

EW SETA



CHRONICLE

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MESSAGE FROM OUR CEO

Presence at industry events is an important communication activity for the EWSETA. The South African National Energy Association launched its 2021/22 energy risk report at an event that co-incided with World Energy Day on 22 October 2021. We presented at this event and provided the foreword to the energy risk report. I am sharing the content of this foreword below as my note to stakeholders for this edition of the EWSETA Chronicle as the risks I have identified in this foreword remain key areas of action for the EWSETA and its stakeholders in the sector.



EWSETA Foreword to SANEA Risk Report

The National Development Plan (NDP) 2030 details South Africa's vision for a low carbon economy and the Integrated Resource Plan (IRP2019) further outlines clear and bold plans for a much needed just transition to clean energy. This is evidenced by the proposed energy mix that includes a set target of 41% of installed capacity to be generated from renewables by 2030. These targets, designed to contribute to secure, affordable and clean energy, present huge skills implications and the associated risk of insufficient skills. What the energy sector needs is the right skills at the right time which means two things.

First and foremost, workers currently employed in carbon intensive industries require re-skilling or 'up'skilling to ensure they remain relevant and to avoid massive job losses and potentially an unjust society as the country transitions. Secondly, and equally important, unemployed youth need to be capacitated with green skills to access new jobs and business opportunities in the changing energy landscape. Capacitating the unemployed will ensure a skills pipeline for the industry and will contribute to addressing the scourge of unemployment that the country faces. There is much training ground to be covered for the energy sector, and the Energy and Water Sector Education and Training Authority (EWSETA) has its work cut out for it. Ensuring a capable skills pipeline cannot be achieved without meaningful collaboration with local and international partners. We need to work closely with all energy sector stakeholders, not least of which employers in the sector, to ensure that we have the right skills in place to meet the industry skills demands.

Extensive research and active engagement with a wide variety of stakeholders in the sector has identified a series

of strategic risks that currently, and will continue to, impact skills development planning and implementation as a whole.

A key risk is the lack of or inadequate participation by energy levy-paying employers in the EWSETA's annual Workplace Skills Plan (WSP) process to determine a consolidated picture of the energy skills demand for the country. Whilst the submission of a WSP entitles an employer to access Mandatory Grant Funding to drive employee training, this process fulfils a critical research function in terms of determining skills demand to serve and grow the sector.

A lack of meaningful sector participation in this process means that the information being submitted by a small percentage of the sector results in skewed skills demand data for the country. The participation rate in determining South Africa energy skills demand is currently at 19.5% and it is imperative that employers in the sector collectively drive the identification of the skills gaps if we are to ensure that the NDP objectives are met. An important mandate for the EWSETA is qualification development and realignment to meet the specific needs of the sector. Without which, the roll out of irrelevant or mismatched skills leads to the sector not benefiting from trained graduates and leading to high graduate unemployment.

Once again, industry participation is key to identifying the qualifications and skills programmes needed to meet sector skills demand. An age-old challenge experienced by most of the SETAs is limited industry participation in the provision of workplaces for the purposes of

work integrated learning, otherwise known as practical experience for trained individuals. South Africa sits with a significant number of learners who have completed theoretical learning but require work-based learning due to lack of available accredited workplaces. This results in trained individuals specifically from our public college system remaining unemployable due to lack of exposure to the world of work.

This report seeks to unpack a number of risks facing the energy sector at both industry and country levels, and skills development is an important one. People are at the centre of driving change and building a growing, inclusive

and just economy. People drive planning, innovation and implementation and it is on this note that I appeal to all Energy Sector Stakeholders, including the EWSETA, to come together and break the solid silos created and become part of the skills development revolution that will build a leading energy industry for the betterment of our country and to improve people's lives.



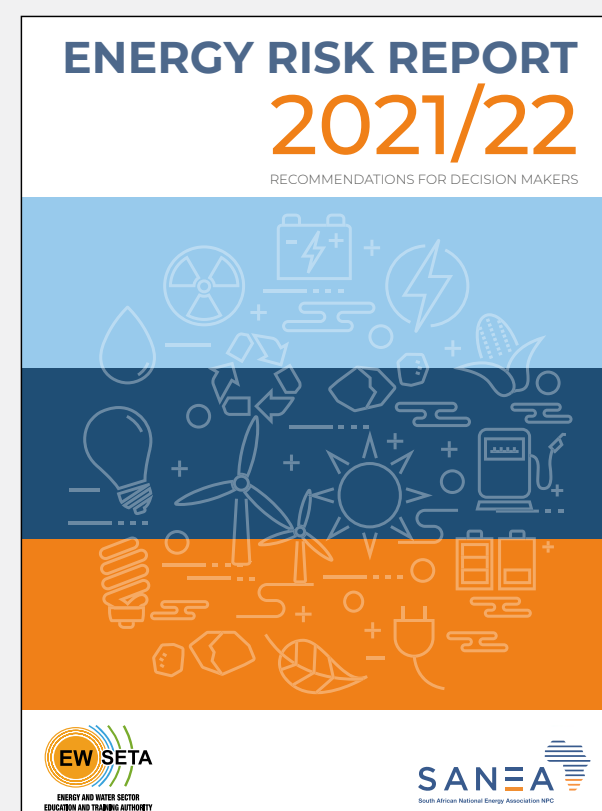
Mpho Mookapele

ABOUT THE SANEA ENERGY RISK REPORT

To support the various decision makers in government and beyond when making plans that will drive the economy, the South African National Energy Association (SANEA), embarked on a process in 2018 to unpack the energy risks facing South Africa at a country and industry level.

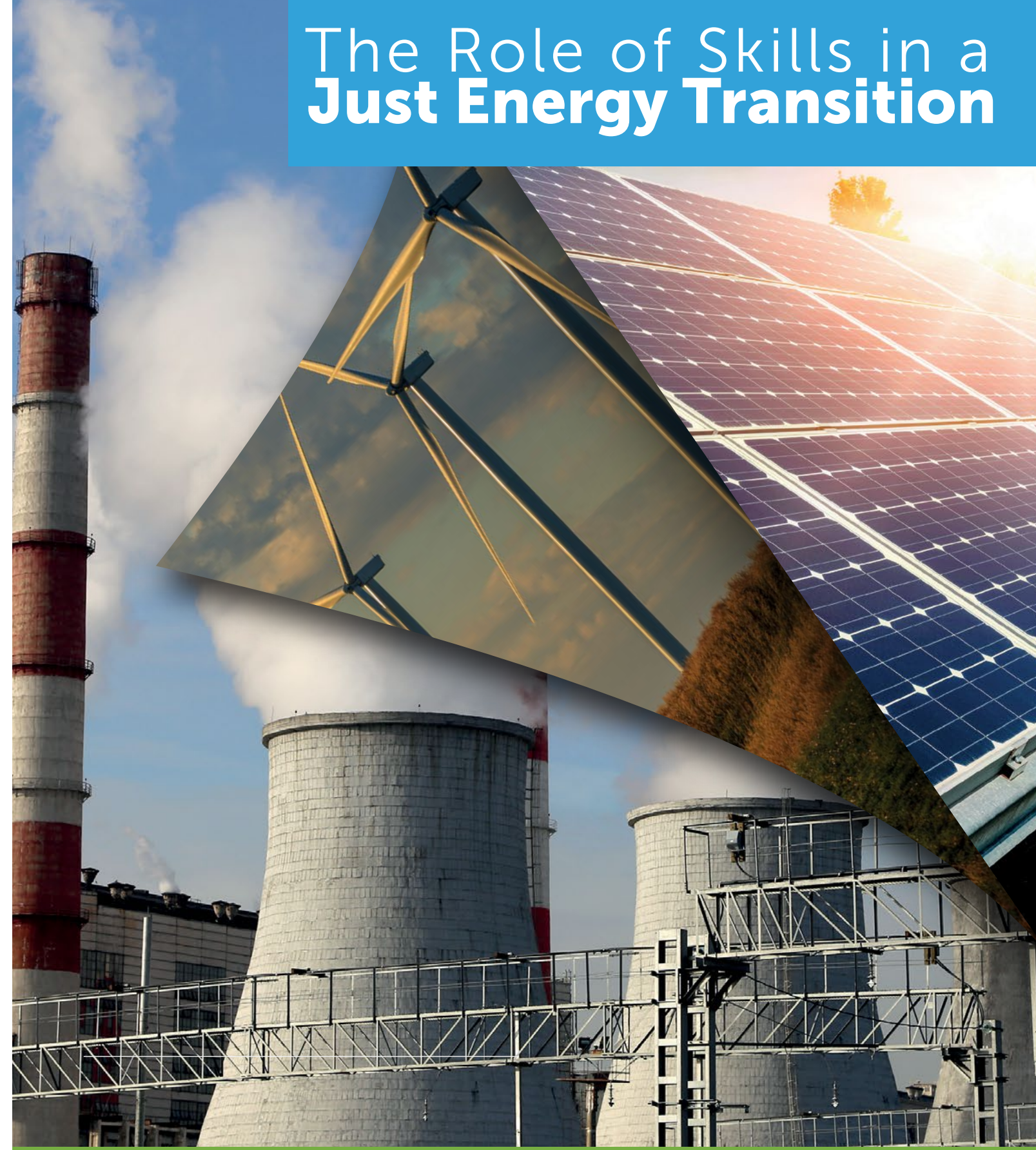
This is SANEA's fourth South African Energy Risk Report and each year we refine and evolve our methodology, to ensure that the final product is of use to decision makers. The definition of risk is the impact of uncertainty on the achievement of objectives and how the uncertainty is dealt with defines the outcome. The objectives used in this report are those as outlined for energy in the National Development Plan (NDP) and the uncertainties identified are those that SANEA identified as having the potential to impact on the achievement of those objectives, positively or negatively.

For the 2021 risk report the SANEA Energy Experts Group reviewed and adjusted the uncertainties highlighted in last year's report. We also included various case studies that document some of the steps taken over the last year to deal with these uncertainties.



The full risk report is available as a downloadable PDF on the SANEA website.
Find the report at <https://southafricanenergyassociation.site-ym.com/page/RiskReport>

The Role of Skills in a Just Energy Transition



The EWSETA seeks to partner with energy sector employers and stakeholders to address the skills required for a Just Energy Transition

Join us on the journey!



NOTE FROM THE EDITOR

Welcome to the latest edition of the EWSETA Chronicle.

Have you ever heard people joke about blinking as you drive through a small town and missing the town? This is how I feel about the first two months of 2022. I feel as if I have blinked and they are gone! This is my first official communication with stakeholders this year though and I do think it is still early enough in the year to wish you a fruitful, successful and inspirational year ahead for you and your loved ones.

Whilst South Africa generally winds down for the Festive Season, for the EWSETA it was an 'all systems go' scenario right up until we took a short break between Christmas and New Year. When we returned in 2022, we have hit the new year running.

From an events perspective, the last quarter of the calendar year saw us involved in a number of events, including our AGM for the 2020/21 period that took place as a hybrid event on 3 December 2022. Read more about our AGM on pages 8 to 11. In February 2022, we participated in the inaugural Solar Power Africa event that took place at the Cape Town International Convention Centre. This was an exciting event to be part of given the fact that skills development in the solar PV sector was a key talking point on the agenda. Read more about this on pages 12 and 13.

Staying on the subject of Solar Power Africa, we used this opportunity to conclude a collaborative partnership with the South African Photovoltaic Industry Association, that is one of a number of strategic partnerships that the EWSETA has entered into over the last few months. Keep an eye on our social media platforms and website for

an article on the role and importance of partnerships in driving the skills agenda in the energy and water sectors.

On pages 14 and 15 we feature a remarkable woman who has made her presence felt in the energy sector as an SMME. Devaksha Maharaj's story is an inspirational one and will no doubt motivate aspirant entrepreneurs – particularly the ladies out there!

There is a lot of change happening at the EWSETA (good change) as we seek to become a high performing organisation that is geared to meet stakeholder needs. On the opposite page we have provided details on IT developments that have been taking place and on pages 16 and 17 we have an update on a variety of Quality Assurance & Compliance (QA&C) activities. Included in the QA&C overview is an update on how we are doing with our certification backlog, which I am pleased to say has drastically reduced since inception of the special project.

In the last few pages of the newsletter, we have focused on staff developments from our Summer Shape Up Challenge and 'new kids on the block' to Valentine's Day and long service awards.

As I write this, the EWSETA is working hard to finish the 2021/22 financial period on a strong note. Enjoy the read and everything of the best for the year ahead. Until next time, take care!

Candice Moodley

ICT SYSTEMS DEVELOPMENT FOR IMPROVED EFFICIENCIES



Given the fact that the operations and activities of South Africa's 21 Sector Education and Training Authorities are strictly regulated and subject to extensive scrutiny, support systems are required to make operations easier for stakeholders and EWSETA staff alike, as well as assist with relevant reporting on SETA operations.

The last 12 – 18 months have been an intense period of planning and preparation for the implementation of an integrated and central electronic Customer Relationship Management System (CRM) and Enterprise Resource Planning (ERP) Solution.

This has involved the appointment of development partners that have worked alongside the various teams at EWSETA to create the required processes and systems. In addition, EWSETA has entered into an agreement with the Health and Welfare Sector Education and Training

Authority (HWSETA) to acquire and utilise their source code for mandatory grant, discretionary grant, national learner resource database (NLRD) and finance processes. This code served as a foundation for the EWSETA to create its own bespoke systems, suited to the specific needs of the EWSETA.

Web-based solutions have been developed for the following processes:

- Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs)
- DG Application System
- NLRD management
- Accreditation and registration processes
- Enrolment processes for work integrated learning programmes
- Help desk and query tracking systems

Keep an eye on our website and social media platforms for more details on these exciting developments and how you, as our valued stakeholder, will benefit from the new online systems.

WHAT IS NLRD?

The national learner resource database (NLRD) is, that has been in operation since November 1999, is the electronic management information system that facilitates the management of the national qualifications framework (NQF) and enables the South African Qualifications Authority (SAQA) to report accurately on most aspects of the education and training system in South Africa.

The Role of WSPs in Sector Skills Planning and Research

A challenge faced by many SETAs is the lack of or inadequate participation by levy-paying employers in the annual Workplace Skills Plan (WSP) process to determine a consolidated picture of the skills demand in the sectors they serve.

Whilst the submission of a WSP entitles an employer to access Mandatory Grant Funding to drive

employee training, this process fulfils a critical research function in terms of determining the skills demand to serve and grow the sector.

A lack of meaningful sector participation in this process means that the information being submitted by a small percentage of the sector results in skewed skills demand data for the country.

The closing date for the submission of WSPs and ATRs is 30 April 2021.

We urge our levy-paying employers to be part of this process.

Visit the EWSETA website for more details on the process, as well as the link to the submission platform.

www.ewseta.org.za

SDPs URGED TO APPLY FOR ACCREDITATION IN EWSETA REGISTERED QUALIFICATIONS



An important mandate for South Africa's 21 SETAs is the development, quality assurance and compliance of qualifications developed for the sector/s they represent. As a QCTO delegated **Development Quality Partner (DQP)**, the EWSETA is responsible for the development of qualifications in response to the skills needs of the energy and water sectors.

The EWSETA is also required to align existing unit standards qualifications against the new occupational qualifications depending on whether there are learners registered against those unit standards qualifications. SETAs are no longer permitted to develop new or review current unit standards qualifications.

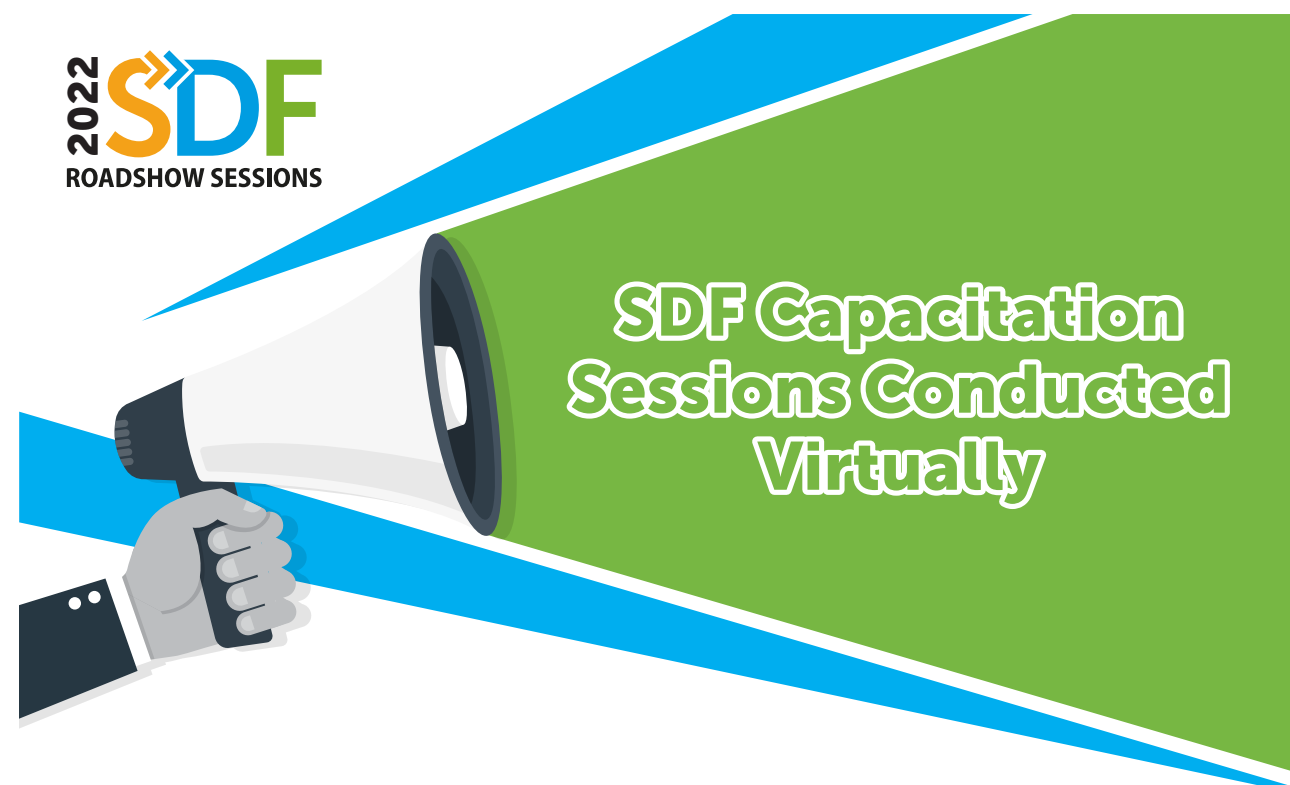
The QCTO is responsible for quality assurance of occupational qualifications; recommendation of qualifications to SAQA for registration; as well as accreditation of training providers against the occupational qualifications.

The EWSETA urges eligible Skills Development Providers (SDP) to apply for accreditation through the QCTO to offer occupational qualifications.

The following EWSETA qualifications are registered with SAQA

• Occupation Certificate: Industrial Water Plant Operator
• Occupation Certificate: Gas Turbine Power Plant Controller
• Water Process Controller (Industrial Water Process Controller)
• Water Quality Analyst (Water Regulation Practitioner)
• Radiation Protection Monitor
• Radiation Protection Technician
• Radiation Protection Practitioner
• Auxiliary Fossil Power Plant Operator
• Fossil Power Plant Operator
• Nuclear Power Plant Operator
• Hydro Power Plant Operator
• Fossil Power Plant Controller
• Nuclear Power Plant Controller
• Hydro Power Plant Controller
• Energy Efficiency Technician (Energy Audit Energy)
• Instrument Mechanician

Visit our website www.ewseta.org.za and click on the QA & Compliance tab.



On 8/9/10 February 2022, more than 200 SDFs representing levy-paying employers in the energy and water sectors, joined the EWSETA online to gain the information they require to submit WSPs and ATRs by 30 April 2022.

EWSETA 2021/22 AGM HELD AS A HYBRID EVENT

On 3 December 2021, the EWSETA held its 2020/21 AGM as a hybrid event at the Houghton Hotel in Johannesburg. In retrospect, the EWSETA's decision to host mainly our Board Governance Committee members physically whilst most stakeholders joined us online, was a prudent one given that the AGM took place just as concerns around the Omicron variant emerged and caution was being exercised by many to prevent the spread of the virus.

Whilst a face-to-face event definitely is better in terms of providing the EWSETA an opportunity to interact directly with its stakeholders, this does sometimes preclude stakeholders who are not Gauteng based. Utilising a live streaming service for the event proved very successful and stakeholders who would normally not be able to participate were able to view the AGM as it took place.

As with all our AGM's, after the presentations, physical and online guests were invited to pose questions. A number of queries came through about when the next Discretionary Grant (DG) application window will be open. At this point, no date has been set for the next DG application window, but stakeholders are assured that the opportunity will be publicised using the EWSETA website and social media platforms.

A query that emerged, that the CFO, Robyn Vilakazi, addressed during the Q&A session was the allocation of DG funding by province. Vilakazi explained that EWSETA considers the location of levy payers when allocating projects, which means that funding is received predominantly from Gauteng, KZN, Mpumalanga and Western Cape. Allocating funding to provinces with limited workplaces means that learners are trained in those provinces, with no viable workplaces for practical

experience, or employment, once their training has been completed.

The team in the Western Cape, comprising Renecia Thibani and Lungile Chirwa, received a lovely compliment and many would agree that it is a well-deserved one. The EWSETA, as a whole, too received a few compliments ranging from support for the work they are doing to the quality of the presentations delivered at the AGM.



The date for the AGM at which the EWSETA will cover performance for the 2021/22 financial period has been set for Friday, 2 December 2022. Closer to the time, information on the AGM will be provided on our website, social media platforms and via direct mail communication.





KEY INFORMATION SHARED AT THE AGM



Governance

committees reduced from 7 to 4



First year

of implementation of the EWSETA's 2020/21 – 2024/25 Strategic Plan



EWSETA's

response to the COVID-19 pandemic



First year

of implementation of the NSDP2030



Mpho Mookapele

appointed as CEO for 5-year period



Increased

focus on partnerships



Move towards

co-funding of projects



Wits

Business School Executive Development Programme for women a great success



Successful

research into skills needs of SMMEs and Co-operatives



Since 2016/17

- Unqualified audits for financial statements
- Unqualified audits for performance information



7-Year Performance Against APP Targets

2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
29.8%	47%	49%	64%	74%	69%	68%



Increased

industry participation in:

- Skills planning
- Workplace training
- WSP and ATR submission (up 25%)



Increased

support for public colleges and lecturers



Overall Performance:

68% against APP targets

- Programme 1 – Administration: 76%
- Programme 2 – Skills Planning: 92%
- Programme 3 – Learning Programmes and Projects: 56%
- Programme 4 – QA & Compliance: 50%

Part B of the 2020/21 Annual Report available on our website provides an extensive overview of performance during the period. Go to www.ewseta.org.za

SKILLS DEVELOPMENT HIGHLIGHTED AS A KEY DRIVER FOR SOUTH AFRICA'S SOLAR FUTURE

THE PROGRAMME FOR THE INAUGURAL SOLAR POWER AFRICA CONFERENCE AND EXHIBITION HELD FROM 16 - 18 FEBRUARY 2022 AT CAPE TOWN INTERNATIONAL CONFERENCE CENTRE REFLECTED THE EMPHASIS BEING PLACED ON SKILLS DEVELOPMENT IN SOUTH AFRICA'S RENEWABLE ENERGY (RE) SECTOR.

The Energy and Water Sector Education and Training Authority (EWSSETA) takes its role as the skills development authority in the sector seriously and participated in two breakaway sessions that focused on the importance of skills development in the successful deployment of solar power in the country.

"To successfully achieve sustainable skills growth in the solar sub-sector and the renewable energy sector at large, that is aligned to the needs of the sector, requires collaboration and intentional effort by all relevant stakeholders in close collaboration with the EWSSETA," states Mpho Mookapele, Chief Executive Officer for the EWSSETA.

On Day 1 of the event, Mpho Mookapele, joined a panel of industry experts to weigh in on the topic: 'unlocking potential, performance and productivity' that sought to focus on the role that proactive skills development and training will play in fully realising South Africa's solar potential. In this session, panellists provided valuable input on how the sector can upskill, retrain and engage the country's labour force to maximise participation in this dynamic sector.

A key theme that emerged during the discussion was the need for the sector to identify and implement training that meets the needs of the sector, as opposed to training for the sake of training. Industry-led planning and implementation will be necessary if we are to ensure that learners find themselves in gainful employment.

"Year-on-year, the EWSSETA urges its levy-paying employers to submit Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) as the information gleaned from these submissions serves to guide sector skills planning," adds Mookapele. "Yet, we are still not seeing the 'real' and 'anticipated future' needs of the sector reflected in these annual submissions and this is one of the factors that has contributed to training that is irrelevant or misaligned to industry requirements.

Candice Moodley, EWSSETA's Corporate Services Executive, joined the skills development breakaway session on day 2 of the event where the theme was 'building a workforce that works for the workers'. In this session, focus was placed on priorities that need to be addressed that will ensure the 'just energy transition' is indeed 'just' for current and future workers in the energy sector.



Mpho Mookapele, the CEO for the EWSSETA, is seen here with the panel of speakers for the session 'unlocking potential, performance and productivity'. Seen in the image from left to right are Claude Cogill from Saretec, Mpho Mookapele, Manfred Kuster from Green Solar Academy, Nonjabulo from Nepoworx, and Sherrie Donaldson from Harambee.

A key message in Moodley's presentation is the role that public institutions of learning, such as TVET colleges, need to play in the skilling and reskilling of the energy sector labour force. To leave these institutions behind, whilst the sector moves ahead at a rapid pace due to technological advancements, is counter-productive given the range and quantity of technical skills that will be sought from these institutions.

"It is clear that if TVET Colleges and other public institutions are not supported and capacitated in parallel to the Just Energy Transition, localisation of skills will not be realised," emphasises Moodley.

Moodley went on to articulate the EWSSETA's skills development approach to ensure that the ultimate impact of inclusive economic growth is achieved, through the implementation of focussed interventions for the current workforce, women and youth, SMME's, civil society and communities that stand to lose and gain in the transition across the energy value chain.

"As clean energy deployment gains momentum in South Africa, it is vital that we put in place the building blocks now for a diverse and equitable workforce. We need a plan that will allow us to seize the moment and build the necessary solar workforce, whilst at the same time ensure workforce development policy, labour standards, and training programmes are inclusive and address equity considerations," concludes Moodley.



Seen here from left to right following the session that unpacked 'building a workforce that works for the workers' are: Candice Moodley, Corporate Services Executive for the EWSSETA, Tony Ehrenreich from COSATU, Professor Ernest van Dyk from PVinsight, Nicolaas Faure van Schalkwyk from SUNCybernetics and Ursula Wellman from Atlantis Special Economic Zone.

EWSETA CONCLUDES COLLABORATION AGREEMENT WITH SAPVIA



The South African Photovoltaic Industry Association (SAPVIA) consists of key players in South Africa's photovoltaic market who have the knowledge, experience, initiative and determination to drive the growth of the industry. The association aims to represent the PV industry before provincial and national authorities, as well as government, to promote a higher penetration of the technology, and to advise key decision makers on the most adequate policies to develop a sustainable PV market.

Whilst on site at the Solar Power Africa Conference and Exhibition, the EWSSETA and SAPVIA concluded an important collaboration agreement that will see the two organisations working together to drive skills development in the sector.

Seen in the photograph above are Mpho Mookapele, CEO for the EWSSETA, Candice Moodley, Corporate Services Executive for the EWSSETA, and Niveshen Govender representing SAPVIA.

Keep an eye out on the EWSSETA's social media platforms for more details on the importance of partnerships between the EWSSETA and key sector stakeholders.

SECTOR PROFILE

Author

Kelly Sin Hidge, SAICA Enterprise Development

DEVAKSHA MAHARAJ
IKIGAI ENGINEERING

Driven small-business owner Devaksha Maharaj shares her story on how she was selected to join the Energy Sector Gender Ministerial Advisory Council last year as part of the Women Empowerment and Gender Equality (WEGE) Strategy implementation plan.

Devaksha Maharaj is the owner of Ikigai Engineering, a multifaceted consultancy dealing in energy management advisory services including, measurement and verification as well as installation and maintenance in the electrical and renewable energy sectors. Furthermore, they also offer training and capacity-building and have a national footprint with offices in KZN and the Free State.

Devaksha is a current beneficiary on the EneGro Programme 2021 at SAICA Enterprise Development (SAICA ED), in partnership with Avon and Dedisa Peaking Power. The SAICA ED programme is tailor-made to empower and equip SMME owners like Devaksha with financial and industry-related expertise.



When asking Devaksha what she most enjoys about being part of the programme she says, 'I enjoy the technical mentoring sessions with my mentor from the CSIR. He has a range of experience and together we have good interactions where we exchange ideas.'

“The energy sector in South Africa has a massive role to play not only in the context of our country's energy and economic sustainability but also in the context of equality – economic, ethnic and gender. Women have so much to offer and when we partner with each other – male and female, and people of all ethnicities. Our diversity of skills makes for a combination of unstoppable potential,” says SAICA ED's Customised Projects Manager, Darren Ryder.

SELECTED TO JOIN THE PRESTIGIOUS SECTOR GENDER MINISTERIAL ADVISORY COUNCIL

Devaksha shared with us that the Minister has recently approved the Women Empowerment and Gender Equality (WEGE) Strategy implementation plan which will be established as an implemented initiative by the Gender Ministerial Advisory Council for the Energy Sector.

The Energy Sector Gender Ministerial Advisory Council's purpose is to provide strategic and technical support and advice to the Minister and his Executive on the implementation of the Energy Sector WEGE Strategy. Being part of the council board, Devaksha will be part of the team that will report on national sectoral and implementation progress.

A PERSONAL JOURNEY OF WOMEN EMPOWERMENT

We asked Devaksha if woman empowerment has always been a passion project, and she noted, 'Yes being part of a male-dominated sector since my tertiary education days, it has become natural that living for woman empowerment embodied my very being.' She added that her passion to start her own company and be her own boss was partially due to a gender-based victimisation case at her previous employer.

Going from strength-to-strength, Devaksha used her grit and courageous attitude to rise and transition into a new world as an SMME. 'After my resignation, I decided to open up my consultancy as I knew that I had the skills and knowledge to take the same value-add that I had in the corporate world to run my own company,' says Devaksha.

On being a women entrepreneur in the energy space she comments: 'Women have to put in a little more extra work to prove ourselves, especially those who are black female and own their own businesses. I am worthy of my skills and qualifications. We are not given the same opportunities as men when it comes to

finances, decision-making, research, policy and community involvement. There's always a situation of unconscious bias which we must be aware of and make others aware of as well.

SAICA Enterprise Development wishes to congratulate Devaksha on her journey as part of the advisory council and applauds her on her efforts to bring gender equality in the energy sector. We also commend her commitment to the EneGro programme, taking her business to new heights.

Concluding words and advice to fellow SMMEs in the sector would be 'to be confident and committed in the decisions you make. Follow through with anything you embark on with integrity and professionalism. Embrace the downfalls and forge ahead. Two steps every day will lead to a path of success.'

I WANT EVERY LITTLE GIRL
WHO'S BEEN TOLD SHE'S
BOSSY,
TO BE TOLD AGAIN SHE HAS
LEADERSHIP SKILLS.

- SHERYL SANDBERG, COO AT FACEBOOK -



QA&C UPDATES



EWSETA to Offer Accreditation Throughout the Year

During 2021, the EWSETA made the decision to open accreditation window periods as a means to gain more control over the accreditation process, but the QA&C team has subsequently decided that it would be more efficient to have applications for accreditation open throughout the year. The new online accreditation application system is anticipated to assist with this process becoming more efficient and effective.

Trade Test Centres take note!

Going forward, applications for trade tests, will require two hard copies of the application and supporting documents.

QCTO EXTENDS FURTHER ACCREDITATION OF ACCREDITED PROVIDERS

The extensive disruption and efficiency challenges brought about by COVID-19 saw the QCTO issue a memorandum on 30 April 2020 to all QCTO Stakeholders announcing an extension of extension of accreditation for Assessment Centres, Trade Test Centres and Skills Development Providers.

In May 2021 a follow-up memorandum was issued confirming the extension for accredited stakeholders until 30 November 2021.

In the wake of continued disruption by the pandemic, the QCTO has once again extended the accreditation of accredited providers until 1 May 2022. However, stakeholders are urged to continue to apply for accreditation and accreditation renewal as usual.

The QCTO memorandum, that must be used in conjunction with existing confirmation of accreditation, is available on the EWSETA website www.ewseta.org.za – QA & Compliance – QA&C Communication

CONTACT US

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tradetestreports@ewseta.org.za

COMING SOON: SDP CAPACITATION WORKSHOP

Keep an eye on the EWSETA social media platforms and website for details on a capacity building workshop for skills development providers that will unpack EWSETA quality assurance and compliance activities as mandated by the QCTO.



CERTIFICATION BACKLOG



PHASE 1

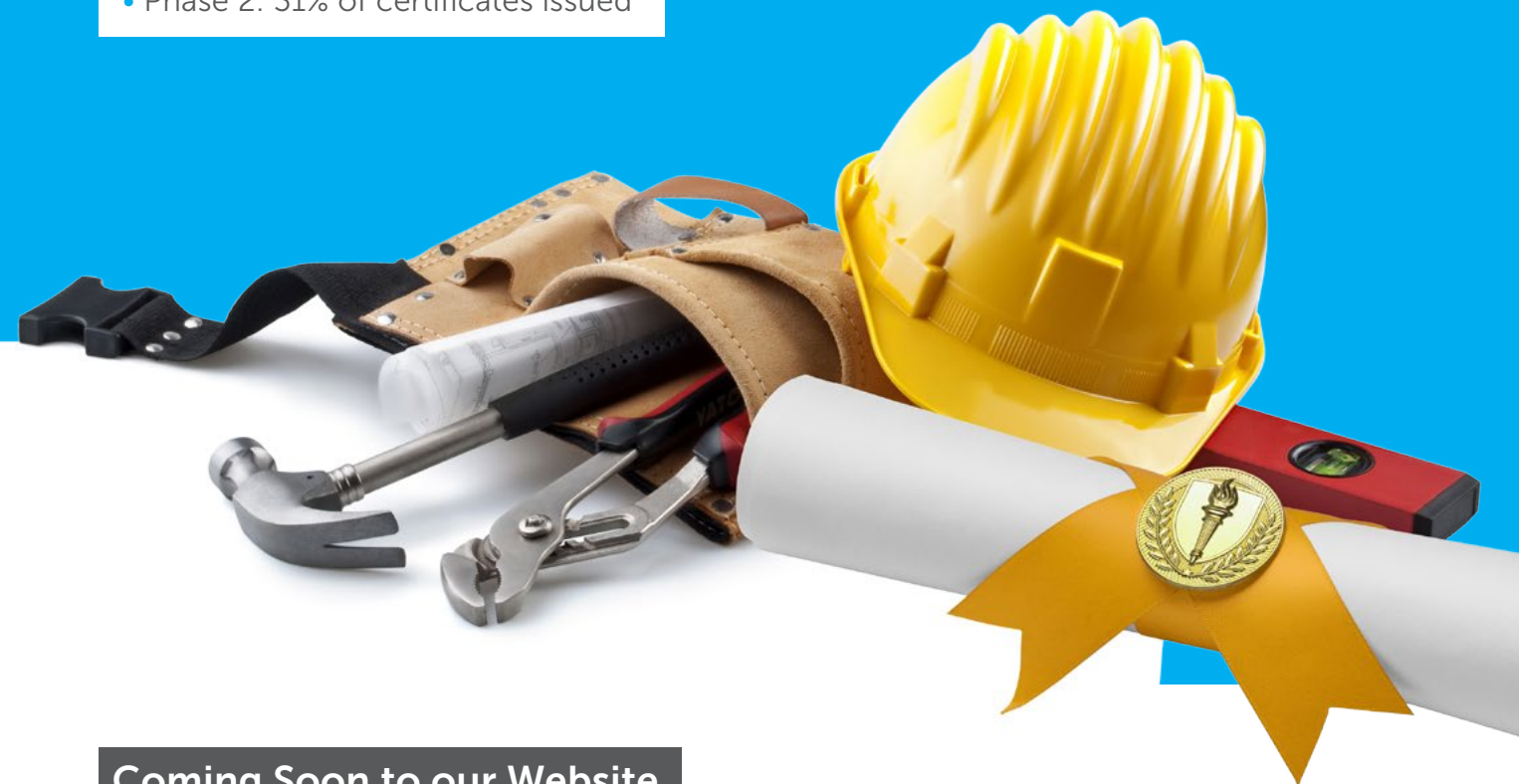
- Commenced June 2021
- 100% of certificates issued
- 6 learners not yet competent

PHASE 2

- Commenced October 2021
- 37% of certificates issued or in progress with NAMB as at mid-January 2022

ESKOM CERTIFICATION PROJECT

- Phase 1: 86% of certificates issued
- Phase 2: 31% of certificates issued



Coming Soon to our Website

The EWSETA's updated Sector Skills Plan, Annual Performance Plan and Strategic Plan will shortly be available on our website. Keep an eye on our social media platforms for notification that the documents have been posted to the website.



CAPACITATING YOUNG PEOPLE WITH CAREER GUIDANCE

The EWSETA's Career Guidance A-Team, comprising Rhulani Manganyi and Ntombi Mtshali, have been out and about providing much-needed career guidance to high school learners, whilst at the same time highlighting the sort of careers available to young people in the energy and water sectors.

The images featured here were taken at an AgriSETA-hosted event at the Cedara College of Agriculture in KZN on 11 February 2022.



Rhulani Manganyi and Ntombi Mtshali in action at the AgriSETA event



SPREADING SOME LOVE ON VALENTINE'S DAY

On 14 February 2022, staff at the EWSETA decked themselves out in the colours of love for Valentine's Day. The occasion was used to highlight information to staff on heart health.

EWSETA WELCOMES

CHARLENE JONGWE

Charlene Jongwe joined the EWSETA in February 2022 as an Executive PA to the Chief Financial Officer, Corporate Services Executive and Acting Executive for Planning, Reporting and Monitoring.

Charlene brings with her a wealth of experience as an Executive Personal Assistant and Project Coordinator. She is skilled at working with all levels of team members, executives and board members mainly in the private sector.

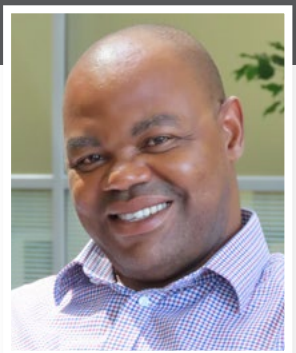


SENGIPHILE SIMELANE

In February 2022, Sengiphile Simelane joined the EWSETA as its Strategic Support Manager.

Sengiphile has a Master's Degree in Electrical Engineering from UCT, an Executive Management Certificate from Insead (Paris), and is currently enrolled for a MBA at Wits Business School (WBS).

With more than 16 years' experience in a range of senior positions within the energy and mining industries and a strong network of contacts in the SADC region, Sengiphile is well placed to assist the EWSETA in achieving its strategic goals.



LESHA SINGH

Lesha Singh joined the EWSETA in December 2021 as the Quality Assurance & Compliance Manager.

After completing a Bachelor of Commerce in Economics and Management at UKZN in 2010 and a BCom Honours in Business Management at UNISA in 2012, she began her career as a lecturer at Educor after which she became the college manager at PC Training and Business College (Now known as Richfield Graduate Institute of Technology).

She spent three years in that role and was later promoted to the position of cluster director and in 2018 she joined Damelin as the general manager.

Having worked closely with SETAs whilst at Damelin, she developed a keen interest in the SETA environment and in 2020, she joined the INSETA as their ETQA Manager. In December 2021, Lesha was appointed the QA&C Manager at the EWSETA.



SIONA RIKOO

Siona Rikoo, who has joined the EWSETA as its interim Water Sector Manager, brings with her extensive academic qualifications comprising a degree in Chemical Engineering, an Honours Degree in Environmental Science, a Master's in business leadership and she is currently completing her Master's in environmental science, specialising in water governance and emerging pollutants in water sources.

She has 15 years of experience in the private sector within industries such as petroleum, mining, municipal water treatment, chemical manufacturing, pulp and paper, food and beverage. Her experience ranges from optimising water usage, implementing water reuse projects and providing holistic water management approach.

Siona is passionate about the water sector and looks forward to being part of skills development that will improve the sector and ultimately service delivery to fellow South Africans.





SUMMER SHAPE-UP CHALLENGE

Over a 12-week period from September to December 2021, the EWSETA ran its Summer Shape-Up Challenge for staff who wanted to lose weight, get fit and learn more about healthy eating habits. The challenge comprised two online workouts a week over the period of the challenge and bi-weekly weigh-ins and dietary consultations with a registered dietician.

22 people signed up for the challenge and a total of 48 kilograms was lost. The top three performers alone, lost 22.3 kgs. The EWSETA's SCM Manager, Dickson Kutsawa lost a phenomenal 11.5 kgs, Elfrieda Tyrer, Marketing and Communications Manager lost 6.2kgs and Nkateko Sithole, HR Manager lost 4.6kgs. There were several participants who lost in excess of 4kgs.

The feedback from participants on the challenge itself and what it meant to them was very positive. Many of the participants were of the view that this is something that the EWSETA should do more of – so watch this space!

Step aside Keto and Paleo, there is a new weight loss approach on the block. We are calling it the 'Dickson Diet'. The EWSETA's SCM Manager, Dickson Kutsawa lost 11.5 kilograms over the 12-week challenge. Whilst his total weight loss can be attributed to a change in eating habits, the main contributor to shedding this weight was the fact that he walked – and walked – and walked some more! In fact, in 12 weeks he walked a total of 900km (in one week alone he walked 100km), which caused him to shed 317 984 kilojoules – this is a lot of kilojoules. But, most importantly – he served as an inspiration to others. As the overall winner of the Summer Shape-Up Challenge, Dickson received a Garmin Vivoactive Sports Watch and everyone agrees that this was a very well-deserved reward for all his hard work.



Well done Dickson on an amazing achievement!

STAFF NEWS

TENACITY AND HARD WORK PAY OFF



Salome Mojapelo who has been with the EWSETA for 10 years, is a true example of grit and determination. She joined the organisation as a cleaner, and now ten years later has gone on to become a valuable administrator for the organisation and she also successfully completed an HR degree in 2021.

LONG SERVICE AWARDS

5 YEARS



10 YEARS



15 YEARS



20 YEARS



Mankomo Maphuhla seen here with the CEO, Mpho Mookapele, has been with the EWSETA for a phenomenal 20 years.

5 YEARS

Simphiwe Maseko, Nora Hanke-Louw, Vuyo Jantjies, Ziyanda Mtshotshisa, Brenda Kgaladi, Myboy Mlambo, Renecia Wilson, Thandiwe Shashu, Peggy Mashiane, Likeleli Koikoi, Lungile Chirwa & Mpho Mookapele.

10 YEARS

Kelebogile Masopha Simphiwe Khumalo, Rendani Tshilongo, Kutapa Mojapelo, Glory Mnguni, Daniel Naidoo, Petronella Ngubeni, Mthenjwa Radebe & Ingrid Mokotedi.

15 YEARS

Lungile Tshabalala, Felicity Mabanga & Elvis Ntikana.

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