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INTRODUCTION

Message from the Acting CEO

It’s an honour for me to pen this message for our sixth issue of EWSETA Chronicle, as I have watched it evolve over its short life into a publication that showcases the SETA, its people and work at their very best, without losing sight of some of the more pertinent and, at times, controversial issues that affect our daily lives.

As I take on the baton as Acting CEO, the transition from CFO role is aided by a number of things. The role of CFO has over the past years evolved into a more strategic role no longer limited to the traditional financial analysis and reporting role. As a CFO, my role involved joint executive leadership of the organisation and joint accountability to the Board with the CEO and the rest of the executive team. This requires the executive team to guide and drive the strategic direction of the entity through effective leadership. Being part of the leadership team has equipped and prepared me to take up the roles and responsibilities of a CEO, which ultimately are to ensure the success of EWSETA.

The appointment, which took effect on 1 October, is a badge I will wear with great pride, as it gives me the opportunity to lead a committed team dedicated to making a mark in the energy and water sector.

I have a keen interest in the stories figures tell. In our case, as can be seen in our unqualified audit from the Auditor-General, the figures tell a positive story, but one that doesn’t yet have a perfect ending. We need, as alluded to in the foreword to the annual report of my predecessor, Errol Gradwell, to overcome the obstacles that stand in the way of our truly supporting SMMEs and contributing to job creation.

I would like to thank Errol Gradwell, whose tenure came to an end as per all previous SETA CEOs for seeing EWSETA through the last few years with such decisive leadership, authority and humility. We owe you a great debt of gratitude.

While I follow in some very weighty footsteps, I hope that my action and solution orientation, analytical approach and my deep roots in governance and will contribute to building and sustaining an ethical and fruitful environment.

As a woman, I’m aware of the critical role women can play in the energy and water sector. We continue to witness social injustices relating to these scarce resources and I believe women can play a pivotal role in bringing about energy and water solutions to solve these injustices. Currently, more than 600 million people in Africa do not have access to energy. This impacts negatively on women as they are the ones who have to come up with alternatives, such as firewood collection for cooking and heating. This is not only labour intensive, but affects young girls, who cannot focus on schooling as these onerous and labour-intensive chores form part of their daily activities. I, therefore, believe that women can do much more to free young girls from these responsibilities and keep them in the classroom.

I thank the EWSETA Board for trusting me with the organisation.

To all staff members, thank you for your support and mainly thank you for taking pride in the roles you play in the organisation. The SETA’s success depends on our collective work and no role is more important than the other. We are all one body with different roles and we cannot function without each other.

Let’s continue the great work started and together, reduce and bridge the skills gap in the energy and water sector.

I would like to take the opportunity to wish you all a joyous, safe and blessed festive season with the ones you love and may your 2019 be a year of remarkable prosperity for you.

Mpho Mookapele
Note from the Editor

We are in the midst of probably the busiest time of the year for EWSETA, with our much-awaited Annual General Meeting scheduled for 9 November and promising to raise the bar from the last. This is a time to celebrate what we have done to bring greater meaning to the lives of South Africans who have made energy and water their career of choice.

There was much to report for the 2017/18 year, as you will see in our Annual Report, with our look at some of the year’s highlights. These include our performance against NSDS III targets, our agreement with the Chinese Culture and International Education Exchange Centre, which saw 150 South African technical college graduates enter a year-long internship programme in China for vocational training and workplace experience in the energy and water sector, and our participation in WorldSkills 2017, a showcase for skills development and vocational, technological and service-orientated careers.

As we move rapidly through the 2018/19 year, there is much for us to showcase, and we do so in this edition of EWSETA Chronicle. Women’s Month was not that long ago, so this issue has a definite female flavour, with a look at women in business and an introduction to some of our own wonder women on the Board and in the office. We hope you enjoy meeting them.

Following our successful participation in World Water Week 2018 in Stockholm, otherwise known as ‘Venice of the north’, we have put together a great spread (or should that be smorgasbord?) of who was there, what was said, the best water innovation competition, the stands and the social media activity.

We also give you a glimpse into the minds of the members of our provincial team, who keep EWSETA activities on an even keel across the country. Many of them are, of course, women.

As this is the last issue before the end of the year, I wish all our readers the most joyous and peaceful festive season ever. I leave you with a quote that fits in nicely with this issue’s theme...

‘Anyone who believes that men are the equal of women has never seen a man trying to wrap a Christmas present.’

Candice
IN THE NEWS

WOMEN ON BOARD
WITH NEW PERSPECTIVES

There may be only three women on the EWSETA Board – for now, that is – but they punch above their weight in decision making, action planning and determination to make EWSETA one of South Africa’s leading SETAs. Of course, these ladies live very busy lives, but Chronicle was able to catch up with them to share with you their valuable insights on the SETA and their role as women in its success.

In this, the continuation of our profiles on Board members, we pose our questions to Petunia Ramunenyiwa and Lethabo Manamela (we featured the views of Moketenanye Moleko in Chronicle Issue 5, available on our website).

Petunia Ramunenyiwa

Petunia hails from the Department of Water and Sanitation, where she is Acting Deputy Director General: Performance Management Unit. The department has been her professional home since 2008, when she joined the Free State provincial team as Director: Water Sector Support. Previously, she had spent four years with Mvula Trust as project facilitator. At the department, she has also held positions in operations and regional coordination.

Apart from sitting on the EWSETA Board, she presides over the Skills Planning Committee as Chairperson.

Q: What are EWSETA’s main opportunities and how will they be realised?
A: Skills development and capacity building for the water and energy sector are opening doors for the unemployed and creating experiential learning platforms. This is something that needs a more concerted effort across all sectors.

We must strengthen our ability to identify and offer programmes that respond to occupational shortages and skills gaps, and we must leverage our sector partnerships so that we are able to respond to the skills priority actions, especially with the financial limitations currently facing government. It is crucial that we innovate to do more with less.

Q: How do you envisage applying your particular skills, expertise and experience to the governance of the SETA?
A: My strong background in all aspects of community development, project management, strategic development, institutional development, and monitoring and evaluation will certainly come in very handy.

My high-level skills in interpersonal interaction and networking, combined with sound problem analysis capacity, will assist me in ensuring that EWSETA realises its mandate. As chair of the Skills Planning Committee, I need to maintain a strong ability to motivate and train teams and individuals as we work to transform our country.

I consider myself highly organised and a good communicator, and find it easy to adapt to change in the work environment. Building and maintaining relationships will assist us to realise our long-term vision.

Q: As a woman on the Board, what unique outlooks and values do you bring to the role and how will you use them to promote greater representation by women in the sector?
A: The values I can contribute are discipline, integrity, accountability, perseverance and diligence.

Women have always been marginalised in life and at work, but if we persevere, we will definitely conquer. As mothers, aunts and sisters, it is natural for us women to be courageous, self-disciplined and unselfish. We must believe in ourselves and encourage the younger generation to be dedicated and accountable for their actions.

Much effort is still needed to achieve greater representation of women in the water and energy sector, and it starts with female colleagues embracing, supporting and encouraging each other. While the ‘pull-her-down syndrome’ is rife in the workplace, things are improving.

I am extremely pleased that the SETA has increased the female representation on its Board. It used to bother me to be the only woman in the meeting room, to the point that sometimes I would be intimidated by those strong, male voices, and not say anything.

However, I always remind myself that I am here on behalf of women who do not have the voice and this encourages me to give of my best in the interests of the SETA.

Q: When your tenure is up, what would you most want to be remembered for in the development of the SETA?
A: You can be whoever you want to be whenever you wish, but remember, how you are remembered begins with who you are today. For most of us, leaving a legacy is the ultimate goal. Make the change, take the initiative to be the person that you want to be remembered as. I and my fellow Board members have been nominated to represent the energy and water community, to transform it through skills development and capacity building, to ensure that gender mainstreaming becomes an integral part of the business of EWSETA and to ensure that we make education fashionable.

I hope that I will be remembered as someone who was guided and bound by her values, goals and aspirations. Who was honest and who lived unselfishly.
Lethabo Manamela

Figures matter greatly to Lethabo, who is Chief Financial Officer of the South African National Energy Development Institute.

Q: What are EWSETA’s main opportunities and what contribution would you like to make to their realisation?
A: EWSETA is poised to join the rest of South Africa to make the 2030 National Development Plan (NDP) goals a reality, particularly the 2030 energy mix targets. This can be done by ensuring that the country has high-quality capacity building initiatives and adequate skills, and, once achieved, by maintaining and bettering the targets in future years.

We should also make sure that through strategic investment decisions, we promote meaningful research, development and innovation in the energy and water sectors, as a basis for the education and capacity building needed to achieve NDP goals. In addition, EWSETA can contribute meaningfully to enterprise development, thereby accelerating the emancipation of women, youth and people with disabilities.

In the water industry, EWSETA has to lay the groundwork for skills that will enable South Africa to provide efficient and effective water services for all.

All the above should be seen in the context of the water-energy and food security nexus.

Q: How do you envisage applying your particular skills, expertise and experience to the governance of the SETA?
A: The success or failure of many businesses can be tracked to the standard of their governance. If we commit to doing the right things all the time, without compromise, and adhere to legislative requirements and corporate governance principles, we can play a meaningful role in the achievement of NDP goals without incurring unnecessary losses through maladministration and corruption.

Q: When your tenure is up, what would you most want to be remembered for in the development of the SETA?
A: I would like to be remembered as having been a part of a group of men and women who, working together, made a tangible, meaningful and measurable impact on the energy and water sectors, on the lives of members of society and on South Africa’s preparedness to achieve NDP outcomes.

I also hope that the role I play in empowering beneficiaries will be memorable, as will my dedication to sound and ethical leadership.

IN THE NEWS

EWSETA’s 2017/18 Annual Report will be officially unveiled at the upcoming Annual General Meeting on 9 November, but we see no reason why Chronicle readers shouldn’t be given the inside track on what transpired from 1 April 2017 to 31 March 2018.

After all, we owe every bit of good news and achievement recorded on the pages of our report to you, our EWSETA staffers and stakeholders. We thank you for giving us so much excellent work to showcase. You have done us proud.

Pleasing year

Chairperson Frans Baleni reflected on another year’s pleasing performance, writing that he was happy with the SETA’s efforts to align itself with good governance practices, which has continued over many years and which has decreased the number of audit findings against the organisation significantly.

He pointed out that, as a small SETA, EWSETA needed to increase the number of levy payers to grow its revenue. The many employers in scope that are paying their levies to other SETAs is an opportunity to do this in the coming year, he added.

‘The more revenue, the more people we can train.’

EWSETA again received an unqualified audit report from the Auditor-General of South Africa, he stated.
In his CEO’s overview, Errol Gradwell commented that the disbursement of mandatory grants improved significantly compared to the previous year, as a major employer complied with the grant qualification criteria and is now positioned to support the delivery of requisite skills for the energy and water services sectors. During the reporting period, he continued, ‘we assisted 3 037 unemployed learners, mainly youth and people with disabilities, to enter EWSETA learnerships, internships and skills programmes. More than 1 040 of these completed their programmes, while 466 artisans who entered relevant learnerships, internships and skills programmes completed their courses successfully.’

The mandatory grant allocation for the year allowed the SETA to grant 460 bursaries to unemployed learners, by tripling the bursary grant commitment from R2 million in 2015 to R72 million, he continued. This included support to 123 students at the Cape Peninsula University of Technology to further their studies in environmental health and civil and electrical engineering. In the year ahead, he said, the amount will be increased to support academically strong students at various tertiary education institutions.

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From the report of the Chairperson, Frans Baleni

‘As the designated skills development authority in a sector with two of the country’s most challenged resources, energy and water, our role in the current SETA landscape is relevant and essential. Energy and water resource management are critical millennial development goals and key enablers of growth and development.’

From the overview of the CEO, Errol Gradwell

‘As we prepare for a new SETA landscape in 2020, we must be prepared to balance this ‘jobs evolution’ with a ‘skills revolution’ to mitigate the potential of our current jobs crisis developing into a skills crisis. In the spirit of creating a sustainable tomorrow, today, EWSETA will prioritise partnerships in talent development to create a digitally prepared and proficient sector workforce that is ready for the transitions and opportunities that await us.’

From the report of the Chief Operations Officer, Ineileng Molete

‘I am pleased with the culture change in the Operations branch over the past two years. While meeting performance targets is important, our focus on quality rather than quantity has ensured that we now report on time, whether to our shareholder, Parliament or stakeholder department, and operate at nearly full capacity with people who perform without incentives.’

From the overview of Planning, Reporting and Monitoring, Tsholofelo Mokotedi

“We merged EWSETA’s strategic and engagement planning and risk compliance functions under one reporting arm to meet stakeholder needs more effectively and with greater efficiency.’

From the report of the Corporate Services Executive, Candice Moodley

‘Stakeholder feedback during the period under review confirmed, unequivocally, that our investment in strategic marketing and communication initiatives over the last number of years is coming to fruition. Our widespread brand positioning and awareness creation campaigns have helped to give effect to EWSETA’s long-term vision of being recognised as a reputable Authority in facilitating skills development for the energy and water sectors.’

From the report of the Chief Financial Officer, Mpho Mookapele

‘We have strengthened the finance competence of the organisation through focused training and capacitating the branch with a qualified individual to improve our financial skills and capacity.’

Quick-fire facts from the report

- Of 44 National Skills Development Strategy targets, 30 were met or exceeded
- 2 026 unemployed learners enrolled on learnerships across 12 qualifications, against a target of 1 200
- 3 109 employed learners entered skills programmes
- 2 013 learners entered artisan development programmes
- 12 956 career guides distributed
- 25 career initiatives held, 150% over target
- IT system availability averaged 99%

Note:

To RSVP and register for the Annual General Meeting, please see notice on page 34 of this newsletter or visit our website: www.ewseta.org.za
TAKING STOCK
IN STOCKHOLM

This year’s event, hosted as usual by the Stockholm International Water Institute (SIWI), took place at the end of August and attracted more than 3,600 participants from 133 countries, including an enthusiastic contingent from South Africa comprising all the major players in the water sector. The Deputy Minister of Water and Sanitation, Pamela Tshwete, led the delegation of officials from bodies such as the Water Research Commission, the Lesotho Highlands Water Project, Umgeni Water and, of course, EWSETA, participating as a guest of the Department of Water and Sanitation (DWS) and as an exhibitor for the first time.

The overarching theme was ‘water, ecosystems and human development’, with the focus on nature-based solutions and their combination with conventional practices. Five main areas dominated:

• Systems - water and ecosystem from source to sea
• Development - balancing green and grey solutions
• Human and social factors - a people’s agenda
• Economic aspects - rethinking ecosystem values
• Governance - towards integrated water and ecosystem management.

In her welcome address, Karin Wanngard, the Mayor of Stockholm, did not beat about the wetlands. ‘We decide the future of our water resources,’ she stated. ‘We can either destroy them or develop them. We need a holistic approach and to act with urgency and determination. Mayors and city leaders have a responsibility to develop policies that are robust and creative as cities of the world are growing.

Water on the brain

There is nothing like the Stockholm Junior Water Prize to get ideas swirling inside young minds. The prize has been awarded for 22 years and attracts entries from all corners of the globe. Thousands of 15- to 20-year-old water whizz-kids vie every year for top honours in their countries, with each country’s winner moving forward to the finals in Sweden.

This year, the DWS ran a national competition and the winner, Kwazi Zwezwe, went through to Stockholm to compete with global contemporaries. Kwazi, a Grade 9 pupil at Ixopo High School in KwaZulu-Natal, is the creative force behind the water-from-air phenomenon, the ‘Rainmaker’.

The idea came to him while he was looking at the outside of a bottle containing ice, and he lost no time in adapting the principle into his widely acclaimed concept. The Rainmaker is a thermoelectric cooler that dehumidifies or cools the air, leading to condensation and the formation of droplets of water. The product uses cheap and readily available materials, and generates 1.2 litres of water in 24 hours. The water is as good as rainwater and is perfect for general household use.

Ultimately, the 2018 honours went to Singapore, but Deputy Minister Tshwete made it clear to Kwazi and his teacher, who was his chaperone, and to the entire South African delegation that young Kwazi was someone to watch very closely as an indicator of the bright future that South Africa can command.

HRH Crown Princess Victoria of Sweden handing over the Water Prize to the Laureates.

The Deputy Minister and the CEO with SA Junior Water Prize finalist Kwazi Zwezwe.
‘We have a moral and growing responsibility to secure our water resources,’ she added, mentioning her city’s pledge to be fossil fuel-free by 2040.

**Eye-opening sessions**

Talk of water issues in South Africa and Africa flowed through the proceedings over the seven days, with many eye-opening sessions touching on water and its management on the continent.

An early session explored whether valuing water changes attitudes to water management. Deputy Minister Tshwete pointed out that water should be valued as diamonds are valued and as all other resources that are rare, scarce and expensive.

Team South Africa was prominent in several other Africa-focused sessions.

At the workshop ‘Accelerating project preparation and financing of transboundary water and hydropower projects in Africa: Learning from Africa and scaling up,’ the Deputy Minister highlighted the progress made by the country in accelerating transboundary water management through innovative projects that attract investment. She cited the Lesotho Highlands Water Project as one example of a mutually beneficial partnership that is yielding impressive results.

From phase one, she explained, Lesotho saw an increase of 3% in GDP, the establishment of clinics and community halls and an improved telecommunication systems network. South Africa has benefited from access to a steady supply of high-quality water for mining, industry, agriculture and households, and through employment opportunities created during construction of the delivery tunnel, and establishment of new border posts. ‘The two governments have agreed that 30% of the construction will be designated to women and youth,’ the Deputy Minister announced.

However, she cautioned, the current level of financing for water and sanitation activities on the continent falls far below the level required to meet Sustainable Development Goals (SDGs), African Union Agenda 2063 and Africa Water Vision 2025 commitments.

‘Water resources are being depleted fast. The Boko Haram tragedy in Nigeria was linked to a water crisis. Almost 10 000 children a day die and girls don’t attend school due to lack of clean water and proper sanitation.’

- Her Excellency, Amina J Mohammed: Deputy Secretary General, United Nations

**A flood of ideas**

The event provoked a great deal of thought on what South Africa could be doing, while reinforcing that many initiatives currently underway are based on sound principles that will advance the continent’s drive for responsible and sustainable water use.

Below are some of the key observations made by the EWSETA team:

- The War on Leaks programme is contributing significantly to the value of water changing the behaviour of households, thus reducing the amount of water used daily and the monthly water bill.
- Indigenous knowledge should be incorporated into the curriculum for water-related training.
- Focus on turning theory into practice should top the South African agenda.
- Water SDG6 to be seen as a docking station for all other SDGs – nothing can be done without water, the universal enabler.
- EWSETA should prioritise and support more skills development initiatives to address sustainable water management, water governance and environmental technologies.
- Partnerships among government, civil society and youth are the best solution in driving Millennium Development Goals (MDGs).
- The opportunity exists for EWSETA to explore partnerships with other African entities and training institutions, such as Lesotho Highlands Water Project, the Mozambique and Namibia transboundary water resources supply etc.
- A partnership should be considered with the Ministry of Agriculture on green water initiatives.
- There is a need to capacitate the Accounting Authority and EWSETA stakeholders on the National Water and Sanitation Master Plan and to factor this into strategic planning.

“The DWS invitation to attend the event was an acknowledgment of our status as an important water sector stakeholder,” says Corporate Services Executive, Candice Moodley.

‘EWSETA left Stockholm with a more global outlook on the world water crisis and with various insights that could inform our initiatives in the future. The event really brought home the need to talk less and act more. The prospects for global networking and sharing of best practices were also invaluable.

‘We will certainly be thinking about what we saw and heard for a long time to come in the context of the significant progress already being made by our SETA.’
Master plan

During the discussion ‘Africa focus – high level ministerial panel: From policy to action’, the Deputy Minister spoke about the development of the National Water and Sanitation Master Plan, which will guide South Africa to make a real impact on the supply and use of water and sanitation and help it to achieve targets set in continental strategies and the National Development Plan.

She also took part in the two-part session titled ‘SDG-Paris Agreement – building a resilient future through water’, at which consensus was reached that building the future we want will take what Henk Ovink, Special Envoy for International Water Affairs for the Kingdom of The Netherlands, describes as the Systems Approach, based on commitment, capacity building, cross-cutting, collaboration and consistency. Collaboration and capacity building are particularly pertinent in South Africa, stressed the Deputy Minister. She explained that avoiding the recent drought-induced threat of ‘day zero’ in the Western Cape was a politically collaborative effort conducted against the backdrop of the unpreparedness of the country and the government to deal with the devastating results of climate change.

Other key sessions included ‘Financing an African water revolution’ and ‘Integrating grey and green for water security in South Africa’, which highlighted South Africa’s many examples of long-term, large-scale water ecosystem interventions necessitated by its mega-biodiverse and water-scarce circumstances.

Although it was not held captive, the local delegation was certainly captivated by this special city and developed an attachment to it that could well give new meaning to Stockholm Syndrome.

Taking a stand

At DWS’s invitation, EWSETA designed and sponsored the 2018 World Water Week stand on behalf of the South African delegation.

In addition, says Candice, a corporate profile was produced to hand out to each visitor, as were branded promotional items such as flag keyrings, leatherette business cardholders and bamboo USBs, all of which were in high demand.

The stand was officially opened by Deputy Minister Tshwete on 27 August and proved a popular focal point for delegates eager to learn about initiatives across the ocean, and those popping in just to see if South Africans lives up to their PR as being among the friendliest and most welcoming people on earth.

Media Blitz

There being no shortage of interesting things to chirp about throughout the conference, EWSETA made the most of the opportunities, hitting the media with a vengeance, becoming the fourth most active organisation on the SIWI conference app social media activity stream. Instagram, Twitter, LinkedIn were inundated with the hashtags #EWSETA and #WWWeek2018.

Noting the flurry of activity, DWS asked the SETA to attend the Deputy Minister’s sessions and post highlights, and to assist in keeping the department’s media team members back home in-the-know so that they too could optimise their DWS communication platforms.
War on Leaks (WoL) is back on the frontline of EWSETA initiatives, stronger and better armed for the life-changing work ahead after encountering an unexpected setback in a lack of budget available from the Department Water and Sanitation. Now, with the allocation of funding by the new Minister, Gugile Nkwinti, the programme is well on track to achieve its target of 10 000 artisans trained in the first two phases.

The five-year programme started in 2015 to address water losses countrywide, following research by Stellenbosch University on behalf of the Water Research Commission that revealed that South Africa loses up to 37% of potable water through failing and ageing infrastructure, and illegal connections.

WoL set out to train 15 000 out-of-school youth as plumbers, artisans and water agents. Additional programmes would develop entrepreneurial, water conservation and water demand management skills to empower youngsters and encourage them to create and manage businesses.

Training has been back in full swing for about three months, and EWSETA remains involved in fulfilling its role as implementation agent responsible for the training of the learners, managed through an appointed service provider.

Much was achieved in the first phase, which ended recently, and phase two is marching confidently towards its completion. The figures in the tables below speak volumes for the value of the programme.

**Phase 1: Registered learners per province**

<table>
<thead>
<tr>
<th>Water Conservation</th>
<th>Water Demand Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>Province</td>
</tr>
<tr>
<td>---</td>
<td>----------</td>
</tr>
<tr>
<td>1</td>
<td>Eastern Cape</td>
</tr>
<tr>
<td>2</td>
<td>Northern Cape</td>
</tr>
<tr>
<td>3</td>
<td>Western Cape</td>
</tr>
<tr>
<td>4</td>
<td>KZN</td>
</tr>
<tr>
<td>5</td>
<td>Gauteng</td>
</tr>
<tr>
<td>6</td>
<td>North West</td>
</tr>
<tr>
<td>7</td>
<td>Mpumalanga</td>
</tr>
<tr>
<td>8</td>
<td>Free State</td>
</tr>
<tr>
<td>9</td>
<td>Limpopo</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
## Entrepreneurship: Learner distribution per province

<table>
<thead>
<tr>
<th>Province</th>
<th>Total Number of Learners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Cape</td>
<td>287</td>
</tr>
<tr>
<td>Northern Cape</td>
<td>23</td>
</tr>
<tr>
<td>Western Cape</td>
<td>76</td>
</tr>
<tr>
<td>KZN</td>
<td>135</td>
</tr>
<tr>
<td>Gauteng</td>
<td>239</td>
</tr>
<tr>
<td>North West</td>
<td>39</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>102</td>
</tr>
<tr>
<td>Free State</td>
<td>71</td>
</tr>
<tr>
<td>Limpopo</td>
<td>53</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3002</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Province</th>
<th>Total Number of Learners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Cape</td>
<td>780</td>
</tr>
<tr>
<td>Northern Cape</td>
<td>509</td>
</tr>
<tr>
<td>Western Cape</td>
<td>483</td>
</tr>
<tr>
<td>KZN</td>
<td>1000</td>
</tr>
<tr>
<td>Gauteng</td>
<td>564</td>
</tr>
<tr>
<td>North West</td>
<td>692</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>954</td>
</tr>
<tr>
<td>Free State</td>
<td>804</td>
</tr>
<tr>
<td>Limpopo</td>
<td>830</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6616</strong></td>
</tr>
</tbody>
</table>

### Phase 2: Registered learners per province

#### Water Agents

<table>
<thead>
<tr>
<th>Province</th>
<th>Total Number of Learners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Cape</td>
<td>172</td>
</tr>
<tr>
<td>Northern Cape</td>
<td>23</td>
</tr>
<tr>
<td>Western Cape</td>
<td>76</td>
</tr>
<tr>
<td>KZN</td>
<td>135</td>
</tr>
<tr>
<td>Gauteng</td>
<td>239</td>
</tr>
<tr>
<td>North West</td>
<td>39</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>102</td>
</tr>
<tr>
<td>Free State</td>
<td>71</td>
</tr>
<tr>
<td>Limpopo</td>
<td>53</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>910</strong></td>
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#### Water Conservation Water Demand Management

<table>
<thead>
<tr>
<th>Province</th>
<th>Total Number of Learners</th>
</tr>
</thead>
<tbody>
<tr>
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<td>439</td>
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<tr>
<td>Northern Cape</td>
<td>286</td>
</tr>
<tr>
<td>Western Cape</td>
<td>426</td>
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<tr>
<td>KZN</td>
<td>325</td>
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<tr>
<td>Gauteng</td>
<td>162</td>
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<tr>
<td>North West</td>
<td>428</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>623</td>
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<tr>
<td>Free State</td>
<td>518</td>
</tr>
<tr>
<td>Limpopo</td>
<td>394</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3601</strong></td>
</tr>
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</table>

#### Artisans

<table>
<thead>
<tr>
<th>Province</th>
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<tr>
<td>Eastern Cape</td>
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<tr>
<td>Northern Cape</td>
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<tr>
<td>Western Cape</td>
<td>23</td>
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<tr>
<td>KZN</td>
<td>146</td>
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<tr>
<td>Gauteng</td>
<td>586</td>
</tr>
<tr>
<td>North West</td>
<td>39</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>281</td>
</tr>
<tr>
<td>Free State</td>
<td>132</td>
</tr>
<tr>
<td>Limpopo</td>
<td>157</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1452</strong></td>
</tr>
</tbody>
</table>

### Artisans

<table>
<thead>
<tr>
<th>Province</th>
<th>Total Number of Learners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Cape</td>
<td>308</td>
</tr>
<tr>
<td>Northern Cape</td>
<td>223</td>
</tr>
<tr>
<td>Western Cape</td>
<td>57</td>
</tr>
<tr>
<td>KZN</td>
<td>529</td>
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<tr>
<td>Gauteng</td>
<td>412</td>
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<tr>
<td>North West</td>
<td>159</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>281</td>
</tr>
<tr>
<td>Free State</td>
<td>286</td>
</tr>
<tr>
<td>Limpopo</td>
<td>339</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2594</strong></td>
</tr>
</tbody>
</table>
No-one recognises the power of training quite like UV-Power. These solar energy industry specialists spend a great deal of their time uplifting South Africans, particularly the previously disadvantaged, by training and transferring solar energy skills.

Friday, 14 September was a red-hot letter day for the company, as it cut the ribbon on the UV-Power Training Academy in Prospecton, KwaZulu-Natal.

Naturally, as the accrediting body of the centre, EWSETA was there, in the form of Lungile Tshabalala, Provincial Operations Manager, who put her cutting-edge scissor skills to good use, officially opening the new venture, which will pull the plug on outdated training, with a host of learnership programmes in renewable energy.

The company’s Tracey Pather explains how the venture came to be. ‘Renewable energy is slowly taking over as the world’s main energy source. In South Africa, solar street lamps and solar geysers are coming into their own, drawing energy from the sun rather than being reliant on municipal electricity sources. With the trend and the extensive rollout programmes planned by government comes the pressing need for training.

‘Thus, UV Power Training was established to teach learners all about renewable energy, including how to manufacture 12-volt light bulbs, which will benefit so many rural homes. The learnerships are aimed predominantly at women and youth and aim to create jobs and nurture entrepreneurs. This will not only advance the solar energy rollout across the country, but help to reduce the current unemployment rate.’

To date, she says, UV Power Training has trained 3 000 individuals across South Africa. ‘It was time to take the next step and set up an academy,’ she adds.

The students’ experience doesn’t end when the training is over – UV Power Training is committed to finding employment for its graduates, whilst encouraging them to start their own cooperatives to manufacture, instal and maintain solar energy products.

The Prospecton academy is currently the new hub of UV Power Training, but the sun is not setting on this story, as similar facilities are in the pipeline for the other eight provinces in the coming months.
As mentioned in the previous issue of Chronicle, we sponsored the Water Institute of Southern Africa (WISA) 2018 Biennial Conference in June. By virtue of our involvement, we were privileged to be able to select 10 water sector university students to attend the event to learn more about a field that is already their passion. We promised to share with you some of their impressions, so here are some extracts from the letters they wrote.

1. ‘My highlight was visiting the company stands and being told about what the companies do, how they help with the water crisis and how some of them treat water. The presentations provided a chance to learn more about saving water.

   ‘Once more I would like to thank the SETA for choosing me and giving me the opportunity to attend the WISA 2018 conference to be better educated about the water sector.’

   - Sinazo Bianca Maqolo

2. ‘I attended mainly sessions related to my studies. All sessions were led by professionals and allowed for questions. Below are some of my observations …

   Causes, lessons learnt and recommendations from the artificial drought of 2016-17 in the Caledon-Modder river system by

   Dr Jesaja van der Walt

   ‘This presentation explored how the actions taken during the drought led to severe impact. The increase in water access led to an increase water wastage as well as poor maintenance. I learnt that it is important that water is maintained properly to ensure that water wastage is limited and that water restrictions should be communicated in time to allow water users to plan.’

   Impacts of drought and required response within the wastewater sector

   by John Ngani Zvimba

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   Resource guidelines for domestic rainwater harvesting in South Africa

   by Jean-Marc Mwenge Kahinda

   ‘South Africa is actively pursuing alternative sources to meet its ever-increasing demand for fresh water. I learnt that, even though there are many known benefits to rainwater harvesting, the adoption of this strategy is currently very slow.

   Limitations and challenges of groundwater use by the commercial sector in the Western Cape

   by Ayesha Laher

   ‘The drought in the Western Cape turned the focus to alternative water supply for the commercial sector, which requires a sustainable supply of potable water to remain in business. It was mentioned that Day Zero was overcome by drilling boreholes.

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IN THE NEWS

SMILES AND WORDS,
THE ULTIMATE REWARDS

One of the genuine joys of the work we do as EWSETA is seeing the smiles of those whose lives we have influenced. To us, that influence often appears small, but to them, it can be everything. When beneficiaries go beyond a smile and take the time to jot down their thoughts to share with us, our joy increases tenfold.

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   by Ayesha Laher

   ‘The drought in the Western Cape turned the focus to alternative water supply for the commercial sector, which requires a sustainable supply of potable water to remain in business. It was mentioned that Day Zero was overcome by drilling boreholes.'
‘In relation to my studies, I learnt some strategies for farmers to adopt to save and collect water. I am also more aware of being water wise. I am going to read more about these subjects.

‘I would like to thank EWSETA for funding me and for allowing me to gain knowledge that I would not have gained anywhere else.’

Olwethu Pili, MSc Environmental Health (based at the Water Sanitation and Supply Unit at the Cape Peninsula University of Technology)

3. ‘I was quite intrigued by Helen Zille’s speech that opened the conference. She portrayed such insight on the current water crisis, not just the politics behind it all but in-depth knowledge on the dams’ history and status. Minister Gugile Nkwinti acknowledged the skills deficit that our nation has and the lack of skilled personnel. He touched on very critical points on ways to address current water resources such as obtaining a regulator for the protection of our water resources and integrating water resource institutions so as to reduce the costs and number of individual entities.

‘One thing that was evident to me was that our biggest problem is management of our resources. Without proper management there can never be sustainability.

‘From the topics on day one, I grasped that nothing can be done without proper infrastructure and effective governance, as expensive as it may be to build facilities, they are the foundation to all key developments in all towns. Then effective governance will properly delegate power to manage and sustain the infrastructure.

‘On day two, I listened with interest to Professor Tony Wong on coping strategies for cities at risk. He also emphasised the significance of conventional infrastructure on building sustainable urban water management towns. South Africa needs enabling infrastructure in which towns can develop into water-supply catchments and solely depend on surface water for water supply. With recycling and reusing grey water, treating it in a less costly manner and supply the potable water to the people. The ultimate goal is to build cities that co-exist with nature and not cities that control nature.

‘At the exhibition, I discovered a lot of companies that I had never even heard of and I realised how caged up I have been throughout my studies. Without EWSETA granting me this opportunity, I still would not have known.

‘On day three, I attended a workshop by Imvelisi on building environpreneurs – young water professionals, presented by a vibrant young man, Sivuyile Pezulu. Imvelisi offers an innovation support system for young people considering careers in the water and biodiversity sectors by helping participants through the ideation phase of business development and preparing them for pitches to mentors, incubation programmes and early stage entrepreneurship investors. As someone who has always wished to start her own company within the water and agricultural sector, this was particularly interesting. We also come up with a business plan, and had to present our business idea, which was challenging and informative.

‘I left the conference with an awareness that the entire experience was to embrace uncertainty and discomfort of not knowing what is to follow but to be excited with just being involved.

‘No words can really express how grateful I am for such an eye opening and informative experience. Thank you EWSETA for investing in the youth. To know an organisation such as EWSETA exists gives me hope, hope that I do not have to be confined by my environment but use it as a stepping stone towards greatness. I will forever be grateful to EWSETA.’

Afika Ndlela
The science, technology, engineering and mathematics (STEM) revolution has taken on a life of its own, with every province and almost every school having some sort of programme focused on improving understanding of and performance in these crucial subjects.

Nowhere is the drive for matric competency in maths and science more evident than in the Free State, where the provincial Department of Education, EWSETA and Marematlou Training Institute’s Matric Intervention Programme is really producing the goods.

Recently the Chronicle team sat down with Free State Education MEC Tate Makgoe to gauge just how successful the initiative has been.

The MEC gets straight to the point. ‘When I started here in 2009, the Free State matric pass rate was 68% and we were number six in the country,’ he says. ‘Since then, we were the first province to achieve over 90%, we have been number one overall three times, number one in physics and accounting for four years and it’s a competition between us and Western Cape for first and second place in maths.’

Professor Jacob Selesho, Head of Department: Postgraduate Studies in Education at Central University of Technology, Free State, is another education leader who has watched the project’s progress with great interest and pride.

He explains that the programme grew from the need to support schools achieving a matric pass rate of lower than 60% in 2010. The province put in a concerted effort to bring up the standard and has reached the current benchmark of 85%. The aim was to improve content knowledge, to ensure that the youngsters are adequately prepared to tackle Grade 12, and the theme adopted was ‘Raising the bar and leaving no child behind’.

The programme hinges on after-classes, weekend sessions, and, most importantly, holiday camps. Maths and science pupils are kept at a centre for a specified period, their only focus to strengthen their skills. The focus is mostly on STEM subjects, including accounting, but other subjects are tackled if needed. This is to create a unique education environment for the nurture of Grade 12 learners in mathematics, science and accounting, while nurturing excellence.

Sitting the matric exams is daunting even for the most confident and self-assured youngster, but for those poorly prepared or lacking belief in their abilities, the stress levels are unbearable, particularly with the pressure on Grade 12 pupils to write maths and science to improve their chances of landing a university seat in a discipline that is in demand.
The model also includes school-based incubations, mentoring of educators in the form of team-teaching and creation of a professional learning community.

The camps host a selection of learners, from the top performers to the average student to those who are struggling the most, enabling them to interact in an atmosphere conducive to the transfer of skills and sharing of knowledge.

During the year-end holidays, pupils have to spend the period before the festive season at camp, with programme facilitator JENN Training and Consultancy and the best teachers, who are brought in to identify knowledge gaps and provide intensive teaching. MEC Makgoe remembers when a particular school decided to extend its programme to 29 December. There was no resistance from the youngsters, only enthusiasm, says the MEC. ‘Children are farsighted and can appreciate the benefits of sacrificing immediate enjoyment for lasting gains.’

The province also focuses on upgrading skills among children in the lower grades, to counteract the lack of high-quality teaching in STEM subjects that often prompts a pupil to drop these subjects at high school.

The MEC, whose passion for education is clearer than the Bloemfontein sky on a summer day, says his office watches the performance of all schools in the province, homing in immediately on those that are slipping in maths and science, setting targets for them and incentivising teachers to perform better.

The results achieved in recent years would not have been possible without partnerships, the MEC acknowledges. And he has nothing but praise for EWSETA’s approach to partnerships. ‘Many organisations tell us how they are going to help us,’ he explains. ‘They call a media conference and announce how many schools they are going to build for us. EWSETA, on the other hand, asked how it could help us and let us identify the priorities. It feels as though we are truly one team. And the CEO meets with us to evaluate the programme and discuss measures to deal with any barriers to success. Not many CEOs would do that.’

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The beauty of the Matric Intervention Programme, comments former EWSETA CEO, Errol Gradwell, is solid political leadership. ‘The MEC has been in office for 10 years, which means that initiatives endure and grow, and there is continuity. We salute the Free State administration for its commitment.’

WORKS FOR ME

Every year, pupils are selected to benefit from the Matric Intervention Programme and, almost without exception, their marks improve, along with their belief in their abilities. Where once was doubt is now hope for a bright future. It is a programme that stands out among programmes; an initiative that works, and that works well.

Being taught by teachers other than her regular school tutors has breathed new life into tricky subjects for Lindiwe Masethi. ‘The teachers bring new methods of learning and techniques that assist us to understand better and improve our performance,’ she says. ‘I am always the top learner in my school, but the camp has given me the opportunity to interact with excellent performers from other schools and this shows me that I need to improve to be the best,’ she says.

Going over the previous term’s work and preparing for the coming term are the most helpful aspects for Dikeledi Nyikila, who comments: ‘My marks were very low when I started this programme, but they have improved a lot.’

Thandokazi Sigcu adds: ‘The programme is an opportunity for me to grow and learn from different teachers, sometimes teaching things that we are never taught at school. It also allows us to interact with other pupils and learn from them.’

‘The structure of the programme gives us time and space to grasp what we are taught. Before I started the camps last year, I was an average student on level three or four. Now I’m on level six in physical science and aiming for level seven.’
IN THE NEWS

ENERGY NEWS

EWSETA KEEPS ON TRUCKING DOWN THE CAREER HIGHWAY

There was a great deal of youthful energy in the room at the University of KwaZulu-Natal Edgewood Campus early in July, when the Department of Energy (DoE) staged its annual Learner Focus Week. Much of the enthusiasm buzzed around the energyDrive truck, an initiative of EWSETA with the Durban University of Technology.

EWSETA is a proud partner and sponsor of the event, which exposes youngsters from various provinces to employment opportunities in energy. It encourages the youth to choose science, technology, engineering and mathematics (STEM) as matric subjects and spurs grade 11 and 12 pupils to work harder to achieve good marks that will allow them to meet entry requirements for engineering studies in energy either at university or TVET college.

The initiative also enables the DoE to build a database of potential engineering university students and energy graduates as a basis for a pool of potential employees.

Career drive goes mobile

The energyDrive truck, a first for the continent, captured everyone’s attention, even that of keynote speaker, Deputy Minister Thembisile Majola, who expressed her admiration for the concept. This is a mobile renewable energy career unit that comprises solar roof structure, wind turbine system, bio-digester, battery bank TV, display cupboards, interactive energy demo models and an energy efficiency unit.

The Deputy Minister reminded those present that it was time for the youth to drive South Africa’s Fourth Industrial Revolution and called for more effort in ensuring the manufacturing of ‘green’ components domestically.

EWSETA Energy Sector Planning and M&E Manager, Siyolo Xotyeni, was given the floor to promote the SETA’s services, and learners and officials were hosted on eye-opening technical tours to Engen Refineries ENREF, SAPREF (Shell and BP joint venture), Bisasar Landfill, Avon Peaking Power and Transnet.

Planning and partnerships

Much planning goes into making the event an annual success, with the department plugging into the talents and expertise of various stakeholders, not least EWSETA’s Energy Specialist Khetsiwe Dlamini-Mttyani, who serves on the steering committee.

The participants and sponsors list reads like a who’s who of energy, with Shell SA, BP SA, Total, Sasol, Engen, Puma, Eskom, Mulilo & Scartec Solar featuring prominently. Joining EWSETA in the state-owned entity support network was the National Nuclear Regulator, South African National Energy Development Institute, National Radioactive Waste Disposal Institute, South African Nuclear Energy Corporation, National Energy Regulator of South Africa as well as South African Agency for Science and Technology Advancement. A more august group would be difficult to assemble and the companies made the most of the platform to highlight their various career options.

The week culminated with top-performing learners and project winners receiving bursaries, laptops and tablets. EWSETA was thrilled to present five laptops and 35 tablets to the brightest sparks.
ENERGY NEWS

GREETING ‘THUMA MINA’
With Vooma And Meaning

No-one is answering the presidential call ‘Thuma Mina’ with more vigour than the Energy Sector Cluster (ESC) of EWSETA. As part of the Planning, Reporting and Monitoring Branch of the SETA, the ESC is integral to the achievement of credible and sustainable skills development in the sector. Thus it works closely with stakeholders in the electricity, renewable energy, oil and gas, and nuclear industries.

Already, the first and second quarters of 2018/19 have demonstrated a strong performance in the ‘call to service’. Notably, we have participated in the Department of Energy Learner Focus Week and signed agreements with transformation partner the National African Energy Wholesalers Association of South Africa (NAEWASA), both of which you can read about in more depth in this section.

In addition, during Women’s Month, we supported the Women in Nuclear Conference hosted by Women in Nuclear South Africa in association with Nuclear Industry Association of South Africa and South African Young Nuclear Professionals Society at Eskom Academy of Learning in Midrand. The theme, fittingly, was women’s contribution to the nuclear industry, and the event also honoured Albertina Nontsikelelo Sisulu in her centenary year.

The ESC also visited rural TVET colleges and universities in the Eastern Cape, to take the EWSETA message well known in metropolitan areas to more rural, outlying regions, with a view to increasing collaboration. The team was well received and the initiative will continue through 2018/19.

The department recognises the need to actively work and embrace all forms of energy, says Corporate Services Executive, Candice Moodley, because they form part of South Africa’s ‘energy mix’, as envisioned in the Integrated Energy Plan.

Tsholofelo Mokotedi, Acting Executive Planning, Reporting and Monitoring says: ‘We have joined government and many South Africans from corporate, non-governmental and civil society life in heeding the call to turn around the economy of South Africa through skills development.

‘Perhaps the greatest benefit of skills development is a better skilled workforce that is able to take advantage of entrepreneurship and employment opportunities that bring tremendous socio-economic benefits and the energy sector is poised to offer these opportunities in abundance.’

Siyolo Xotyeni, Energy Sector Planning and M&E Manager hints towards an even busier third and fourth quarter for his department ‘The ESC is taking stakeholder engagement in the nine provinces more seriously than ever and is establishing relationships with the government’s industrial development zones (IDZs) in various areas, which have been tasked with attracting foreign direct investment and boosting export of value-added commodities. We are already finalising an agreement with East London IDZ that will see a strong skills development focus in the zone and more such partnerships are to come soon.

‘As we answer the Thuma Mina call ever more vocally, we will raise the EWSETA brand higher and keep it at the forefront of the energy industry and the drive for better skills for a better society.’

Our Energy Team: Khaya Gqamane, Siyolo Xotyeni and Khetsiwe Dlamini
Holistic transformation in the energy sector topped the agenda at a recent seminar, where EWSETA, through its ESC, headlined as the main sponsor.

The event, the first of its kind organised by the National African Energy Wholesalers Association of South Africa (NAEWASA) and held at Wits Business School, delved into the roles of government and business in transforming the industry, with particular emphasis on new, black entrants.

NAEWASA represents these new entrants – particularly black youth, women and people with disabilities – and promotes efforts to propel members’ advancement in the mainstream economy. The ESC has identified NAEWASA as a strategic partner in the drive for transformation in the oil and gas sector.

The current lack of transformation hinders the progression of previously disadvantaged groups, with funding and capacitation key enablers for NAEWASA members to take advantage of opportunities offered by the government’s broad-based black economic empowerment (BBBEE) policy. It is hoped that NAEWASA’s partnerships with strategic organisations will open up these opportunities.

The seminar gave delegates insights into access to assistance available and highlighted that a change in approach is needed in the licensing process, to ensure that licences, once granted, are not withdrawn due to non-compliance. The land ownership process will assist in acquiring retail sites, the event concluded.

Things are happening, it was noted. The Minister has already requested an audit on the retail sector to track progress since 2010. The Department of Energy (DoE) is also exploring ways of ensuring that big oil companies share the value chain.

For its part, Wits Business School has established an energy discipline for entrepreneurs and other interested individuals. And Transnet’s Island View Precinct Strategy will be the roadmap for management of the tendering process for new leases. Transnet will stay true to its 51% black ownership requirement, so existing tenants will improve their black ownership ratios and black shareholders can open new companies and bid in the Island View Precinct.

As the road to true transformation smooths over more and more of its potholes, the DoE continues to welcome thoughts on removing the barriers for new entrants, delegates were reminded. NAEWASA’s energy transformation fund is open for investment to capacitate its members.

EWSETA’s Energy Department will continue working closely with the association to provide support to small, medium and micro enterprises (SMMEs) through skills that will enable business growth, while reducing youth unemployment and boosting the economy through black industrialisation.

The inaugural NAEWASA transformation seminar was a great place to start the next stage of the race for rapid change. It is a race that EWSETA is determined to remain a front runner in, says Acting Executive Planning, Reporting and Monitoring, Tsholofelo Mokotedi. ‘Our sponsorship of its milestone event is a clear indication of our commitment to transformation and that partnerships such as those displayed at the event will endure and produce meaningful results.’
As is fitting for spring, the season of growth and new beginnings, a couple of fresh faces have decided to accept the EWSETA challenge to create excellence in skills development and two familiar personalities are about to make their mark in new roles.

To Zovuyo and Timothy, welcome to the EWSETA family. We wish you many happy, industrious and fulfilling hours as you help us to build the energy and water workforce of the future.

**Zovuyo Mafalala**  
*– Provincial Administrator, Bloemfontein*

Zovuyo comes to us from Motheo TVET College, where she was part of the marketing and information technology team for two and a half years, serving as administration clerk. Now, with her National Certificate N6 Management Assistant qualification in hand, she will concentrate on serving EWSETA’s many Free State stakeholders in the name of skills development.

**Timothy Makgalaka**  
*– Administration Clerk, Gauteng*

Having tasted the world of skills as it pertains to food and beverages, Timothy looks forward to getting his energy levels up with EWSETA.

Timothy joins us from the Food and Beverage Manufacturing Sector Education and Training Authority, where he was involved in skills planning administration for 18 months, capturing discretionary and mandatory grants applications. Calling on this and the knowledge he amassed through his Public Management N6 qualification, we are sure he will add value to our admin effort.

Nokwazi and Siphiwe, grab your new opportunities with both hands and all 100 billion of your brain cells...

**Nokwazi Zwane**  
*– Learning Programmes Practitioner*

Nokwazi joined EWSETA in 2013, where she was an intern, firstly in the energy department and then in skills delivery. Since 2016, she has honed her skills as artisan development administrator. Now, as Learning Programmes Practitioner, she hopes her information technology certificate will come in useful and looks forward to giving the skills she is learning through her Bachelor of Human Resources Development degree their first airing.

**Siphiwe Zondo**  
*– Provincial Coordinator, Gauteng*

Once EWSETA gets under your skin, it’s impossible to extract it, it seems. Siphiwe’s first encounter with the SETA was as an external auditor and it didn’t take him long to accept the invitation to join the crew. He found his first EWSETA home in the finance department and then moved to the office of the CEO.

He holds a B Com degree in Accounting and a Postgraduate Diploma in Accounting Sciences, which undoubtedly will be a great asset as he tackles new provincial challenges.

‘Please give Nokwazi, Siphiwe, Zovuyo and Timothy your full support, cooperation and assistance and welcome them into their new roles with an open heart and mind.’

Human Resources Manager, Nkateko Sithole
When it comes down to it, there really is no pinnacle beyond the reach of a woman, whether in cutthroat politics, roll-up-your-sleeves industry or billion-rand-decision business. It was novelist William Golding who said, with what some may cheekily call wisdom beyond his gender: ‘I think women are foolish to pretend they are equal to men; they are far superior and always have been.’

South Africa recently celebrated the 62nd anniversary of the iconic Women’s March. Although the 20 000 strong group on a mission to the Union Buildings in 1956 was not doing so for workplace equity, there is no doubt that the effort contributed much mileage in raising the profile of women across the South African landscape. It’s been a long and bumpy haul, but slowly, women are shedding their fairer sex mantle for the determined, strong and resilient persona that is their due.

**Figures faltering**

Perceptions of women in business may be changing, but the figures are not keeping pace. The latest labour market figures released in the Quarterly Labour Force Survey of Statistics SA, published earlier this year, shows that women accounted for 43.8% of total employment in the second quarter of 2018. However, only 32% of managers in South Africa are women. Women, the survey stated, dominate the domestic worker and clerk or technician occupations, with men dominating the rest.

On the flipside, there are more women than men employed in the informal sector trade (47.6% of women compared to 30.6% of men).

The labour market position of women hasn’t changed much over the last decade, Stats SA points out. In fact, it has deteriorated in some areas.

According to the 2017 Global Gender Gap Report, only 13% of South African graduates in science, technology, engineering and mathematics fields are women, in spite of the country being ranked 19th out of 144 countries. The local information and communications sector seems to support this reality, as the percentage of female professionals has declined from 40% in the 1980s to only 21% today.

Gender representivity remains below the 50% mark for influential positions. However, a quick head count of Cabinet comrades reveals 46% are women, which is an improvement on Thabo Mbeki’s tally of 33% in 2014 and a veritable revolution since Helen Suzman was the lone woman member of parliament in the sixties.

The judiciary could also do with a gender shake up, if 2014 figures are an indication. According to ‘Gender series volume I: Economic empowerment, 2001–2014’, women comprise 32% of Supreme Court of Appeal judges, 31% of advocates, 30% of ambassadors and 24% of heads of state-owned enterprises.

Grant Thornton, in a recently released report on gender equity in business, found a a clear distinction between businesses that are gender-equitable and those that aren’t. The report states that nearly a third of senior positions in South Africa are occupied by women, but that 20% of the businesses in the country have no women at all in senior positions.

**Tide slow to turn**

For the water and energy sector, the gender mix go-to document is the EWSETA Sector Skills Plan (SSP) for 2018 to 2020, which sadly, presents a woeful picture of women in seniority. There are, it reads, about 34 000 registered professionals on the Engineering Council of South Africa database, more than 14 800 of whom are registered professional engineers. Females constitute a dismal 3%.

The situation is mirrored in other traditionally male-centred economic sectors. The SSP of fellow SETA, merSETA, operating in the manufacturing and engineering sector, shows a male bias of 78% against 22% females. Again, clerical support work is the only occupational category in which women dominate. The proportion of female workers in managerial positions remains low at just over 20%.

In construction currently, there are 358 women-owned contracting firms registered with the Construction Industry Development Board (cibd) on the higher grades, which is only 1% of the total 35 493 women-owned contractors on the organisation’s register. Contractors must be registered with the cibd to undertake contracts in the public sector. Minister of Public Works, Thulas Nxesi, told guests at the recent cibd ‘Celebrating women in construction’ breakfast that things need to happen in training, mentoring, incubation and the provision of opportunities, and that existing policy, regulations and advocacy must be used to support women contractors.

**Multimillion rand deals on heels**

While the figures continue to be a let-down, the women making their mark in business are certainly not. South Africa
has some of the most impressive, influential, thought-leading and barrier-burning women of any country.

One is regional director of Facebook Africa, Nunu Ntshingila, who reminds us in an opinion piece published recently on www.iol.co.za, that ‘when women do better, economies do better’.

‘In a new study conducted by Development Economics on behalf of Facebook,’ she elaborates, ‘it is estimated that businesses set up by women in South Africa by 2022 will unlock more than R175 billion a year for the economy while creating 972 000 jobs.’

The piece went on to point out that Africa has among the highest proportion of female business leaders in the world – 27%, compared to 24% in the eurozone and 13% in developed Asia Pacific nations.

‘When women are successful in business it drives economic and social growth,’ writes Ntshingila. ‘They employ more women; they act as great role models; they encourage more diversity; they invest in their communities, educate their children and pay back the benefits they receive from helping others.’

When Sibongile Sambo’s height failed her, her altitude kicked in. Having applied for a flight attendant job with South African Airways and been rejected for being a tad too short, she clicked her heels, strutted off and founded SRS Aviation, the country’s first black female-owned aviation company, which specialises in professional and personalised flight options to destinations around the world.

During the ‘80s, her aim to become a lawyer thwarted by expulsion from University of the North for daring to challenge the education system, Bridgette Radebe would not be deterred from a future in mining, even though at that time women were prohibited by legislation from owning mining rights or working in mines. In 1995, she founded Mmakau Mining, with interests in gold, platinum, coal, ferrochrome, and uranium assets, becoming South Africa’s first black female mining entrepreneur.

She once summed up her business life, in an interview with The Sowetan, thus: ‘My life is work-oriented. I don’t even see it as work. That’s why it is difficult for my workers to cope. I don’t sleep.’

Appelbaum, daughter of Liberty Group founder Donald Gordon. The first recorded woman to work in an office, it wrote, was Miss Letty Impey, who was employed as a secretary by Johannesburg solicitor Henry Lindsay in 1894. Her employment caused such a scandal that Impey had to work behind a screen because it was regarded as ‘not quite proper’ for her to be seen. However, it seems, curious men craned their necks and strained their eyes to get a glimpse of the ‘oddity’ typing away behind the bamboo.

Appelbaum, claimed by some sources to be Africa’s richest woman, has an opinion and shares it … often. The Forbes article mentions that after Gordon appointed his daughter to the Liberty board in the early 1990s, the silent partner he may have been hoping for proved to be anything but. After the meeting, Gordon took her aside and warned her never again to challenge him across his boardroom table.

‘What do you think I’m doing here,’ she snapped back. ‘If you want a rubber stamp go to the post office.’

You go girl!

**Time to rethink roles**

Old attitudes of women in the workplace die hard, as was seen earlier this year when then-CEO of the South African Institute of Civil Engineering, Manglin Pillay, planted his foot — if not his entire leg — firmly in his mouth, questioning in his column ‘Out on a rib’ whether investment in attracting women to the science, technology, engineering and mathematics fields is warranted.

He doubted that women were suited to high-profile executive posts, being more predisposed to ‘more important enterprises, like family and raising children, than to be at the beck and call of shareholders’.

Appelbaum agrees that women and men are different in business, but not in quite the same way. The Forbes article quotes her as saying … ‘Women have intuition, which men don’t have. Men see the big picture, women see detail. And it’s when the two work together that you get a much better outcome for the business. That’s why congruent boards are much more successful.’

**Water and energy ‘sheroes’**

The water and energy sector, although with still much to be done, is home to many formidable feminine influencers. Many are be found on the Board and in the office of EWSETA, as this issue of Chronicle shows quite clearly. Another is the indomitable Dr Valerie Naidoo, Executive Manager: Business Development and Innovations at the Water Research Commission (WRC). She says her journey down patriarchal corporate passages has been relatively smooth. ‘I don’t know if this is because of the companies or environments I found
myself in or because of how I interact with people. It could be a bit of both. There is always competition in environments and, in my opinion, one has to have three levels of awareness to succeed and to break barriers — self awareness, organisational awareness and social awareness.

‘However, it is important for industries and private sector to remove man-made boundaries such as “golf” with the boss that create “boys clubs”, which ultimately do lead to promotion. This does not define the merits of women in taking up senior positions but it does define the egos of men in power.’

Certain male dominated environments - the ones characterised by catcalls and similar habits - are harsh and less evolved, she continues. ‘Such attitudes of moral ineptitude, gender bias and indecency towards women will change only through the transformation of society. Women in these environments must be strong, smart and strategic.’

Val doesn’t believe that women are playing bit parts in the greater transformation production, but she says it is up to women to be vigilant and champion their own cause.

Val Naidoo never wanted to be equal to a man. She wanted to be a man… ‘I wanted to be Carl Sagan and Indiana Jones and travel where no-one has travelled before,’ she says of her fascination with all things sci-fi and futuristic.

Growing up, she read widely, becoming acutely aware of her limiting social status in South Africa, and learning about topics as diverse as slavery and the impacts of pollution and similar issues on health and society. University was not guaranteed because of family finances, but her parents’ sacrifices, one bank manager’s willingness to hear her dad’s pleas and several scholarships later, she emerged from University with several qualifications and a cherry on top – a PhD from the University of KwaZulu-Natal, achieved in 2002.

Once a taste for knowledge has been acquired, the appetite for more is eternal. ‘The search for knowledge is the one constant of my career,’ she says, ‘so I followed pathways that took me from University of Durban Westville, to biotech and then wastewater systems at University of KwaZulu-Natal. I did not start out to have a career in the water sector, but through my degrees became more and more exposed to the sector and its partners. My Masters and part of my Ph.D were supported through WRC projects and that exposed me to regulators, other academics and practitioners. My Ph.D was partially supported by Lyonnaisse des-eaux from France and that exposed me to the global water community and other cultures. My attendance to Water Institute of South Africa conferences exposed me to a broader water sector community.’

Having completed her PhD, Val struck out and chose a non-water-related position at Unilever, where she became product development manager and concentrated on Africa, the Middle East and Turkey. But she started to question whether she was swimming upstream or just treading water. She applied for a post at the WRC in 2008 and became the research manager responsible for a portfolio of wastewater treatment systems and initiating larger programmes in water sensitive design, wastewater biorefineries and alternate hybrid wastewater systems.

Searching new challenges, she applied for and landed her current position in 2014. ‘The post allowed me to scrutinise the WRC portfolio and sector approaches through a new lens, and design, through strategic partnerships, a new path to innovations in the water sector. That’s pretty cool.’

Val would like to see the government create spaces for more women to participate in the business world, free from intimidation and fear. ‘Primary and secondary level education will become critical to break down prejudices and support women in industry,’ she insists. ‘Women don’t want advancement, merely an equal playing field. It is about more than policy and quotas; it is about the enlightenment of the mind. The government has to also be aware that it may also be influenced by powerful men with money who wish to retain the benefits of a patriarchal society. We must use the current American administration as a warning and never allow that to happen. Women have a tremendous amount to contribute to society and society will be a better place for it.’

And women have a tremendous responsibility away from the workplace, she concludes. ‘Mums raise sons and it is important to raise them to be strong, smart and caring and to remind them that strength is not equivalent to power, control or force, but about conviction, ideals and a better world for all.

‘Mums raise daughters and it is crucial to remind them of their value in society and that they can be strong, smart and caring.’
IN THE SPOTLIGHT

Hard work the norm for Nomawonga

If you doubt that Nomawonga Maphuhla is a hard worker, just watch… if your eyes can keep up. Nomawonga takes great pride in giving each day as Gauteng Career Centre and Work Placement Administrator, her all, making sure that EWSETA remains top of mind across the province.

And she enjoys every minute of being part of a team that, she says ‘is just amazing’. ‘No matter what happens among us, we can put it behind us and work as a professional team,’ she says. It probably helps that Nomawonga understands people very well and believes it important to get on with everyone, shaking off grudges should relationships take a temporary sour turn.

Still, dealing with colleagues’ different attitudes still rates as a challenge in her books, right up there with managing her slightly lacking organisational skills and checking herself constantly on her communication to ensure that the team performs optimally at all times.

At the end of a busy day, an equally busy evening awaits, as Nomawonga is a single parent to sons Mhero (22) and Cyprian Maphuhla (28). When all diaries are synced, the family likes nothing better than to gather around the dinner table to eat lots and talk more.

The perfect day ends with an episode of Khumbul’ekhaya, from which she picks up hints on being a better mother, paging through a magazine or digesting a Bible reading, with the soothing sounds of Hlengiwe Mhlaba’s ‘Rock of Ages’ playing in the background.

If she finds herself with a little more time, her pursuits are simple ones — she likes to spring clean her house while the music plays, cook or visit friends and family. ‘My mother worked so hard to get me where I am today, in spite of living a difficult life. Now I am working, I can show my appreciation in many ways,’ she concludes.

You may not know these important staffers that well, so allow us to tell you more about them…

KEEPING THE PROVINCIAL OFFICES PUMPING

Johannesburg may be the economic powerhouse of the country, but the EWSETA world doesn’t revolve around Gauteng. People in energy and water throughout the country need and deserve training and the SETA has over the years increased its efforts to have a solid footprint in every province. This drive has seen us establish offices in five provinces (including Gauteng), with the sixth - in KwaZulu-Natal - close to being opened. These offices are staffed by dedicated coordinators and administrators who make sure that they provide our unique brand of service and support to stakeholders from Kakamas to Koffiefontein and all points between.
Living in one of the most beautiful cities in the world is its own inspiration, but Renecia Wilson, Western Cape Provincial Coordinator, finds many other motivating factors in her daily life. Near the top of the list is working in a dynamic team environment, which has spurred her to focus on improving communication to enhance her team’s productivity.

Then there’s the fast-changing technology that is part of modern work life. It’s exciting and she likes her colleagues to feel equally enthused, although it is human nature to resist change. ‘I have assisted them to create platforms for data migration that reduce our use of paper, and our operations team has started to communicate via an online calendar,’ she comments.

But this lady’s digital skills go beyond the EWSETA office in Westlake all the way to Washington DC. Yes, this high flyer participated in the United States election in 2016, where she delivered a presentation on big data versus thick data – heading towards digital campaigns. If she had a hand in shaping Donald Trump’s penchant for twitterising his every action and thought with intention, she explains. ‘Mindfulness has helped me succeed in almost every dimension of my life. By stopping regularly to look inward and become aware of my mental state, I stay connected to the source of my actions and thoughts.’

Clearly, Lungile is a woman with wisdom beyond her years. She certainly has a different outlook on life, describing herself as ‘both simple and complex’, ‘like everyone but uniquely me’. ‘Beauty captivates me and I see it everywhere,’ she says. ‘I love people but also cherish my time alone. I love my home and have a constant urge to travel. I am both very practical and very creative. I am friendly with many people but friends with few. Those I love, I love fiercely. I am not an emotional person, but I am a little sensitive. I just love to be happy in any kind of situation that reduce our use of paper, and our operations team has started to communicate via an online calendar,’ she comments.

When you’re telling the story of a multi-faceted personality such as Renecia, the best way is probably to use small data, trottled off with machine-gun rapidity. So here goes …

She dares to dream every day and doesn’t quit until she has achieved each dream. She adores marketer husband Luthando and their darling five-month-old Miquel Luthando Jnr. She starts each day with a prayer that she shares with Donald Trump’s penchant for twitterising his every action and thoughts with intention, she explains. ‘Mindfulness has helped me succeed in almost every dimension of my life. By stopping regularly to look inward and become aware of my mental state, I stay connected to the source of my actions and thoughts.’

Having lost her mother some years ago, her grandmother is extremely important in her life, so much so that she would be able to just pack up and go. For now, though, long drives are enough, with Darko Kusta’s ‘Hard times Ahead’ for company and regular stops to explore local areas of interest.

When she returns from her excursions, she likes to tune in to her favourite shows, The Mindy Project and Insecure, whose real life views she particularly loves.

So, as you see, Renecia packs a lot of living into every 24 hours. She already has her sights set on her ‘next big thing’ – the establishment of a technology school in Gugulethu to teach children coding and make them Fourth Industrial Revolution-literate. ‘I want someday for my children to say ‘Wow, our mother’s impact on the world extends to people who really needed help’,’ she insists. ‘I’ve already found the ideal piece of land.’

In her capacity as Career Centre and Work Placement Administrator for Western Cape, Lungile Chirwa is Renecia’s right-hand woman. And she’s always willing to extend that hand to help employers and beneficiaries, flitting out of the office to perform her stakeholder duties and back in to compile her reports and documentation.

She, like Renecia, fills her day with frenetic activity that would have lesser beings crying for mercy. The secret, she says, is mindfulness. ‘By being mindful and aware of my mental and physical state, I can guide my actions and thoughts with intention,’ she explains. ‘Mindfulness has helped me succeed in almost every dimension of my life. By stopping regularly to look inward and become aware of my mental state, I stay connected to the source of my actions and thoughts.’

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Asked what kind of legacy she would like to leave, her innate wisdom comes to the fore: ‘I can answer this only once I have found my purpose in life.’
Steering career thoughts in young minds

Flying the EWSETA flag high in North West is Career Centre and Work Placement Administrator, Kebotshetse Dipale, who prides herself on having helped to focus the minds of many impressionable youngsters on the careers they should consider and on how to achieve their goals. This she does at career exhibitions, which are an enjoyable aspect of her work, along with leading provincial meetings, conducting inductions and handling monitoring and evaluation site visits.

Keboschetse, who describes herself as a friendly, outgoing person who is disciplined, punctual and motivated (and always honours deadlines), has a straightforward approach to office life. ‘I start my day by committing myself to my workplan and to adding value to EWSETA,’ she explains. ‘At the end of the day, I like to know that I have worked according to schedule, but have also gone the extra mile when needed.’

With the apples of her eye, three-year old twins, Lesedi and Naledi, waiting at home for her every day, she particularly values having a good job, enjoying good health and being part of a supportive family that understands if she has to knock off late. Raising twins is not easy, she says with a smile, but she is giving hers a grounding in faith and will do everything in her power to see them grow up empathetic and with boundaries, but not to the extent that they interfere with their enjoyment of life.

If the pressures of the day seem a heavy burden, Keboschetse reminds herself that God is by her side and there is no need to be afraid. In the words of her favourite hymn ‘I have a Shepherd’, ‘Nothing can harm me when He leads the way’.

Building towers and memories, Mojapelo style

At first glance, Salome Mojapelo may not look like a Hanoi Ziggurat fan. In fact, if you’re like many people, you haven’t the faintest idea what Hanoi Ziggurat is. Well, it’s a brain game in 3D graphics and swipe controls, whose purpose is to move a pile of disks from one peg to another. And to Salome, it’s a tower of fun. She plays it all the time with her daughters Khomotjo, 17, and Kamogelo, 4. And if they’re not swiping or slotting, they’re singing or shopping together.

Studying, working and being a single mother is the combined and fulfilling role that sums up Salome’s daily life. As Career Centre and Work Placement Administrator, the working part is a particular achievement, as she started out as a cleaner whose potential was spotted and saw her appointed to administrator.

She is a keen learner, who picks up tips and skills from observing colleagues and puts them into practice to ensure she provides a high-quality service to the organisation. As someone who had no access to further study, EWSETA’s willingness to assist her to complete a a North West University qualification in human resources development, is a godsend.

When her study schedule allows her a breather, she loves watching cooking shows on television, particularly ‘Let’s eat with Siphokazi’, that wooden spoon-brandishing bundle of gastronomic inspiration with an infectious chuckle who won the hearts of South Africans when, as a domestic worker, she was named runner-up of Masterchef 2014.

Even in adversity, Salome manages to find the positive. ‘When my mum became sick and died, I was heavily pregnant with Kamogelo, but as the oldest child in the family, it fell to me to arrange the funeral,’ she says. ‘It was the lowest point of my life.’ But in hindsight, the experience made her more resilient and determined, and she is reaping the rewards of that strength daily.

It’s small wonder then that, if a movie was to be made of her life, it would be titled ‘Salome the Survivor’ and the lead character would also be known as Confidence.

Dreams and mysteries keep Edgar eager for life

As Edgar Mofokeng, Provincial Coordinator Team Leader for operations, lays his head on the pillow after a hectic day, the lyrics of his favourite song ‘Pass me Over’ by Anthony Hamilton work their way into his mind …

If you catch me dreaming Please don’t wake me till I’m done Just leave me sleeping Until the morning comes

For Edgar, the morning always brings another chance to rise to the demands of an EWSETA day using his qualities as a team player, his flexibility and extroverted demeanour.

‘I’m gradually getting to grips with the technicalities of the EWSETA environment and particularly enjoy the diverse cultures that make up the business,’ he comments. ‘I start out in the morning feeling excited and ready to overcome any obstacle that should arise. I like to take each day as it comes, mindful that we live according to God’s plan and that every day, the mystery unfolds.’

Some of the mystery is beyond belief, as Edgar has discovered, having just finished reading Jacques Pauw’s bestseller ‘The
President’s Keepers’. He follows through his interest in political shenanigans with his favourite TV show, ‘Madam Secretary’, which touches on, among other political nasties, the use of state machinery to smear the opposition. In similar vein, he enjoys ‘Billions’, with its corporate manipulation, deception and rogue deals.

Fortunately, Edgar balances his fascination with the dodgy and nefarious with healthy bouts of lifting weights at the gym, squash, kickboxing and wrestling with his beloved pitbulls, Max and Chase Mofokeng. ‘They are family and very loyal,’ he says. ‘We love them.’

And he knows the faithful friends would wait patiently for him and his children if they suddenly came into money, grabbed their bags and headed for Europe, for the extended holiday of food, fun and culture that is part of the Mofokeng dream.

**Life, love and a glass half full**

It wasn’t easy for Siphesihle Mazibuko to find work. In fact she regards it as having been her greatest challenge thus far. She had worked as a cashier at Dischem, but that was far from the path she had mapped out for herself.

Being an optimist who always sees the glass half full, her greatest challenge ultimately turned into her greatest achievement, when she was seconded to EWSETA as an intern in administration, which led to her appointment as Regional Operations Administrator for Gauteng. It was at that point that her glass overflowed.

Nothing pleases her more than the thought of playing a part in enabling the most deserving members of society to gain qualifications that will enhance their lives.

A humble person who starts and ends the day with prayer, Siphesihle is thankful simply for the gift of life and family, which includes the love of her life, seven-year-old son, Lethumnotho, with whom she enjoys reading, writing, skipping and running around outside for the sheer joy of it. Baking is a favourite pastime, while Oprah provides the inspiration. ‘Her “Lifeclass” is a guide for life, the dos and don’ts,’ Siphesihle explains. ‘It’s a great motivator.’

On her bedside table at present is ‘Purple Hibiscus’ by Chimamanda Ngozie Adichie, a novel about the emotional turmoil of adolescence, the powerful bonds of family and the promise of freedom.

Love figures largely in Siphesihle’s life and it features in one of her two life mottos – ‘Love anchors the heart’ (the other is ‘Life is inevitable, live it’).

If there was a movie made of her life in due course, she would want it titled ‘Live for Love’, with Terry Pheto in the starring role.

And it is love that she wants as the abiding memory of childhood for her son and other children she may have. ‘I want them to have known true, unconditional love from their mother, because from love comes a confident child who is able to take on the world,’ she says.

**The simple likes of Likeleli**

Whether at home or work, family is everything to Likeleli Koikoi, Provincial Coordinator for Free State and Northern Cape. At home, she’s with her mum, Beauty, her three brothers, Motheo, Moahloli and Reitumetse, and her 11-year-old nephew, Onthatile. They are an industrious bunch who are always discussing the next business move.

At work, she’s part of what she describes as a close-knit family whose members are resourceful, knowledgeable, energetic and warm, and, most importantly, learn from each other and improve because of each other.

She feels she has mastered the EWSETA way of life and knows her way around when she needs assistance. Apart from a little frustration when emails fall in silent inboxes, she has little to worry about. Except her occasional lack of tact. ‘I’m working on that,’ she chuckles.

Likeleli is the shongololo of bookworms, devouring the inspiring words of others at every turn. Sometimes, as now, it’s the likes of ‘#Girlboss’ by Sophia Amoruso, because ‘we should all be feminists’, but at other times it is something more profound. ‘Reading a piece of literature that speaks to my soul in the morning energises me for the whole day,’ she states. And she doesn’t let her super shortsightedness blur the lines of a good story.

Or a good PhD, for which she has just registered. ‘When I remember signing up, it still makes my heart pound,’ she says proudly.

Life at present is too busy and too short for TV or movies, but cooking, baking and gardening provide the perfect downtime, and the ideal relaxation reward for achieving more during the day than she had set out to, which she determines after her daily review of time spent in the office.

A firm believer that ‘today is a gift, that’s why it’s called the present’, Likeleli’s present to herself is her investment in health and relationships, and staying in touch with her inner self. ‘All the answers to life lie within,’ she concludes.
Confident

Tshiamo casts out doubt

If a film was made of Tshiamo Masilo’s life, she would want it called ‘Walking in the footsteps of a virtuous woman’ and the lead actress would be none other than … Tshiamo Masilo. You may have come across this Career Centre and Work Placement Administrator with star appeal, a big smile and a confident air.

It was not always that way. ‘My biggest challenge since joining EWSETA has been to overcome my doubt in myself,’ she says, ‘but I have learnt to believe in myself more.’

Tshiamo loves people – she loves working with them and she loves helping those in need. She sees the value in teamwork towards the day-to-day success of EWSETA, always keeping in the back of her mind the words of Jeremiah 29:11: ‘For I know the plans I have for you, declares the Lord, plans to prosper you and give you a good future.’

She wishes this, too, for her children, eight-year-old Otlotleng and Tlotlo, who is three. ‘They are my pride and joy,’ she says. The Masilos are a close-knit family and can often be found braaiing and playing outdoors, joined by Tshiamo’s parents, Eric and Gladys. Unfortunately, one member of the family is missing – Spike the beagle, who worked his way into their lives and hearts and who disappeared one day, but has never been forgotten.

When Tshiamo has some ‘me time’ she likes nothing better than to watch Siba’s Table or settle down with a good book. ‘I’m not even ashamed to admit that when I’m alone, I like to give the characters’ different voices and read them out loud,’ she chuckles.

We wonder what kind of sounds can be heard in the Masilo household at present, as Tshiamo is reading ‘Rich Dad Poor Dad’ by Robert Kiyosaki. Maybe the tinkle of cash registers or shouts of ‘phanda, pusha, play’.

But, current reading matter aside, this level-headed lady knows that wealth lasts only a lifetime, but a legacy of good deeds lives forever.

Executive encouragement for Elliot

Personal Assistant to the Chief Operating Officer, Elliot Lesole Seake, lists as his greatest joy in being part of the EWSETA team as contributing to the effort to better the lives of previously disadvantaged South Africans.

His greatest joy outside the office is his beautiful two and half year old daughter, who apparently is very keen on theme parks. He remembers with a smile his progress at the SETA. ‘When I first arrived, I was responsible for only three Board sub-committees that were under the Operations Branch, but my greatest achievement was when the Board saw potential in my capabilities and made me responsible for the Board, Exco and all sub-committees of the Accounting Authority.’

More than 10 years in governance and administration positions at the South African Democratic Teachers Union and Kgetlengrivier Local Municipality no doubt contributed to this. One aspect of his current work that he would like to see change concerns records management. ‘We do so much good work out there, but we need to have the documentation to prove it,’ he insists.

Elliot is looking forward to continued success in the workplace, as he is currently studying through North West University and a straight talker with a giving streak

Working, studying, and being a wife and mother … it’s all in a day’s adventure for Refilwe Molele, Career Centre and Work Placement Administrator. Having started as a finance intern at EWSETA, Refilwe remembers well the tremendous sense of achievement she felt when she was appointed permanently to the team. Handling queries and learning new things daily keep her interested and motivated.

Although her tendency to be a straight talker who tells the truth and does not like pretence has the potential to rub people up the wrong way occasionally, Refilwe doesn’t allow anyone to make her unhappy. She has prayer on her side and knows that, deep down, she is a giver rather than a taker and a very loving person.

These attributes she undoubtedly learnt from her grandmother, whom she lost in December 2015, but who lives on in her every thought and deed. ‘She was my friend and mentor who welcomed all into her home, rich or poor, orphaned or not.’

Refilwe’s tremendous gratitude for the life she has been given, for her job and for her caring family is a tribute to the woman she lovingly called ‘granny’.

Heaven is a recurring theme in her life. She is reading ‘Heaven is for real’ and often listens to the hymn ‘Open the flood gates of heaven’. Even her favourite TV programme leads to a heavenly outcome for some. It’s ‘Our perfect wedding’ and Refilwe just loves how precise planning can lead to a happy ending.

Winning the Lotto would be an extremely happy ending for Refilwe, who would start her own business and then fill up bags with cash to present to her local old age home and orphanage. Granny would be proud.
for a qualification in human resources development. The programme is funded by EWSETA, for which he is extremely grateful.

The SETA’s faith in him will not be misplaced, he adds, since he works hard to achieve goals he has set for himself and treats challenges along the way as opportunities to build strength and come up with solutions that promote growth. Of course, a sense of humour helps here and luckily Elliot can lay claim to one of those.

He has prepped his mind for such eventualities, he adds. “I have trained myself to be very calm in every situation,” he explains. “Principles are everything and I never compromise mine. This mindset enables me to interact objectively with everyone without tingeing work matters with subjectivity and emotion.”

Reflection never goes amiss though and, as soon as Elliot gathers his ingredients, his chopping knife and frying pan in readiness to test drive another new recipe, he thinks about the day and formulates the lessons learnt, discarding but learning from the negative and plotting the many ways he can repeat the positive.

*Although Elliot is not part of the Provincial Operations Department, we include him here by virtue of his role as the indispensable righthand man of the Chief Operations Officer, who plays such a big part in the success of the provincial team.*

**Look out!**

As you will have seen on page 21, there are three new faces on the block, those of Simphiwe, Timothy and Zovuyo, who have joined the provincial operations team. We have decided to give them time to settle in before we thrust the microphone in their direction. Look out for their profiles in the next issue.

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**SPREADING GOOD CAREER NEWS ACROSS THE COUNTRY**

Career guidance is an integral part of the SETA services mix, as sectors strive to create interest in their industries and compete to attract the best young talent into their ranks. To communicate the many exciting and rewarding careers available in energy and water, EWSETA takes part in as many career events as possible, exhibiting, communicating, networking and distributing its handy guide to careers of choice in energy and water.

It has been a particularly busy quarter, with the SETA taking a strong stand at four expos.

First up was Learner Focus Week in Pinetown, KwaZulu-Natal, which promoted skills development among the youth, encouraging them take up studies in the scarce skills of science, technology, engineering and mathematics. Students competed for honours in a project competition, with EWSETA part of the preliminary judging panel.

On 18 July, the EWSETA team travelled to Mvezo, Mthatha for the Mandela Day Career Development Festival, a ministerial project aimed at inspiring change among South African youth by giving them the information they need to make informed decisions about their futures. The event drew about 1 000 youngsters from grades 10 to 12 and many expressed great interest in EWSETA’s bursaries in renewable energy and water. Fellow SETA, the Education, Training and Development Practitioners (ETDP) SETA, hosted its career expo at uMfolozi TVET College in Esikhali, KwaZulu-Natal at the beginning of August, which is TVET College Month. The event targeted
1 000 Grade 9 learners, guiding them in choosing the correct matric subjects to ensure that they will be in demand in the job market.

In mid-August, a career exhibition was held in Springbok, Namaqualand, where EWSETA enjoyed a great opportunity to reach schoolgoers and unemployed youth in this rural community.

‘We find that most learners in outlying areas have no knowledge of the SETAs and their work,’ says Corporate Services Executive, Candice Moodley. ‘Generally, young people also don’t have a clear idea of what careers are available or what path they should choose.

‘These career events are a wonderful opportunity for us to get the message across that there is assistance for study and that there are many fulfilling and challenging careers in energy and water.’

Career Guidance

Events and Exhibition

**Background**

- EWSETA Career Guidance and Exhibitions are linked to NSDS III to promote skills development and responds to the need of the labour market and society equity
- Through NSDS III SETAs will be promoted so that the integration of education and training becomes a reality experienced by all South Africans
- Increase access to training and skills development opportunities
- Improve productivity in the economy of our country
- Career guidance and participation at exhibitions are EWSETA goals within the NSDS III and APP targets
- Exhibitions provide a platform for learners/participants to highlight their capabilities in various fields
- Participants have an opportunity to network with professionals
- Students identify the subject matter to be investigated
- Self-direct learning promotes confidence and strong students ownership of the projects and results
- For marketing it gives us great exposure and opportunity to meet many students from various schools and colleges
- We receive positive feedback, which is a driving force for us
UJ waters down its energy

You will have often heard people say that they’re saving their energy ... for later, for the weekend, for the next exciting event. Would that it be true. With about 30% of energy in buildings used inefficiently or unnecessarily, and with energy shortages and rising electricity prices a South African reality, there has never been a better time to save energy. And, with the effects of the devastating drought in the Cape still being felt, using water wisely is a no-brainer.

The students of University of Johannesburg (UJ) are putting their hashtags firmly behind this worthy campaign, which has been taking over the campus since its launch on 21 September. To date, 500 young people/students have been reached, 2 000 ‘save energy’ stickers and 2 000 ‘save water’ stickers have been distributed and posters placed around campus and student residences.

The initiative — which sees UJ team up with EWSETA, Rand Water, Department of Water and Sanitation, Department of Energy and the National Youth Development Agency – set out to promote energy and water efficiency, offer energy- and water-saving tips, encourage the development of innovative products, thus promoting entrepreneurship among students as a viable career option, and provide information to students on career opportunities in the sector. With this last aim in mind, EWSETA distributed its career guidance booklet at the launch, which it is hoped will attract some bright new minds into the energy and water field.
MESSAGES AND MASSAGES

Amid the physical illnesses that humans face daily, mental health often takes a back seat and the terrible affliction of depression, because it’s not visible, is often overlooked. Thus, the EWSETA wellness day in August chose to focus strongly on this topic, bringing in speaker Nkuli Mdletshe to deliver a presentation on preventing or living with mental health conditions. She emphasised the need to educate society to eliminate discrimination and stereotyping.

The event, organised by the Human Resources team, is an annual opportunity for staff to indulge in some tension release exercise. Neck and back massages were a popular aspect of the day, and all participants emerged rejuvenated and refreshed.

Living our heritage

September is all about embracing our heritage and, although employees are encouraged to don their traditional attire every day of the month, Heritage Day brings a special effort.

We celebrated the day on 28 September with guest of honour and well-known motivational speaker Linda Ntuli, who advises us to ‘Keep your eyes where you want to go and stretch your head forward’.
NOTICE OF THE EWSETA ANNUAL GENERAL MEETING

9 November 2018

The Energy and Water Sector Education and Training Authority (EWSETA) is a skills development authority serving the energy and water services sectors. It plays a crucial function in ensuring that the National Skills Development Strategy is executed within the energy and water services sectors. EWSETA is one of the 21 SETAs established under the Skills Development Act of 1998, as amended.

In accordance with the EWSETA Constitution as approved by the Minister of the Department of Higher Education and Training, notice is hereby given to all interested parties within the energy and water services sector to attend the EWSETA Annual General Meeting, details of which are as follows:

Johannesburg

Date: 9 November 2018
Venue: The Capital on the Park, 101 Katherine St, Sandown, Gauteng
Time: 08h00 – 08h30 Arrival and Registration
09h00 – Annual General Meeting
12h00 – Annual General Meeting end
12h00 – Lunch

The main priorities of the AGM Agenda are:
- EWSETA Annual Performance Plan 2019/2020

Kindly confirm your attendance by registering via our website www.ewseta.org.za BY NO LATER THAN 5 NOVEMBER 2018.
What does lifelong learning look like? It looks remarkably like our Water Specialist, Mmaphefo Thwala, whose long hours of hard work and candle burning paid off handsomely recently, when she was awarded her MBA. Cheers and applause were certainly the order of the day in the Thwala home. The EWSETA team is proud of you, Mmaphefo. We know you will make that MBA count.

**NOTICE BOARD**

Our address is as follows:
32 Princess of Wales Terrace, Sunnyside Office Park, 2nd Floor, Building B Parktown, Johannesburg

**Landline Number** (011) 274 4700 (remains unchanged)

EWSETA HAS SUCCESSFULLY MOVED INTO ITS TEMPORARY HEAD OFFICE

www.ewseta.org.za
We value your feedback and welcome your contributions for the next EWSETA Newsletter. Kindly send all correspondence and inputs to newsletter@eseta.org.za

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