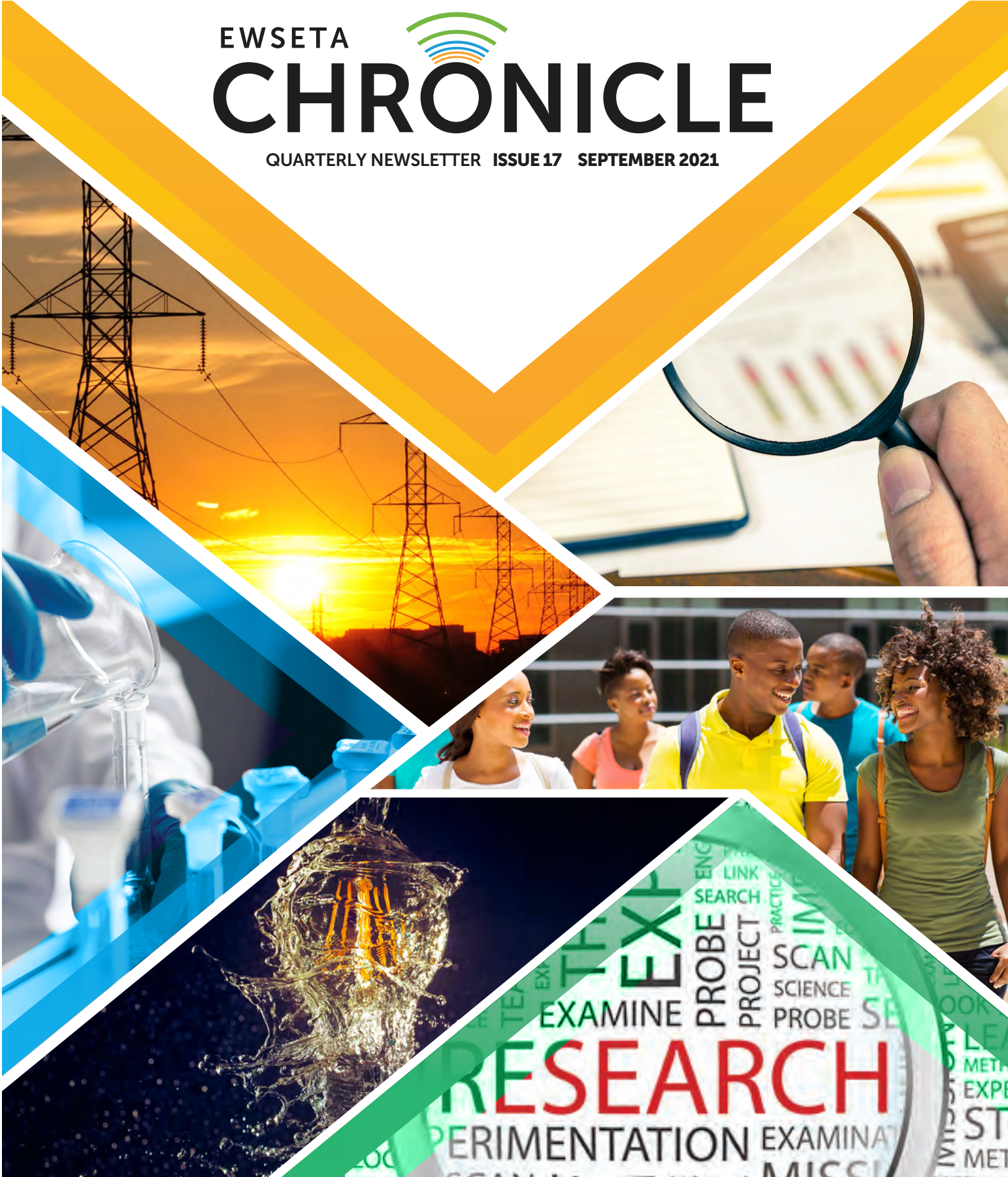


# EWSETA CHRONICLE

QUARTERLY NEWSLETTER ISSUE 17 SEPTEMBER 2021



## In This Edition:

- Extension of Accreditation for Skills Development Providers
- EWSETA and the POPI Act
- EWSETA Poised to Play Important Role in SA's Hydrogen Roadmap
- EWSETA Capacitates Entrepreneurs
- EWSETA Strategic Plan at a Glance
- Communication with Sector Stakeholders
- SANEA Energy Leaders Webinar



ENERGY AND WATER SECTOR EDUCATION AND TRAINING AUTHORITY



# CONTENTS

- 01 Message From Our CEO
- 02 Note From The Editor
- 03 The EWSETA has Moved
- 04 Certification Backlog
- 05 Extension of Accreditation for Skills Development Providers
- 06 EWSETA and the POPI Act



## 10 EWSETA Capacitates Entrepreneurs

## 12 EWSETA Strategic Plan at a Glance

## 13 Communication with Sector Stakeholders

## 15 News

## ACKNOWLEDGEMENTS

### PUBLISHER

EWSETA

### ADDRESS

22 Wellington Road, Parktown,  
Johannesburg, 2198

### EDITOR

Candice Moodley

*Corporate Services Executive*

### ASSISTANT EDITOR AND CONTENT DEVELOPMENT

Elfrieda Tyrer

*Marketing and Communications Manager*

### DESIGN AND LAYOUT

Cre8or Global Communications

## MESSAGE FROM OUR CEO

I am writing this article at a time that we as EWSETA are emerging from a very busy period, but also a very sad time of loss for the SETA and the sector.

The EWSETA family sadly lost one of our passionate and committed Board Members, Mr John Ndlela Radebe. Mr Radebe was appointed by the Minister of Higher Education as a Board Member in 2018 to represent Organised Labour. He was reappointed in 2020 and has served the organisation and the sector with passion and distinction since. Mr Ndlela succumbed to COVID-19 complications and passed away on 4 August 2021. He was a man who made an important contribution to the organisation and he will be remembered for his kind, gentle manner and the way in which he always offered encouragement. Mr Radebe's wife too succumbed to COVID-19 complications two days later and we can only offer prayers for healing and comfort to his children.

We have experienced another very sad loss. A young intern, Boitumelo Legoale who joined the SETA in June 2021 experienced a few asthma attacks in August which claimed his life.

The CEO of the South African Wind Energy Association, Ms Ntombifuthi Ntuli passed away unexpectedly in August. The passing of Ntombifuthi Ntuli is a tragic loss to South Africa's renewable energy sector, having impacted the industry with her ability to drive change through her passion for change, she will be sorely missed.

No words can ever provide enough comfort at a time in South Africa when many people have lost loved ones and our sincerest condolences go out to all who are grieving in this difficult time in the country.

As mentioned earlier, EWSETA is emerging from a hectic period. The Auditor-General has concluded the statutory external audit of the 2020/21 financial period and EWSETA received an unqualified audit opinion. From a performance perspective, we achieved an overall 68% performance against targets, which is lower than we expected, but reasonable in the face of the numerous challenges brought about by the COVID-19 lockdown regulations on the PSET system. The AGM is scheduled to take place in the near future where the Annual Report will be presented in detail.



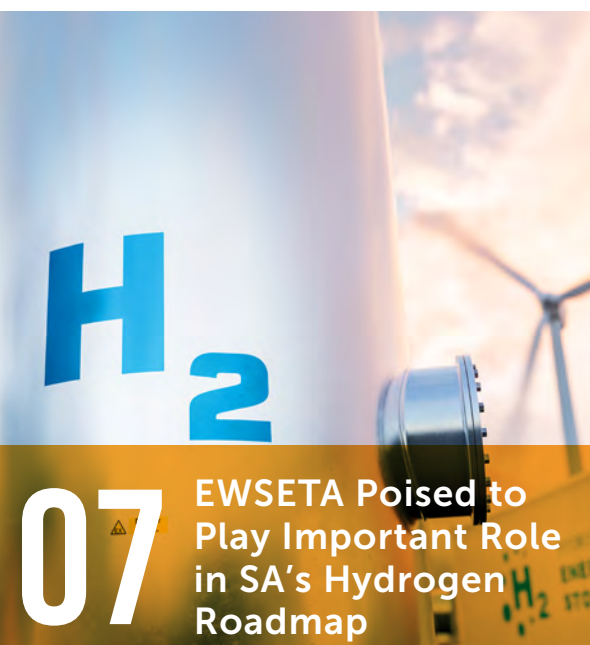
In March 2021, nineteen women representing our sectors started an EWSETA Executive Development Programme with WITS Business School to advance women in the energy and water sector. The programme is a small, yet important, step by the EWSETA to capacitate women in the sectors we serve with the skills required by women to create an equitable gender balance and to ensure that women are able to take their rightful place in executive positions within these sectors. The programme concluded during Women's Month, which will be covered extensively in the next edition of the EWSETA Chronicle.

For the past 11 years, EWSETA has operated its head office from Sunnyside Office Park in Parktown. We have moved to our new home at 22 Wellington Road, Parktown and look forward to meeting with you at our new offices, albeit within the relevant COVID-19 protocols that continue to govern our country and its people.

As COVID-19 fatigue takes its toll on people and the economy with many of us feeling a little 'bruised', I urge you to continue to take care of your physical and mental wellbeing. I would like to close by appealing to everyone who is eligible for the vaccine and not yet vaccinated to consider the importance of doing so.

Until next time, stay safe and take care.

Mpho Mookapele



## 07 EWSETA Poised to Play Important Role in SA's Hydrogen Roadmap





## NOTE FROM THE EDITOR

Welcome to this, our 17th edition of the EWSETA Chronicle. It seems just the other day that we launched our quarterly newsletter and here we are four years down the line having shared so much information over the years. But as they say: 'time flies when you are having fun'. Past copies of all our newsletters are available on our website and are a review of much that has happened over the last four years. It is also a great indication of just how much EWSETA has evolved on our journey to becoming a high performing skills development and training authority for the energy and water sector.

We have placed a great deal of importance over the last few months on greater 'efficiencies' and 'effectiveness' and one of the key departments that had the opportunity to re-look some of their critical processes, was the Quality Assurance and Compliance department. An important activity undertaken in Quarter 1 of the 2021/2022 financial year was the accreditation applications of service providers, which was just one aspect of our operations that has been severely impacted by the COVID-19 lockdown measures.

Through the development and implementation of our first electronic Accreditation Application Portal, stakeholders were able to apply online through our window which closed on 18 June 2021. The evaluation of these applications is close to being finalised and all applicants will be notified of the status of their application. As it stands now, all SDP accreditations that were due to expire have been extended through a QCTO Memorandum, until 30 November 2021. The content of the original memorandum and details on the extension of the provisions in the memorandum to 30 November 2021 are provided on page 5.

Another important activity for the EWSETA is the process of certification for any training funded by the EWSETA. However, this is an area of operation where we have fallen short as is evidenced in some of the feedback received from learners and training providers alike. We hear and empathise with the frustrations of affected learners and the good news is we are doing something about this. The group picture on page 4 is the team of young people we have recruited from TVET colleges for a special certificate backlog project, working under the guidance of Thandiwe Shashu from the EWSETA. I promise you that they are smiling behind those masks! Thus far, they have made significant progress in addressing the certificate backlog at EWSETA and are working at full throttle to ensure that all certificates dating back beyond 2020 are issued over the course of the next few months.

On 1 July 2021 the POPI Act came into full effect and has seen the EWSETA taking a series of important steps to not only ensure POPIA compliance, but to also protect the personal information of stakeholders. An update of where we are currently in this regard can be found on page 6.

In November 2020, the World Economic Forum identified hydrogen energy as one of its 'top 10' exciting technologies to emerge in 2020 – and this comes as no surprise. The need to move to cleaner energy supply has seen a massive upswing in a variety of renewable energy sources. South Africa too is serious about addressing its carbon emissions and hydrogen energy is positioned to be an important player in the green energy mix. On pages 7 – 9 we review what has been done to date regarding hydrogen energy skills.

Capacitating young entrepreneurs in the energy and water sectors is an important mandate for the EWSETA. To this end, the EWSETA has partnered with the 4IR-AquaTech Business Accelerator programme, that aims to capacitate young entrepreneurs with skills through a 6-month mentorship programme designed to identify, develop support, fund and upscale a new generation of 4IR enabled solutions to address food – energy – water challenges. Read more about this exciting programme on pages 10 – 11.

The appointment of Mpho Mookapele to the CEO role in November 2020 has brought with it some much needed leadership stability to the organisation. Our CEO is a dynamic woman who is dedicated to serving in the public sector. On pages 13 - 14, read a bit more about this amazing lady and why she has chosen to pursue a career in the public sector.

As a SETA, we consistently drive the importance of further education in the workplace and try as much as possible to encourage our own staff to improve their own skills and knowledge. Khaya Gqamane, Energy Administrator for the EWSETA, appeared in the February 2020 edition of the EWSETA Chronicle, having achieved five distinctions for a project management course and he has done it again! See page 17 for details on Khaya's latest academic achievements.

The final point I would like to raise before delving back into my e-mails, is that the EWSETA has moved into a new 'home'. After 11 years in Sunnyside Office Park, you can now find us at 22 Wellington Road, Parktown, which is literally 5 minutes away from where we were based. We have all heard the saying 'A change is as good as a holiday' and as the EWSETA we are looking forward to this 'holiday'. We are up and running and ready to serve stakeholders in our new premises. However, whilst we would love to have you come over, we will still be guided by our current COVID-19 Protocols as it pertains to visitors at EWSETA – only one visitor at a time and only if an appointment has been made.

Now that 'spring has sprung' I am looking forward to all that a new season has to offer. In fact, at EWSETA we are about to launch a 12-week "Summer Bodies" wellness programme, so in the next newsletter, I look forward to writing a message from a healthier me.

Enjoy the read!

Candice Moodley

# The EWSETA has moved!

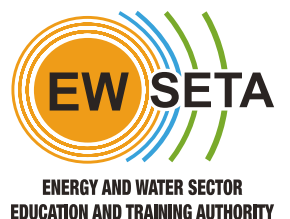


**You can now find us at  
22 Wellington Road  
Parktown**



**+27 11 274-4700**  
**info@ewseta.org.za**  
**ewseta.org.za**

Find Us On:





# CERTIFICATION BACKLOG AT EWSETA

The EWSETA is implementing a multi-faceted project to address the certification backlog that has impacted learners who have successfully completed trade tests. The following decisive actions have been taken:

- The EWSETA has partnered with the National Artisan Moderating Body (NAMB) and the Quality Council for Trades and Occupations (QCTO), and together we are committed to prioritising outstanding certificates. This includes a biweekly meeting with the QCTO team on the status of certificates.

- A temporary project team has been appointed to provide much-needed additional capacity within our Quality Assurance department to process and finalise certificates at a faster pace
- The EWSETA Executive Management team is taking a 'hands-on' approach to this project and will provide additional support and guidance needed to see this project succeed.
- Whilst addressing the backlog, the EWSETA is also committed to ensuring that current Trade Test Centre applications are processed within reasonable timeframes.

**Queries? Send an e-mail to the relevant e-mail address listed below**

**War on Leaks Queries: [waronleaks@ewseta.org.za](mailto:waronleaks@ewseta.org.za)**

**Trade Test Reports: [tradetestreport@ewseta.org.za](mailto:tradetestreport@ewseta.org.za)**

**Trade Test Applications: [tradetestapplications@ewseta.org.za](mailto:tradetestapplications@ewseta.org.za)**



Our certification team. Back row from left to right: Phethani Netshithuthuni, Luvuyo Manana, Sipiwe Masuku, Peggy Mashiane, Martha Ramme, Lindelwa Latha. Front row from left to right: Emmanuel Ditsele, Khensani Xivambu, Moipone Komane, Mapule Boyce, Theodora Ndou, Thandiwe Shashu, Matlhogonolo Mmatloa, Enos Khoza.



# EXTENSION OF ACCREDITATION WINDOW FOR SKILLS DEVELOPMENT PROVIDERS



The COVID-19 crisis has continued to cause enormous disruption in the lives of all South Africans and the Skills Development sector has been hard hit. The QCTO "COVID-19 Memorandum 2 of 30 April 2020", identified a number of efficiency challenges around new accreditation applications and the renewal of accreditation for Skills Development Providers.

It is with this background in mind that the "COVID-19 Memorandum 2 of 30 April 2020" has been extended to 30 November 2021, to ensure continuation of the services provided by Skills Development Providers (SDPs). What this means is that all SDPs whose

accreditation expired in 2020, or will expire during 2021, are hereby granted a further extension of accreditation until 30 November 2021. The official memorandum in this regard, available on [www.ewseta.org.za](http://www.ewseta.org.za), can be used as an official accreditation confirmation of the Skills Development Provider together with the lapsed accreditation letter that has expired in 2020 or 2021.

Stakeholders are encouraged to continue to apply for accreditation and accreditation renewals as per our standard application process as there may not be a further extension granted. All accreditation queries can be directed to [accreditation@ewseta.org.za](mailto:accreditation@ewseta.org.za)

## Content of the original COVID-19 Memorandum 2 issued by the QCTO on 30 April 2020

The COVID-19 crisis has caused enormous disruption to the lives of all South Africans, and this is true also in the Skills Development sector. A challenge that currently faces the sector in this time of social distancing is the need for centres to apply for renewal of their accreditation. This challenge also applies to applicants who have already submitted their accreditation renewal applications. As no travel can take place during this lockdown period this has serious implications for the accreditation site visits/audits.

It is with this background that the following decisions have been taken to ensure continuation of Assessment Centres, Trade Test Centres and Skills Development Providers (SDPs):

- All Assessment Centres, Trade Test Centres and SDPs whose accreditation expires during 2020 are hereby granted extension of accreditation until 31 March 2021.
- This Memorandum can be used as an official accreditation confirmation of the Assessment Centre,

Trade Test Centre and/or SDP together with the lapsed accreditation letter dated 2020.

- New applications cannot be accommodated at this stage. Please refer to the Quality Council for Trades and Occupations (QCTO) website for constant updates in this regard.
- Please note that this communicate only addresses the accreditation status of Assessment Centres / Trade Test Centres and Skills Development Providers and does not constitute an approval to commence with trade testing immediately.
- The commencement of trade testing will depend on the reopening of NAMB and any specific regulations/guidelines that will be issued then.

In this time of crisis, the QCTO, NAMB and the SETAs stand by all assessment centres, skills development providers and learners in the trade and occupational space, and are committed to finding flexible solutions to ensure that education and training continues within all applicable lockdown regulations.





# EWSETA AND THE POPI ACT

Section 14 of the Constitution of the Republic of South Africa provides for the following: everyone has the right to privacy; the right to privacy includes a right to protection against the unlawful collection, retention, dissemination and use of personal information; and the State must respect, protect, promote and fulfil the rights in the Bill of Rights.

Bearing in mind that consonant with the constitutional values of democracy and openness, the need for economic and social progress, within the framework of the information society, requires the removal of unnecessary impediments to the free flow of information, including personal information.

This is in order to regulate, in harmony with international standards, the processing of personal information by public and private bodies in a manner that gives effect to the right to privacy subject to justifiable limitations that are aimed at protecting other rights and important interests,

The POPI Act has been introduced to promote the protection of personal information processed by public and private bodies, as well as to introduce certain conditions so as to establish minimum requirements for the processing of personal information. Furthermore, the Act provides for:

- the establishment of an Information Regulator to exercise certain powers and to perform certain duties and functions in terms of this Act and the Promotion of Access to Information Act, 2000
- issuing of codes of conduct
- the rights of persons regarding unsolicited electronic communications and automated decision making
- regulation of the flow of personal information across the borders of the Republic
- provision for all matters connected therewith

The POPI Act is important because it protects data subjects from harm, like theft and discrimination. The

risks of non-compliance include reputational damage, fines and imprisonment, and paying out damages claims to data subjects

POPIA compliance is extremely important to the EWSETA and to date, the following actions have been undertaken by the EWSETA:

- A service provider has been appointed to assist the EWSETA with its POPIA compliance
- A personal information impact assessment, aligned to the eight conditions of processing personal information, has been developed and drafted
- A compliance framework has been developed and drafted. This framework will serve as a guide going forward.
- A draft PAIA Manual has been developed that complies with reporting obligation in terms of section 32 of PAIA. This manual will guide the development of internal measures and systems to process information
- Internal awareness sessions have commenced with staff that unpack the provisions of POPIA, the Regulations thereto, Codes of Conduct and/or any other information made available by the Information Regulator.

The POPIA Act stipulates that an organisation's CEO is the Information Officer for the organisation. However, the act also allows for the legal delegation of these duties, powers and authority to a designated Deputy Information Officer. To this end, the CEO of the EWSETA, Mpho Mookapele, has appointed Candice Moodley, Corporate Services Executive for the EWSETA, to this role. In this role, Candice Moodley is required to:

- Encourage EWSETA compliance with POPIA through training and awareness
- Deal with requests from the public, to access only legally permitted information from EWSETA
- Cooperate with the Information Regulator if an investigation is ever carried out at EWSETA.
- Ensure overall compliance with POPIA.

# EWSETA POISED TO PLAY IMPORTANT ROLE IN SA'S HYDROGEN ROADMAP



Whilst the development of a modern, industrialised world has been dominated by the use of fossil fuels thanks to the abundance of supply, ease of access and their efficient application, the current reality is that fossil fuels are becoming more expensive to extract and their impact on the environment has seen many countries commit to reducing carbon-based emissions.

In South Africa, the coal-fired power stations are reaching the end of their life cycle and the country faces an electricity supply shortfall of between **4000 and 6000** megawatts that will negatively affect economic growth and investor confidence.

As a result, the South African government has been working closely with numerous industry stakeholders like Bambili Energy, various government departments like DSI, DMRE and foreign investors to address energy challenges.

South Africa's 2800 km coastline, that brings with it an abundance of wind, and the 2500 hours of sunshine annually, present wind and solar energy as viable alternatives to fossil-based energy. This makes South Africa an attractive renewable energy investment destination.

According to the 2020 statistics of utility scale power generation in a South Africa research conducted by the Council for Scientific and Industrial Research (CSIR), South Africa has been gradually adding utility-scale wind, solar photo-voltaic and concentrated solar power for years,

increasing the installed capacity from 467MW in 2013 to 5 027MW by the end of 2020.

Another crucial energy form is Hydrogen. Hydrogen Fuel Cell technology is not new. In fact, it was first invented in 1839 by Welsh scientist William Robert Grove. It was only in the 1960s though that the fuel cell was used commercially by NASA to generate power for probes, satellites and space capsules.

A major component of water, oil, natural gas and all living matter, hydrogen is one of the simplest and most abundant elements in the universe. Hydrogen fuel cells systems convert chemical energy into electrical energy through a reformer process which separate the various elements into hydrogen, and water. This reformer process is achievable using components including platinum, which South Africa has in abundance.

South Africa is now too actively pursuing the many benefits of introducing hydrogen fuel cell energy to its renewable energy mix, as well as capitalising on the deployment of hydrogen fuel cell technology in many countries internationally. Bambili Energy is a South African company that seeks to manufacture fuel systems by combining locally developed IP with international made components.

The former Department of Science and Technology initiated the Hydrogen South Africa (HySa) programme which was approved by Cabinet in 2007 and officially launched in 2008 has been instrumental in supporting the growth in this industry. According to Bambili Energy: "the collaboration between the various public and private stakeholders is critical for South Africa to utilise



its competitive edge and become a serious hydrogen economy in the global renewable energy sector.”

HySa aims to stimulate and guide innovation along the value chain of hydrogen and fuel cell technologies and ultimately position South Africa to derive local benefits from supplying high value-added products (e.g., PGM catalysts and catalytic devices) to the growing international fuel cells and hydrogen markets. These local benefits include economic benefits through job, wealth and new industries creation, and the development of appropriate skills and human resource capital.

The motivation and driving force for the HySa programme is the prevalence of platinum reserves found in South Africa. Platinum group metals are the key catalytic materials used in most fuel cells and, with more than 75% of the world’s known platinum reserves found within South African borders, there is great potential for socio-economic benefits to be derived from these natural resources. South Africa can harness these benefits through the development of local PGM-based hydrogen and fuel cell technologies.

#### The Skills Connection

**With new technology, comes a need for new skills and it is here that the Energy and Water Sector Education and Training Authority (EWSETA) has an important role to play. Brazil had to halt its development of hydrogen fuel cell technology because of challenges with available skills. It is important that South Africa learns from Brazil’s experience and ensures that the right skills are available to embrace all that the hydrogen technology is able to offer the country.**

According to Mpho Mookapele, CEO for the EWSETA, “as the skills development authority in the energy sector, we need to work closely with all role players in the hydrogen industry to ensure that as the uptake of this technology grows in South Africa, young people are being capacitated with the knowledge and skills needed to see this technology flourish and make an important contribution to securing South Africa’s energy demands.” The role of industry in developing skills cannot be overstated and to date, several organisations have worked with HySa to deploy much-needed research, development and skills deployment as South Africa seeks to grow its hydrogen economy.

Impala Platinum Holdings (Implats) funded one of three HySA centres of competence, with R6-million to enable the prototype development of hydrogen fuel cell driven material handling and underground mining equipment. Implats have also supported another centre, HySA Catalysis, by supplying platinum for the scale up of the production of South African developed fuel cell catalysts.

Anglo American Platinum, together with the Young Engineers and Scientists of Africa (YESA) group and the South African Agency for Science and Technology Advancement (SAASTA) developed an educational programme in 2015 that has been rolled out to schools in Cofimvaba in the Eastern Cape, teaching learners about the science of fuel cells. To date, 3 500 learners from grade R to grade 12 at 26 schools have benefited from this programme.

More recently, Bambili Energy, entered into a partnership with the Department of Science and Innovation (DSI), the South African National Energy Development Institute, HySA, the University of Pretoria and EWSETA to train unemployed graduates from technical and vocational education and training (TVET) colleges and Universities of Technology with N4- or N6-level qualifications in chemical and electrical engineering on Hydrogen energy.

To date, a cohort of 17 candidates has successfully completed the 6-week training programme that included unemployed graduates from TVET colleges and Universities of Technology and technical professionals

from the Department of Defence (DoD), Department of Science and Innovation (DSI), Department of Mineral Resources and Energy (DMRE) and the Department of Public Works and Infrastructure (DPWI).

Amongst the students, three candidates, who successfully completed the programme, have been awarded an EWSETA-funded internship with Bambili Energy. “At Bambili Energy, we firmly believe that the only way to bridge the knowledge gap in the hydrogen economy is to combine academic work with internship programs designed for this particular industry”, says Bambili Energy CEO. This will contribute to the growth of hydrogen fuel cell technology skills in the country.

Whilst the University of Pretoria currently offers a university accredited introductory short course in Hydrogen Fuel Cells Systems, the course does not offer credits towards a full qualification.

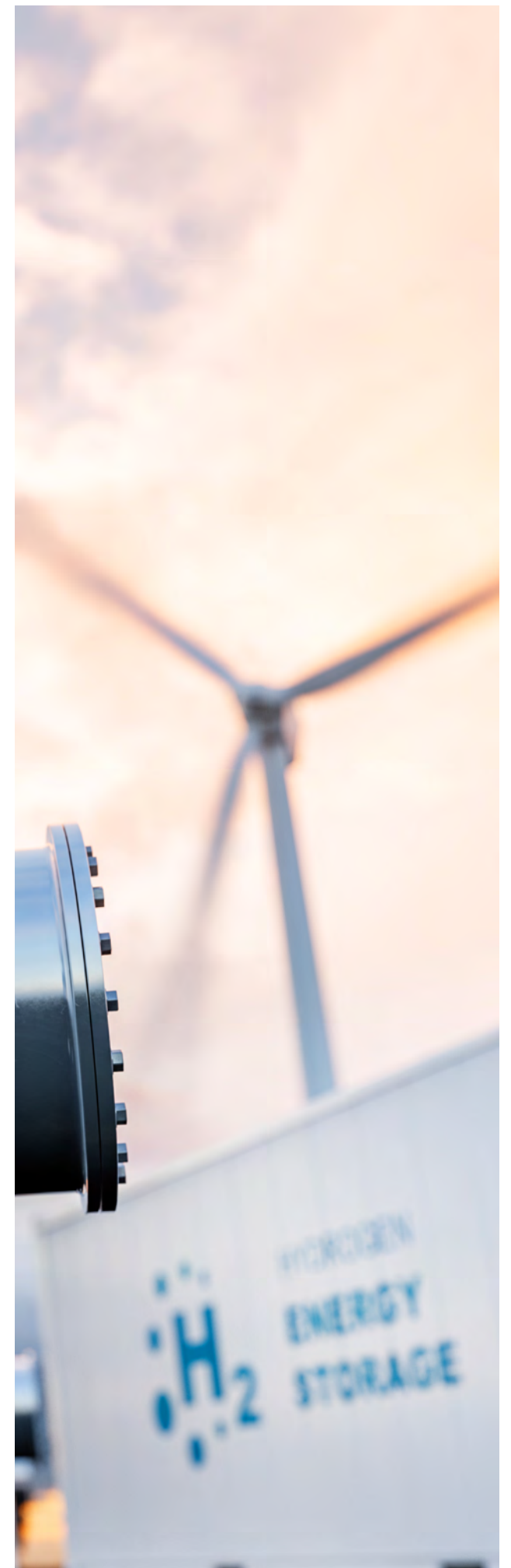
“The existence of an accredited occupational qualification underpins the success of growing knowledge on any subject, but there is currently no accredited occupational qualification on hydrogen in South Africa,” says Mookapele. “We have joined forces with Bambili Energy that is able to offer subject matter expertise and made a submission to the Quality Council for Trades and Occupations (QCTO) to register a skills programme on hydrogen.”

The DSI has initiated a process, with other government and industry stakeholders, to develop a Hydrogen Society Roadmap that will lead South Africa towards a hydrogen society. The aim of the roadmap is to create a policy document that will inform all relevant parties in South Africa about the potential and immediate benefits of developing and deploying hydrogen technologies.

In addition, the roadmap will address how these benefits can be integrated into the South African renewable energy masterplan. The result has been the first draft of the Hydrogen Society Roadmap that was completed at the end of November 2020.

The EWSETA (Energy Water SETA) is a key stakeholder in this hydrogen roadmap and represents the skills needs of the hydrogen economy on various committees, that includes among others, the Deployment Oversight Committee and Human Capital Development Sub-Committee.

**“Meeting the country’s energy challenges requires that we embrace any and all opportunities to grow our renewable energy footprint and with this comes numerous skills developments and employment opportunities. As the ESWETA, we are intent on working with all industry stakeholders to ensure that our young people join us on this exciting journey,” concludes Mookapele.**





# EWSETA CAPACITATES ENTREPRENEURS TO ADDRESS EASTERN CAPE FOOD-ENERGY-WATER CHALLENGES THROUGH 4IR SOLUTIONS



Lucky Litelu

If one were to consider the challenges South Africa faces when it comes to water alone, the task is a mammoth one, considering water directly affects not only the country's socio-economic development, but the challenge is exacerbated by the fact that water is becoming an increasingly scarce resource. Based on current usage trends, South Africa is expected to face a water deficit of 17% by 2030, and this shortage will be worsened by climate change. Water in South Africa has moved from being a marginal input to a central enabler of food security, energy security, as well as climate security.

Ensuring water, energy and food security is a responsibility for all.

The EWSETA has partnered with the 4IR-AquaTech Business Accelerator programme, which aims to capacitate young entrepreneurs with skills through a 6-month mentorship programme designed to identify, develop, support, fund and upscale a new generation of 4IR enabled solutions to address food – energy – water challenges, with a particular focus on the crisis playing out in the Eastern Cape currently.

The 4IR-AquaTech Business Accelerator programme has been developed by ICRD Group Holdings, an organisation that spearheads innovative entrepreneurship development programmes to help participants and alumni to become CEOs of their own successful businesses in the water and energy sector. Its mission is to accelerate youth and women participation in the emerging Green Economy (GE).

Lucky Litelu, Group Chief Executive for the ICRD Group, explains the importance of this EWSETA programme for entrepreneurs: "South Africa's historical disparity has rendered it difficult for entrepreneurs from previously disadvantaged communities to participate effectively in the mainstream economy due to lack of technical know-how, development resources, adequate financing and access to sustainable markets."

Twenty 4IR-AquaTech companies will be put through their paces on an intensive 6-month training, coaching and mentoring programme, that will also see these start-ups matched with cutting edge technologies and market

access opportunities. An important element of the programme is the widely-tested 'Sustainable Sanitation and Water Management' capacity development tool in the water, sanitation and resource management sector, which will serve as a key resource during training sessions.

"EWSETA is excited to be leading a programme such as this one as we are mandated to drive entrepreneur and SMME development in the energy and water sectors given the critical role they pay in addressing energy and water challenges and driving economic growth," comments Mpho Mookapele, CEO for the EWSETA.

"Furthermore, South Africa is rich with young minds that can drive innovative solutions for the challenges we face. Our role as EWSETA is to provide a platform for these young minds and ignite the passion of our innovators so that they become part of the much-needed solutions that will change the narrative of poverty and undignified state of living for many of our people."

An important element of the programme was the online 4IR Aquatech Hackathon held on 26 and 27 June 2021. A hackathon (also known as a hack fest) is a gathering of like-minded people ranging from programmers, scientists, designers, entrepreneurs, community leaders, cultural creatives, thought and practice leaders to solve social or business-related problems using technology.

The event was held in collaboration with the Eastern Cape provincial government, The Business Clinic, Geekulcha, Centre for Public Service Innovation (the CPSI), ASPIRE and Water Institute of Southern Africa (WISA). It brought together young entrepreneurs and innovators, community leaders, activists, as well as thought and practice leaders to work on exploring and developing sustainable solutions, as collective action plays a vital role in building an inclusive and sustainable future for all.

By collaborating to mitigate risks, seize opportunities, as well as preserve and maintain this valuable shared resource, we can create resilient and sustainable futures for our people. These collective actions focus on what can be achieved in partnership with civil society, the public and private sectors.

Commenting on the 2021 4IR Aquatech Hackathon, Lucky Litelu says: "We have been waiting for this opportunity for a very long time and I am delighted that the hackathon has finally become a reality. The spirit of the Hackathon is really about bringing together cross-sector partners to explore solutions to issues which are pressing in our time."

As a precursor to the Hackathon, on 24 June 2021, a socio-technical debate took place to focus on the current water, energy and food security challenges in the Eastern Cape. In his opening address, Director-General for the Province, Mr Mbulelo Sogoni, stated: "Without the leadership provided by the CEO of EWSETA, we would not be here today."

These events are a direct result of a joint collaborative agreement entered into between the EWSETA with the Office of the Premier in the Eastern Cape Energy which seeks to drive skills development initiatives and to capacitate entrepreneurs in the Eastern Cape region with skills to implement 4IR enabled solutions to solve the energy, water, and food challenges in the province.



“Whilst as a country we still have a **long way** to journey before we can confidently say we have the solutions to addressing the myriad of challenges in the energy and water sectors, it is through **innovative approaches** and programmes like this one, driven by entities like EWSETA who are stepping up and acknowledging the critical role young entrepreneurs play in finding these solutions, that we will **achieve greatest impact**,” concludes Mookapele.



Agriculture in the Eastern Cape accounts for one percent of the country's total maize production, which is around 15 000 tonnes of wheat. The crippling drought in the region has severely affected not only wheat and maize output, but fruit yields have been affected too.



# EWSETA STRATEGIC PLAN AT A GLANCE 2020/21 – 2024/25



## Our Vision

To create a sustainable tomorrow today, through skills



## Our Mission

We will achieve our Vision through:

- Research to determine the skills demand
- Facilitating and coordinating skills development programmes to respond to sectoral challenges
- Driving excellence through quality assurance
- Fostering an ecosystem in energy and water that creates inclusive economic development



## Our Values

**RESPECT** : A sense of value and trust towards each other and stakeholders

**INTEGRITY** : We act with honesty and integrity, not compromising the truth

**TEAMING** : Positively contributing and collaborating towards the greater vision

**EXCELLENCE** : Striving for the best in all our actions

## OUR IMPACT AND STRATEGIC INTENT

Our desired impact is to improve economic participation through the achievement of the following strategic pillars:



## NSDP: STRATEGIC OUTCOME ORIENTED GOALS

- Identify and increase production of occupations in high demand
- Linking education and the workplace
- Improving the level of skills in the South African workforce
- Increase access to occupationally directed programmes
- Support the growth of the public college system
- Skills development support for entrepreneurship and cooperative development
- Encourage and support worker-initiated training
- Support career development services

## COMMUNICATION WITH SECTOR STAKEHOLDERS

An important aspect of the EWSETA's role as a skills development authority in the energy and water sectors is regular communication with sector stakeholders. Mpho Mookapele, CEO for the EWSETA, is taking this role seriously and has in recent months been featured on several platforms. We look at two here.

### Public Sector Leaders Magazine

In the June issue of Public Sector Leaders magazine, Mookapele weighed in on what drew her to the public sector; winning the SAICA Top-35-under 35 competition in 2019; the importance of uplifting women; the role that the EWSETA plays in creating employment opportunities in SA ; and several other topics.

The following excerpts have been extracted from the story written by Fiona Wakelin and Charndre Emma Kippie from Public Sector Leaders Magazine. Visit <https://topco.co.za/topco-publications/> to read the full story in the June 2021 edition.



### What drew her to the public sector?

It was whilst she was part of the technical team at Ernst & Young that she became interested in strategy. This was when she began her journey as a manager, leading strategy solutions for the public sector - assisting Boards with facilitating strategic planning sessions, reviewing strategic plans and annual performance plans for organisations.

"As I was facilitating these sessions, and reviewing performance, I realised that within my role as a consultant I was advising, but I was not getting to the implementation stage", Mpho explains. "This was when I began looking for opportunities in the public sector. I knew then that I had the right knowledge and experience to join a public entity, looking at strategy, as well as being involved in the execution and implementation of controls. This is how I ended up at the Energy and Water SETA."

"When you look at the mandate of the SETA, and you look at who they respond to - which is capacitating young people - that was what drew me in to serve", Mpho admits. "I saw an opportunity for me to make an impact [as a CFO at first], especially in the Finance space, and I knew I was the right person for the job - to implement and not only advise."

Mpho joined EWSETA as a CFO in 2016, and after 18 months she was appointed as the Acting CEO for two years, before being appointed to this role on a permanent basis in November 2020.

### On Winning the 2019 SAICA Top 35-under-35 Award

"I didn't even apply for the award. Someone applied for me and I was so surprised when I was shortlisted", she says. "Being shortlisted, I started realising that I am

actually contributing to South Africa, through what I am doing both in and outside the workplace.

"Before this, I hadn't really realised that I was doing that much. So, I actually started really appreciating what I'm doing and appreciating myself." For Mpho, the award was a way for people to recognise her efforts and the journey she is on, even though the steps she took did not seem "normal" to some peers in the beginning stages of her career.

"This process [the competition] confirmed that following my passion was worth it, and that in following my passion, the things I am doing are actually meaningful, and are touching people's lives", she exclaims. "Winning, for me, also meant a lot because of what it meant to others", Mpho elaborates. "After winning, I had so many young people saying 'I can'... it encouraged a lot of people to believe in themselves."

### Mpho's tips for Conquering Hurdles

Hurdles are there to refine and better yourself. It's meant to be difficult to help you improve for the future. Keep jumping them and success will come. It is important to have a positive internal dialogue and talk yourself through things. Tell yourself to keep going - be your own coach. Stay open to constant learning and lead your true purpose daily.

### Uplifting Women in her Community

Mpho believes in uplifting women around her through skills development and offering support where possible. During her time as a Trainee Accountant, Mpho became close with a tea lady who had wanted to study, but did not have the means. "I encouraged her to register and finish Matric. I then talked to the employer to take her on as a trainee accountant. Today, she's got a degree



in BComm Accounting and a tax qualification, and has opened her own company to do tax returns, bookkeeping and registration – and she had two children at the time”, Mpho explains. “So, for me, success is seeing her succeed and impacting her daughter and son’s life.”

For Mpho, success means living her purpose daily, knowing and understanding her purpose [at work and in life], and fulfilling this purpose no matter what the circumstances may be. “I call it ‘success’ when I have actually impacted someone’s life to impact another. I feel successful when I see change happening around me – when I see that change bringing about more change, and EWSETA has been a good place for me where I’ve been able to implement change”, she expresses.

“I measure my success when I see a successful sector; where I see employed communities, and I see the industry changing because of what EWSETA is doing. My ‘success’ is when I am contributing to young people who are then able to contribute to communities to change.”

### Public Service Delivery

“When we address the skills needed for the country, we move the country in the right direction”, says Mpho. “It might not be where we are [right now], but that’s what we are to do. EWSETA exists to be an authority that ensures that the skills needs which we’ve identified as a country for the sector, are addressed at the right time and the right quality. When it comes to training and skills development, we are putting both unemployed and employed people in the relevant quality training mechanisms so that they will be able to respond to the relevant sector needs. We are also responding to those unemployed individuals who can be trained and fed into the sector to meet the sectoral needs...This is the service we provide to the sector”, she concludes.

### Creating Employment Opportunities in SA

As a skills development authority, EWSETA zooms in on capacity, capability and skill set. Therefore, advancement in employment and promotion to different levels, for employed workers, is dependent on additional training and experience. Mpho believes in giving people access to meaningful jobs, and giving them the ability to be promoted and see growth in their careers through the attainment of

relevant and in-demand skills. She also encourages other businesses and organisations to support venture creation and existing entrepreneurs and SMEs as they are the ones who are driving economic growth in the country.

“They [SMEs] have an important role to play in bringing sustainable solutions to Africa’s energy and water challenges.”

### Leading lady in Energy & Water

Mpho’s primary role at EWSETA is “providing clarity”, in terms of giving her team direction, focusing on specific objectives and monitoring and celebrating achievements. She emphasises that it is important that she develops strategies that are well aligned to the mission, vision and strategic plan of the organisation.

“As a leader, you need to be clear about the destination, direction you’re taking and how the destination will be reached”, she says. “Have a clear vision and believe in your own vision, then lead your people to actually make an impact.”

### Mpho Leadership Tips

You need to invest strategic intent into operational imperatives, and self-assessment is important to ensure credibility. You may have many people in your team, however, you need to be able to move with your people and the times. The passionate CEO admits that COVID-19 has had quite an impact on EWSETA. However, she mentions that the pandemic came with its own set of pros and cons, just like any other major event would. She feels the pandemic “awakened” the SETA and the rest of the country to the notion that change is possible, and we have been able to successfully transition from traditional ways, learning new skills.

“We learned that we can change and shift faster, implement more effectively, re-invent ourselves for better implementation, and the pandemic forced us to be creative and proactive”, she encourages. Mpho adds that another good thing that came out of the pandemic was acceptance and embracing virtual training by many. “Now, training can reach people who have not been reached before, but there is more consideration surrounding those who are underprivileged.”

## SANEA Energy Leaders Webinar

The South African National Energy Leaders Association (SANEA) Energy Leaders webinars have featured prominent figures in the Energy Sector on subjects ranging from key issues and challenges to opportunities within the sector. These webinars seek to gain insight into the topics discussed and what leadership mindset is needed to move things forward, whilst at the same hosting provocative, thought provoking and informative content.

On 31 May 2021, Wendy Poulton, SANEA’s Secretary General, hosted Mpho Mookapele for an Energy Leaders webinar that unpacked a variety of issues around skills development within South Africa’s energy sector.



## BEREAVEMENT NOTICE

Mr John Ndlela Radebe passed away on 4 August 2021. He represented labour on the EWSETA Accounting Authority with distinction since 2018. This is a man who made an important contribution to the organisation and he will be remembered for his kind, gentle manner and the way in which he always offered encouragement.



Ndlela Radebe

## IN MEMORY

On 13 August 2021, Ntombifuthi Ntuli, CEO of the South African Wind Energy Association (SAWEA) sadly passed away. Ntombifuthi will be remembered for her charismatic yet gentle nature, resilience and determination to successfully steer the industry towards playing a central role in South Africa’s energy transition.

“Ntombi changed the face of the wind industry in our country. She made the industry relatable with her ability to engage with the most stubborn naysayer, helping them to see her point of view and winning everyone over with her charming smile and her calm strength.” Mercia Grimbeek, SAWEA Chairperson.

“The passing of Ntombifuthi Ntuli is a tragic loss to South Africa. A bold and brilliant leader, Ntombifuthi played an instrumental role in South Africa’s energy transition.” Niveshen Govender, CEO SAPVIA.



Ntombi Ntuli

## KHAYA DOES IT AGAIN!

After cracking five distinctions during the first year of his Project Management studies with Unisa, Khaya Gqamane, Energy Administrator for the EWSETA has gone on to repeat this achievement having achieved five distinctions again during his second year of study. We wish Khaya well for his third year of study and look forward to a ‘hat trick’!



Khaya Gqamane

## ANY QUERIES?

**War on Leaks Queries:** waronleaks@ewseta.org.za

**Trade Test Reports:** tradetestreports@ewseta.org.za

**Trade Test Applications:** tradetestapplications@ewseta.org.za

**Bursaries:** bursaryqueries@ewseta.org.za

**Projects:** projectqueries@ewseta.org.za

**Stipends:** stipendqueries@ewseta.org.za



# Head Office

## Contact Information

22 Wellington Road  
Parktown  
Johannesburg  
2198

Tel: +27 11 247 4700  
E-Mail: [info@ewseta.org.za](mailto:info@ewseta.org.za)  
[www.ewseta.org.za](http://www.ewseta.org.za)

Find Us On:



### Provincial Offices

Western Cape & Eastern Cape  
False Bay TVET College  
Westlake Campus, Westlake Drive  
Westlake  
Cape Town  
Tel: +27 21 701 0582

North West (Brits)  
Orbit TVET College  
Brits Campus  
Reitz Street North  
Brits  
Tel: +27 12 381 5700/58

North West (Mahikeng)  
Taletso TVET College  
Leah Mangope Highway  
(Between Lehurutshe Fire Station And Hospital)  
Mahikeng  
Tel: +27 18 363 4124

Free State Provincial Office  
Motheo TVET College  
Corner St Georges And Aliwal Streets  
Bloemfontein  
Tel: +27 51 406 9481/9391