In this issue...

**Women at the Forefront of EWSETA**

The Mvula Trust and Vhembe District Municipality project learners graduate

**The Operations Branch leadership team in the Spotlight**

Career Guidance for our youth

For inputs, please email: newsletter@eseta.org.za
Contents

Introduction
Message from the CEO 3
Note from the Editor 3
Acknowledgements 3

In the Spotlight
Meet our COO 4
Women at the forefront of the EWSETA 5
Operational Managers’ Profiles 9

In the News
When the Levy is Dry 12
Entrepreneurship Opportunities for Women in Water and related sectors 14
The Mvula Trust and Vhembe District Municipality project learners graduate 15
Career Guidance for our Youth 16
North West Premier’s Outreach Programme 16
National Science Week 17
Majuba TVET College Decade of Artisan Event 17
Nelson Mandela Career Festival 17
Department of Rural Development and Land Reform 17
17/18 Training Providers Capacitation Session 18
Economic Growth: A responsibility for all sectors 19
Employee Wellness Initiatives 20
Diversity in the Workplace 20

Notice Board
8th International Young Water Professionals Conference 21
Welcome to the EWSETA 22
Annual Report 2016/17 22
The Black Business Council Built Environment 23
Water and Sanitation Wealth Seminars 23
Message from the CEO

Dear Valued EWSETA Stakeholders

I had the wonderful opportunity and privilege of attending the recent World Water Week Conference in Stockholm, Sweden. The week long event organized by Stockholm International Water Institute (SIWI) was packed with invaluable and practical information addressing the primary theme “water and waste: reduce and reuse”. World Water Week is attended by over 3200 individuals and around 330 convening organisations from 130 countries and is considered the premier conference for global water issues.

The conference shared insights and solutions to water scarcity, poor water management, waste water treatment issues and unjustifiable waste management using science, technology and innovative finance models. Experts, practitioners, decision-makers, business innovators and young professionals from various sectors and countries used the conference to network, exchange ideas, foster new thinking and develop solutions to the most pressing global water-related challenges.

From a South African perspective, it was encouraging and exciting to learn how water and waste water could be utilized in a circular economy in which water and waste are managed as economic assets to create more opportunities for social and economic development. As our urban population grows, our waste water will become a growing resource that can be used effectively to mitigate water scarcity. Another crucial finding is that regulation alone will not redress water scarcity. We need to include legal, economic and administrative, education and training interventions, incentives and penalties to promote and stimulate the process of reducing and reusing waste water. The conference was incredibly informative and highlighted best practices from around the world. We look forward to engaging with our stakeholders and implementing many of these initiatives.

August was Women’s Month and I wanted to share our commitment and achievement in advancing women in the SETA. I am pleased to report that we have a 60% female executive and 31% female management team. This is certainly an improvement from previous years and our continued improvement to equality in the workplace will see this number improve. We still have a journey to travel when it comes to equitable representation across all designated groups but we look forward to achieving our goals in the near future.

Errol

Note from the Editor

We are about 7 weeks away from Christmas and I for one do not know where this year has gone? So much has happened here at EWSETA, particularly in the second quarter of the year. So it is only fitting to reflect on some of the milestones achieved at the half year mark, with a special focus on some of the inspiring women leading the charge at EWSETA, which is only appropriate given that during the second quarter we celebrated Women’s Month and Heritage Month.

There is also tremendous work being done in Operations under the leadership of the Chief Operations Officer and his management team - in this issue you get to meet them.

Enjoy the read!

Candice
COO, Ineeleng Molete began his career in training and development more than 15 years ago. For 10 of those years he was with the ETDPSETA, and served 5 years as the Head of Department. He contributes his work ethic to never wanting to be mediocre and complacent in any role he undertakes.

On his appointment to the EWSETA, the main responsibility he faced was to adopt a culture of reporting within the office of the COO as well as and the rest of the SETA. He says, the biggest task was communicating that as COO, he is only a small part of the bigger picture and for greater success all team members need to pool their individual skills to move the organisation to the next level.

During the interview, Ineeleng was forthcoming about the challenges the organisation faced particularly, the crisis of non-performance in the past. The team, under the direction of Ineeleng has identified and implemented several strategies to improve planning and performance. The earlier advertising of the Discretionary Grant Funding Windows allows for a greater response rate from stakeholders. Regular communications with stakeholders coupled with scheduled site visits all contribute to improved performance.

Ineeleng is well aware that the EWSETA is capable of achieving significantly improved performance and has made key decisions over the last year, to set the organisation in the right direction.

He comments that the majority of learners in rural communities and sometimes in urban areas are not well-informed about the abundant careers within the energy and water sector. In most instances, many are misinformed or do not have the financial means to further their tertiary studies. For this, and other equally important reasons, EWSETA has embarked on a national roadshow to take the organisation to where it can make a significant impact: underprivileged and under-served communities. Stakeholder engagement will also form part of their plans to engage and inform stakeholders of SETA’s processes, policies and financial plans.

Ineeleng believes that the future of the EWSETA is in maintaining a balance between autonomy and fostering sustainable partnerships with its stakeholders. For autonomy purposes, reducing the reliance on project management companies is priority as well as organising provincial management offices to meet long term objectives.

**Quick Q&A with Ineeleng**

*Choose a movie title for the story of your life.*
From humble beginnings to humble achievements

*What are three things still left on your bucket list?*
Further my studies, take the EWSETA to 100% performance and register an NGO

*What are your hobbies?*
Travelling, reading and live concerts.

*Favourite holiday destination?*
Paris and Milan.

*What do you do in your spare time?*
Spend time with my family and listen to music.

*Likes?*
Hard workers and positive attitudes.

*Dislikes?*
Fake personalities and non-committed people.

*Favorite meal?*
Mogodu and samp.
In the Spotlight

Women at the Forefront of EWSETA

The EWSETA is committed to the ongoing development and advancement of women leadership in the Sector and strives to promote women in all areas of management.

Although the energy and water sector is still male dominated the EWSETA has made major strides within its own ranks to support this progressive agenda. We are proud to share the success.

In the spotlight we highlight a few of EWSETA’s impactful women figures, who are changing the status quo daily and proving that women are able to participate productively within the sector. These are merely a handful of shining examples of women leaders within our own ranks who are challenging convention and changing the status quo by epitomising the meaningful contribution that women can make to the sector.

Mpho Mookapele, our recently appointed Chief Financial Officer, has shown great strength and purpose during the 11 months since her appointment. Her responsibilities include the development and implementation of sound financial strategies for the organisation. Although, her new position places considerable responsibility and pressure on her shoulders, she contends that a willing spirit to perform at the highest level is her key ingredient to success.

Prior to joining the EWSETA, Mpho gained extensive knowledge as an auditor in the private sector where she quickly noted that women have to work harder to prove their competence when compared to their male counterparts. Systemic gender discrimination and negative cultural attitudes have hampered the advancement of women in the energy and water sector for generations. This resulted in hardened institutional barriers that created a perception that women inherently lack the required technical skill, ability and experience to contribute meaningfully in the sector.

Mpho notes that the only way to move beyond this notion is to build capacity for women in the sector by developing and implementing mechanisms to encourage women to pursue technical careers and promote learnerships and internships amongst women. The EWSETA already provides these opportunities.

Ultimately women need to advance into positions of leadership where they can shape policy, influence strategy and guide management in bringing about transformation for future generations of women entering the sector.

**Mpho Mookapele**
Chief Financial Officer

Mpho is passionate about using her skills and experience to make a difference in the public sector and wants the same opportunity for other women.

She believes that the EWSETA can use its resources effectively to direct the advancement of women into positions of leadership that will benefit not only those women but also their respective communities.
In the Spotlight

**Tsholofelo Mokotedi**, the EWSETA’s Acting Executive: Sectoral Collaboration and Stakeholder Engagement, is responsible for amongst others, leading collaboration between sector stakeholders and management to ensure the delivery of the National Skills Development Strategy (NSDS) in the energy and water sector.

Six years ago when an opportunity presented itself to fill the position of Water Sector Manager at the EWSETA, she took it but admits this was a risk on her part, as she was working for one of the largest SETAs at that time and had limited knowledge about the energy and water sector.

Tsholofelo was emboldened by the challenge and took a leap driven by a desire to use her 15 years in education and skills development to contribute and serve.

**Over the years, Tsholofelo has been entrusted with various Executive leadership roles and in her current portfolio, her first major assignment was to lobby the energy and water sector to recognise the EWSETA as an education and training authority.**

Through her dedication to her mandate she has certainly achieved that and as she reflects back on her stellar career, she admits that when joining EWSETA more than 6 years ago as a “skills specialist” she didn’t expect that this would become her home and would be a place where she can fully stretch her professional abilities.

When asked to reflect on the energy and water sector, Tsholofelo recalls that when she first joined the organisation it was under exciting times. The SETA was in the middle of a transition to transfer water distribution from the Local Government SETA to the Energy SETA. This transition enabled the EWSETA to be accepted as an education and training authority in the water sector. Tsholofelo also notes that with the recognition, it meant that the EWSETA was able to develop new qualifications based on the Quality Assurance Framework of the Quality Council for Trades and Occupations (QTCO). These qualifications respond to the skills demand identified in the sector and are developed with the full participation of experts in the energy and water industry. Important changes made by the Department of Energy (DoE) were focussed on energy security. The fundamental rule was to ensure energy resources and services are available and affordable. Renewable energy is regarded as one of the best ways to secure energy. EWSETA has embarked on this process by providing learnerships, internships and leadership development programmes in partnership with the DoE to implement the “National Solar Water Heater Rollout Programme” which has already started in a number of municipalities. Another key shift within the sector is the implementation of “gas to power” and it is expected that shale gas will be sourced from the Karoo in the next 10-15 years.

The EWSETA, through stakeholder engagement strategies, is driving valuable partnerships with Water Boards to achieve the primary goal set by the NSDS III - “Establishing the credible institutional mechanism for skills planning in South Africa”. The organisation, as a whole, is robustly engaging the energy and water sector to aid skills development interventions, to support sector skills planning and ensure that the workplace becomes an active learning space.

Tsholofelo shared the key transformation imperatives of the EWSETA as identified by the NSDS III, which are:

**Racial inequalities:**
EWSETA has made a commitment to confront inequalities by prioritizing previously disadvantaged South Africans with the provision of skills and training.

**Gender:**
High on the EWSETA agenda is the development of women to ensure their participation in the economy. EWSETA has partnered with stakeholders like Women in Oil and Energy South Africa (WOESA) in support of women development.

**Disabilities:**
EWSETA has partnered with organisations like People with Disabilities Association of South Africa to combat unemployment for individuals with disabilities. The plan is to develop an artisan-training programme across the country.

**Age:**
It is identified that those under 35 years make up the majority of unemployed statistics; therefore the NSDS III has been and will continue to prioritize training and development for the youth.

**Geography:**
EWSETA has made an effort to target rural communities in its Annual Performance Plan over the past few years and through our Provincial offices, we are now closer to the people who need us most.
In the Spotlight

The women on the ground in the EWSETA are making major moves.

Before joining the EWSETA, Lungile Tshabalala had previously worked for another SETA and already had a working knowledge of how SETAs functioned.

In 2005 she felt ready to make a change in her career and accepted a position with EWSETA as a Water Coordinator where she supervised the water quality programme and water production facilities. Lungile has been a hardworking and diligent member of the EWSETA team and her efforts have seen her rise through the ranks. She is now the Provincial Operations Manager and responsible for decentralization and implementation in the provinces.

Lungile believes that one of the ways to increase the number of girls entering learnerships and internship programmes in the energy and water sector is by changing the misconception that only boys are naturally equipped for technical work. As a response to this notion, the EWSETA is drawing up a skills development agenda to overcome gender shortages in the sector and create female water artisans and professionals.

She notes that the SETA has grown since she arrived and that the EWSETA is consistently making an effort to creating a balanced work environment. The SETA has not only committed to employing women on an equitable basis to men but has also created an environment and implemented policies that ensures that women have the same opportunities to occupy managerial positions and serve at executive level.

After all these years, she confesses that skills development has become part of her DNA.

Witnessing the learners’ stories of empowerment come full circle is most reassuring and affirms that EWSETA is serving a greater purpose in the country.

Catherine Kobyane is the Financial Accounting Manager at the EWSETA. When it comes to working with numbers and implementation of the financial strategy, Catherine brings her significant expertise to the fore. Before joining the EWSETA, Catherine worked in the private sector, but decided to move into the public sector to better utilize her skills for the energy and water sector. She describes EWSETA as “the employer of choice”.

In the nine years she has been with the SETA her career in the financial department has far exceeded her expectations and she has been able to grow both professionally and personally. One of her career highlights was the opportunity afforded to her to Act in an Executive role. Her goal is to keep climbing the ladder to reach executive level.

One of the significant changes she’s seen in the SETA has been in management. Not so long ago the SETA was under administration and that threatened the very existence of the organisation.

Catherine notes, with pride, that under the leadership of Mr. Gradwell, the new management of which she is a contributing member, was able to transform the SETA into a thriving and successful organisation.

Asked about the empowerment of women in the energy and water sector, Catherine notes that it begins with structuring better mentoring and coaching programmes that are able to reach girls in disadvantaged urban and rural areas. She believes it is the role of the experienced and empowered women to support the continuous development of young women.
Felicity Mabanga, is highly optimistic about the impact women are making in the EWSETA.

She states that there is a spirit of sisterhood among the women and a strong support system.

This year marks her 13th year with the EWSETA and she currently holds the position of Quality Assurance Practitioner.

When she first started with the organisation, the team was a group of 20 employees and has now grown to a staff of 70 employees. For Felicity, this is an indication that the EWSETA will continue to grow and serve its purpose to provide training and development.

Felicity is a perfectionist by nature and still exudes the same eagerness to learn and grow in the organisation as when she first joined the SETA.

She is extremely proud of the fact that women have made such significant strides at EWSETA and are now leading the way in managerial positions.

Last, but definitely not least is Siphelele Mazibuko, the youngest member rounding off our women interviewees. She is the Provincial Administrator and has been with the EWSETA for the last 6 years.

Siphelele says, with confidence that moving to the EWSETA has been the best decision she has made.

Her responsibilities include monitoring and evaluating projects, which are always challenging and contribute to her growth and development.

Siphelele notes that her work isn’t strictly office bound, one day she’s in the office finalising learner registration, and the next day making visits on location ensuring inductions are running as smoothly as possible and that training facilities are providing the necessary skills to learners’ advancement.

Her future plans include a promotion into Coordinator level but, in the meantime, Siphelele is absorbing knowledge about the SETA from her experienced colleagues to enhance her skills and expertise.

These are just a few women we have highlighted but EWSETA wishes to acknowledge the work and dedication of all the women at EWSETA. We thank you for being such shining examples to our young girls.
EWSETA understands the pivotal role that service providers play in skills development and training and relies on successful and amicable partnerships in order to meet its mandate.

No one knows this more than EWSETA’s Project Manager, Benny Masopha whose main responsibility is issuing Discretionary Grant contracts, consolidating the commitment schedule of the SETA and the management and facilitation of project payments.

There are many ground-breaking innovative SETA projects that are making a tangible difference to the lives of our young and one that stands out for Benny is the artisan programme implemented by Lekopane. The Lekopane Centre provides specialised technical skills to learner artisans and ensures the creation of sustainable employment.

Another that stands out is being implemented by Fasego, and provides learners with rare and highly sought after solar water heating installation and maintenance skills.

“Solar heating is a cost-effective alternative energy source. Renewable energy is the way of the future”, said Benny.

The Fasego project is the first model under the SETA to approve 70 co-operatives. The co-operatives main focus is building an entrepreneurial mindset for learners to establish and maintain sustainable employment and entrepreneurial opportunities for themselves and their communities.

Another project making an impact is the Mahube Development that focuses on qualifications such as Water and Wastewater Treatment Process amongst others. For Benny, establishing a culture of independence and entrepreneurship among learners is critical to growing the economy.

The only way to combat the skills shortage is through the provision of relevant training and development programmes that ensure job creation.
Kabelo Masilo’s key role as Skills Planning and Development Manager is to keep a close eye on the development of EWSETA’s Strategic Plan, Annual Performance Plan and Sector Skills Plan in accordance with the Department of Higher Education and Training requirements.

Under his leadership the planning, research and skills development of the entire SETA is drafted at a strategic level and meeting the SETA’s mandate is of the utmost importance. Kabelo’s office recently conducted a tracer study to determine the success of beneficiaries after completing EWSETA learning programmes.

The project’s goal is to establish whether the learning programmes provided by the SETA are of value to beneficiaries and that the skills learnt are practical and useful to implement in the workplace.

South Africa is in dire need of water professionals, which is why research partnerships with entities such as the Stellenbosch University Water Institute (SUWI) are important to align skills required by industries to meet the qualifications offered by the education system.

The latest research project administered by SUWI titled: An educational needs analysis of educators in the water sector at Further Education and Training (FET) colleges in South Africa, identified the need to create curriculums that increase technical skills of students and upskill the teaching capabilities of Technical Vocational Education and Training (TVET) lecturers.

Ultimately by conducting more research studies, the EWSETA will address many of the skills development challenges in the sector.

For the past 2 years Elvis has diligently contributed to skills development in his position as Skills Delivery Manager at the EWSETA.

His journey with the SETA began 10 years ago as a learnership administrator and he attributes his longevity within the organisation to steady determination. His responsibility as Skills Delivery Manager entails registration of learners and reporting performance.

Elvis’ long-term vision for EWSETA is to develop a game-changing recruitment platform, that will benefit both graduates and employers. His hope is that the centralised database will allow unemployed graduates direct access to job opportunities highlighted on the EWSETA website and will also provide prospective employers a pool of skilled labour.

Over the last 3 years the Skills Delivery department has prioritised water-related learning programmes, the strategy was to focus on water demand management through the identified technical skills. Elvis recounts that full participation from employers and learners allows projects to thrive and create greater impact for all parties involved.
Shannon Davids is the EWSETA’s Quality Assurance and Compliance Manager and describes his department as the “foundation of training and development” where valuable and practical qualifications are constantly developed.

On a recent trip to the Netherlands and The United Kingdom, he, along with other sector stakeholders, made some interesting findings about e-waste management.

The advanced techniques they discovered overseas prompted Shannon to encourage additional research with the SA Technology Innovation Agency (TIA) to devise a training programme with the Vaal University of Technology (VUT) and the Central University of Technology (CUT).

The benefits of an e-waste management training programme are significant, most notably the creation of jobs and will empower people selling waste for recycling.

Another impressive development made by the SETA is the introduction of a Doctoral degree in electrical waste management and training courses on waste sorting. Davids adds that the process of drafting curriculums for two other postgraduate degrees has already begun.

The e-waste management programme will strengthen ties between government and technology driven institutions like TIA and is expected to become one of EWSETA’s flagship projects. The EWSETA is making major changes in terms of their qualifications, beginning with a transition from Education Training Quality Assurance (ETQA) to an Assessment Quality Partner (AQP). This is a completely new qualification model and is currently being piloted through five new trades; plumbers, fitters and turners, instrument mechenicians, electricians and welders.

Finally, another crucial function of the Quality Assurance and Compliance department is ensuring that training providers have the right experience and credentials for their particular trade and that their services are compliant with the national standardised curriculum.
When the levy is dry

The bulk of the water industry is made up of municipalities that pay their SETA levies to the Local Government SETA. This means EWSETA has had to be resourceful in how it manages its funds so as to continue providing the skills vital for SA’s future economic growth. By Nora Hanke-Louw

Skills development is the cornerstone of “a skilled and capable workforce that shares in, and contributes to, the benefits and opportunities of economic expansion and an inclusive growth path”, as stated in the National Skills Development Strategy (NSDS) III. The Energy and Water Sector Education and Training Authority (EWSETA) Discretionary Grant (DG) projects have undoubtedly made a real difference in the lives of countless people nationwide; they build self-confidence and leadership skills by allowing students to use their unique gifts and talents. Yet, as one of the smallest and lowest-levy-income Sector Education and Training Authorities (SETAs), EWSETA struggles to fulfill its numerous and competing subsector responsibilities – we therefore urge all sector partners to come on board as trainers, workplaces, bursary-granters, mentors, and ultimately life transformers.

EWSETA has relatively few levy-payers, which is linked to the market structure of the energy and water sector, as well as the distribution of the Sector Industry and Classification (SIC) codes. To briefly explain how the SETAs receive their income: every employer in South Africa registered with the South African Revenue Service (SARS) is allocated to a SIC Code. As per the Skills Development Levies Act (No. 9 of 1999), employers pay 1% of the salary bill to SARS, which diverts the money to the Department of Higher Education and Training (DHET). The DHET then allocates the levies with an annual turnover of R500 000 and above per annum (smaller employers are exempt from the levy). EWSETA’s income comes from a meagre 809 levy-payers, only 132 from the water sector. These are the companies with an annual turnover of R500 000 and above per annum (smaller employers are exempt from the levy). The total levies received by EWSETA in the 2016/17 financial year amounted to R286 million, which is a small amount considering our mandate and magnitude of need. On the one hand, EWSETA covers the most basic services 80% to various SETAs depending on which SETA covers that employer’s SIC code. The rationale is: you pay the levy as per your industry and, in turn, can expect the applicable SETA to know your skills needs and fund relevant training programmes to grow your industry.

Consider the need

EWSETA’s income comes from a meagre 809 levy-payers, only 132 from the water sector. These are the companies with an annual turnover of R500 000 and above per annum (smaller employers are exempt from the levy). The total levies received by EWSETA in the 2016/17 financial year amounted to R286 million, which is a small amount considering our mandate and magnitude of need. On the one hand, EWSETA covers the most basic services

Eskom is by far the largest employer in South Africa’s energy sector

We hope that the sector is willing to pull alongside us, take on and support learners, and sees this as a long-term strategy to support the country and ultimately grow their market.
(water, sanitation, waste and electricity) and on the other hand, the number of SIC codes and employers EWSETA covers is very small compared to other, larger SETAs. In addition, the energy and water sector leans heavily towards public entities. In the energy sector, Eskom is by far the largest employer. In the water sector, municipalities, in bulk, are the largest employer, especially at the intermediary-, technical- and vocational-skills levels, which SETAs overwhelmingly fund. Yet, municipalities pay their levies to the Local Government SETA (LGSETA) – a stark fact that remains rather concerning for us given our mandate within the energy and water sector.

**Industry support**

The other side of EWSETA’s work is the sector skills planning mechanism, which is largely reliant on Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) of employers. In the previous financial year, we received only 16% for the water subsector. This is an intolerably low number of submissions from industry and begs questions around why companies are not interested in the incentive-based mandatory grant they get back when submitting. That notwithstanding, the DHET, at the National Skills Conference held in March 2017, also indicated that, at national level, only 15% of industry is actively involved in skills development interventions.

**Back to basics**

In light of our financial and planning difficulties, EWSETA is doing very well. In 2016/17, we registered more than 5 000 learners on various pivotal learning programmes linked to our scarce and critical skills list, as identified in the EWSETA Sector Skills Plan.

As SETAs, we are restricted by law from using more than 10.5% of our annual budget on administrative costs. The rest of the funding goes to Discretionary Grant funding (i.e. pivotal programmes). This is also one of the reasons EWSETA is going “back to basics” by focusing on our core business: skills development as per our sector analysis.

We hope that the sector is willing to pull alongside us, take on and support learners, and sees this as a long-term strategy to support the country and ultimately grow its market by reinvesting in people. Please be in touch with our water sector team, who are happy to answer any inquiries you might have.

*Nora Hanke-Louw is the EWSETA Water Sector manager.

**EWSETA**

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**The total levies received by EWSETA in the 2016/17 financial year amounted to R286 million, which is a small amount considering our mandate and magnitude of need**

In spite of funding difficulties, EWSETA registered 5 000 learners in the 2016/17 financial year.
Entrepreneurship Opportunities for Women in the Water and related sectors

In support of Women’s Month, the EWSETA and the Water Research Commission (WRC) hosted a one-day event in Centurion to showcase entrepreneurship opportunities for women in the water and related sectors, through highlighting case studies of existing enterprises owned and led by women and introducing entrepreneurship as a post-qualification option to female EWSETA learners.

The Women in Water Empowerment Programme’s (WWEP) goal is to provide support to women-owned and led enterprises to be effective and efficient in delivering water and sanitation-related services to the public. The programme will, among others, target women-owned companies in the fields of research and development (including technological innovation), science and engineering, construction and local community initiatives. WWEP’s purpose is to facilitate a safe and supportive environment where newly-formed enterprises, especially those from previously disadvantaged groups, can start-up and sustain their businesses and access available opportunities in the water and sanitation sector. The programme’s cohorts are divided into three groups: beginners (women-owned enterprises in business, however, with no sustainable growth), intermediates (women-owned enterprises in business, however, not as established as big enterprises) and advanced/established (women-owned enterprises at intermediate stages that function as fully-fledged businesses but that require additional support to take their businesses to the next level of operation and compete nationally and globally).

The programme has three projects whereby cohorts are selected for participation. These are: Women In Water Entrepreneurship Incubator Project (WWEIP), targeted strictly at women-owned enterprises from the cohorts; Women In Water Mentorship Project (WWMIP) targeted at both women professionals and women-owned enterprises from the cohorts; and Women In Water Forum Project (WWFIP), a dialogue space where women professionals and entrepreneurs can interact, network and strategise about amplifying their voice in the water and sanitation sector, provide support to one another, and make inputs on how to strengthen the programme.

This is part of a sector-wide effort to address the gender impurity highlighted in the EWSETA Sector Skills Plan (SSP), among others, and a direct response to the transformational imperatives enshrined in the National Skills Development Strategy (NSDS) III. In the same vein, EWSETA supports young female learners to enter the entrepreneurial space. Currently, most people in formal employment are employed by small or medium enterprises (SMEs) and the water sector offers numerous market opportunities for young women for self-employment, as well as to create jobs for others in the long run.

The strategic objectives of the event were to increase female business ownership in the sector and catalyse female entrepreneurship through role models and skills training, and to create networking opportunities between female entrepreneurs and learners. No one organisation can achieve all these objectives on their own – hence the creation of a partnership between the WRC and EWSETA. The two organisations are committed to capacity and skills development in the sector, with EWSETA’s special focus being to promote scarce-skills occupational learning pathways through career guidance initiatives. Together with the WRC’s strategic objective of promoting co-ordination, co-operation and communication around water research and development, this partnership will assist the transformation of the equity profile of the sector, particularly in professional and technical occupations.

Beyond institutional partnerships, the WRC also values partnerships with communities who do extraordinary work in the management of water resources. The WRC recognises the role played by ordinary citizens, particularly women in rural areas who give up so much of their time on a voluntary basis, with little or no support, in the management of their water resources. One such woman is Ms Pfarelo Rebecca Ramugondo from Ha-Makhuvha Village, 25 km east of Thohoyandou, Limpopo Province. Mme Pfarelo is a leader of Tshikofokofo Adopt-A-River project, made up of volunteers comprising mostly women, as well as people with disabilities, youth and some men, who clean and care for rivers in the 19 villages in and around Ha-Makhuvha. As a token of acknowledgement and appreciation for this act of selflessness, the WRC presented Ms Pfarelo Rebecca Ramugondo with an award at the event celebrating Women’s Month, recognising her contribution to enterprise development in the water sector.
In the News

The Mvula Trust and Vhembe District Municipality project learners graduate

The Mvula Trust is the largest Non-Governmental Organisation supporting Water and Sanitation development in South Africa. Its focus is working in rural communities and facilitating service delivery partnerships between these communities and their respective municipalities. Their latest project was to fund a youth programme in the Vhembe District Municipality that will give unemployed graduates the opportunity to obtain practical training in their chosen field and create gainful employment for them.

Long-term objectives of the project are to grow skills in the water sector and create a competent pool of artisans who can operate and maintain the Water and Sanitation infrastructure.

The programme aims to alleviate youth unemployment and unequal access to education and training.

The success of the project lies in the implementation of learning programmes such as FET Community Water and Sanitation NQF, Communication Skills, Mathematical Literacy and Community Sanitation Improvement.

A total of 94 learners have received certificates in the following districts:

- Musina
- Malamulele
- Makhado
- Thulamela
- Mutale

On the 8th of September 2017 the newly qualified learners celebrated their graduation among family and friends in the Vhembe Municipality.

The following table illustrates the unit standards completed by the learners.

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<thead>
<tr>
<th>District Municipality</th>
<th>Unit Standard</th>
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<td>SP4 Community Sanitation Improvement</td>
<td>115943, 115944</td>
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<td>SP5 Water Sanitation and Health</td>
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<td>VHEMBE DM</td>
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<td>SP6 Learning Programme</td>
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EWSETA committed to taking Energy and Water Sector Career Guidance to our Youth

It is a sad fact that far too few of our youth, particularly, rural youth, get exposed to the many career opportunities available within the different sectors of our economy. The result is that they make uninformed decisions about their future careers and limit their potential and ambitions to only what they know or what they have been told by teachers and parents who themselves have limited information.

Hence, there has been a robust drive over the past few years, for SETA’s to not only establish provincial presence by opening up offices in rural communities and TVET Colleges across the country, but to also embark on a rigorous career guidance programme that will serve to provide necessary information, guidance and support to our youth on what skills are in short supply and therefore, desperately needed by industries.

EWSETA takes career guidance extremely seriously and ensures that we are present at many of the key career events of the Department of Higher Education and Training in smaller community focussed career events and exhibitions. The career opportunities within the energy and water services sector are incredibly exciting and many are new careers that will provide our youth the opportunity to lead the way in sub-sectors like Renewable Energy, Nuclear and Oil and Gas. Artisan development remains high on National Government’s skills development agenda and EWSETA is doing much work in making sure that youth understand that it is indeed “Cool to be a 21st Century Artisan”.

Since the beginning of the new fiscal year (April 2017), our Marketing, Stakeholder Engagement and Provincial office teams have attended many career guidance events and here’s a quick snapshot of some of them.

North West Premier’s Outreach Programme

As far as possible EWSETA will honour career guidance invitations received from national and provincial government offices in support of their objectives.

One such initiative was the North West Premier’s Outreach Programme which took place from 19 - 21 July 2017 that targeted the Greater Taung Local Municipality, Naledi Local Municipality and Kagisano Molopo Local Municipality.

Attended by our North West office team, the purpose of the programme was to expose learners within the identified municipalities to a variety of career fields, in an effort to encourage and motivate them to continue their education and follow a career they are passionate about.

It also created an opportunity for work seekers to meet with prospective employers and other organisations or departments that can assist with placement in different forms of employment or learning opportunities.
National Science Week

Hosted by Necsa, this event took place from 10 – 11 August 2017 and provided EWSETA the opportunity to co-exhibit with one of our industry partners Festo, who had a simulation display with which youth could interact. To choose a career in the energy or water sector it is imperative for youth to have Maths and Science as subjects in school, thus, we need to promote Science as a field of study and expose learners to the many exciting facets of this field.

Majuba TVET College
“Decade of the Artisan” Exhibition

EWSETA is also often invited by the TVET Colleges to attend their career guidance initiatives and as support for TVET Colleges is a strategic priority for us as a SETA, our support is not solely limited to funding. One of the TVET Colleges with whom we have a MoU is Majuba TVET College and they invited EWSETA to attend their “Decade of the Artisan” exhibitions at their Newcastle and Dundee campuses in August 2017. The purpose of their career exhibition was to promote artisan skills to learners in an effort to encourage more youth to register for trades thus, helping TVET Colleges deliver on the NDP target of 30 000 artisans in the country annually by the year 2030.

Department of Rural Development and Land Reform

This year the EWSETA COO was invited by the Department of Rural Development and Land Reform to an important event which took place on the 14 September in Thaba Nchu, where 900 learners were educated about the critical work SETAs do and how they can access the opportunities afforded by the SETAs in order to study further.

EWSETA’s COO Mr. Inneleng Molete delivered the keynote address and shared his inspiring life journey as well as the vision and mission the SETA intends to achieve in the near future. He further elaborated on the programmes that EWSETA supports and presented the opportunities available in the water and energy sector. These include bursaries and vocational learning programmes.

He added that the matric intervention programme that the organization is funding in schools is also proving to be a success. Students expressed their gratitude for the maths and science lessons that improved their overall performance and eagerness to pursue careers in the water and energy space. Although, there is a serious shortage of skills in South Africa the EWSETA is taking action to fill the gaps through skills development and career guidance.

Nelson Mandela Career Festival

The Nelson Mandela Festival is the annual career guidance flagship event of the Department of Higher Education and Training. This year it took place from 26 - 27 September 2017 at the Kimberley Military Base.

Attended by approximately 5000 learners from surrounding areas, the event provided EWSETA, along with the other 20 SETA’s, the opportunity to engage our youth on opportunities that are available to them after passing their matric or from Grade 9 - 11. These opportunities include bursaries, learnerships and apprenticeships.

Naturally, our focus was specifically the energy and water sector and we encouraged these young people to consider the exciting careers within our sector which are very often never considered as a choice simply because of a lack of understanding and communication.
In the News

17/18 Training Providers Capacitation Session

3 August 2017 proved to be a successful day for the EWSETA and its training providers.

The long awaited Service Level Agreement (SLA) meeting was held at the Birchwood Hotel and Conference Centre, after the Accounting Authority approved the list of proposals received for the first DG Cycle for 2017/18. The attending training providers were awarded funding and a partnership with the EWSETA.

The purpose of the session was to capacitate

the training providers on the EWSETA processes, policies and expectations, but also to expedite the signing of SLAs.

The overall objective was to provide training providers with information and systems to operate projects that are quality and time bound in terms of the Service Level Agreement. Over and above, they were capacitated on the reporting framework of the Department of Higher Education and Training.

Another important factor was signing all agreements in one venue which proved to be more efficient than sending individual SLAs to providers.

From a Risk Mitigation perspective, the event resolved the following:

- Contract ambiguity
- Clarity of roles and responsibilities
- Alleviation of delays in contract implementation
- Improved contract management
- Improved monitoring and evaluation of contracts

The event was a win-win for all parties involved and the EWSETA hopes to continue to make beneficial and long-lasting partnerships with all its training providers through engagements such as this one.
Economic Growth: A responsibility for all sectors

It is a known fact that South Africa is currently facing a recession which threatens all members of society. Failure to address the recession will leave a large portion of the population at a disadvantage.

This prompted the Minister of Finance, Mr. Malusi Gigaba to engage with various stakeholders such as influential business owners, decision-makers and government officials to map a way forward to help boost the economy. Social issues like, unemployment, inequality and poverty that are crippling the country need to be addressed with urgency for sustainable growth to become possible.

The stakeholder engagements identified the following major concerns:

- Rising government debt;
- Continued slow growth, the recession and the potential impact on the fiscal framework;
- The state of State Owned Companies (SOC) and risks to contingent liabilities and;
- Policy uncertainty and low business growth and consumer consumption.

Speaking at the recent Reuters Economist of the Year Awards, Gigaba emphasised that the October medium-term budget policy statement needs to accommodate radical change for a 5-6% growth rate to occur.

Active participation from government, business, labour and civil society is required to grow the economy steadily. The primary objective is to transform the South African economy to work for all its citizens by harnessing collective leadership, intellectual capacity and imagination.

According to Gigaba, there are four elements to transformation:

- The first relates to the need to ensure that ownership, management and worker profiles at all levels reflects the racial composition of the broader society.
- The second relates to the need to transform the sectoral composition of the economy into a large, stable and skilled middle class, rather than capital intensive economy based on a “minerals energy complex”.
- The third is to end the apartheid-colonial dual economy by developing productive economic activity in the townships and rural areas, addressing incomes, assets and creating an enabling environment in which the second economy could become integrated into the mainstream and develop links with the regional and global economy.
- And the fourth relates to taking a long-term view, with clear action plans and milestones, pursued with a singular determination.

Addressing transformation through policies isn’t sufficient; the inclusion of all sectors of the economy is where the key success lies. Investment from business people is crucial to transform ownership, management and supply chains and create employment.

South Africa needs to adopt a method of critical thinking to solve issues of slow economic growth, along with finding ways to collaborate and contribute towards the development of a dynamic nation.
Employee Wellness Initiatives


Diversity in the Workplace

Diversity in the Workplace is an important discussion that organisations need to have with their staff given the incredibly diverse environments that we have to operate in on a daily basis. EWSETA took advantage of Heritage Month to host our Employee Diversity Talk. We were privileged to have award winning and internationally renowned motivational speaker, author, musician and entrepreneur Joshua Maponga deliver a thought-provoking presentation to staff on the importance of remaining true to our roots.
8th International Young Water Professionals Conference

10-13 DECEMBER, 2017
CAPE TOWN, SOUTH AFRICA

FOR MORE INFORMATION PLEASE VISIT
www.iwaywpconference.org

CAREER FAIR

CAPE TOWN INTERNATIONAL CONVENTION CENTRE • TUESDAY, 12 DECEMBER, 2017 • 1:00 - 5:00pm

SPEED DATING WITH YOUR FUTURE EMPLOYER

This event is designed to provide a platform for prospective young professionals to engage with employers from the water industry and interact for each other’s mutual benefits. This event will be a great opportunity for companies to showcase their services, gain exposure and become aware of future employee needs.

ABOUT THE CAREER FAIR

- No cost to participate
- Prior registration is required
- Interview kit will be provided
- Refreshments and snacks will be served at the end of the event

FOR MORE INFORMATION, CONTACT
Magalie Kanama - 021 6832 934
IYWP2017@africanagenda.com

Organised by:

IWA - The International Water Association
VISA - Water Institute of Southern Africa
YWP - Young Water Professionals
Welcome to the EWSETA

Luxolo Magazi  
IT Technician

Mxolisi Gugashe  
Researcher

Alicia Malgas  
Receptionist

Edgar Mofokeng  
Provincial Team Leader

Khetsiwe Dlamini  
Energy Specialist

Robyn Vilakazi  
Financial Manager

Moving on. . .

At the end of August 2017 we were sad to see our HR Manager leave the organisation.

We wish Ms. Bingwa all the best for her new career journey.

We will inform stakeholders of our new HR Manager in due course

Annual Report 2016/17

EWSETA is extremely proud to announce that we have once again obtained an unqualified audit opinion for the 16/17 reporting period. Congratulations to all EWSETA staff and management for their hard work and dedication to ensuring this commendable result. Our 16/17 Annual Report can be downloaded from our website www.ewseta.org.za
Overview of the Sector

The water sector is currently characterized by the following alarming trends:

- Opportunities for black-owned enterprises in certain parts of the water and sanitation value chain are still insignificant. For instance, in areas such as:
  - Programme planning
  - Programme funding and project financing
  - Manufacturing and supply of materials, tools, and equipment
- Large infrastructure projects that require extensive experience in construction and maintenance
- Maintenance and operating contracts for public and private water systems
- After 23 years of democracy, there are still low numbers of black professional engineers and financially viable black owned enterprises.
- There is a huge need for effective sustainable planning to eradicate the persistent backlogs in access to water services on one hand. On the other hand, there is a need for a paradigm shift from seeing water as a stock towards water as a flux. In other words, water as an economic good has not been defined, understood nor articulated in the planning processes.

Strategic Goals

- Create awareness: For creation and transfer of WEALTH (Shaping the future in the water and sanitation business) through sound infrastructure investment models.
- Focus on “Innovative local and Global Water and Sanitation Investment Models”: Concepts, Challenges, Context, Capabilities, Competences, and Opportunities.
- Co-create and co-nurture the water and sanitation business models as part of the water sector.

Objectives

- Influence, guide and support restructuring of water & sanitation infrastructure investment models towards sustainable Development Goals (SDGs) 6 and 13-15 as part of a new global developmental agenda.
- Guide critical thinking using E&I Concepts, Challenges, Context, Capabilities, Competences, and opportunities for black enterprises
- Increase understanding of water industry and its impact on socio-economic growth and development.
- Engage in finding sustainable solutions to the slow pace of transformation in the Water industry and related nexus
- Have continuous monitoring and evaluation of the water industry
- Put more focus on Youth and Gender Mainstreaming in the water sector
- Develop a funding model for the water sector

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<tr>
<th>Event</th>
<th>Date</th>
<th>Purpose</th>
<th>Significance / Motivation</th>
<th>Who Should Attend</th>
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<tr>
<td>The Launch</td>
<td>04 Oct 2017</td>
<td>Setting the scene for the Initiative – Water and Sanitation WEALTH Seminars.</td>
<td>Gearing up the sector to provide a platform for business matching as well as developing new concepts and innovative ideas.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Impact of Rapid Urbanisation on Water Infrastructure (SOGNA 2018)</td>
<td>25-27 MAR 2018</td>
<td>Informing South Africans about opportunities available in the water sector.</td>
<td>Development of an integrated rural &amp; urban infrastructure investment strategy.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Socio-Economic Impact of Water and Sanitation Infrastructure Investment in South Africa: a Global Perspective</td>
<td>25-26 APR 2018</td>
<td>Increasing water and sanitation awareness and its impact on socio-economic growth and development.</td>
<td>To have tools / frameworks/models to review the socio-economic impacts. And support new water industrialists and entrepreneurs.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Water and Sanitation Governance</td>
<td>16-17 MAY 2018</td>
<td>SPACE competencies for leaders.</td>
<td>Empowering leaders on Constitutionalism and Ethics.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Monitoring, Evaluation &amp; Reporting</td>
<td>25-26 JULY 2018</td>
<td>Providing information on the social and economic status of the water sector (scenario planning and road-map).</td>
<td>Providing the status quo of the water sector, IEA framework and its tools and scenario planning.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Women in Water Development and Gender Mainstreaming</td>
<td>28-29 AUG 2018</td>
<td>Putting more focus on Gender Mainstreaming in the water sector.</td>
<td>Providing a platform and a gender mainstreaming framework.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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<td>Water Heritage</td>
<td>SEP 2018</td>
<td>Engaging and find solutions to the slow pace of transformation in the sector</td>
<td>Identifying indigenous solutions and bring them to the mainstream ensuring including protection of rights of indigenous knowledge – Intellectual Property.</td>
<td>Innovative Leaders, Entrepreneurs, Ideapreneurs, Experts, Specialists, Policy makers, Academics, Scholars, Students and officials including Hydro- Stakeholders and International Development Agencies both in the Public and Private Sector business partners</td>
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Water Stakeholders who are interested in becoming a partner, speaker or attending these upcoming Seminars are to please contact Thandeka Ndlovu on (011) 655 7041 or email thandeka@bvbpro.co.za
We value your feedback and contributions towards the next EWSETA Newsletter. Kindly send all correspondence and inputs to newsletter@eseta.org.za

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