

# PSETA NEWS

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INSIDE



**Ms Lavhe Mainganye**

Welcome to the latest edition of the **PSETA Newsletter** for 2025, a vibrant reflection of our shared commitment to skills development, youth empowerment, and public service excellence.

This quarter, we proudly commemorate **Youth Month**—a time to honour the legacy of young South Africans who have shaped our democracy and to spotlight those who are shaping its future. Through this edition, we bring you stories that are not only informative but deeply inspiring. From strategic partnerships and research breakthroughs to career advocacy and personal transformation, each article is a testament to the power of opportunity, collaboration, and purpose.

A special highlight of this issue is the **"My PSETA Story"** segment—an intimate collection of voices from our interns, learners, and bursary recipients.

These young professionals share their journeys with honesty and hope, reminding us that growth is not just about gaining skills, but about

discovering who we are and what we're capable of.

We also feature key engagements, including the **launch of the Public Service Future Skills Needs Report**, our **benchmarking exchange with the Malawi delegation**, and the celebration of 50 years of SPMA at the University of Pretoria. These moments reflect our ongoing efforts to build a capable, ethical, and future-ready public service. As you explore this edition, I invite you to reflect on the role we each play in shaping a better South Africa. Whether you are a policymaker, educator, learner, or partner—your contribution matters.

Let's continue to invest in people, in purpose, and in progress.


Warm regards,

**Lavhelesani Mainganye**

**Communication Officer (APR)**

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## 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.

To access the the digital skills click here: <https://pseta.org.za/batho-pele-digital-skills-platform/>

# Empowering the Future: PSETA's Commitment to Youth Development



Ms Bontle Lerumo-CEO

As we commemorate Youth Month, we are reminded of the courage, resilience, and vision of the young people who shaped South Africa's history and those who continue to shape its future. At the **Public Service Sector Education and Training Authority (PSETA)**, we honour this legacy by investing in the potential of our youth, especially those who face the challenges of unemployment. Youth Month is not only a time of reflection but also a call to action. It is a moment to reaffirm our commitment to creating **inclusive, impactful learning opportunities** that equip young people with the skills they need to thrive in public service and beyond.

### CREATING PATHWAYS TO OPPORTUNITY

PSETA's learning programmes are designed to **bridge the gap between education and employment**. Through strategic partnerships with government departments, training providers, and other SETAs, we offer **skills development initiatives** that are responsive to the evolving needs of the public sector.

Our **internships, work-integrated learning, learnerships, and skills programmes** provide unemployed youth with practical experience, mentorship, and nationally recognised qualifications. These programmes not only enhance employability but also instil a sense of purpose and civic responsibility.



## REAL STORIES, REAL IMPACT

We take pride in the many young South Africans who have passed through our doors and emerged as confident, capable contributors to society. From administrative support roles to community development projects, our beneficiaries are making meaningful contributions across the country. One such story is that of Mr Lutendo Tshautshau, who joined a PSETA-funded Cadet Learnership and is now employed at Home Affairs. Their journey is a testament to what is possible when opportunity meets determination.

## LOOKING AHEAD

As we look to the future, PSETA remains committed to **expanding access, enhancing programme quality, and innovating for impact**. We are exploring new digital learning platforms, strengthening our monitoring and evaluation systems, and deepening our engagement with youth voices to ensure our programmes remain relevant and empowering.

## A MESSAGE TO OUR YOUTH

To the young people of South Africa: You are not just the leaders of tomorrow, you are the changemakers of today. Believe in yourself and your capabilities and your personal background should not define your future. Remember that you are in charge of your destiny and future.

PSETA stands with you, ready to support your journey with skills and knowledge. Let us continue to honour the spirit of Youth Month by investing in your future, one young person at a time.



# Leadership in Action: A Conversation with PSETA's Chief Operations Officer

By Lavhelesani Mainganye, APR PRISA



**Ms Shivanthini  
Nagalingam-Potter**

The inspiring journey and strategic vision of the Chief Operations Officer (COO) at the Public Sector Education and Training Authority (PSETA). Her story is one of resilience, continuous learning, and a deep commitment to transforming public service through skills development.

## From Humble Beginnings to Executive Leadership

The COO's career began while she was still a university student, working as a temporary data capturer while repeating a challenging subject. That experience instilled in her the values of hard work, attention to detail, and humility. Her journey through

the education and training sector—particularly within SETAs—has been marked by steady progression and a passion for impact. She spent over seven years at CATHSSETA, advancing from project administration to managing research and skills planning. In 2016, she joined PSETA as a Research & Skills Planning Manager and was appointed COO in 2020 after acting in the role for over a year. Her growth was shaped by exceptional mentors who challenged her and invested in her development. Today, she leads PSETA's core operations division, overseeing learning programmes, quality assurance, projects, and research—driven by a resolve to deliver excellence.

## LEADERSHIP ANCHORED IN VALUES

Her leadership is guided by three core values: **integrity**, **diligence**, and **accountability**. She views leadership not as a title but as a responsibility to create environments where people thrive and systems serve their purpose. Her decision-making is informed by systems thinking, evidence-based reasoning, and intellectual honesty—balanced with empathy and emotional intelligence. These values have been instrumental in transforming operational processes at PSETA and fostering a performance-driven, ethical, and compliant organisational culture.

## STRATEGIC PLANNING MEETS OPERATIONAL EXCELLENCE

The COO emphasizes that strategic planning and daily operations must be integrated. Under her leadership, PSETA has developed performance-linked operational plans across core business areas, supported by KPIs, dashboards, and regular review cycles. Her hands-on approach—spending time with teams to understand challenges—has led to consistent achievement of over 90% of annual targets and clean audits.

## SETA'S ROLE IN BUILDING STATE CAPABILITY

PSETA plays a vital role in shaping the capability of the state. It serves as a bridge between education, training, and employment in the public sector. Through funding learning programmes, conducting labour market research, and assuring training quality, PSETA contributes to a skilled, ethical, and development-oriented public service—ultimately enhancing service delivery to citizens.

## ADDRESSING SECTOR CHALLENGES

One of the biggest challenges is the fragmented nature of planning and delivery systems. Occupational classifications often misalign with departmental needs, and skills planning remains compliance-driven. The COO advocates for rethinking occupational frameworks, strengthening partnerships with higher education institutions, and leveraging data for agile responses to emerging needs.

## DRIVING SKILLS DEVELOPMENT AND WORKFORCE EFFECTIVENESS

PSETA's interventions include:

- Funding bursaries, internships, learnerships, and targeted skills programmes.
- Partnering with universities and research institutions to address skills gaps.
- Supporting public service employers in developing workplace skills plans.
- Creating structured pathways for unemployed individuals to enter the public service.

This multifaceted approach builds a robust skills pipeline and positions the public service as a career of choice.

## VISION FOR THE NEXT FIVE YEARS

Key operational goals include:

- Deepening labour market intelligence to inform planning.
- Supporting professionalisation through impactful learning interventions.
- Embedding a culture of monitoring and evaluation.
- Strengthening governance and maintaining clean audits.
- Investing in digital systems and automation for improved stakeholder value.

## AGILITY AND INNOVATION IN ACTION

PSETA's strategy is built on **foresight**, **partnerships**, and **internal agility**. The COO has led automation of grant management and learning programme systems, improving transparency and turnaround times. She also restructured the discretionary grant process, resulting in better uptake and alignment with strategic goals. A standout initiative is the research partnership with Wits University's Centre for Researching Education and Labour (REAL), positioning PSETA as a learning organisation that generates evidence to inform policy and practice.

## A LEADER COMMITTED TO LIFELONG LEARNING

In addition to her professional role, the COO is pursuing a second Master's degree in Education, focusing on how digitalisation is transforming work in the public service—particularly for middle managers. Her research explores shifts in knowledge, expertise, autonomy, and authority in a digitally evolving environment. She plans to continue this inquiry through PhD studies. Her closing reflection captures her leadership ethos:



*"Excellence is not an outcome but a way of thinking—a commitment to showing up with clarity, compassion, and consistency every single day."*



# Empowering the Public Sector Through Learning: PSETA's Commitment to Skills Development

By Lavhelesani Mainganye, APR PRISA



**Ms Sibongile Maqungo**

In a recent conversation with Sibongile Maqungo, a key figure in the Learning Programmes Department at PSETA, we gained valuable insights into the transformative role of learning initiatives in the public service sector. These programmes are not only equipping individuals with critical skills but also bridging the gap between education and employability.

## A COMPREHENSIVE APPROACH TO LEARNING

PSETA implements a wide range of learning programmes tailored to both employed and unemployed individuals. These include:

- **Learnerships (12 months):** For both employed and unemployed learners, combining theoretical and practical training.

- **Internships (24 months):** Designed for unemployed graduates to gain workplace experience, aligning with entry-level job requirements.
- **Recognition of Prior Learning (RPL):** Enables experienced public servants without formal qualifications to gain accredited recognition.
- **Skills Programmes:** Short-term training for employed individuals to address specific skills gaps.
- **Bursaries:** Offered through institutional partnerships, supporting both employed and unemployed learners.
- **Work Integrated Learning (WIL):** For TVET and university of technology students needing in-service training to complete their qualifications.

## DRIVING WORKFORCE READINESS

These programmes are strategically aligned with the Sector Skills Plan (SSP), ensuring they respond to the real needs of the public sector. By offering practical experience and workplace exposure, PSETA helps learners develop essential soft skills—like time management, professional communication, and workplace etiquette—alongside

technical competencies.

## MEASURING IMPACT

Success is measured through:

- Completion rates and learner progression.
- Monitoring and evaluation reports.
- Stakeholder feedback and close-out reports.
- Success stories, such as the Department of Women internship programme, where 80% of learners secured permanent employment before completing their internships.

## CHALLENGES AND SOLUTIONS

While challenges such as delayed procurement processes, lack of resources at host sites, and learner dropouts exist, PSETA mitigates these through:

- Rigorous monitoring and evaluation.
- Tranche-based funding to ensure accountability.
- Strong partnerships with institutions and departments.





## DIGITAL TRANSFORMATION AND FUTURE OUTLOOK

PSETA is embracing digital transformation through initiatives like the Microsoft Digital Skills Training, aimed at equipping public servants with essential digital competencies. Looking ahead, while the core programmes remain, there is a shift toward digitally focused learning and support for co-operatives and small businesses, reflecting evolving sector needs.



## A MESSAGE TO ASPIRING PUBLIC SERVANTS

Sibongile Maqungo encourages young professionals to consider careers in the public sector, emphasizing that it is a dynamic space full of opportunities—not just a “pensioning strategy.” With diverse roles and impactful work, the sector offers a meaningful path for those passionate about service and development.





# Building Futures: PSETA's Nationwide Career Advocacy for Youth Empowerment

By Lavhelesani Mainganye, APR PRISA

*"In celebration of Youth Month, PSETA proudly highlights its ongoing commitment to career advocacy and skills development for unemployed youth across South Africa."*

The **Public Service Sector Education and Training Authority (PSETA)** continues to play a pivotal role in shaping the future of young South Africans through its career advocacy initiatives. The recently published **Career Guide** serves as a powerful tool in this mission—providing clear, accessible information about career paths within the public service sector and the skills needed to pursue them.

## EMPOWERING THROUGH INFORMATION

The Career Guide is more than just a publication—it's a roadmap. It outlines various career opportunities available in the public sector, from administration and policy development to community services and ICT. By demystifying these roles and the qualifications required, PSETA helps youth make informed decisions about their futures.

## REACHING YOUTH ACROSS THE COUNTRY

PSETA's career advocacy efforts extend beyond print. Through **career expos, school visits, community outreach programmes, and digital platforms**, the organization ensures that young people in both urban and rural areas have access to career guidance and development resources.

These engagements are designed to:

- Raise awareness about public service careers.
- Connect youth with learnerships, internships, and bursary opportunities.
- Encourage lifelong learning and skills development.

## CREATING PATHWAYS TO EMPLOYMENT

Unemployment remains a pressing challenge for South African youth. PSETA addresses this by aligning its programmes with national priorities and labour market needs. The Career Guide complements these efforts by helping youth understand how to navigate the system—from choosing the right qualifications to applying for opportunities.

## A CALL TO ACTION

As we celebrate Youth Month, PSETA calls on all stakeholders—government departments, training providers, educators, and communities—to join in amplifying career advocacy. Together, we can ensure that every young person has the tools, knowledge, and support to build a meaningful career in public service. Download the PSETA Career Guide and explore the possibilities:





## SOUTH AFRICAN AIRFORCE MUSEUM CAREER AWARENESS DAY

The Career Awareness Day brought together a dynamic collective of stakeholders, all committed to empowering the next generation through access to knowledge, opportunity, and inspiration.

From aviation and engineering to public service and professional development, learners were given a rare glimpse into diverse and exciting career pathways. Exhibitors such as SAQA, CATHSSETA, the Department of Transport, the South African Weather Service, and many more joined forces to provide career guidance, share information on bursaries and internships, and encourage youth to make informed, empowered choices about their futures.

This day was more than just a career exhibition — it was a living classroom, a launchpad for ambition, and a space where the seeds of tomorrow's leaders, pilots, engineers, and public servants were planted. Because when knowledge is shared generously, the sky is no longer the limit — it's just the beginning.



## NDALA-SOMGULATJANI TRADITIONAL COUNCIL CAREER YOUTH EXPO

The Public Service Sector Education and Training Authority (PSETA) had the opportunity to participate in the Ndala-Somgulatjani Traditional Council Career Youth Expo, hosted at Wozanibone Farm School in partnership with the Gauteng Legislature. This transformative initiative was a celebration of youth potential — aimed at equipping learners from rural communities in Bronkhorstspuit with exposure to a wide array of career opportunities and skills development pathways.

The event was graced by esteemed guests, including MEC Faith Mazibuko and Chief Mtshweni, whose presence reaffirmed the importance of collective leadership in youth empowerment. Parents, whose unwavering support forms the bedrock of their children's educational journeys, also attended in support. The programme was expertly directed by Mr Peter Nkosi, ensuring a day filled with meaningful engagement and inspiration.

Principal SB Mahlangu, in a heartfelt address, shared the story of Wozanibone Interm Farm School — describing it as an oasis in a rural landscape, where learners display remarkable determination. "Our learners attend weekend classes, and our parents, despite high unemployment, go above and beyond — using the little they have — to ensure their children can reach school," he said. His moving testimony laid bare both the resilience of the community and the critical need for improved transport and support systems to sustain educational access.

Career expos such as this are more than just events — they are lifelines. In a world where making informed career choices depends heavily on access to research, exposure, and knowledge of industry needs, many learners in under-resourced areas remain at a disadvantage. That is why initiatives like this are so powerful. They meet learners where they are — in their villages, in their schools, in their communities — and offer a glimpse of what is possible. By lighting the path with information, we help young people navigate their futures not just with hope, but with clarity and purpose. These moments become the starting point for informed choices that align with real economic opportunities and critical skills gaps in South Africa and beyond.



# CEO Breakfast Dialogue with youth : The Future Speaks — Will the Present Listen?

On the 30<sup>th</sup> of June 2025, the Public Service Sector Education and Training Authority (PSETA) hosted a dynamic Youth Dialogue that brought together a vibrant mix of voices from across the public sector landscape. From University of Pretoria students and SAAPAM representatives, to young professionals already embedded in public service, as well as the executive leadership of PSETA and its interns, the event created a rich tapestry of perspectives, energy, and vision.

Facilitated with thoughtful brilliance by **Ms Tsholofelo Maboa**, a young public servant from PSETA's Finance Department, and **Ms Minenhle Ndala**, an intern in the PSETA Internal Audit, the session resumed with an energiser: a speed networking activity that prompted participants to connect with someone new and share their personal vision for South Africa. What followed was a half-day of honest reflection, deep insight, and powerful conversation around the state of employability, education, and governance in the country.



**Ms Tsholofelo Maboa and Ms Minenhle Ndala**

The dialogue was opened by **PSETA's Corporate Services Executive (CSE), Advocate Siphokazi Moleshe**, set the tone with a heartfelt welcome and outlined the purpose of the gathering. She urged young participants to engage meaningfully with the themes of employability, education,



**Advocate Siphokazi Moleshe**

and governance, in alignment with the 2025 Youth Month theme: **"Skills for the Changing World –**

Empowering Youth for Meaningful Economic Participation."

Advocate Moleshe reminded the youth of their power to shape the future and encouraged active participation in building an ethical and capable public service. She clarified that the purpose of the dialogue was to share insights and lived experiences, identify solutions to youth challenges, foster connections between youth and leaders, and empower young people to shape their futures.

**PSETA's Chief Operations Officer (COO), Ms Shivanthini Nagalingam-Potter, delivered a compelling presentation on PSETA's role in youth skills development.** She highlighted strategic initiatives such as discretionary grants, bursaries, internships, accredited training programmes, and workplace- based learning. Ms Nagalingam- Potter also emphasised partnerships with universities and TVET colleges, and explained how these pathways enable young people to access and lead within public service careers. **"We work with public institutions to ensure youth are not only skilled, but equipped to lead,"** she said.



**Ms Shivanthini Nagalingam-Potter**

# *“We believe in the power of young people to shape a capable and ethical public service.”*

## *- Ms Shivanthini Nagalingam-Potter*

In a powerful keynote address, **PSETA's Chief Executive Office (CEO), Ms Bontle Lerumo** inspired youth to embrace personal growth, resilience, and purpose.

*“Don't box yourself in,  
evolve, learn, and lead  
with conviction,”*

Ms Lerumo reminded attendees that the future belongs to those who are adaptable, value-driven, and bold enough to believe in the impossible. She championed continuous learning, unlearning, and reimagining what's possible, stressing the need for multi-skilled individuals in a rapidly changing world. Introducing the concept of design thinking, she encouraged solution-driven leadership grounded in empathy and creativity.



**Ms Bontle Lerumo-CEO**

This was not just a dialogue for the sake of ticking boxes. It was a gathering of minds, driven by an urgency to understand the role of youth in reshaping the country and the systems that govern it. Central to this dialogue was a recurring message: young people must take the initiative.

Ms Nadine Ramarumo, one of the attendees, powerfully illustrated this point. Now working as a research assistant at the Singapore Embassy, Nadine shared how her journey involved proactively knocking on doors—even irritating embassies—to find an opportunity. Her story echoed a broader sentiment shared in the room: qualifications alone are not enough. Skills are necessary, but so is boldness, perseverance, and self-belief.

Entrepreneurship emerged as a key theme. Not as a buzzword, but as a meaningful alternative pathway to employment. Youth in the room emphasised that South Africa is not short of problems—it is short of problem solvers. Entrepreneurship, then, becomes not just a career path, but a form of civic duty: a call to identify gaps and build solutions that uplift communities, create jobs, and inspire innovation.

Another critical thread in the dialogue was the issue of self-belief and local value. Participants noted how difficult it is for South Africans to trust in local talent, ideas, and brands.

There was a collective acknowledgment that this mindset must shift if we are to grow sustainable, home-grown industries. Why, for instance, do we export our gold and diamonds only to buy them back as jewellery, instead of mastering our own production lines?



Education, unsurprisingly, became a focal point. It was agreed that South Africa's current education system is misaligned with the real needs of the population. It produces employees for offices, not entrepreneurs, artisans, or innovators. It teaches for compliance, not for creativity. In a country with vast natural resources, fertile land, and untapped talent, why are we not training young people in sustainable agriculture, jewellery design, or local manufacturing? The call was clear: we need an education system that enables self-sufficiency, not dependency.



What made the dialogue especially powerful was its balance between critique and hope. Young people weren't just pointing out what is broken, they were dreaming aloud, proposing ideas, and reminding everyone in the room that transformation begins with thought, but must end with action.

The presence of PSETA's leadership, CEO, COO, CFO, and CSE, was not merely symbolic. Their engagement reflected a commitment to listening and responding to the needs of the next generation. The youth who spoke were not spectators; they were co-creators in the vision for a stronger, more inclusive public sector.



The dialogue culminated in a panel discussion featuring the COO, CFO Mr Phumudzo Mbulaheni, and CSE, alongside two PSETA interns: Ms Makobe Mahubane from the Project Management Department, and Mr Manqoba Siwela from the Internal Audit Department. Their voices added critical insights and inspiration, closing the session on a note of collaboration, reflection, and vision.

In many ways, this Youth Dialogue was not an event. It was a mirror. It reflected the ambitions, frustrations, and potential of a generation. And more than that, it was a call to all institutions, policymakers, and leaders: listen closely to your young people. They are not just the future, they are architects of the present.

The conversation does not end here. It must continue in classrooms, boardrooms, town halls, and community spaces. But unlike many dialogues that fade into silence, this one must lead to action and meaningful change. When a generation speaks, the nation must do more than listen, it must respond. May we be reminded that the nation is not something outside of us. We are the nation.



# My PSETA Story: Voice of Purpose, Growth, and Possibility

By Lavhelesani Mainganye – APR, PRISA

In celebration of Youth Month, PSETA proudly presents My PSETA Story—a heartfelt collection of journeys from young professionals who have walked through our doors and emerged transformed. These are not just Internship, Bursary, Work Integrated Learning experiences; they are stories of resilience, discovery, and purpose.

Each voice featured in this segment reflects the spirit of what PSETA stands for: excellence, accountability, transparency, and fairness. From graphic designers to finance interns, from community activists to aspiring leaders, these individuals have embraced the opportunity to grow, contribute, and lead. Their stories remind us that the path to success is rarely linear. It is shaped by mentors who believe in us, challenges that stretch us, and moments that ignite our passion. Whether it's overcoming self-doubt, directing a corporate video, facilitating international engagements, or simply learning to show up with authenticity—these young professionals have shown that growth is not just about skill, but about character.

My PSETA Story is more than a newsletter feature. It is a celebration of youth potential, a tribute to the power of opportunity, and a call to action for others to step forward and shape their own futures. As you read each story, may you be inspired to reflect, to dream, and to believe in the possibility of your own journey.



## BONISWA MAFATA: THE RISE OF A NEW GENERATION.

In a world where discouragement often shouts louder than dreams, where headlines highlight crisis more than courage, one young woman dares to believe—and to become. Her name is Boniswa Mafata, and she is not just a student, not just another graduate—she is a symbol of South Africa's rising hope.

Born and raised in Bloemfontein, Boniswa's journey began like many others—with limited resources but unlimited potential. She studied at Sehunelo Secondary School before setting her sights on the University of the Free State.

There, she pursued a Bachelor of Administration, a path she chose not for prestige, but for purpose. "Part of my purpose is servanthood," she says with conviction. "I believe that when I work in the public sector, I will best fulfil that calling."

And then came the wings beneath her wings—PSETA. When the time came to pursue her honours, it was PSETA that stood behind her, offering not just funding, but faith in her potential. "I don't think I would have been able to reach this moment without PSETA," she says. "Honestly, I don't think." Now, with her honours degree behind her, a research proposal in progress, and a public sector internship underway, Boniswa is flying higher than ever before. But her vision soars even further. She dreams of a South Africa where every young person has access to opportunity, where public policy is shaped by young minds who care deeply, and where no student is left behind because of finances or circumstance.

*"I want to be part of the change,"*

she says. "Even if it means working to raise funds so that others don't struggle like we did." Her resilience is legendary. Through grief, through doubt, through the pressures of academic life, Boniswa held onto her goals and her faith. Raised by a superwoman of a mother, and strengthened by her Christian values, she has become a quiet force of courage—one that refuses to fold under pressure.

"Anything is possible," she insists. "If you tell yourself you want to achieve something and you work toward it, then you can." When asked about the future of South Africa, she doesn't hesitate. "Thirty years from now, I see a better state. I believe the young people of today—those taking charge, those hungry for knowledge—we are the ones who will bring positive change."

She dreams of spaces where young public administration students and political science minds gather, not to compete, but to co-create. To exchange ideas, to reimagine service, to lead. And she believes that purpose should always drive progress. "Yes, the paper matters," she says. "But purpose is what sustains us." Her message to the youth of South Africa is clear and stirring:

As we commemorate Youth Month, we look not only at the heroes of 1976 but at the Boniswas of today—those who carry the torch forward. Let her journey be a reminder that transformation is not just policy—it's personal. It's stories like hers that shape the soul of a nation.

So, here's to Boniswa Mafata—young, gifted, and resilient. With PSETA as her wind, and purpose as her compass, she's not just flying. She's rising.



*"Never give up. Nothing worth having comes easy. The goal is to win. Nothing else. Just to win."*



# Tebogo Riet: From Challenge to Confidence – A Journey of Growth Through PSETA

**M**r Tebogo Riet is a Finance intern at the Northern Cape Provincial Legislature, whose story is a powerful testament to resilience, transformation, and the value of opportunity.

## TURNING STRUGGLES INTO STRENGTH

Born and raised in Kimberley, Tebogo's academic journey began with uncertainty. After matriculating in 2015, he chose to pursue financial accounting—ironically, the subject he had struggled with most. "I needed something challenging," he said. "I wanted to prove to myself that I could do it."

He began his studies at Rosebank College and later completed his N6 in Financial Management at a public TVET college. Despite facing barriers to university admission, Tebogo remained determined. His breakthrough came when he was accepted into the Work Integrated Learning (WIL) programme through a partnership between PSETA and the Northern Cape Provincial Legislature.

## A HOLISTIC LEARNING EXPERIENCE

Tebogo has spent 21 months in the WIL programme, rotating through key finance sections including bookkeeping, budgeting, and salary administration. This hands-on experience has equipped him with a deep understanding of public sector finance operations. "I've learned how finance department's function—from recording transactions to managing budgets and salaries. It's been a transformative experience," he shared.

## CHALLENGES THAT BUILT CHARACTER

While the programme offered valuable exposure, Tebogo also faced challenges. From balancing workload and meeting KPIs to navigating the stigma of being "just an intern," he encountered moments of frustration. Limited feedback from mentors and a lack of clarity on post-programme opportunities added to the pressure. Yet, he remained committed. "Sometimes we had to learn on our own. But I've grown stronger and more confident through it all," he said.

## IMPACT AND PERSONAL GROWTH

The programme has had a profound impact on Tebogo's personal and professional development. "I've gained the experience I needed to be eligible for my diploma and to pursue further studies. I now understand workplace culture and expectations," he reflected. His proudest achievement? Gaining the confidence and competence to work independently in a professional finance environment.

## LOOKING AHEAD: ASPIRATIONS AND ADVOCACY

Tebogo's future goals include furthering his education and becoming a role model for other young people. "I want my story to inspire others. Even if you didn't qualify for university, there's still a way forward through TVET colleges and programmes like this," he said. He plans to use his experience to contribute meaningfully to the public sector and advocate for youth empowerment.

## A MESSAGE TO THE YOUTH

Tebogo's advice is clear:

*"Don't wait for inspiration—be the inspiration. Work hard, stay committed, and believe in your potential."*

He describes his experience in three words: Excellent, Inspirational, Revolutionary.



# Rethabile Twala: Serving with Purpose, Leading with Passion



In this Youth Month edition, we celebrate the inspiring journey of Rethabile Twala, a passionate community activist and intern at the Office of Public Protector of South Africa (PPSA), whose story is a powerful blend of service, resilience, and vision.

## A HEART FOR COMMUNITY, A MIND FOR GOVERNANCE

Born in Springs and now residing in Pretoria, Rethabile holds a bachelor's degree in International Relations and Public Management, and an Honours degree in Public Management and Administration from the University of Pretoria. His journey into public service was inspired by his mother, a dedicated community activist, and his own deep love for South Africa and its people. "I've always believed in being a bridge between the community and government," he shared. "Public administration is my way of serving and strengthening that connection."

## IMMERSED IN IMPACTFUL WORK

Through the PSETA-funded internship programme, Rethabile was placed at the Office of the Public Protector of South Africa (PPSA), where he serves as an administrative assistant and project coordinator in the International Relations and Parliamentary Liaison Unit. Initially uncertain about the placement, he quickly grew to love the role. His standout achievements include facilitating a five-day study visit for the Ombudsman of Angola (which acts as the Public Protector at Angola); organizing national training for investigators on procurement irregularities, sponsored by GIZ; and coordinating international engagements and outreach programmes that promote good governance. "These experiences helped me discover the importance of diplomacy and international collaboration in strengthening constitutional democracy," he said.

## SKILLS THAT SHAPE A LEADER

Rethabile's internship has sharpened his research and writing abilities, improved his communication skills, and taught him the value of teamwork and adaptability. He's learned to write for diverse audiences and manage complex projects with professionalism. Despite challenges—such as limited intern benefits, long hours, and balancing dual roles—he remains committed. "I've learned to embrace uncertainty and serve with purpose," he reflected.

## RECOGNITION AND FUTURE ASPIRATIONS

Rethabile's dedication was formally recognized when he received the Intern with the Most Potential Award for the 2024/2025 financial year, standing out among 20 interns at the Public Protector. Looking ahead, he plans to pursue a career in international relations, leveraging the exposure and networks gained through the programme. "This internship has mapped out my path and introduced me to future employers," he said.

## A MESSAGE TO THE YOUTH

To young people, Rethabile offers this advice:

*"Embrace uncertainty. Don't wait for the perfect moment—just start. Be active in your community, and your career will follow."*

He describes his experience in three words: Service, Growth, Uncertainty.

## A LIFELONG COMMITMENT TO CHANGE

Rethabile remains a committed community activist, educating others about the mandate of the Public Protector and advocating for efficient public service. "We, as public servants, must be the change. Our efficiency impacts lives," he said.

# Patricia Simbine: A Voice of Growth, Grace, and Gratitude in Public Service



In the latest edition of the PSETA Youth Month Newsletter, we spotlight the inspiring journey of Patricia Simbine, a postgraduate student from Tshwane University of Technology (TUT), whose internship experience at PSETA has been nothing short of transformative.

## A PURPOSEFUL BEGINNING

Patricia's journey into the PSETA internship programme began through a placement facilitated by TUT, aligning perfectly with her qualification in Public Administration. Her motivation stemmed from a desire to apply her academic knowledge in a real-world setting and contribute meaningfully to the public sector. "I was placed in a role that matched my qualification, and that alignment made the experience even more impactful," she shared.

## EXPERIENCE THAT BUILDS EMOTIONAL INTELLIGENCE

During her internship, Patricia worked within the Quality Assurance department. Her daily interactions with diverse stakeholders taught her the importance of emotional intelligence and effective communication.

"I learned to manage my emotions and communicate professionally, especially when dealing with demanding stakeholders," she explained. "Understanding that we are governed by policies helped me navigate challenges with grace." Her ability to remain composed and solution-oriented, even under pressure, became one of her most valuable assets.

## IMPACT THROUGH INNOVATION AND MENTORSHIP

Patricia's mentors played a pivotal role in her growth, encouraging her to think critically and creatively. She was entrusted with confidential tasks and given access

to systems—an empowering gesture that affirmed her capabilities.

Her proudest achievement? Developing a tracking tool to streamline certificate verification and dispatch processes. This innovation not only improved operational efficiency but also showcased her initiative and strategic thinking. "The fact that my suggestions were valued made me feel seen and appreciated," she said.

## SHAPING THE FUTURE WITH PURPOSE

Looking ahead, Patricia aspires to continue her journey in the public sector, using the skills she gained to improve service delivery and ensure that citizens receive value for money. "At PSETA, I learned that public servants must always prioritize the needs of the people. That's the mindset I'll carry forward," she affirmed.

## A MESSAGE OF ENCOURAGEMENT AND APPRECIATION

To unemployed youth considering similar programmes, Patricia offers heartfelt advice:

*"Allow yourself to learn. Be a sponge. Don't come in thinking you know everything—embrace every opportunity to grow."*

She describes her experience in three words: Rose, Happiness, Kindness. In closing, Patricia expressed deep gratitude to PSETA and her team: "This experience has shaped me professionally and personally. I'm thankful for the trust, the mentorship, and the opportunity to contribute."



# Catherine Chauke:

## A Journey of Growth, Grit, and Gratitude

As part of our Youth Month feature, we shine a spotlight on Catherine Chauke, a vibrant and determined young woman whose journey through the PSETA Work Integrated Learning (WIL) programme has been a story of transformation, empowerment, and purpose.

### FROM CLASSROOM TO CORPORATE CONFIDENCE

Catherine, a Management Assistant graduate from Tshwane South TVET College, joined the WIL programme in June 2024. Her motivation was clear: to complete her practical training and finally obtain her diploma. But what started as a requirement quickly became a life-changing experience.

"I've always loved the idea of working in a corporate environment—heels, office vibes, and all," she said with a smile. "This programme gave me that and so much more."

### LEARNING BEYOND THE TEXTBOOKS

Over the 18-month programme, Catherine immersed herself in the real-world workings of the public sector. She learned how to manage time, work in teams, and communicate professionally. Most notably, she discovered the full potential of digital tools like Excel and Microsoft Outlook—skills that were only briefly touched on at the college. "I realized that a laptop isn't just for typing CVs. It's a powerful tool for communication, planning, and execution," she shared.

### IMPACT THAT BUILDS CHARACTER AND CAPABILITY

The programme didn't just shape Catherine's professional skills—it transformed her personally. She learned the discipline of punctuality, the importance of dress code, and the responsibility that comes with being part of a team. "My

mentor was amazing. She pushed us to be accountable every day. At first, the daily reports felt strict, but now I see how they helped us grow," Catherine reflected.

Her proudest achievement? Gaining the confidence to independently manage tasks like compiling minutes, sending meeting invites, and engaging with stakeholders—skills she now carries with pride.

### EYES ON THE FUTURE

Catherine's aspirations are clear: she's ready for full-time employment. "I've gained so much experience—doing another internship would be a step back. I'm applying for permanent roles now," she said. If no opportunity arises, she plans to pursue a bachelor's degree to further strengthen her qualifications.

### A MESSAGE TO THE YOUTH

To young people considering the PSETA programme, Catherine offers heartfelt encouragement: "You're making a choice you won't regret. PSETA doesn't just fund you—they support you, guide you, and make sure you succeed." She describes her experience in three words: Success at First Sight.

### A HEARTFELT THANK YOU

In closing, Catherine expressed deep appreciation:

*"Thank you, PSETA, for making my dream come true. I've always wanted to complete my WIL and get my diploma. You've played a big part in my career journey—and I'll always be grateful."*

# From Classroom to Corporate: Tshegofatso Makinta's Inspiring Journey with PSETA



In a heartfelt and inspiring conversation, Tshegofatso Makinta shared her transformative journey through the PSETA Work Integrated Learning (WIL) programme, shedding light on the power of opportunity, mentorship, and personal growth.

## A JOURNEY ROOTED IN DETERMINATION

Tshegofatso, a Management Assistant graduate from South College, began her path with a clear goal: to complete her diploma and gain practical experience. Despite initial setbacks, including a lack of internship opportunities, she volunteered at a local school to gain exposure to the corporate world. Her breakthrough came through a sponsorship by PSETA, in collaboration with South College, which introduced her to PSETA and the WIL programme.

"I wanted to improve my skills and open new doors," she said. "Completing my logbook and obtaining my diploma was a personal mission."

## EXPERIENCE THAT BUILDS CONFIDENCE

Through the WIL programme, Tshegofatso was immersed in real-world administrative tasks—filing, record management, stakeholder communication, and mastering tools like Excel and Microsoft Teams. She developed key skills such as: **Organizational and technical proficiency; Effective communication; Attention to detail; Time management and task prioritization.**

Transitioning from a classroom to a professional setting wasn't easy. She faced challenges adapting to office protocols and balancing tasks. But with curiosity, observation, and the use of daily planners, she overcame these hurdles and grew into her role.

## IMPACT BEYOND THE WORKPLACE

The programme's impact extended far beyond technical skills. Tshegofatso credits her mentors for their patience, guidance, and unwavering support. "They were always available—even when working remotely—to ensure we were equipped and our logbooks were complete," she shared.

Professionally, she gained a deeper understanding of the public sector and its values—accountability, diversity, and continuous learning. Personally, she experienced a boost in confidence, overcame self-doubt, and honed her interpersonal skills.

Her proudest achievement? Being entrusted with responsibilities that required collaboration, precision, and initiative—an affirmation of her capabilities and potential.

## LOOKING AHEAD: ASPIRATIONS AND COMMUNITY IMPACT

Tshegofatso envisions herself thriving in the corporate world at a senior level, driven by a desire to further her studies and contribute meaningfully to society. "This programme helped me discover my strengths and passions," she said. "I want to help improve service delivery and address community needs more effectively."

## A MESSAGE OF HOPE AND GRATITUDE

To unemployed youth, Tshegofatso offers this advice: "Take this opportunity seriously. It's not just about gaining skills—it's about increasing your employability and making a meaningful impact." She describes her experience in three words: . In closing, she expressed heartfelt appreciation to PSETA and her team: "It's going to be very difficult to part ways. It felt more like a family. I'm truly grateful."



# Yayama Madikizela: Designing Her Purpose, Living Her Leadership



Meet Yayama Madikizela, a graphic design intern at PSETA whose journey is a powerful blend of creativity, conviction, and calling. From the Eastern Cape to Pretoria, Yayama's story is one of alignment—between purpose, profession, and personal growth.

## A PURPOSE-LED PATH

Yayama's journey into the PSETA internship programme wasn't planned—it was divinely aligned. After graduating in April 2024, she spent months at home reflecting on her future. "I prayed for alignment between my purpose and my career," she shared. That alignment came through a chance conversation with her aunt, who introduced her to SAPAM and, eventually, PSETA. What stood out most was how PSETA's values—accountability, excellence, transparency, and fairness—mirrored her own. "I had listed those same values in a radio interview the night before my first day," she recalled. "It felt like confirmation that I was exactly where I needed to be."

## LEARNING THROUGH DESIGN AND DISCIPLINE

As a graphic design intern, Yayama has grown in both technical skill and professional maturity. She's learned to:

- Push beyond limits: Working late nights and early mornings to meet deadlines.
- Lead creatively: Directing PSETA's corporate video from concept to execution.
- Communicate professionally: Navigating stakeholder engagements and internal protocols.
- Balance emotion and excellence: Showing up authentically while delivering high-quality work.

*"I've learned that excellence isn't just about output—it's about consistency, resilience, and heart."*

she said.

## MENTORSHIP THAT MOULDS

Yayama credits much of her growth to the mentorship she's received at PSETA. From the Corporate Service Executives's high standards and agility to her manager's affirmations and emotional support, she's been shaped by leaders who model both competence and compassion. "There was a time I wanted to quit," she admitted. "But my manager refused to let me give up. She helped me find a therapist and reminded me of my worth. That kind of support changed everything." Her communications officer, too, has been a beacon of strength and boundaries. "She shows me what it means to lead with grace, even through personal challenges," Yayama said.

## PROUDEST ACHIEVEMENT: A VISION REALIZED

Among her many contributions, Yayama is most proud of directing PSETA's corporate video. "It was my vision, my coordination, and my creativity brought to life," she said. "It proved to me that I'm capable of leading big projects—and that I should never shy away from new challenges."

## FUTURE ASPIRATIONS: LEADING WITH PURPOSE

Yayama dreams of retiring by 35 or 40—not to stop working, but to lead her own creative empire. "I want to be a leader who pours into others, who models excellence and empathy," she said. Whether in public service or entrepreneurship, her goal is to serve, inspire, and uplift.

## A MESSAGE TO THE YOUTH

To young people entering internships, Yayama offers this advice: "Don't just clock in and out. Bring your fire. Let the process mold you. Absorb everything. Push your limits. You're not just an intern—you're a leader in training." She describes her experience in three words: Sacred. Stretching. Purposeful.

# Honouring legacy and leadership

The Public Service Sector Education and Training Authority (PSETA) marked the occasion alongside the University of Pretoria's School of Public Management and Administration (SPMA) at their Gala Dinner, held in celebration of the institution's remarkable 50 years anniversary.

This milestone occasion not only marked five decades of SPMA's legacy but also reaffirmed the strategic and enduring partnership between PSETA and SPMA—a collaboration grounded in a shared vision of advancing innovation, excellence, and skills development within the public sector. The evening commenced with heartfelt opening remarks from Professor Gerda van Dijk, who captured the spirit of the celebration with the words: "We are not merely commemorating a date, but a legacy." She applauded the institution's lecturers as some of the finest on the African continent and urged the community to carry forward the passion that has defined SPMA's journey. "May your legacy endure and your influence grow — to the past that shapes us and the future that awaits us," she said.



A highlight of the evening was the inspiring address by PSETA CEO, Ms. Bontle Lerumo. She delivered a compelling message on the role of dialogue and innovation in transforming public service. "SPMA is more than an academic institution — it is a catalyst for change," she affirmed. In a powerful message to the recent graduates, she urged them to be courageous and disruptive in their approach: "We want disruptors in the public service. Don't be consumed by what already exists." Ms. Lerumo concluded by reaffirming PSETA's unwavering commitment to its transformative partnership with SPMA—one focused on developing a professional, future-ready public service capable of driving meaningful change for the next 50 years and beyond.

This gala dinner was not merely a celebration of the past—it was a profound tribute to five decades of academic excellence and public service impact, as well as a visionary embrace of the future of public administration in South Africa. It served as a moment of reflection on the legacy that has shaped generations of leaders, while also igniting a renewed sense of purpose and possibility for the journey ahead. In honouring the strides made thus far, the evening inspired guests to imagine and commit to a future defined by ethical leadership, innovation, and transformative change within the public sector.



# PSETA hosts Malawian delegation for benchmarking visit.

*By Yayama Madikizela*

In a week marked by insight, inspiration, and continental kinship, PSETA had the pleasure of hosting the esteemed Malawi Delegation for a two-day benchmarking visit — a profound engagement grounded in shared aspirations for transformative skills development. The visit was a reaffirmation of Africa's collective journey toward excellence, collaboration, and empowerment through education and training.

The programme commenced with a warm welcome from PSETA CEO, Ms Bontle Lerumo, who delivered a compelling presentation on PSETA's establishment, its strategic positioning within South Africa's post-school education and training system, and the governance model that underpins its operations. Her address set the tone for a dialogue rooted in transparency, innovation, and strategic alignment. Following this, Mr Shadreck Ching'oma provided purpose-setting remarks, framing the benchmarking visit as a valuable opportunity for mutual learning and long-term collaboration between the two nations.

PSETA's Chief Operating Officer, Ms Shivanthini Nagalingam-Potter, then delivered a series of insightful presentations. She began by unpacking the South African Skills Development System, mapping out the roles and coordination among key stakeholders such as the Department of Higher Education and Training (DHET), SAQA, QCTO, NSF, NSA, and NAMB. Her subsequent presentations delved into strategic planning processes aligned to national development goals and the critical importance of labour market research and sector skills planning in shaping responsive, demand-led training systems.



Adding depth to the dialogue, the Learning Programmes Manager Mr Mokoto Makaepa offered a detailed look at workplace-based learning models and programme implementation strategies, while Quality Assurance Manager Ms Lungiswa Mafuleka illuminated processes around accreditation, quality assurance, and qualification development — cornerstones of a trusted and outcomes-driven education ecosystem.

CFO Mr. Phumudzo Mbulaheni then led a session on Financial Sustainability and Strategic Budgeting, offering valuable insights into PSETA's planning cycles, budgeting process, and diverse funding sources. His presentation emphasized the importance of financial resilience and strategic alignment in delivering sustainable impact across the sector.

Advocate Siphokazi Moleshe the Corporate Services Executive at PSETA presented, on Stakeholder Partnerships and Collaborative Models. She outlined how PSETA strategically engages with government departments, labour unions, other SETAs, academic institutions, and regional bodies to build impactful, cross-sector collaborations that strengthen the ecosystem of the public service skills development. Throughout the sessions, a spirit of inquiry and exchange prevailed. Lively discussions reflected the alignment between the two nations in their shared desire to build agile, professional, and ethical public sectors — ones equipped to respond to contemporary socio-economic challenges with innovation and integrity.

# Forging pathways for progress: PSETA engages with Letaba TVET college.

By Yayama Madikizela



April 8, 2025 – In a spirit of partnership and shared vision, the Public Service Sector Education and Training Authority (PSETA) led by CEO Ms Bontle Lerumo, accompanied by Corporate Services Executive Advocate Siphokazi Moleshe, SMC Manager Ms Ntombi Fomana, and Projects Manager Ms Nana Mngoma, held a strategic engagement with Mr MB Moshoma, Acting Principal of Letaba TVET College, and Ms MP Matlala, Deputy Principal: Corporate Services.

The meeting explored meaningful areas of collaboration aimed at strengthening the pipeline between education and employment. Discussions centered on aligning theoretical learning with workplace realities—an imperative step toward building a workforce ready to meet the evolving demands of the public service sector.

Letaba TVET College continues to lead by example in providing its students with both academic excellence and practical exposure. The college's ongoing commitment to producing work-ready graduates reaffirms its vital role in the national skills development agenda.

As the dialogue concluded, a shared sentiment emerged: the future of South Africa is indeed bright when institutions work together to empower its youth. PSETA is inspired by the possibilities this partnership holds and remains committed to advancing skills development across the public sector. We look ahead with great anticipation to the collaborative initiatives that lie on the horizon.



# PSETA and the National consumer commission formalise strategic partnership

By Yayama Madikizela



PSETA is proud to announce the signing of a Memorandum of Understanding (MoU) with the National Consumer Commission (NCC), marking a significant step in deepening collaboration between the two entities.

This highly productive engagement was characterized by a shared commitment to service delivery, public sector capacity building, and the advancement of citizens' lives through skills development and consumer protection.

The meeting also featured an insightful presentation that reaffirmed mutual objectives and explored promising avenues for collaboration—ranging from joint training

initiatives to knowledge-sharing platforms that will strengthen institutional capabilities.

This partnership underscores the importance of cooperative governance and a united approach to empowering South Africans. Together, PSETA and the NCC are laying the groundwork for impactful programmes that speak directly to the needs and aspirations of our people.

We look forward to the journey ahead and the transformation it promises to bring.

# Public Service Future Skills Needs Report

By Lavhelesani Mainganye, APR PRISA



**Mr Thulani Tshefuta, Ms Bontle Lerumo & Mr Zamokwakhe Khuzwayo**

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. Also, notable skills mismatch, with many public servants possessing qualifications that do not align with their job requirements.



**Professor Maserumule**

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 others, 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

# 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 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 can be accessed on the links below:

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

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

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

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

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

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

<https://open.spotify.com/episode/2B3F4ktYCbNlBYMwhE38xq?si=t6vuxkzoSKigEA0S1CKRyA>

## **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/1A486jNaGD4vZXp4LHtC4?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/>

## **PSETA Podcast Series EP 10: Khetso Gordhan**

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

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

<https://open.spotify.com/episode/5jFXk58LmSsq4dZXLLxoiz>

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unethical behaviour to

**Free Call Number: 0800 112 451**

**Email: [pseta@thehotline.co.za](mailto:pseta@thehotline.co.za)**

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

**Use 0800 112 451 to report**

**SMS: 30916**

**Mobile application: Vuvuzela Hotline app -**

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