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Meet some of the Finance team

In the spotlight: Western Cape Water Crisis

Hartswater Hot Water Installation Graduation

Annual General Meeting 2017

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

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On behalf of EWSETA, our Accounting Authority, Management and Staff, I would like to take this opportunity to wish all our stakeholders a successful 2018. As I look back at 2017, I am amazed at how fast the year went by and how much we as a SETA have accomplished through sheer determination, hard work and resilience.

As the designated skills development authority in a sector with two of the country’s most challenged resources – energy and water – our role is relevant and essential. Energy and water are critical millenial development goals and key enablers in growth and development.

Creating the skills to manage our sector effectively is aligned with government’s national priorities as reflected in the economic and employment imperatives of the National Development Plan (NDP) and the higher education and training objective of the NDP to “build a capable and developmental state” targets, inter alia, the creation of 11 million jobs by 2030.

To achieve these targets requires a “business unusual” approach which will continue to see EWSETA approaching our mandate in an innovative manner. With that being said, some of our successful strategies such as the robust pursuance of strategic partnerships with likeminded local and international stakeholders to make a measurable and meaningful impact on skills development in the sector will continue unabated. This year however, the focus will be on partnering with industry to provide our learners with the workplace experience they need to complete their training to actively contribute to the economy and improve their livelihoods.

In terms of highlights one in particular that stands out is the 44th International WorldSkills Competition held in Abu Dhabi from the 14th to the 19th of October 2017. The Chairperson of EWSETA and I were fortunate to have been delegated by the Board to represent EWSETA and to support the three learners we sponsored for the Plumbing and Heating, Electrical Installations and Water Technology rounds. Although no medals were won for South Africa, what stood out clearly was that our artisans need more exposure to advanced technologies being used globally and as EWSETA we must aim to provide them these international learning opportunities.

The year ahead is going to be an exciting and busy one but we have the “energy” and the passion.

Let me end by once again reflecting on what has become EWSETA’s guiding mantra – it is a quote that I reiterate at all my engagements and one that remains as relevant today as it did when I first joined EWSETA 6 years ago.

“Greatness is not where we stand, but in what direction we are moving...we must sail, sometimes with the wind, sometimes against it, but sail we must, and not drift nor lie at anchor.”

-Oliver Wendell Holmes, Sr. (1809-1894)
American physician, poet, professor, lecturer, author, and medical reformer.

Errol

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Note from the Editor

Happy New Year!

Let me begin by wishing all our stakeholders a prosperous and successful 2018. May this be a year filled with great accomplishments, amazing journey’s and a good dose of fun. I for one am feeling a certain electricity in the air here at EWSETA, one that is promising great things from the year ahead of us. Of course, January may mark the start of a new year but for us it marks the beginning of the last quarter, the final 3 months in which we have to reach our targets and accomplish our annual strategic plans – so it’s all hands on deck as we head towards 31 March 2018.

For now though, we showcase the many success stories EWSETA has had in the 3rd quarter of our financial year. We profile some of our Finance team and find out more about what they do and what they love. EWSETA’s Sector Skills Plan (SSP) comes into focus, which is important given that Workplace Skills Plans and Annual Training Reports will be due by the end of April 2018 from all our sector employers. Once again we highlight some key events attended and sponsored by EWSETA and for those stakeholders who missed out on our Annual General Meeting which took place on 10 November 2018 at The Hilton Sandton, you will find the official press release on Page 21.

Enjoy the read!

Candice
Western Cape water crisis requires new skills in the plumbing sector

EWSETA invited Claire Pengelly the Water Programme Manager of GreenCape1 to give an overview of the Western Cape’s current drought situation and how it relates to skills development.

The Western Cape is experiencing the worst drought in recorded history and the City of Cape Town has placed its citizens under level 6b restrictions. These restrictions limit water usage to 50 litres per person per day and municipal water cannot be used in the garden or pool (amongst other restricted activities). It is expected that restrictions will be in place for another few years, regardless of the rains in winter next year as the dams will take at least two to three years to recover. The concept of the “New Normal” embraces the idea that our relationship with water has to fundamentally change: we can no longer assume water will be available in abundance and we need to become more resilient to sudden changes in weather patterns.

Businesses and residents alike are looking to become more water efficient and are also investigating options to augment their municipal supply with alternative water sources. Alternative water refers to groundwater, greywater, rainwater, stormwater, treated effluent, and even sea water. The City of Cape Town is promoting the use of alternative water, and have developed a set of guidelines that specifies how to install alternative water in a responsible manner that minimizes potential health and environmental risks. The guidelines focus on residential and business users, as alternative water use in industrial processes is much more complex. This shift to alternative water use is also encouraged in the proposed water by-law amendment (public participation processes close at the end of January 2018).

Alternative water installations are therefore suddenly in demand, with this increase in interest unlikely to subside for another few years. However, alternative water installations require a set of knowledge and skills that the sector has not adequately prepared for. This is similar to the energy crisis a few years ago, where training on the installation and management of solar water heaters suddenly became a requirement for the sector.

There is currently no training that focuses on alternative water installations but that is being addressed. One of the key national initiatives to mitigate the critical need for artisans are the Centres of Specialisation. The College of Cape Town was recently appointed by the Department of Higher Education and Training as the national Centre of Specialisation for the Plumbing Trade of which EWSETA is the lead SETA designated to coordinate this novel dual training programme known as the Apprenticeship of the 21st Century or A21. This work is aligned and supported by the Western Cape Governments Apprenticeship Game Changer programme that is being rolled out under the auspices of the Premier through the department of Economic Development and Tourism. The College is also developing future areas of specialisation for rainwater harvesting, greywater usage and water usage efficiency. The formal qualifications are likely to be ready in only three years, but a few interim solutions are being explored, together with Institute of Plumbing South Africa (IOPSA) and a variety of partners inclusive of the City of Cape Town, EWSETA, Local Government SETA, Cape Peninsular University of Technology (CPUT) and Stellenbosch University (SUN), and numerous Western Cape Government Provincial Government Departments to help bridge the gap. In the intervening period, it is advised that the City’s alternative water installation guidelines are used as best practice instructions. It is on the basis of these guidelines that inspections and approvals will be granted by the City.

In addition to alternative water installations, there are other important opportunities for plumbers to be aware of:

- Fixing leaks in residential and business properties;
- Installing efficient plumbing fixtures and fittings;
- Dealing with low pressure and intermittent supply. Commercial and high rise buildings need to ensure pumping capacity and sufficient storage;
- Better water management generally in businesses, education institutions and sports/ other clubs, places of worship etc. Refer to the plumbing checklist as a guide for advising clients.

The upskilling of the plumbing sector should be encouraged due to the significant opportunity it affords plumbers to expand their repertoire of services. As reported recently, Gumtree has seen an explosion of water devices linked to the water crisis and people searching for them. Fortunately, Sarebi has kicked off an incubation programme for young water entrepreneurs. The incubation programme aims to enhance general business and manufacturing skills.

1GreenCape is a non-profit organisation that drives the widespread adoption of economically viable green economy solutions from the Western Cape. GreenCape works with businesses, investors, academia and government to help unlock the investment and employment potential of green technologies and services, and to support a transition to a resilient green economy.
Meet some of the Finance team

Leading the whole Finance team into 2018 is Chief Financial Officer Mpho Mookapele who believes the finance department is well on its way to a productive and fruitful year. She shares that the EWSETA’s mandate is to ensure that the funds entrusted to the organisation must be used effectively. Her greatest motivation is empowering unemployed learners and giving them the tools to succeed in the workplace and create employment for others.

A traveller of note, Mpho enjoys visiting old historical buildings and in her leisure time she keeps busy by working on her garden.

A quote she takes inspiration from is The Sun rises every morning without fail regardless of whether it is cloudy, stormy or clear skies and it serves its purpose, whether seen or not seen.

Robyn Vilakazi

EWSETA’s newly appointed Financial Manager, Robyn Vilakazi is a problem solver at heart and strives to amend issues wherever she is: financial or not.

An accountant by profession she previously worked in the private sector at a reputable private organisation but always knew that the public sector is where she belongs.

Her spirit to serve the greater public and make an impact drives her work ethic every day and she highlights that the critical work done by the EWSETA is imperative for skills development. She has been with the organisation for the past 4 months and notes that the atmosphere is family oriented, where people come first.

This optimism she’s surrounded in encourages her to go beyond the call of duty and leave a legacy of excellence. As a leader, one of Robyn’s priorities is to ensure her team trusts her leadership decisions and vision. One of the ways she goes about building a strong team is through a human-centered approach, open communication and collaborating on ideas. Robyn strongly believes in developing a workforce of independent thinkers, where respect is the focus.

With the start of the new year an important goal for Robyn in 2018 is to find creative methods to reduce administrative expenses significantly without compromising service delivery and lastly to ensure financial competence. For Robyn, such challenges ignite her passion to resolve problems analytically and once again push her team to make the impossible possible.

Paul Mnisi

the Supply Chain Manager describes his department as the support system of the EWSETA.

Through the procurement services, his team is able to source the applicable goods for each department. An all-important aspect of the procurement service is to honor the Preferential Procurement Policy Framework Act (PPPFA) that encourages supporting Small and Medium Sized Enterprises (SMME) on the rise.

Paul studied Internal Auditing and Finance and before joining the EWSETA, he was employed by the Department of Finance in Mpumalanga in a junior position, which he felt limited his capabilities.

Growth opportunities presented itself at the EWSETA and 10 years later he has never been happier career wise. Paul is a well-read man who enjoys keeping up with current news especially those that directly affect SETAs. As an example he pointed out that during the year the general public criticized the excessive travelling expenses of ministers, which in turn affects SETAs. This allowed for him and his team to be extra cautious of travelling requisitions and cost saving measures.

Paul states in line with their 2018 goals, the top priority is to maintain a clean audit, prevent irregular expenditure, and ensure compliance in every department at the EWSETA, in addition to operating the organisation as smoothly as possible. Paul’s leadership stance is to encourage seeking knowledge of one’s surroundings and the sharing of information. Quotes he lives by are simple and direct: “success is my conversation” and he hopes his story is able to inspire change for others.
Hailing from Limpopo, Julius Maile the EWSETA’s Reporting Risk & Compliance Manager took an interesting journey to get to where he is now, which involved a change in career direction. He obtained a National Diploma in Chemical Engineering at the Tshwane University of Technology and then worked as a Process Chemical Engineer.

Julius soon realized as an engineer he could only pursue employment in certain industries, which he found to hinder his desire to explore the commercial side of business. Determined as ever, Julius returned to school once again to pursue a degree in Financial Accounting and Auditing. This proved to be a great risk on his part, that opened a number of opportunities to expand his horizon professionally and on a personal level. Julius started at the EWSETA in 2014 and was immediately faced with many obstacles. Mainly constructing the Risk and Compliance framework from the ground up, to meet government legislation. Julius has a holistic approach to management, he believes in teamwork, transparency and highlighting the benefits of integrating risk management and compliance into managers’ business processes.

The benefits include a clean audit, which gives the organisation a good reputation and improves performance. For 2018, Julius wants to raise more awareness about the importance of risk management and compliance within the EWSETA. The better equipped EWSETA can improve on efficiency and the allocation of resources; the greater the social impact the organisation can have.

Being able to make a difference and actively participate in changing lives motivates Julius to do the work he does. In his leisure time Julius enjoys playing his guitar and making music.

There are very few places in the world that Moseke Matlala has not visited. For the past 20 years she has dedicated her services to the Travel and Tourism industry as a Travel Coordinator both in the leisure and corporate workspace. After working in Rustenburg for a few years, she decided to pack her bags and move to Johannesburg in the early 2000s, where bigger opportunities were definitely awaiting her in the City of Gold. She quickly found her niche in the corporate field arranging all travelling requirements for business owners, CEOs and management persons in different travel agencies.

In 2014 she joined the EWSETA, an organisation she is now well acquainted with. She proudly states that with time and experience acquired throughout her career, she knows the profile of each individual’s travelling needs within the organisation. Even with the extensive knowledge she has and the thorough detailed planning that goes into a successful trip, Moseke does admit to the occasional misfortune that does occurs every so often such as delayed flights. How she handles these unforeseen circumstances is with urgency and efficiency.

A true global citizen, Moseke has visited countless countries and regards her most memorable travel was to Spain and Portugal. The warmth of people, the beautiful scenery and exquisite food are some of the elements that made the trip to Spain unforgettable.

Since the travelling division is under the Supply Chain department, Moseke’s plans for 2018 is to broaden her knowledge through studying a course in Supply Chain Management. A personal goal she intends to achieve is to live a more purposeful life and have a methodical approach to her work.
One of the core beliefs of the EWSETA is to prepare the youth to become active and productive members in society as well as cultivate a spirit of entrepreneurship.

Mpho Maphuti is the product of such an internship that has been beneficial to her and the EWSETA. She contributes her success to her continuous need to learn, availing herself to work opportunities that stretch her natural abilities and discover ones she was not aware of.

In 2013 she began her journey at the EWSETA, as a finance intern and was quickly absorbed as a Supply Chain Administrator by her manager Paul Mnisi to assist within the department. Fast forward to the present, Mpho says that she has evolved and grown in the last 4 years and the pressures of day-to-day activities keep her ready for challenges to come. In the true spirit of the EWSETA, to encourage self-development through education, the organisation supports staff members’ studies.

For Mpho this is the perfect opportunity to further her studies and gain an in-depth knowledge of Supply Chain processes. She counts the support in development and education as the best aspect for working at the EWSETA.

Mpho is a believer of carrying one in the highest regard and putting your best foot forward. “Believe in yourself” is a mantra that truly resonates with her, a sentiment passed down from her grandmother that keeps her motivated.

Coming from Tsakane in the East Rand, she pursued a financial course at Germiston Campus. In 2013 she was afforded the opportunity to pursue a payroll internship programme at the EWSETA.

This good fortune would surely kick-start her career in the finance industry. As an intern Mpho shares she was rotated in a number of roles such as asset management and she also served a short stint as a receptionist while juggling her payroll duties. She eventually wants to grow into a Controller position and have a better understanding of finance holistically. The challenging aspect of being a payroll administrator is handling the people she has to make the payments to.

Mpho describes it as a fine balancing act of meeting her deadlines and ensuring that the entire personnel are satisfied. Mpho enjoys working independently, this way she is better able to identify her mistakes and quickly rectify them. She has a keen interest in luxury sports vehicles and her passion for super cars harmonizes with her life. A vehicle cannot be driven aimlessly; it needs a purpose and destination.

This applies to people as well, because we all eventually breakdown and when that day comes a much needed service is necessary to continue.

Mbal Hadebe

Mbal Hadebe has an immense task on her shoulders, as the Payroll Administrator she is responsible for ensuring that the personnel at EWSETA is compensated on time and accurately every month.

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Mbal Hadebe
EWSETA sponsored the South African Youth in Nuclear Programme Summit (SAYNPS) which was hosted at the Mentors Country Estate, Jeffrey’s Bay, Eastern Cape from 11-13 October 2017 and the attendance of school children from surrounding areas to the summit.

EWSETA through its Energy Sector Department was pleased to attend and participate in the Nuclear Youth Summit. The EWSETA is responsible for the entire skills development pipeline including qualification development for the nuclear sector. SAYNPS invitation indicated that the SETA is perceived by the industry as a key stakeholder for skills development.

In keeping with government’s policies on utilizing the energy mix to address the energy demands in the country, SAYNPS used the Youth Summit to lead the debate and drove the youth agenda in the nuclear industry on the proposed Nuclear Build Programme (NBP). SAYNPS’ view is that the energy mix must be used to provide energy to previously disadvantaged communities and to stimulate economic growth. The youth in Eastern Cape (which is referred to as “The Energy Capital”) should be the first to benefit and be upskilled in preparation of the Nuclear Build Programme.

EWSETA is responsible for skills development in the nuclear sector. SAYNPS’ mandate is to ensure the nuclear professions sustainability and preservation through the active involvement of the youth in nuclear. It was important for EWSETA to participate in the SAYNPS Nuclear Youth Summit because it enabled the energy department to engage with other SOE’s and employers in the sector which assisted the organisation to gain insight in the various programmes that were already underway in preparation for this NBP programme.

Keynote address

The Deputy Minister of Energy, Ambassador Thembisile Majola’s keynote address emphasised that South Africa was moving towards securing energy supply through the Integrated Resource Plan (IRP). The long-term goal was energy diversification and a balanced energy mix which includes nuclear power.

Therefore, a sustained supply of skilled workforce across the spectrum (engineers, artisans, social sciences) would be required to realise the Nuclear Build Programme (NBP). Young people would have to be capacitated to take advantage of the opportunities.

In closing she read a quote “The children of any nation are its future. A country, a movement, a person that does not value its youth and children does not deserve its future.” Oliver Tambo

EWSETA Speakers

Mr Siyolo Xotyeni, Energy Sector Manager was part of the panel discussion on the first day on ‘Breaking down localization for the youth’. His contribution focused on the current qualifications that EWSETA developed for the sector and encouraged stakeholders to contribute towards further qualifications development. This would ensure that the EWSETA was responsive in developing qualifications that would be aligned with the needs of the nuclear industry.

Ms Tsholofelo Mokotedi, Acting Executive Planning, Reporting and Monitoring and Evaluations had an opportunity to present on day 2 of the summit. Her presentation highlighted that EWSETA was geared to respond to the NBP through skills development.
She lobbied the industry to participate in mandatory grants through the WSP/ATR submission process. She also encouraged youth nuclear professionals to consider learning programmes offered by EWSETA and their roles in creating opportunities for Work Integrated Learning (WIL).

**Highlights**

The various SOE’s Chief Executive Officers highlighted the various programmes and initiatives that they were implementing in preparation for the NBP.

Most of these programmes were geared towards skills development for the youth at local and international level (SA students studying abroad).

NYDA assisted the local youth to understand how they could take advantage of localisation through entrepreneurship.

NEHAWU as the majority labour union in the sector was in support of nuclear energy forming part of the energy mix and was actively lobbying other stakeholders to ensure that there was popular support for the NBP. The union recognised that the NBP would address current socio-economic challenges that were being experienced by the youth through job creation and entrepreneurship.

Ambassador Tebogo Seokolo Chairman of IAEA Board of Governors encouraged the youth and young professionals in the industry to consider being international civil servants by taking employment opportunities at the IAEA. This would provide international exposure and increase the number of South African’s involved in influencing the international nuclear agenda.

**Moving forward**

In addition, EWSETA emphasised the benefits of collaborating in skills planning to ensure that the various entities did not work in silo’s.

This would result in EWSETA partnering with key stakeholders in the nuclear sector in accelerating skills development in preparation for the Nuclear Build Programme through the signing of Collaboration Agreements between SOE’s such as NNR, ESKOM, NISA et cetera.

EWSETA CEO, Mr Errol Gradwell recently signed a collaborative agreement with NECSA’s CEO, Mr Phumzile Tshelane.
EWSETA was a silver sponsor for the conference that was hosted by the South African Wind Energy Association (SAWEA). The event was held at the Cape Town International Convention Center, Western Cape from 15-16 November 2017.

EWSETA attended and participated through its Energy Sector Department. The objective of EWSETA to partner was to lobby and mobilise employers in the sub-sector for the successful implementation of its strategy that is informed by the National Skills Development Strategy (NSDS). The primary goal of the NSDS III to establish a credible institutional mechanism for skills planning. Thus, this engagement with the industry will assist in fulfilling this role.

SAWEA, is currently the only association in the Wind Energy sector that brings together different role players. It has positioned itself at the forefront for engagement around South Africa’s policy determination for ‘Energy Mix’. SAWEA, in partnership with the Global Wind Energy Council (GWEC), mobilise the conference to explore African and global wind energy from all vantage points.

The conference addressed pertinent discussions for the sustainable wind power market in South Africa. As the country transitions from traditional coal based energy to other sources of energy such as wind energy there are a number of challenges:

- Global and domestic energy and climate policies,
- SA’s declining economy,
- Rising unemployment
- Ensure affordable access to electricity and
- Macro-economic and political factors.

Wind Industry Focus

It seems that, the Wind Energy industry is currently experiencing uncertainty due to ESKOM’s delay to sign the Power Purchase Agreements (PPAs). It is alleged that this has led to some Wind Farms experiencing insolvency problems. This is primarily the case considering that the entire business model relies on the endorsement of the PPAs. The current slowdown is not unique to South Africa because it has occurred in other emerging markets and the recovery time is around 2 years. Improvements are predicated to start end of 2018.

Renewable Industry Focus

The Industry’s position is that there is a need for ESKOM to move away from being the sole buyer of energy and start looking for small scale projects. Both Eskom and Municipalities need to consider other future sources of revenue because the Renewable Energy (RE) industry is growing and private sector has started securing their own sources of energy. Municipalities must be proactive in embedded generation. SAWEA needs to raise awareness on the benefits of wind energy and respond to negative media coverage.

The industry is struggling to participate actively in skills development interventions because it cannot secure workplaces for Work Integrated Learning. A clear message from the conference was that at the rate the economy is growing in the sector, there is no business case to implement other skills development interventions, especially occupational qualifications.
However, the sector will continue to focus on the one and only technical learnerships that is designed for technicians in the sector. The conference resolution amongst others is that the industry should also develop a skills development roadmap as part of the transitional planning, amidst the uncertainties in the sector. The challenge though is that the wind turbines are manufactured outside of SA. The status core will only grow and develop once PPAs are authorised-delegates maintained.

Highlights
Mr Silas Zimu, Energy Advisor to the President was one of the guest panellist. He assured the wind industry that both State of the Nation Address (SONA) and Budget speech which gave guidance for the economy of the country promoted renewable energy. He encouraged the industry to challenge the negative media coverage which lead to a loss of funding. According to Mr Zimu, SOE EXCO’s need to be inclusive of IPP specialists to ensure that RE is represented at decision making structures. It is his belief that the RE industry will not collapse based on the following government policies and plans

- National Development Plan
- Presidential Nine-Point plan to boost economic growth and create much-needed jobs
- Fourteen-point plan of the Minister of Finance aimed at reviving the economy
- InvestSA

Moving forward
The discussions went beyond just looking at the question of when PPAs will be signed, but also reflected on benefits of getting private sector involved with government. EWSETA emphasised the significance of identifying the entire value chain in the production of wind energy, so that the sector is able then to develop skills roadmap once all necessary job categories have been identified.

The benefits of collaborating in skills planning to ensure that industry and the various entities do not work in silos was also emphasised. This would result in EWSETA partnering with key stakeholders in the renewable energy sector to accelerate skills development and access to occupationally directed qualifications through the signing of Collaboration Agreements.

Lastly, EWSETA is excited about being part of the transitional planning whilst the issue around PPAs is still been resolved. It remains crucial and mutually beneficial that the Wind Industry involves the SETA in its planning so that they are also incorporated into the EWSETA’s strategic planning.
EWSETA invited Maphutha Setsopo Tsibiso from the Department of Water and Sanitation’s Chief Directorate: Operational Support; Water Sector Skills Development and Special Projects to give an overview of the Organising Framework of Occupations (OFO) Code review EWSETA and DWS have collaborated on closely.

1. Background: Why occupations framework?

An occupation describes a series of jobs or specialised tasks, performed by an individual. Skill, as a measure for competency on a particular occupation, must be informed by an occupation, which is created by functions/responsibilities. The water sector requires a set of agreed Occupations and an approved Occupations Framework that would be representative of occupations in the sector, whether existing or emerging (e.g. establishment of Catchment Management Agencies might create new occupations).

South Africa’s National Qualification Framework (NQF) provides for a fully integrated and needs-driven occupational learning system that will meet the needs of water sector. To achieve this, extensive use of the OFO is required.

The OFO forms the base for linking various occupations (water sector occupations) to specific skills. The Quality Council for Trades and Occupations (QCTO) requires an OFO code for every occupational qualification it processes to ensure occupational development will meet the needs of specific industries.

OFO is a skill-based classification system, which encompasses all occupations in the South African context.

The classification of occupations is based on a combination of skills levels and skills specialisation which makes it easy to locate a specific occupation within the framework.
2. Problem Statement

The Skills Development Act (Act No. 97 of 1998, as amended) conferred the primary legislative responsibilities for sectoral skills planning; facilitation of learning programme and disbursement of funds for occupational training (Mandatory and Discretionary Grants) to the 21 Sector Education and Training Authorities (SETA), and Energy and Water (EW) SETA has been assigned as primary SETA for the water sector.

The latest version OFO document (DHET, 2015) highlighted serious shortcomings for the water sector, inter alia, the following:

- There is small number of water sector occupations/specialisation listed, as thus primary skills planning data from workplace skills plans becomes a source of limitation for appropriate skills interventions in the sector, this is become OFO is the coding system that organizations use for skills planning;
- The nomenclatures used is out-dated and no longer being used by the industry; and
- The limited listed occupations are incorrectly coded into the system.

Workplace skills planning it’s a critical and conditional exercise that unlocks SETA funding for workplace-based skills development funding. Current nationwide development of occupational qualifications to replace previous learnership qualifications is also strongly linked to OFO codes.

3. Other National Developments

Department of Higher Education and Training (DHET) published a White Paper for Post-School Education and Training, 2014. Some of the plans in this paper have now formed part of draft National Skills Development Strategy (NSDS) IV discussions, which are:

- “The SETAs will determine the needs of the employers by “occupation” using the OFO in their sector”. These needs will be supported through “qualification [occupational or professional] design and delivery”.
- DHET will consolidate initiatives towards developing a central skills planning system. It will work with key public institutions [departments] to develop a national skills planning system.

Irrespective of whether proposed published policy changes are approved, the water sector would still need to develop its own sectoral “Occupations Framework” as the basis of all workplace skills planning.

4. Recommendations:

Use of the water sector occupations framework

The water sector has developed, in consultation will sector stakeholders, a “Water Sector Occupations Framework” which covers the following:

- Provided to DHET a number of occupations and specialisation for registration in the OFO document for the 2017 round of update.
- Potential to serve as a guideline to new Catchment Management Agencies in mapping their organisational structures in terms of the national standard of occupation classification i.e. the OFO.
- Potential to serve as a guideline to Water Services Authorities’ workplace skills plans as more water sector specific occupations will be in the OFO.

The submission is currently awaiting DHET feedback on the water sector submission to the OFO framework.
Skills development remains a primary focus for the EWSETA. Through research and planning, the SETA strives to allocate resources towards the development of inspiring incumbents to participate in the quest for the achievement of national goals and objectives. This article serves to introduce some of the key findings encompassing the energy and water sector, thereby presenting certain implications for skills development as a function of the SETA and the skills development landscape at large.

The Energy and Water Sector Education and Training Authority (EWSETA) continuously pursues its primary mandate of addressing sector-related skills development needs. To this end, the SETA formulations key goals and objectives based on the SMART principle in order to foster a path towards achieving said goals and objectives in as efficient and effective manner as possible through the employment of limited resources such as human, financial as well as physical capital.

In this light, EWSETA is constantly engaged with planning activities aimed at providing effective solutions for the ever-increasing development needs of the energy and water sub-sectors; which find expression in the Sector Skills Plan (SSP) research document by highlighting a number of critical findings, as well as related implications for skills development within the sector as a whole.

The SSP research document serves as a key input into the development of the SETA Strategic Plan, which details the manner in which the SETA intends to achieve its set goals and objectives. It is for this very reason that the Sector Skills Plan becomes a crucial first step in defining the intentions of the SETA in terms of skills development planning [and implementation] as a way to help shape the skills development landscape within which EWSETA operates.

The SSP research document provides valuable insights in terms of the following aspects:

- it provides a synopsis of the scope of the sector and related constituencies;
- it details key issues driving change [and transformation] shaping the sector;
- it explores issues pertaining to the extent of skills mismatch, culminating in the identification of scarcity;
- it describes the nature of strategic partnerships and collaborations intended to further contribute to service delivery in the sphere of skills development; and finally,
- the SSP establishes recommendation actions for skills priorities necessary for the achievement of national objectives and the addressing of sectoral skills needs.

Critical Issues Shaping the Sector

A number of critical skills issues identified in the EWSETA Sector Skills Plan bear a relatively profound impact on the overall outlook for skills development across the energy and water sector. On the one hand, sector-related change drivers contribute significantly to the way in which the sector evolves, whilst on the other hand, skills demand and supply trends indicate the direction of the labour market.

Change Drivers

We begin by taking a look at some of the most prominent change drivers that are responsible for shaping incremental changes and large-scale transformation within the sector. Change drivers refer to factors changing a sector and causing it to develop in a certain way.

The following is a brief discussion of some of the factors driving change within the energy and water sector in relation to skills development.
1. Renewable Energy

Thermal power generation will remain South Africa’s dominant source of power generation for many years to come.

The shift towards renewable energy sources also refers to:

- how new discoveries of shale gas will have an impact on the availability of fuel and energy;
- the fact that South Africa’s hydropower currently consists of 5% of the country's total power generation mix, and how this is forecast to no longer be considered as a major factor in South Africa’s future plans due to the increase of investment into non-hydropower renewable energy;
- the forecast renewables capacity in South Africa, and how this remains positive – thereby attracting high investor interest.

2. Green Agenda

South Africa is ranked 12th in terms of worldwide carbon emission, representing a disproportionately high contribution to climate change [since the country is rated as being 27th in world economic size].

In response, the country is now on course to diversifying its energy supply by switching to renewable energy sources.

The National Development Plan (NDP) posits that the green economy will leverage to promote deeper industrialisation, energy efficiency and employment. Climate change discussions in Copenhagen in 2009 resulted in a government commitment to reduce South Africa’s carbon emissions by 34% by 2020, and 42% by 2025.

3. Nuclear Build Programme

During the course of December 2015, Cabinet authorised the building of nuclear power plants, of which the procurement process has already commenced.

The plan here is for the country to develop 9,600MW of nuclear capacity by the year 2030. However, due to the long-term nature of such projects, as well as the government having to source sufficient funds for the project, it is not likely that nuclear power generation will increase between now and 2025.

These projections will therefore see a positive increase in the demand for professionals and artisans who will address future skills requirements. Examples include high-level scientists and researchers to engage in product development and other related functions. The quantum of skilled professionals and artisans to support the policy goals would have to be increased.

Graph is for illustration purposes only and is therefore not drawn to scale.

This will imply the need for a growth in the supply of environmental skills, such as environmental engineers, technicians and artisans.
4. Operation Phakisa

The Operation Phakisa Ocean Economy initiative promises to unveil more oil and gas resources, which would present significant opportunities in the coming years.

Offshore oil and gas exploration have indicated the SA’s coast and adjoining waters have possible resources of approximately nine billion barrels of oil and eleven billion barrels’ oil equivalent of natural gas (which equates to approximately 375 years of South African gas consumption)

An ambitious target of drilling 30 exploration wells in ten years has been set. Achievement would result in the creation of around 132,000 jobs, and a contribution of US$2.2 billion to Gross Domestic Product (GDP).

The challenge will therefore be for South Africa to be ready with skilled labour to respond to increased demand as it occurs. This implies an intensified focus on adequate skills and technical capability to support exploration and production; it also signals a need to consider how skilled people can be retained during potential delays in planned operations, or even when sudden and unexpected economic downturns occur.

5. Strategic Infrastructure Projects (SIPs)

In terms of the Strategic Infrastructure Projects, 18 infrastructure projects with more than 645 related projects were developed. The adequate supply of appropriate skills required to meet the SIPs objectives is paramount.

The SIPs projects most applicable to the energy and water sector are listed as follows:

- **SIP 8 (Green Energy support of the South African economy):** Support sustainable green energy initiatives on a national scale and support bio-fuel production facilities.
- **SIP 9 (Electricity generation to support socio-economic development):** Accelerate the construction of new electricity generations capacity to meet the needs of the economy, and monitor implementation of major projects such as the power stations.
- **SIP 10 (Electricity transmission and distribution for all):** Expand the transmission and distribution network to address historical imbalances, provide access to electricity for all and support economic development.
- **SIP 18 (Water and sanitation infrastructure):** The project will involve provision of sustainable supply of water to meet social needs and support economic growth.

6. Sustainable Resource Development

**SOME OF THE DRIEST PLACES ON EARTH**

<table>
<thead>
<tr>
<th>Country</th>
<th>Level of Drought</th>
</tr>
</thead>
<tbody>
<tr>
<td>Algeria</td>
<td>Mild</td>
</tr>
<tr>
<td>Egypt</td>
<td>Moderate</td>
</tr>
<tr>
<td>Chile</td>
<td>Moderate to Severe</td>
</tr>
<tr>
<td>McMurdo Dry Valleys, Antarctica</td>
<td>Severe</td>
</tr>
</tbody>
</table>

Diagram is for illustration purposes only and is therefore not drawn to scale.

Situated in Antarctica, the driest place on Earth is known as the McMurdo Dry Valleys.

South Africa has been ranked amongst the top 40 driest countries in the world. This alone is driving the need for sustainable water sources.

The term ‘sustainable water resources’ encompasses multiple aspects including, but not limited to:

- improving the quantity and quality of water;
- treating water supplies;
- diversifying the water mix;
- protecting water ecosystems; and
- integrating environmental ethics into water resource management.

Ensuring a sustainable water balance requires a multitude of strategies, for example, further use of groundwater, desalination, water re-use, rainwater harvesting and treated wastewater and acid mine drainage. Developing the necessary skills and capacity within society to do all of the above is fundamental to the sustainability of this precious resource.
7. Technological Advancement and Innovation

Technological advancement and innovation are key components in ensuring the sustainability of South Africa’s water supply (i.e. desalination; groundwater supplies; treatment of waste water and mining drainage; rainwater harvesting; construction of multi-purpose dams). Some of the aforementioned technological advancements will require a combination of retraining (through upskilling).

8. Gender-based Drivers

Women play a central role. For example, in certain rural areas, women are the primary collectors of water. Furthermore, women are also largely responsible for fixing and cleaning municipal water and sanitation infrastructure, i.e. taps and toilets.

The Department of Water and Sanitation is driving gender mainstreaming across the sector by directly involving them in the design, planning, process, implementation, monitoring and evaluation stages of water interventions.

9. The Water-Energy Interface

Globally, there has been an increased emphasis placed on positioning the water sector in relation to energy consumption. Rising energy costs both locally and globally have meant that municipalities have to identify options to reduce energy consumption and enhance energy efficient methods to ensure long-term sustainability. For instance, wastewater treatment plants need to be better designed and operations at these plants need to be improved using energy reducing technologies, for example, improved pumping technology; cost-effective forms of energy such as biogas; and improved design, configuration, system and processes linked to aeration at sludge plants where the most amount of energy is consumed. The development of hydropower plants on dams are yet another example of integrating water and energy resources sustainably. Such examples are strong evidence for the need to develop, sustain and attract new skills for the energy and water sector.

- The requirement of energy-efficient methods at plants to endure sustainability
- Wastewater treatment plants need to be better designed and improved through energy reducing technologies (e.g. improved pumping technology).

Skills Demand and Supply

The sectoral drivers of change clearly outline the need for pre-requisite skills demanded to achieve set sectoral, national, and even international energy and water goals and objectives. For companies in the labour market, a number of skills within the sector remain difficult to come by, such as skilled trades and engineers as just two examples.

Furthermore, it has also been found that the number of water services staff per 100,000 people increased from 3.2 in 2013 to 3.4 in 2014, and engineers per 100,000 people only increased from 0.26 to 0.4 in the same period, which is relatively low (where a benchmark of 5 per 100,000 is considered to be best practice). This has serious implications for skills development on a large scale, which will require greater effort in the supply of the required skills into the sector.

Conditions of Employment

The conditions of employment in the sector are governed by the various laws that regulate employment practices and labour relations in South Africa. Issues such as health and safety are at the top of the agenda given the possible exposure to hazards in the work environment.

Impact of Migration in the Sector

South Africa is increasingly part of a global village and the war for talent is no longer limited to the confines of the boarders. In this light, there exists stakeholder sentiment that technically skilled personnel are moving elsewhere in the world (although there is no single data source to neither confirm nor refute this suggestion). Be as it may, it remains that due to the dire shortage of skills within the sector, importation of skills takes place regularly.

You can find the full Sector Skills Planning on the EWSETA website www.eseta.org.za
EWSETA in partnership with the South Rand Academy of Hospitality College celebrated a milestone for the Hot Water Installation learners.

On the 1st of December 2017 in the small community of Hartswater on a bright and scorching hot Friday the graduation for the Hot Water Installation learnership took place. The learners, educators, service provider and all-important persons who contributed into making this day an eventful one were full of excitement to witness how far the learners have come.

One of the priorities of the Department of Energy through local municipalities is installing solar geysers in townships nationwide. EWSETA as a training and education authority aided the South Rand Academy of Hospitality with funds to implement the Hot Water Installation Programme. The 12-month programme, which integrates theoretical and practical modules, prepares learners as technicians and assists them in setting up their own cooperatives (small businesses).

Boitumelo Koena, the Local Economic Development Manager explains that the graduation marks the beginning of a new chapter in the learners’ careers as technicians and entrepreneurs. It honours the students whose persistence carried them throughout the 12 months until completion of the course.

Veli Dube, CEO of South Rand Academy of Hospitality emphasized the importance of empowering the youth through scarce skills programmes. A partnership with NYDA will supply the learners with toolkits to kick-start their cooperatives and mentors to help them in their entrepreneurial journey.

Top achieving student Boitumelo Ntshekang shared his enthusiasm for the future as a solar geyser technician and the contribution he’ll add to service delivery in the Hartswater community. A high-spirited Lettie Sereo added that the learnership positively changed her perception towards career choices available for women.

In the following months to come the EWSETA and relevant stakeholders hope to bring more scarce skills into communities that need them the most as well as have many more success stories.

Boitumelo Koena (centre), with Hot Water Installation Graduates.
In 2015, The Department of Water and Sanitation entered into a Tripartite Agreement with EWSETA as the training partner and Rand Water as the implementing agent, to train 15 000 artisans and water agents over the course of the next three years as part of their “War on Leaks” project.

The “War on Leaks” project aims to work with municipalities and communities to report and fix water leaks. Unemployed youth are trained on basic artisanal skills that will enable them to assist the communities to identify and fix water leaks and conduct water conservation advocacy. It also encourages the development of small, medium-sized and microenterprises.

The project is already well into Phase 2, which over and above the 3000 learners trained in Phase 1, has seen the registration and training of a further 7000 learners.

23 November 2017 marked a definite milestone for the “War on Leaks” project, one that had all attending key stakeholders excited and optimistic about the continued progress being made in the implementation of one of the most ambitious skills development programmes the country has ever seen.

Officials representing all partners to the Agreement, were invited to attend the “War on Leaks” project Phase 1 Learner Certification Hand Over Ceremony, hosted at the offices of Boigantsho Consulting and Events (BCEI). The certificates handed over were specifically for the Water Conservation and Demand Management Skills Programme and the Water Agents Skills Programme, both accredited by the EWSETA.

As part of the Introduction, the CEO of EWSETA, Mr Errol Gradwell, took the opportunity to salute the Programme Manager at the Department of Water Sanitation, Chief Director Ndileka Mohapi, for her steadfast commitment to this project and for her determination to hold the implementers accountable at all times, thus ensuring the project’s success. Mr Gradwell was also the bearer of good news when he informed attending officials that the “War on Leaks” project is one of the first programmes to be identified for the Centres of Specialisation by the Department of Higher Education and Training, given its accelerated artisan development focus, a key skills need in almost all of the 18 Strategic Integrated Projects (SIPS). However, despite this Gradwell reiterated the fact that the partners could not afford to take their eye off the bigger issue, that being the quality of training being provided to the learners who are part of the “War on Leaks” project.

In accepting the certificates, DWS Chief Director Mohapi applauded the work done by both EWSETA and Rand Water to get to this milestone and said that “for us to be where we are currently is a milestone and we need to pat ourselves on the back.”

Mohapi reaffirmed the support and commitment from Minister Nomvula Mokonyane, who has been using the “War on Leaks” project as an innovative example to both local and international audiences of how South Africa is thinking outside the box when it comes to skills development for our youth.

It is to be expected that a project of this magnitude and national importance will attract its fair share of criticism but for as long as EWSETA, Rand Water and DWS are able to continuously deliver on the project’s objectives successfully, which this certification hand over ceremony demonstrated, the “War on Leaks” project will continue to be a benchmark for skills development globally.
Much of the success of a project is determined by the level of monitoring and evaluation (M&E) conducted throughout the lifespan of the project.

EWSETA has intensified monitoring and evaluation processes of all approved Discretionary Grant projects to ensure that all projects are being implemented in accordance to the EWSETA Standard Operating Procedures. In this regard, we can confidently say that we are certainly making good progress as is evidenced in our performance against targets within the last year.

To further demonstrate that EWSETA has taken accountability for the approval of projects and the M&E of such projects seriously, our Board Sub-Committee responsible for Learning Programmes are themselves, getting more involved in the M&E process through random site visits to approved projects across the country. The EWSETA Discretionary Grant Policy has made provision for EWSETA M&E teams to accompany LPC members once a quarter on these project site visits, which aside from allowing members the opportunity to witness first-hand skills development in action, also serves to provide assurance that indeed EWSETA has invested well in those projects approved by Board.

The first of such site visits was conducted on 17 October 2017, where Learning Programme Committee (LPC) members and EWSETA management, visited one of the biggest Discretionary Grant projects approved for 2017/18 – the Khanyisa Gavu Artisan Development Plumber Programme in one of KwaZulu Natal’s most rural areas, Jozini, a settlement in Umkhanyakude District Municipality.

The Service Level Agreement for the Khanyisa Gavu Artisan Development Plumber Programme was signed on 3 August 2017 after a thorough vetting process was conducted by our Quality Assurance Department, which included amongst others, ensuring that the Training Provider is accredited and that the assessors are accredited with the National Artisan Moderation Board (NAMB), that there is a Memorandum of Understanding in place with the Municipality in terms of access to workplaces for the learners and that the learners have met all the selection criteria. The 125 learners were subsequently inducted on 15 August 2017 and the commencement date of the project was on 4 September 2017.

The site visit began with a project status meeting attended by LPC Members, EWSETA Management, Khanyisa Gavu (project implementer), MTL Training (Training provider), Umkhanyakude District Municipality representatives and a representative of the learners. At the meeting LPC Members were given the background on the project and were able to express their concerns and questions for clarity, all of which were addressed positively by stakeholders present. One of the main concerns for the LPC members was that there must be an Exit Plan in place and they were given assurance that indeed there is an Exit Plan for these learners.

The meeting was then followed by a guided tour of the training facilities, where all present were able to meet and engage with the learners and the lecturers. The tour was concluded with the handing over of EWSETA branded bags to the learners.

The LPC M&E site visit to Jozini was extremely well received by all – the project implementer, the learners but especially the LPC members, who got to experience rural economic development through skills development in action.

EWSETA stakeholders can be assured that this commitment demonstrated will continue as EWSETA heads towards a future that is defined by performance excellence, unparalleled skills development in the energy and water sector and continued commitment to our Government’s vision.
Events

Annual General Meeting

EWSETA has made great strides in enhancing skills development and participation in the energy and water sector.

The Energy and Water Sector Education and Training Authority (EWSETA) has a mandate to ensure that new labour entrants and the employed workforce in the water and energy sector, especially the youth, have the knowledge and skills to participate in the economy.

In the endorsement of the 2016/2017 Annual Report at its Annual General Meeting held on 10 November 2017, EWSETA leadership expressed that it is pleased with the strides the SETA has made in contributing to skills enhancement initiatives and development goals of the country as set out in the National Development Plan.

As part of the commitment to economic growth and development, the EWSETA is well into the second phase of the “War on Leaks project”, in partnership with the Department of Water and Sanitation and Rand Water. The second phase has an intake of 7 000 more learners that are undergoing training that will turn them into highly skilled water management technicians. The final phase will have an intake of 5 000 learners, leading to a total of 15 000 learners who could have qualified as artisans or water agents.

EWSETA through its partnership with the Institute of Plumbers South Africa (IoPSA), has ensured that entrepreneurship is a compulsory component of the “War on Leaks” project training curriculum, thus enabling graduates to open their own plumbing businesses independently or in partnership with others.

“It will also assist 80% of IoPSA approximate 600 membership base who are one-man businesses to become more confident in expanding their companies,” said CEO Errol Gradwell.

The EWSETA is also pleased to announce that it facilitated the entry of 4 000 unemployed learners – mainly the youth and people with disabilities – into learnerships, internships and skills programmes in the water and energy sector during the period under review.

“More than 1 400 of these unemployed learners completed their programmes and are now better equipped to find work. In addition, 400 of the more than 900 artisans who entered relevant learnership, internship and skills programmes completed their courses successfully,” Gradwell noted.
An amount of R10 million was funded by EWSETA and the Department of Small Business Development committed to match this amount to kick start the Rural and Township Economies Revitalisation Programme (RATERP). The project is aimed at recruiting, training, mentoring, coaching and capacitating approximately 12 000 small and micro enterprises throughout the country.

An estimated R600 million is to be invested into the project as EWSETA strives to approach more funders to participate in this worthwhile initiative.

Other notable EWSETA successes include:

- The innovative energyDRIVE truck project launched with the Durban University of Technology in December 2016. The mobile unit is currently on a roadshow to schools and Technical and Vocational Education and Training (TVET) colleges and is used to participate in exhibitions nationally aimed at educating entrepreneurs, unemployed youth, prospective students and scholars in renewable energy sources and technologies.

- The Decade of the Artisan programme has seen an increase in this financial year, with 433 artisans completing training and skills capacity requirements within the energy and water services sector.

- The TVET candidacy programme placed 22 students in universities, and still focuses on improving its performance to achieve set goals.

“EWSETA ventured into partnership with the Stellenbosch University Water Institute to develop the Water Superintendent occupational qualification with the intention of developing TVET college lectures and building management capacity within the water sector, thus far the project is successful,” Gradwell said.

On the performance and financials, the EWSETA has successfully achieved an unqualified audit opinion and recorded a 67% reduction in total financial findings for the reporting period, a marked improvement from the previous year.

Chief Financial Officer, Ms. Mpho Mookapele said: “This reporting period’s audit outcome is a clear demonstration of proper implementation of policies and procedures, improved oversight by those charged with governance, ensuring the right mix of skills, training and development of staff.

Looking towards the future, Gradwell said the EWSETA will intensify its stakeholder drive and collaboration with government departments involved in the energy and water sector. Major initiatives in this regard are underway with the Department of Energy (Solar Geyser Heating Systems to low cost housing) and the Department of Environmental Affairs (to drive qualifications and skills development within the waste sub-sector).

“We will continue prioritise our role in addressing the rampant youth unemployment in the country and engage private sector entities with an active interest in education and training,” he added.
Notice Board

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**EWSETA DISCRETIONARY GRANT FUNDING WINDOW: 2018/2019 FINANCIAL YEAR**

**Closing Date (End of Business Day): 19 FEBRUARY 2018**

The Energy and Water Sector Education and Training Authority (EWSETA) is a statutory body established in terms of the Skills Development Act (93) of 2008, as amended. In accordance with the National Skills Development Strategy (NSDS) and the SETA Grant Regulations (2013), as amended, provisions that 80% of discretionary grant must be distributed to Professional Orienational Technical and Academic Learning (POTLNL) programmes that result in qualifications or part qualifications, to develop the sector in accordance with the priorities outlined in WESETA’s Sector Skills Plan (SSP) that address the skills needs identified in NQF levels and Critical skills for its sub-sectors.

EWSETA invites all stakeholders within the energy and water sector to submit applications for Discretionary Grant funding for the 2018/19 financial year.

Applications are invited for the following Priority Areas:

- **Partial Programme Funding Window:**
  - LEADERSHIPS: Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)
  - APPOINTMENTSHIP APPRENTICESHIP: Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)
  - SKILLS PROGRAMMES: Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)
  - Bursaries (2018/2019): Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)
  - INTRINSIS W/IS: Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)
  - IT/CITETT PLACEMENTS: Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)

- **NOMINATION INTERVENTION:**
  - Tertiary Providers and Employers
  - NQF: 300+ Cooperatives and Trade Unions
  - NQF: 250+ Cooperatives and Trade Unions
  - NQF: 200+ Cooperatives and Trade Unions
  - NQF: 150+ Cooperatives and Trade Unions

- **CANDIDACY PROGRAMMES:**
  - Low Paying Employers AND Small Medium and Micro Enterprises (SMEs)

**EWSETA’s Funding Opportunity:**

EWSETA reserves the right to make any awards and the right to allocate grants proportionally to ensure equitable distribution of grants.

**PLEASE REFER TO THE EWSETA WEBSITE FOR FUNDING CRITERIA AND OTHER DOCUMENTS THAT PROVIDE MORE INFORMATION**
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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