:** PSETA collaborates with various stakeholders to deliver digital skills training, support rural development, and provide small business support. Notable partnerships include the Batho Pele Digital Skills Programme with Microsoft and a learnership programme for youth with disabilities in collaboration with the KZN Department of Social Development and NYDA.

**Research and Skills Planning:** Continuous research and impact assessments ensure that PSETA's programmes are aligned with the needs of the public service sector. This includes updating Sector Skills Plans and conducting studies on future skills needs.

Learning Programmes: PSETA offers a range of learning programmes, including learnerships, internships, and Recognition of Prior Learning (RPL). These programmes are designed to build a structured learning pathway and ensure that no one is left behind in their skills journey.

### FLAGSHIP PROJECTS

PSETA's flagship projects demonstrate its commitment to innovative and impactful skills development:

- **Future Skills for the Model Public Servant:** This project, in partnership with the TUT Institute of the Future of Work, defines the competencies required for future public servants and explores emerging occupations and digital transformation needs.
- **Cadet Programme:** In collaboration with the Department of Home Affairs, this programme trains unemployed youth on Home Affairs Services, combining theoretical learning with practical experience at ports of entry.
- **Digital Entrepreneurship:** Partnering with NEMISA, this programme equips SMMEs with the digital skills needed to start, run, and grow a digital enterprise.

- **Skills Audit Toolkit** for the public service sector in partnership with the Department of Public Service and Administration.

As a SETA we strive to continuously be responsive to the needs of the sector employing different consultative approaches namely, stakeholder engagement roadshows by the CEO, capacity-building workshops for processes and procedures. Through these engagements we gathered both compliments and challenges experienced by the sector and identified areas for improvement. Eventually, this information assists in shaping what goes in the strategy. The quality of engagements with and reception by the sector have improved over the years and are now at high level with decision-makers in the sector.

Looking ahead, I envision a PSETA that is responsive to stakeholder needs and leverages technology to enhance public service delivery. We need to utilise technology internally to make our lives better and work smarter. This includes adopting artificial intelligence, machine learning, lifelong learning, and data analytics to improve efficiency and decision-making. The strategic vision for PSETA emphasises the importance of

partnerships, research, and technology in building a skilled and capable public service workforce.

By fostering a culture of collaboration, leveraging strategic partnerships, and embracing technology, PSETA is well-positioned to continue its mission of enhancing skills development in the public service sector. From a personal perspective, If I were to do this again, I would do more, with the hope witnessing more smiles from learners and beneficiaries being conferred their qualifications, their excitement, hope for the future and general appreciation of the opportunities that PSETA has afforded to the learners. Also, to witness again how PSETA transitioned to a high performing organisation over the years, and ultimately witnessing a 100% achievement on both the SLA and APP target; and a PSETA with a sustainable funding model.

Every milestone and achievement in the past years was made possible by collective efforts from the PSETA team, who worked tirelessly to deliver on the mandate at times having to find balance between work and life. 🌟

# A reflection of pragmatic leadership and a heritage of good governance with Mr Thulani Tshefuta

By Lavhe Mainganye – APR

In an insightful interview, Mr Thulani Tshefuta, Chairperson of the PSETA Accounting Authority, reflects on his tenure and the significant strides made by the Public Service Sector Education and Training Authority (PSETA) under his leadership. The conversation, led by Lavhelesani Mainganye, delves into the challenges, accomplishments, and future directions for PSETA.

## A JOURNEY OF SERVICE AND COLLECTIVE LEADERSHIP

Mr Tshefuta emphasised that leadership is not about building personal legacies but about service and collective effort. He views his role as Chairperson as being the first among equals, working within a team to achieve common goals. This perspective has guided his approach throughout his tenure, focusing on the collective achievements rather than individual accolades.

Reflecting on his time as Chairperson, Mr Tshefuta expressed pride in the progress made by the PSETA. He highlighted the successful completion of a five-year journey, during which the organisation has been transformed and strengthened. One of the most significant impact has been the enhancement of PSETA's value and its role in supporting the public service sector. By placing primary beneficiaries at the center of all decisions and activities, PSETA has created lasting public value and demonstrated its importance in building a capable, ethical, and developmental state.

## DEFINING MOMENTS, EVOLUTION & IMPACTFUL CHANGES

Mr Tshefuta identifies several defining moments that have shaped his leadership. One key accomplishment was uniting a diverse board behind a single vision and mission. This unity allowed the board to focus on the core mandate of PSETA and avoid distractions. Additionally, the board's ability to mobilise stakeholders and work collaboratively with the CEO, executives, and staff has been crucial in achieving their goals. Overcoming labour relations challenges and fostering a sense of collective ownership and unity within the organisation are also highlighted as significant achievements.



Mr Thulani Tshefuta - Chairperson

Under Mr Tshefuta's leadership, PSETA has undergone substantial evolution. When he was appointed, the organisation faced numerous challenges, including HR and labour relations issues and internal mistrust. By focusing on governance and strategic leadership, the board was able to stabilise the organisation and improve its performance. Mr Tshefuta also emphasised the importance of setting an example through prudent financial management and reducing unnecessary expenses, which allowed more resources to be directed towards programmes and services.

## GOOD GOVERNANCE IMPACT & OVERCOMING CHALLENGES

Good governance has been a cornerstone of Mr Tshefuta's tenure. He and the board upheld high standards of corporate governance, which translated into improved performance and accountability. The consistent achievement of clean audits over the past five years is a testament to the board's commitment to good governance. This focus on governance has also fostered trust and confidence among stakeholders, enabling PSETA to build solid partnerships and achieve its strategic objectives.

Mr Tshefuta acknowledges several challenges faced during his tenure, including labour relations issues and the need to unify the board and staff. He highlighted the importance of addressing these challenges head-on and finding solutions that benefit the organisation. Another significant challenge has been the limited budget, which has required careful management and strategic planning to ensure PSETA's continued success.

## COLLABORATION AND STAKEHOLDER ENGAGEMENT

Collaboration with other board members and stakeholders has been a key aspect of Mr Tshefuta's leadership. By engaging with stakeholders at all levels and building meaningful partnerships, PSETA has been able to create value and support the public service sector effectively. Mr Tshefuta emphasises the importance of understanding the needs of both the sector and the staff and ensuring that PSETA's programmes and initiatives are responsive to these needs.

Looking to the future, Mr Tshefuta advises his successors to focus on building solid relationships between the board and management, and to remain committed to the core mandate of PSETA. He stresses the importance of leveraging the organisation's strengths and opportunities, such as leading work-integrated learning programmes and internships for public administration graduates. By continuing to innovate and adapt, PSETA can further enhance its impact and support the development of a skilled and capable public service.

## PERSONAL REFLECTIONS AND NEXT STEPS

As he steps down, Mr Tshefuta reflects on the meaningful engagements and opportunities for growth that his role at PSETA has provided. He expresses gratitude for the support and collaboration of his colleagues and stakeholders. Looking ahead, he plans to pursue further his education and explore opportunities in academia, with a focus on corporate governance and public administration. Mr Tshefuta's commitment to personal and professional development will undoubtedly continue to influence his future endeavours.

His tenure as Chairperson of the PSETA Accounting Authority has been marked by significant achievements and transformative leadership. Through a focus on good governance, collaboration, and strategic vision, he has helped position PSETA as a model organisation within the public service sector. As he moves on to new challenges, his heritage of service and collective leadership will continue to inspire and guide PSETA's future success. 🌟



# Empowering the Future: An Interview with Ms Tampane Molefe- Sefanyetso

By Lavhelesani Mainganye, APR PRISA



In a recent interview, Ms Tampane Molefe-Sefanyetso, Acting Deputy Director-General for Human Resources Management and Development at the Department of Home Affairs (DHA), and also a member of the PSETA Accounting Authority, shared insights into the transformative Cadet Programme and its impact on the department and its participants. The interview, conducted by Lavhelesani Mainganye, highlighted the programme's objectives, successes, and future directions.

## CADET PROGRAMME, ITS OBJECTIVES AND ALIGNMENT WITH THE DEPARTMENTAL NEEDS

The Cadet Programme, initiated by the DHA, aims to introduce unemployed youth to the working environment of Home Affairs. Ms Molefe-Sefanyetso emphasised the programme's alignment with the department's broader goals of building capacity and addressing unemployment. The programme targets youth aged 18 to 35 who have not pursued post-matric qualifications, providing them with practical experience and training.

The primary objective of the Cadet Programme is to equip participants with the skills and knowledge necessary to thrive in the DHA. The programme includes a comprehensive curriculum covering civic services, immigration services, and support functions such as strategy, planning, and risk management. Additionally, participants receive training in life skills, financial management, and computer literacy, ensuring they are well-rounded and prepared for various roles.

Ms Molefe-Sefanyetso highlighted the importance of the programme in enhancing the department's capacity while also benefiting the individual cadets. Many participants have found employment within the DHA or other organisations, demonstrating the programme's effectiveness in preparing them for the workforce.

## IMPACT, MENTORSHIP, AND HANDS ON EXPERIENCE

The interview revealed several success stories of cadets who have significantly enhanced their skills through the programme. Ms Molefe-Sefanyetso shared examples of cadets who have excelled in their roles, particularly in the Immigration Services division. These individuals have not only contributed to the department's success but have also become ambassadors for the programme, showcasing its value to the broader community.

Mentorship plays a crucial role in the Cadet Programme, with trainers and senior staff providing guidance and support to participants. The programme includes both formal and informal mentorship arrangements, ensuring cadets receive the necessary

support to succeed. Trainers follow participants to their assigned offices, providing practical assistance and ensuring they apply their classroom learning effectively.

The DHA Cadet Programme is needs-based and this has been proven by the number of graduates absorbed within the department after successfully completing their programme.

FINANCIAL YEAR	PROGRAMME	NUMBER OF RECRUITS APPOINTED IN DHA
2014	National Certificate	49
2016	National Certificate	35
2016	Port of Entry and Civic Services	10
2018	National Certificate	54
2019	National Certificate	5
TOTAL		153

Looking to the future, Ms Molefe-Sefanyetso discussed the programme's evolution to meet the growing demands for specialised skills within the DHA. The department is focusing on digital transformation and aims to build a cohort of participants who understand and contribute to this new strategy. The programme will continue to emphasise the development of practical, transferable skills, ensuring participants are well-equipped for various roles within the department and beyond.

## COLLABORATION WITH PSETA

The partnership between the DHA and PSETA has been instrumental in the success of the Cadet Programme. Ms Molefe-Sefanyetso expressed gratitude for PSETA's support, particularly in funding the programme and providing resources for training and development. The collaboration has enabled the DHA to continue offering the programme despite financial constraints, ensuring ongoing support for the department and its participants.

The Cadet Programme at the DHA is a testament to the power of collaboration and the importance of investing in youth development. Through comprehensive training, mentorship, and practical experience, the programme is building a skilled and capable workforce ready to meet the challenges of the future. As the DHA continues to evolve and embrace digital transformation, the Cadet Programme will remain a vital component of its strategy, ensuring the department's ongoing success and the empowerment of South Africa's youth. 🌍

# Launch of the **PSETA Public Service Future Skills Needs Report**

By Lavhelesani Mainganye, APR PRISA


The Public Service Sector Education and Training Authority (PSETA) is proud to announce the launch of its latest research report, the "Public Service Future Skills Needs Report." This comprehensive study, conducted in collaboration with the Tshwane University of Technology (TUT), provides an in-depth analysis of the current and future skills and competencies required for the South African public service sector. The report highlights the critical need for a skilled and competent workforce to drive the developmental state agenda as envisioned in South Africa's National Development Plan (NDP). It underscores the importance of continuous skills development and professionalisation within the public service to enhance state capacity and improve service delivery. During a handover of the report to the PSETA Accounting Authority Chairperson, Prof Maserumule shared the key findings where the study reveals significant gaps in the current skills and competencies of public servants, particularly in areas such as digital literacy, financial management, and customer service. The study also identified a notable skills mismatch, with many public servants possessing qualifications that do not align with their job requirements.

On Future Skills Needs, the report identifies critical future skills, including digital skills, data analytics, artificial intelligence, and cyber security. Emphasis is placed on the need for strategic thinking, problem-solving, and innovation to navigate the complexities

of the Fourth Industrial Revolution (4IR). The report further recommends among other actions, that the sector conducts regular skills audits to identify gaps and align training programmes with the evolving needs of the public service sector. It also calls for a digital transformation by investing in digital infrastructure and skills to leverage the opportunities presented by the 4IR.

Speaking on behalf of the Minister of Higher Education & Training Authority Dr. NP Nkabane, the adviser to the Minister, Dr. Clarence Tshitereke, said, "What excites us the most is the focus on public service skills and competencies needs in South Africa: present and the future. The Report advises us that the future of our public service depends on the ability of our workforce to adapt to technological advancements, embrace digital transformation, and cultivate the competencies required to deliver high-quality services to our people."

The PSETA Public Service Future Skills Needs Report provides a roadmap for building a capable and developmental state through strategic skills development. By addressing the identified gaps and implementing the recommended actions, South Africa can enhance the efficiency and effectiveness of its public service, ultimately improving service delivery and achieving the goals of the NDP.

For more information and to access the full report, please visit PSETA's website: [PSETA Report Updated.pdf](#) - Google Drive 



# Empowering the Public Service: PSETA CEO's strategic stakeholder engagements

By Yayama Madikizela

Reflecting on the dynamic and transformative activities of the Public Service Sector Education and Training Authority (PSETA) during the fourth quarter of the 2024-2025 financial year, it is evident that significant strides have been made in advancing skills development across the sector. This collection of articles highlights the impactful workshops, roadshows, and stakeholder engagements that have taken place in various provinces, each aimed at fostering a more skilled, capable, and responsive public service.

From the Limpopo Workshop's strategic discussions on provincial skills needs to the Eastern Cape Roadshow's urgent call for action in addressing the skills crisis, PSETA has demonstrated unwavering commitment to its mission. The Free State and Mpumalanga roadshows further underscored the importance of collaboration and innovation in public service delivery, while the National Departments Capacity Building Workshop set the stage for enhanced skills planning at the national level.

The robust discussions were a reminder of the collective resolve and shared vision that drive PSETA's efforts. Each engagement, whether in the bustling cities or the quiet rural areas, reflects a dedication to building a public service that not only meets the demands of today but is also prepared for the challenges of tomorrow. Through strategic partnerships, targeted training programmes, and a focus on both transversal and technical skills, PSETA continues to pave the way for a brighter, more inclusive future for all South Africans.

## EASTERN CAPE ROADSHOW - 21 JANUARY 2025

### EASTERN CAPE: A PROVINCE ON THE BRINK OF POSSIBILITY

On a summer morning in January, we arrived in East London—not merely with presentations and documents, but with a promise. A promise to walk alongside the Eastern Cape, to listen deeply, and to help carve a new path for its people. In partnership with the Office of the Premier, PSETA came with one mission: to confront the skills crisis head-on and to offer something far more powerful than plans—hope, translated into action.

From the moment we gathered in that room, the atmosphere was charged with more than expectation. There was urgency. There was conviction. Because what lay before us was not abstract policy or bureaucracy—it was the future. A future that could either uplift or forsake a generation.

The Director-General set the tone, not with niceties, but with unflinching truth:

**“The Eastern Cape is heavily carried by the Auto Industry. We are moving into a future where there will be more electric vehicles. Do we have the kind of skills to sustain that transition? No. Unless we deliberately and consciously engage in programmes to develop that skills pipeline, we will not get there.”**

It was not just a warning. It was a call—a challenge to dream bolder, plan smarter, and act faster. The public sector is evolving. It *must* evolve. The systems of yesterday will not hold up under the weight of tomorrow.

And so, the question becomes: What will we do about it?

PSETA's CEO, Ms Bontle Lerumo, stood with clarity and compassion, and made it known:

**“We want to be at the heart of building a skilled, capable, and innovative workforce. Our training interventions must be relevant and must meet your needs. That is why we are here—to ensure that what we implement reflects the aspirations of this province.”**

This is not about ticking boxes. This is about transformation at its most human level. It is about equipping the youth not just to survive, but to thrive. It is about building skills that heal, empower, and restore dignity.

But no single entity can carry this vision alone.

The Eastern Cape demands more than policies and strategies—it demands a radical shift in how we govern, collaborate, and serve. It needs leadership that is bold, honest, and emotionally invested in the lives it impacts. It needs systems that are proactive, not reactive. And it needs all of us—public servants, private sector partners,

community leaders—to rise above silos and co-create a shared future.

As the room opened for questions, stories poured forth—raw, unfiltered, and deeply human. One of the participants asked:

**“Where have we gone wrong as a province? We cannot keep sending our youth back to the streets.”**

His words were not rhetorical. They pierced the air like a cry. And in that moment, we were reminded that the stakes are too high for complacency. These dialogues are not ceremonial. They are sacred. They are a return to the drawing board, where courage and humility meet.

Another participant shared how she began a leadership programme for young women—but had to pause it due to a lack of skilled mentors. Her message was strong: *Without mentors, there will be no leaders. And without women at the helm, there will be no inclusive future.*

Another stakeholder echoed a structural frustration:

**“Progress in this province often depends on a letter from the DG.”**

Red tape, silence, and disengagement—these are not minor administrative hiccups. They are the very barriers that stall transformation before it begins.

In response, Ms Lerumo offered assurance—not with platitudes, but with resolve. These stories, she said, would not be left in the room. They would travel. They would be raised. And most importantly, they would be acted upon.

PSETA COO, Ms Shivanthini Nagalingam-Potter, closed the session with a clear and compelling roadmap—outlining PSETA's strategic priorities and reaffirming its long-term commitment to skills development that is rooted in relevance, sustainability, and social justice.

This collaboration with the Office of the Premier is not just a programme. It is a promise—a beacon lighting the way from stagnation to possibility.

The Eastern Cape is a province in becoming. Rich in culture, heavy with history, and brimming with untapped brilliance. It deserves better—and PSETA is here to help deliver just that.



## FREE STATE STAKEHOLDER ROADSHOW - 14 FEBRUARY 2025

In a concerted effort to enhance the efficacy and responsiveness of South Africa's public sector, the Public Service Sector Education and Training Authority (PSETA) has been convening Stakeholder Engagement Roadshows. This time, the organisation was in Bloemfontein, Free State, on 14 February 2025.

The session commenced with an address by the Acting Deputy Director-General (DDG), Mr Chris Oelefse, who emphasised the critical role of collective action in developing an agile and future-ready public service. He commended PSETA's proactive leadership in designing training programmes that anticipate and address emerging challenges, urging the organisation to persist in its visionary efforts.

Following this, PSETA's Chief Executive Officer, Ms Bontle Lerumo, delivered an insightful discourse on the foundational steps necessary for genuine transformation within the public sector. She articulated a clear vision, stating that to "truly transform and professionalise the public sector, we must return to the basics."

Ms Lerumo expressed enthusiasm for the forthcoming discussions, aiming to delineate how PSETA can more effectively bolster the province's public service framework.

Adding depth to the dialogue, Chief Operations Officer (COO), Ms Shivanthini Nagalingam-Potter, presented an overview of PSETA's mission, vision, and core values. She elucidated that PSETA is committed to "leading in the development of skilled and competent human capital in the Public Service Sector through effective coordination of skills development interventions based on occupationally directed qualifications." Ms Nagalingam-Potter highlighted that PSETA's primary focus is on transversal skills within the public service sector—aptitudes essential to the 'business of government'. These encompass administration, management, planning, legislation, and policy development, all pivotal in enhancing the efficiency and effectiveness of governmental operations.

Ms Nagalingam-Potter also delved into the National Skills Development Plan (NSDP), which aspires to cultivate "an educated, skilled, and capable workforce for South Africa." The NSDP's objectives include identifying and increasing the production of occupations in high demand, linking education to the workplace, elevating the skill levels within the South African workforce, and expanding access to occupationally directed programmes. Furthermore, it supports career development services, encourages worker-initiated training, bolsters the growth of public institutions, and promotes skills development for entrepreneurship and co-operative ventures.

In this context, Ms Nagalingam-Potter outlined the pivotal roles of Sector Education and Training Authorities (SETAs). On the demand side, SETAs are tasked with conducting labour market research, developing sector skills plans, formulating



strategic and annual performance plans, establishing service level agreements, and submitting quarterly reports. On the supply side, the responsibilities encompass addressing sectoral skills needs and priorities, tackling scarce and critical skills through the implementation of learning programmes, facilitating accessible entry points into various professions, and collaborating with relevant quality councils, notably the Quality Council for Trades and Occupations (QCTO), to ensure the quality and provision of learning programmes.

The Bloemfontein session was particularly noteworthy, providing a conduit for stakeholders to exchange insights, confront prevailing challenges, and collaboratively devise solutions aimed at elevating public service excellence in the Free State. The discourse delved into the integration of digital technologies to enhance service delivery, resonating with themes from the recent State of the Nation Address. This alignment underscores PSETA's dedication to ensuring that its programmes are not only contemporary but also anticipatory of the future public service demands.

### MPUMALANGA ROADSHOW - 24 FEBRUARY 2025

On the 24th of February 2025, PSETA hosted a transformative stakeholder engagement in Mpumalanga, continuing its vital series of roadshows that are lighting the way toward a brighter future for South Africa's public service. The session opened with Ms Vanitha Francis, standing in for DG Mr Peter Jiyane, who set the tone with a powerful reminder of the collective strength needed to overcome the challenges faced by public service in the province. Her words spoke directly to the heart of the day: collaboration, unity, and action are the catalysts for change.

With poised leadership, Advocate Siphokazi Moleshe, PSETA's Corporate Services Executive, steered the session as the programme director. Advocate Moleshe infused the proceedings with an unwavering focus on the agility and bold leadership necessary to navigate the complexities of our fast-paced world. She ensured that each voice in the room was heard, empowering stakeholders to share their perspectives and contribute to a forward-thinking dialogue that is essential for real progress.

PSETA's CEO, Ms Bontle Lerumo, delivered a stirring address that captured the essence of the engagement. With passion and clarity, she spoke about the transformative power of digital technologies in public service, aligning her words with the vision of the State of the Nation Address. Highlighting initiatives like the Batho Pele Digital Skills Programme, Ms Lerumo showcased how PSETA is not just preparing public servants for the digital age but is actively reshaping the way we deliver services, ensuring that every citizen experiences the change they deserve.

As the day progressed, stakeholders raised pivotal issues that revealed both the opportunities and challenges before us. Questions about the relevance of qualifications and the adaptability of workplace skills plans (WSPs) were met with thoughtful discussions, while concerns about funding constraints and frozen posts underscored the urgency of addressing the barriers to young professionals entering the sector. These conversations were a stark reminder of

how far we have come—and how far we still have to go—to ensure that the next generation of public servants can contribute meaningfully to the nation's growth.

In her presentation, PSETA's COO, Ms Shivanthini Nagalingam-Potter, delivered an impassioned message about the centrality of skills development to public service excellence. She highlighted the critical importance of transversal skills, illustrating how PSETA is empowering both unemployed youth and current public servants to enhance their capabilities in ways that directly impact service delivery. Ms Nagalingam-Potter also spotlighted key provincial initiatives, such as the bursary programme for unemployed learners at the University of Mpumalanga, skills programmes in financial management, and a rural youth development project in Dr. JS Moroka Municipality.

A particularly poignant moment of the day came when Ms Nagalingam-Potter celebrated the completion of NQF Level 5 and 6 qualifications by 176 public service officials through the Recognition of Prior Learning (RPL) programme. This remarkable achievement serves as a powerful reminder of PSETA's unwavering commitment to not just qualifications, but to the heart of public service transformation. It's about real people, real growth, and a tangible difference in the public sector.

The engagement itself was marked by dynamic, heartfelt discussions, with stakeholders actively collaborating to map out a path to a more effective and efficient public service in Mpumalanga. These conversations, rich with insights and challenges, underscored the urgency of the work at hand. PSETA's commitment to driving transformation, ensuring that every engagement and initiative contributes to a stronger, more capable government, was at the forefront of the day's discussions.

Through these roadshows, PSETA continues to be a beacon of hope and change, not only leading but inspiring the transformation of South Africa's public service into a force that meets the needs of all its people.



**KWAZULU NATAL ROADSHOW 11 MARCH 2025****PSETA STAKEHOLDER ENGAGEMENT ROADSHOW: UNLOCKING KZN'S POTENTIAL FOR SKILLS DEVELOPMENT AND PROFESSIONALISATION**

PSETA recently hosted a Stakeholder Engagement Roadshow in KwaZulu-Natal (KZN), bringing together key players from government, academia, and public institutions to strengthen partnerships, identify skills gaps, and collaborate on skills development initiatives. The event highlighted the importance of professionalising the public service and ensuring KZN remains competitive by building a capable and skilled workforce.

Advocate Siphokazi Moleshe, PSETA's Corporate Services Executive, led the engagement with opening remarks. She outlined the purpose of the roadshow: to hear from the people of KZN about their needs in terms of skills development and how they can work together to achieve these goals. "Together, we can make an impact," she emphasised, calling for collaboration to close skills gaps and drive the growth of public service professionalisation.

Following Advocate Moleshe's remarks, Ms Thobekile Zulu, representing the Deputy Director-General (DDG) in his absence, warmly welcomed the attendees. Ms Zulu spoke about the longstanding partnership between PSETA and the province, highlighting key initiatives, including the allocation of grants, internships, support to the provincial government and legislature, and programme accreditation. She also announced that the signing of a Memorandum of Understanding (MOU) between PSETA and KZN was in its final stages.

In her speech, Ms Zulu stressed the importance of collaboration in achieving long-term success. Quoting the African proverb, "If you want to go fast, go alone. If you want to go far, go together," she affirmed the collective efforts needed to achieve professionalisation. She also pointed out that the third priority of the Medium-Term Strategic Framework (MTSF) — building a capable, ethical, and developmental state — is central to PSETA's work.

The province, Ms Zulu noted, recently relaunched its Human Resource Development (HRD) Forum and InterSETA Forum to drive skills development initiatives. She added that the partnership with PSETA is crucial to these efforts and listed KZN's key requests from PSETA: a monitoring tool for progress, learning networks to drive professionalisation, funding for internships and workplace-integrated learning (WIL), and representation of KZN in PSETA's Board.

The engagement saw the participation of various districts, including Amajuba, King Hlatshwayo, Umkhanyakude, uThukela, Ugu, Zululand, and eThekweni, among others.

During her presentation, PSETA's CEO, Ms Bontle Lerumo, provided an overview of the Batho Pele Digital Skills Programme, which was developed in 2021 and remains available for implementation. She reinforced the critical role PSETA plays in skills development, stating, "You can't talk about skills development without PSETA." She highlighted PSETA's vision, mission, and the research it conducts to identify skills gaps, demand, and supply. She also stressed the importance of stakeholder accountability, calling on them to hold PSETA to account for the implementation and monitoring of training programmes in the sector.

The CEO then explained the reason for PSETA's presence at the roadshow, noting that the organisation is currently developing a five-year strategy. For this to be responsive to KZN's needs, it is crucial to hear directly from the province. She added that PSETA's focus is on transversal skills, with an emphasis on leveraging technology to deliver efficient services for the future public service. She also touched on the need for strategic partnerships to address issues such as upskilling, continuous learning, and preparing public servants for emerging occupations. "As leaders, we need to ensure we transfer leadership skills," she concluded.

Dr. Pillay, the leader of the Human Resource Development Council's (HRDC) Building the Capacity of the State Standing Committee, delivered an insightful presentation on leadership development. He stressed the need for a diverse set of leadership skills, including soft skills like emotional intelligence (EQ), critical thinking, and effective writing. "We need leadership that makes informed decisions," Dr. Pillay said, highlighting the importance of interpreting policies and putting them into practice effectively. He also proposed the creation of a research chair for KZN to assist both PSETA and the government in addressing skills development challenges.

PSETA's COO, Ms Shivanthini Nagalingam-Potter, further outlined the organisation's strategic priorities, highlighting a key collaboration with the National Youth Development Agency (NYDA) and KZN to launch a 12-month Business New Venture Creation programme designed specifically for youth with disabilities.

Professor Khunoethe, also a leader within the HRDC's Build the Capacity of the State Standing Committee, gave an insightful presentation on traditional leadership. She spoke on the importance of professionalising traditional leadership and aligning national and provincial strategies to ensure cohesive development. She also introduced the capacity-building strategic plan for KZN, which has now been adopted at a national level.

The event demonstrated PSETA's commitment to working with KZN to address the province's specific needs, foster collaboration, and unlock its potential for skills development.



It was a clear affirmation of the shared vision between PSETA and KZN to build a capable, professionalised public service that serves the people of the province effectively.

just a meeting—it was a significant step towards ensuring KZN continues to develop as a competitive, forward-thinking province. The roadshow underscored PSETA's determination to support KZN in realising its goals and making a tangible impact in the public service sector, for the people of the province, as they rightfully deserve.

This Stakeholder Engagement Roadshow was more than

### LIMPOPO ROADSHOW 17 MARCH 2025

#### PLANTING SEEDS FOR A SKILLED TOMORROW: REFLECTIONS ON THE LIMPOPO WORKSHOP

In the quiet hum of January's heat, a gathering unfolded in Limpopo that spoke not only to strategy—but to promise. The Provincial Sectoral Skills Plan (PSSP) workshop held in the province was more than a scheduled engagement; it was a declaration of intent. A step forward in PSETA's ongoing mission to shape a public service that is not only capable, but conscious—attuned to the unique needs of each of South Africa's provinces. This was not just another workshop. It was an act of listening, of collaboration, of sketching a future with deliberate strokes—each department, each voice, each idea adding contour to the canvas of Limpopo's development path.

#### GROUNDING THE PURPOSE: CONTEXTUALISING THE DIALOGUE

The workshop formed part of a broader initiative by PSETA to map the evolving skills landscape across the country through province-specific insights. In partnership with academic institutions such as the University of Pretoria, PSETA has commissioned research aimed at developing

comprehensive Provincial Sectoral Skills Plans (PSSPs). These plans are designed to reflect the lived realities of each province while aligning with national priorities. Following successful consulting sessions on the PSSPs in provinces such as the Northern Cape, the Limpopo workshop offered a continuation—and deepening—of this work. It provided a platform for PSETA to share its findings, and more importantly, to listen to provincial departments and validate the insights against their practical experiences and strategic objectives.

#### INSIGHTS AND SHARED PRIORITIES

At the heart of the engagement was the need not just to identify skills gaps, but to respond to them with purpose and precision. Representatives from government departments presented their perspectives, highlighting both transversal and sector-specific needs. Transversal skills such as leadership, project management, and change management emerged as essential across all departments—fundamentals for building a capable state. Equally, key sectors like economic development, mining, and tourism were identified as drivers of growth, requiring targeted skills interventions to support the province's ambitions. Encouragingly, there was a strong

alignment between the findings in the PSSP and the priorities expressed by the provincial departments. This synchronicity creates fertile ground for a coordinated, future-focused implementation plan.

### CHALLENGES IN COORDINATION

True to the spirit of honest engagement, the workshop also brought critical challenges into the light. Chief among them was the fragmented approach to planning. While each department came prepared with its own implementation ideas, the lack of cross-departmental coordination made it difficult to craft a unified strategy.

This siloed approach has long plagued the public sector. Departments often pursue parallel goals, missing the opportunity to leverage collective impact. For the strategy to succeed, there must be alignment between policymakers, implementers, and training providers. The OTP's leadership will be critical in overcoming this gap.

### PSETA'S ROLE: A PARTNER IN PROGRESS

As the custodian of the workshop and a key partner in the development of the PSSP, PSETA continues to serve as a facilitator and supporter in the journey ahead. While the responsibility for implementation rests with the province, PSETA's commitment to alignment, capacity building, and stakeholder engagement remains firm. PSETA has already laid the foundation through partnerships with local universities and TVET colleges, offering programmes tailored to the skills needs identified in the province. These programmes are geared towards strengthening the public service and equipping officials with the competencies required for effective delivery.


In addition, PSETA's focus on youth employability remains a strategic pillar. By offering targeted programmes that



address both transversal and technical skills gaps, PSETA is helping young people access opportunities and contribute meaningfully to the provincial economy.

### IN CLOSING: LIMPOPO'S MOMENT OF POSSIBILITY

The Limpopo workshop was a pivotal milestone in the development of the province's skills agenda. It affirmed the value of provincial ownership, cross-sectoral dialogue, and the pursuit of shared goals. While challenges around coordination were acknowledged, they were met with a collective resolve to overcome them.

PSETA's role—anchored in partnership, responsiveness, and strategic alignment—will continue to be vital in the journey ahead. Through this work, the province is laying the foundations for a more skilled, inclusive and effective public service. As we reflect on the workshop, one truth stands out: Limpopo is not standing still. It is moving—with purpose, with partners, and with promise. 



# PSETA Skills Development Providers Capacity Building Workshop: Empowering the trainers of Public Service

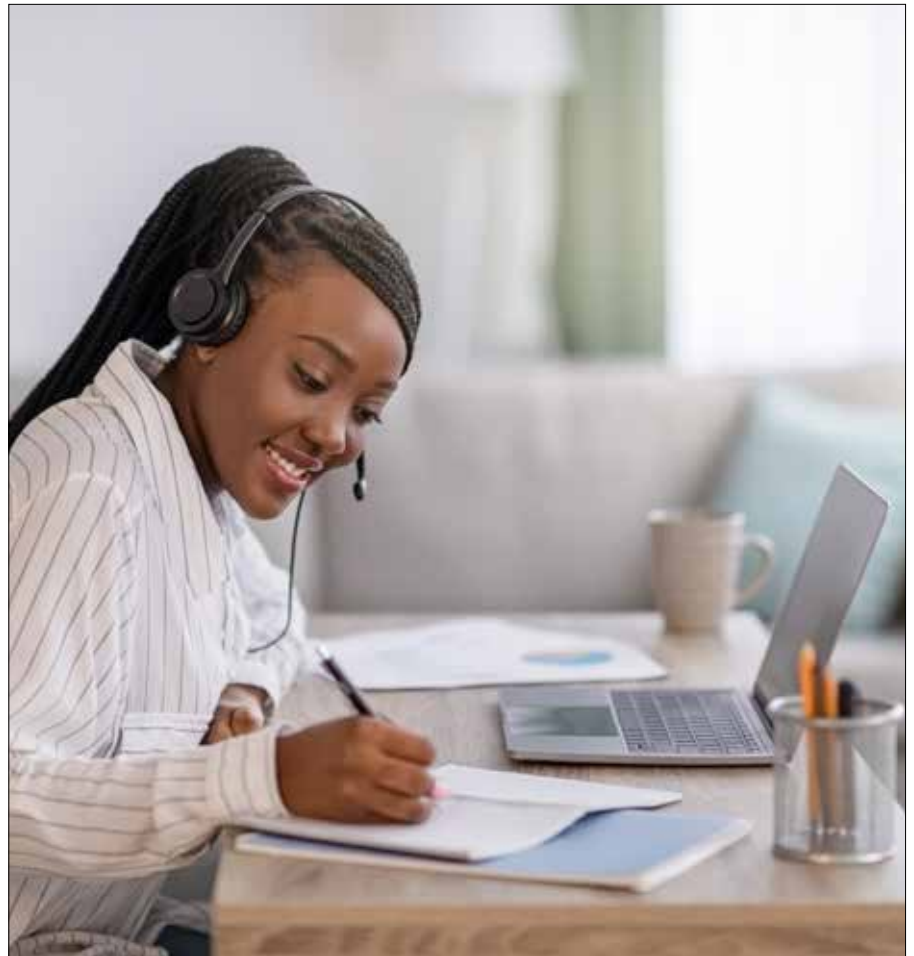
By Lavhelesani Mainganye, APR PRISA

The Public Service Sector Education and Training Authority (PSETA) recently hosted a highly impactful Capacity Building Workshop for Skills Development Providers (SDPs). The workshop, held on 19 March 2025, brought together key stakeholders from various sectors to discuss and strategise on enhancing the quality and effectiveness of skills development within the public service sector.

## PURPOSE

The workshop commenced with a warm welcome from the Programme Director, who emphasised the importance of continuous learning and growth. The session was designed to be interactive, encouraging participants to engage actively and share their insights. The Programme Director set the tone by highlighting the workshop's objective: to provide direction and clarity on the sector's future and to ensure that all stakeholders are aligned in their efforts to build a capable and ethical public service workforce.

On behalf of PSETA's CEO, Ms Shivanthini Nagalingam-Potter, delivered the keynote address, underscoring the critical role of SDPs in equipping the public service workforce with the necessary skills. She acknowledged the transition from pre-2009 legacy qualifications to occupational qualifications, emphasising the need for SDPs to align with new compliance requirements and assessment methodologies. Ms Nagalingam-Potter also highlighted the extension of learner registration for pre-2009 qualifications,



urging SDPs to ensure timely registration and compliance to avoid delays in learner certification.

## QUALITY ASSURANCE AND COMPLIANCE

Ms Lungiswa Mafuleka, PSETA's Quality Assurance Manager, provided an in-depth presentation on the quality assurance functions and the transition

to occupational qualifications. She outlined the responsibilities of SDPs in maintaining compliance with the Quality Council for Trades and Occupations (QCTO) requirements. Ms Mafuleka emphasised the importance of structured implementation of qualifications, including learner enrolment, assessment protocols, and the registration of Education, Training, and Development (ETD) practitioners.

### IMPLEMENTATION OF OCCUPATIONAL QUALIFICATIONS

The workshop delved into the specifics of implementing occupational qualifications, which consist of three components: knowledge modules, practical modules, and workplace modules. Ms Mafuleka explained the necessity of having service level agreements (SLAs) with government institutions to ensure that learners gain practical experience in a real-world environment. She stressed that these SLAs must be secured before accreditation and that SDPs must demonstrate their capacity to place learners in relevant workplaces.

### ASSESSMENT AND CERTIFICATION

Ms Tamara Ntombela, another key presenter, focused on the assessment and certification processes for both legacy and occupational qualifications. She highlighted the need for SDPs to conduct both formative and summative assessments, ensuring that learners are adequately prepared for the final integrated summative assessment (FISA). Ntombela also discussed the

requirements for assessment centers, including the need for trained invigilators and the proper setup of facilities.

### CHALLENGES AND SOLUTIONS

Throughout the workshop, participants raised several challenges related to securing SLAs with government departments and the complexities of transitioning to new qualifications. The presenters acknowledged these challenges and provided practical solutions, including tips on how to approach government entities and the importance of clear communication and detailed proposals.

### FUTURE DEVELOPMENTS

PSETA also shared exciting news about new qualifications in the pipeline, including a Programme Manager qualification at NQF Level 8 and a Labour Inspector qualification at NQF Level 6. These new qualifications are designed to address sector-specific needs within the public sector and provide targeted training for key roles. The workshop concluded with a commitment from PSETA to continue supporting SDPs

through ongoing capacity-building initiatives. Participants were encouraged to actively engage with PSETA and take advantage of the resources and support available to them. The workshop was a resounding success, providing valuable insights and fostering a collaborative spirit among all stakeholders.

Some of the key takeaways include: the importance of ongoing education and training in building a capable public service workforce; adhering to QCTO requirements and maintaining high standards in training and assessment; understanding the components and implementation of new qualifications; securing SLAs with government institutions to provide real-world experience for learners; conducting thorough assessments and ensuring timely certification of learners; and staying informed about new qualifications and developments within the sector. PSETA urges all SDPs to stay engaged, comply with the new requirements, and continue to strive for excellence in skills development. Together, we can build a more capable, ethical, and innovative public service workforce. 🌱

# PSETA-DPSA Masterclass on Skills Audit Toolkits & Templates: Enhancing Public Service Competency

By Lavhelesani Mainganye, APR PRISA

Following a series of Masterclasses conducted across all provinces, the Public Service Sector Education and Training Authority (PSETA) and the Department of Public Service and Administration (DPSA) recently hosted a final and comprehensive masterclass on the Skills Audit Toolkits and Templates. This masterclass, held on 20 March 2025, aimed to equip public service departments with the necessary tools and methodologies to conduct effective skills audits and develop organisational competency frameworks. The session was facilitated by Dr. Christa De Wet from the University of Pretoria, who guided participants through the intricacies of the toolkits.

## OPENING REMARKS AND INTRODUCTION

The session began with a warm welcome from Ms Andrica Letsoalo-Fuze, who emphasised the importance of the masterclass in enhancing the capabilities of public service departments. Dr. De Wet then took over, expressing her gratitude for the opportunity to facilitate the session and acknowledging the presence of key stakeholders, including the CEO and COO of PSETA and representatives from DPSA.

## PURPOSE, KEY CONSIDERATIONS, SKILLS AUDIT FRAMEWORK AND ORGANISATIONAL COMPETENCY FRAMEWORK.

Dr. De Wet highlighted the strategic importance of human resources in public institutions, describing them as strategic partners to the executive and



the institution itself. She stressed the need for a strategic thinking process before implementing the skills audit methodology framework and the organisational competency framework. This involves partnering with information technology departments to establish systems capable of handling the extensive data gathered through these toolkits.

The masterclass delved into the Skills Audit Methodology Framework, which is designed to provide a uniform approach to conducting skills audits across the public service. The framework consists of six phases:

1. **Structural Alignment:** Ensuring that the organisational structure aligns with the institution's strategy.
2. **Job Descriptions:** Aligning job profiles with the revised structure and including all necessary skills and competencies.
3. **Competency or Skills Framework Matrix:** Developing a competency framework based on updated job descriptions.
4. **Skills Audit Assessments:** Conducting assessments to determine the proficiency levels of employees.
5. **Data Analysis and Reporting:** Utilising artificial intelligence to analyse data and generate reports.
6. **Talent Initiatives:** Engaging in talent management activities based on the results of the skills audit.

The Organisational Competency Framework was also a key focus of the masterclass. This framework consists of five phases:

- Understanding and aligning the organisation's vision and strategy with practical business objectives.
- Conducting an environmental scan to understand the department's context.
- Outlining and designing the competency framework structure.
- Engaging in skills assessments, strategic workforce planning, and other talent management activities.
- Ensuring the framework is reviewed and updated regularly.

### INTERACTIVE SESSIONS AND PRACTICAL INSIGHTS

Throughout the masterclass, Dr. De Wet encouraged participants to engage actively and share their thoughts and experiences. She emphasised that there are no "stupid questions" and that all queries contribute to a fruitful learning experience. Participants were guided using the toolkits, including how to navigate the dashboard, download the necessary documents, and utilise the embedded tutorials and templates.


### CHALLENGES, SOLUTIONS, FUTURE DEVELOPMENT & SUPPORT

During the question-and-answer session, participants raised several challenges related to the implementation of the skills audit methodology and the competency framework. These included issues with outdated job descriptions, the need for alignment with organisational strategies, and the importance of securing buy-in from senior management. Dr. De Wet and other presenters provided practical solutions, such as the importance of continuous communication, the need for a strategic approach, and the benefits of partnering with IT departments to develop intelligent systems.

PSETA and DPSA reaffirmed their commitment to supporting public service departments in implementing the skills audit methodology and competency framework. They highlighted the importance of ongoing capacity-building initiatives and the need for departments to stay engaged and proactive in their efforts. The masterclass concluded with a call to action for all participants to take advantage of the resources and support available to them.

The Masterclass emphasises that human resources are strategic partners in public institutions, and their role is critical in aligning organisational structures with institutional strategies. The Skills Audit Methodology Framework and the Organisational Competency Framework provide a structured approach to conducting skills audits and developing competency frameworks. That continuous communication and active engagement with all stakeholders are essential for the successful implementation of these frameworks. PSETA and DPSA are committed to providing ongoing support and resources to public service departments.

The PSETA-DPSA masterclass on Skills Audit Toolkits and Templates was a resounding success, providing valuable insights and practical guidance to public service departments. By equipping participants with the necessary tools and methodologies, the masterclass has paved the way for more effective skills audits and competency frameworks, ultimately contributing to a more capable and efficient public service workforce. In addition to the masterclass, DPSA have issued a circular for Departments to start implementing skills audit across the sector. The terms of reference to guide the establishment of skills audit committees were also presented to get inputs from the stakeholders and subsequently approved. The purpose of the TOR is to promote uniformity when implementing the skills audit across the sector.

PSETA and DPSA urge all public service departments to stay engaged, utilise the resources provided, and continue striving for excellence in skills development and competency management. Together, we can build a more capable, ethical, and innovative public service workforce. 

# WSP & ATR Submission capacity building workshops

By Yayama Madikizela

On an annual basis the sector is required to submit Workplace Skills Plans (WSPs) & Annual Training Report (ATR) to enable the departments to qualify for grant funding and to establish a training implementation space. The submission of the WSPs and ATRs is galvanised through impactful Human Resource Development officials' capacity building workshops conducted by the PSETA across the sector, ensuring that public servants at all levels are well-prepared to contribute to more strategic, data-driven workforce planning. These sessions are necessary to prepare officials for the submission of WSP and ATR which is due on 30 April 2025.

The workshops were expertly facilitated by PSETA's Skills Planning Specialist, Mr Mcebisi Mazwi, who provided an in-depth exploration of the WSP system. Mr Mazwi guided the Skills Development Facilitators (SDFs) from various national departments through the key requirements for a successful WSP implementation, offering clear insights into the report submission processes, compliance protocols, and evaluation criteria. The interactive session allowed participants to raise questions and gain clarity on best practices, equipping them with the knowledge to effectively manage their skills planning responsibilities.


PSETA remains committed to building the capacity of SDFs, thereby driving a more skilled and competent public sector workforce, aligned with national development goals. Each workshop is designed to provide practical tools and foster collaboration, enabling departments to better identify skills gaps, plan for future workforce needs, and ensure compliance with national standards. As we continue this journey, PSETA looks forward to creating a sustainable impact through continuous learning and development across the public service landscape.

During the workshop, Ms Andrica Letsoalo-Fuze's segment of the presentation guided stakeholders through the steps for compiling their WSP/ATR, navigating the process, and understanding how to request extensions and the approval procedures. She highlighted PSETA's vision of being at the heart of a skilled, capable, and innovative public sector workforce. Reflecting on PSETA's six consecutive clean audits, she emphasised how accountability has been key to this success, noting that HRD professionals are the "soldiers on the ground," responsible for ensuring a skilled public service.

Ms Letsoalo-Fuze explained that the data provided in WSPs directly feeds into the broader skills plan, aligning with the strategic priorities of departments. She reminded participants that the WSP is a compliance document under the Skills



Development Act, and that PSETA gathers vital information from employers through these submissions.

In the second part of the workshop, Mr Berned Molemane provided a step-by-step demonstration of how to navigate the WSP system, giving stakeholders practical guidance on how to complete their WSP submissions effectively. This workshop forms part of PSETA's ongoing efforts to enhance skills planning across the public sector, helping to build a more capable and responsive state. 

# PSETA Career Day: Guiding Future Leaders to a Bright Tomorrow

By Yayama Madikizela

PSETA Career Day at Mothotlung High School was a resounding success, bringing together learners, educators, and key stakeholders to guide and empower the next generation of leaders. The event was filled with insightful conversations, inspiring addresses, and valuable career guidance aimed at helping learners make informed decisions about their futures.

The day began with a warm and heartfelt welcome from Deputy Principal Ms Molefe, who set a positive tone for the day's activities. This was followed by a meaningful opening address from Mr Pitie, representing the School Governing Body (SGB), who emphasised the crucial role of career guidance in shaping the future of learners.

## POWERFUL MESSAGES FROM PSETA LEADERSHIP

One of the day's highlights was a powerful address by Adv. Siphokazi Moleshe, PSETA Corporate Services Executive. Adv. Moleshe shared her personal career journey, beginning with her studies in law and transitioning from her role as an advocate to her current position at PSETA. Her story beautifully illustrated the fluidity of career paths and how life's unexpected turns can lead to rewarding new opportunities. She inspired learners to embrace growth and change as they navigate their own paths.

Adv. Moleshe also spoke about the importance of strong values, sharing that respect and honesty have been the foundation of her success. She encouraged learners to develop a clear vision for their lives and careers, urging them to follow their passions and



strengths, and to avoid being swayed by peer pressure. Her message of personal conviction and vision struck a chord with everyone, leaving learners motivated to take charge of their futures.

## VALUABLE INSIGHTS FROM KEY STAKEHOLDERS

The learners had the privilege of hearing from several key organisations, each providing insights into their roles and the opportunities they offer. Representatives from Khetha, CathSETA, Mining Qualifications Authority (MQA), merSETA, and SAIGA (Southern African Institute of Government Auditors) shared their knowledge and expertise, engaging learners in thought-provoking discussions about various career paths.

- Khetha from the Department of Higher Education and Training (DHET) offers career guidance and placement services, helping learners and job seekers make informed decisions about their futures.

- CathSETA focuses on skills development in the culture, arts, tourism, hospitality, and sport sectors.
- MQA facilitates skills and qualifications development within the mining and minerals sector, highlighting the various opportunities within this vital industry.
- merSETA supports skills development in the manufacturing, engineering, and related services industries, helping learners understand the importance of technical skills in these fields.
- SAIGA provides professional development and training for public sector auditors, emphasising the role of governance and accountability in public service.

Each presentation provided valuable insights into sector-specific training and skills development, giving learners a comprehensive view of the many career options available to them. 🌟



### ENGAGING AND INTERACTIVE DISCUSSIONS

Learners were actively engaged throughout the event, participating in quizzes and discussions designed to test their knowledge and encourage critical thinking. The speakers posed thought-provoking questions about the learners' dream careers, encouraging them to reflect on their strengths and passions. This interactive approach helped to ensure that the learners left with a deeper understanding of the various career paths available to them and the skills they would need to succeed.

### STEERING THE DAY WITH PASSION

PSETA Communications Officer, Ms. Lavhelesani Mainganye, played a pivotal role in the day's success, leading the programme with passion and energy. Her dynamic presence sparked insightful conversations and created an atmosphere of inspiration and enthusiasm. Ms. Mainganye's ability to connect with both the speakers and learners ensured that the event ran smoothly and left a lasting impact on everyone involved. Her leadership truly set the tone for a memorable and impactful day.

### CLOSING REFLECTIONS AND LOOKING AHEAD

As the day ended, there was a collective sense of achievement. The learners left with valuable knowledge, inspired by the stories and advice shared throughout the day. PSETA remains committed to supporting and guiding the next generation of professionals, playing a key role in ensuring they are equipped with the knowledge, skills, and vision to succeed in their future careers.

PSETA Career Day was not just an event—it was a powerful reminder of the importance of investing in our future leaders. We are proud to have played a part in shaping their bright futures and look forward to continuing this vital work. 🌱





## CIRCULAR


### DEAR PSETA SKILLS DEVELOPMENT PROVIDERS

This circular serves to inform all PSETA Skills Development Providers (SDP) that the South African Qualifications Authority (SAQA) has approved the extension of learner enrolment dates for the following pre-2009 qualifications:

SAQA ID CODE	QUALIFICATION TITLE NQF LEVEL	NQF LEVEL	CREDITS
57827	National Diploma: Public Administration	07	260
67460	National Diploma: Public Administration	06	240
50060	National Certificate: Public Administration	05	141


 **Enrolment end date** for these qualifications has been **extended to 30 June 2026**, and the last date of achievement is **30 June 2029**.

 Subsequently, **PSETA will extend** the accreditation for Skills Development Providers (SDPs) offering **pre-2009** historically registered qualifications until **30 June 2027**.

 **SDPs** wishing to offer these qualifications must extend their accreditation by submitting their **extension applications** to [accreditation@pseta.org.za](mailto:accreditation@pseta.org.za). The submission must include the following required **documents**:

- Completed and signed **PSETA Accreditation Extension Form**
- **Signed** PSETA Code of Conduct
- A valid SARS Clearance Certificate/Tax Compliance **Pin document**
- **Company registration** document
- Accreditation letter (both PSETA and Primary SETA, where applicable)
- Current **signed** Service Level Agreements (SLAs)/ Memoranda of Understanding (MoUs) with ETD Practitioners
- PSETA valid **registration letters** of the ETD Practitioners

 SDPs must note that only the **above-mentioned qualifications** and **applicable unit standards** will be considered for extension.

 Subsequently, **PSETA will extend** the accreditation for Skills Development Providers (SDPs) offering **pre-2009** historically registered qualifications until **30 June 2027**.

 **SDPs** are also advised to **ensure that learners are exited** from the pre-2009 qualifications within six (6) months of completing training.



Nokwethemba Mbalha – Email: [NokwethembaM@pseta.org.za](mailto:NokwethembaM@pseta.org.za)

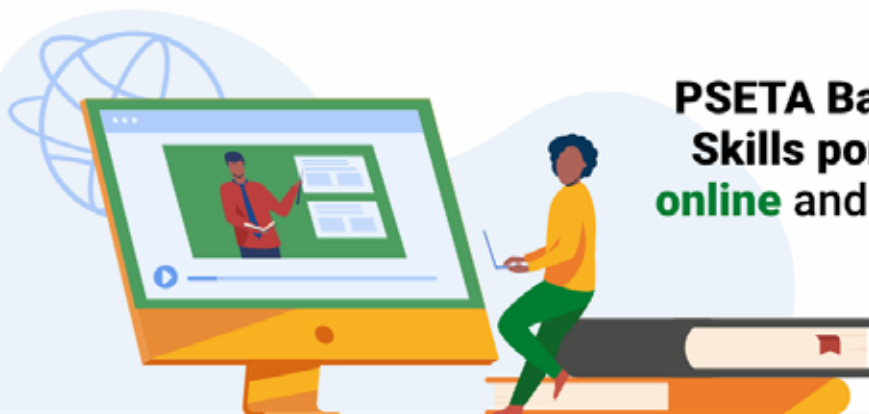


Kgabo Ntseme – Email: [KgaboM@pseta.org.za](mailto:KgaboM@pseta.org.za)



## Digital skills programmes for public sector employees

The Public Service Sector Education and Training Authority (PSETA) and Microsoft South Africa offer digital skills programmes to public sector employees. Batho Pele Digital Skills enabled by Microsoft Community Training, gives public servants free access to learning content ranging from entry-level digital literacy skills to advanced skills for technical roles. Courses available will ensure government employees are upskilled to increase digital and technical literacy.



## PSETA Batho Pele Digital Skills portal is available online and via a mobile app

All candidates will be issued with a certificate of completion once they have completed a programme. The platform and content can be accessed directly through <https://psetadigitalskills.azurewebsites.net/#/>, through the PSETA website [www.pseta.org.za](http://www.pseta.org.za) as well as a mobile app.

# PSETA-WITS podcasts



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 three-year research initiative.

This partnership has sought to support the PSETA by providing evidence-based research to facilitate skills development and practical 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 using the links below:

## **PSETA Podcast Series EP1: PSETA CEO Bontle Lerumo**

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

<https://www.youtube.com/watch?v=S1TXNUB1vvc>

## **PSETA Podcast Series EP2: REAL director Dr. Presha Ramsarup**

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

[https://www.youtube.com/watch?v=rmkWiY2\\_ZPI](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=1fxcDRCKPE>

## **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-lk>

<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://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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Public Service Sector Education & Training Authority