

EWSETA 2021/22 AGM

9 December 2022



Partnerships for a **Sustainable Tomorrow**



Welcome & Introduction

Candice Moodley
EWSETA Corporate Services Executive

Dr Limakatso Moorosi

Chairperson of EWSETA Accounting Authority

Welcome

Adoption of agenda

Adoption of minutes from
2020/21 AGM

Accounting Authority Report



AGENDA

WELCOME	
ADOPTION OF AGENDA	DR LIMAKATSO MOOROSI EWSETA Accounting Authority Chairperson
ACCOUNTING AUTHORITY REPORT	
2021/22 ORGANISATIONAL PERFORMANCE REVIEW	MPHO MOOKAPELE EWSETA CEO
FINANCIAL OVERVIEW	
AUDIT OUTCOME	ROBYN VILAKAZI EWSETA CFO
APP FOCUS FOR 2023/24	MPHO MOOKAPELE EWSETA CEO
ADOPTION OF 2020/21 ANNUAL REPORT	DR LIMAKATSO MOOROSI EWSETA Accounting Authority Chairperson
STAKEHOLDER DISCUSSION	CANDICE MOODLEY EWSETA Corporate Services Executive
CLOSING	DR LESTER GOLDMAN EWSETA Board Member



Partnerships for a **Sustainable Tomorrow**



Adoption of Minutes 2020/21 AGM



Accounting Authority Report

EWSETA Mandate – Vision – Key Drivers



OUR MANDATE: To anticipate, build and strategically plan and manage skills development and training needs in the energy and water sectors as directed by the National Skills Development Plan 2030



OUR VISION: Creating a sustainable tomorrow today, through skills



Energy crisis



Water scarcity



Climate change



Slow economic growth



High unemployment rate

EWSETA Accounting Authority



**Limakatso
Moorosi**
Chairperson



**Solomon
Bokaba**
Organised
Employer



Esmé Coetzer
Organised
Employer



Lester Goldman
Professional
Bodies



**Dumisane
Magagula**
Organised
Labour



**Nandi
Malumbazo**
Community
Organisations



**Monica
Malunga**
Organised
Employers



**Verena Meyer-
Singh**
Organised
Employer



Hilda Mhlongo
Organised
Employer



**Nhlanhleni
Ngidi**
Organised
Employer



**Nomava
Nobatana**
Organised
Labour



Ruth Ntlokotse
Organised
Labour



Keagile Pholoba
Organised
Labour



Ndlela Radebe
Organised
Labour



Composition of AA and Sub-Committees



Review of 2021/22



- Embedded generation:
1MW > 100MW > lifted
- Green hydrogen economy
- REIPPP Bid Window 5:
 -  1600MW
 -  1000MW
 -  Enterprise development
- DMRC launched WEGE strategy



- Fast track National Water Resources Infrastructure Agency
- Water scarcity
- Sustainable water management use

Review of 2021/22





Appreciation

- Minister
- Accounting Authority and committees
- EWSETA management team and staff
- Sector stakeholders

Mpho Mookapele

EWSETA Chief Executive Officer

2021/22 Organisational
Performance Review

APP Focus for 2023/24





OUR MANDATE: To anticipate, build and strategically plan and manage skills development and training needs in the energy and water sectors as directed by the National Skills Development Plan 2030



OUR VISION: Creating a sustainable tomorrow today, through skills

**OUR
STRATEGIC PILLARS**



Establish a high-performance culture



Develop a credible mechanism for identification of skills supply and demand



Close the scarce and critical skills gap



Intensify continuous professional development and career guidance



Positively contribute to inclusive economic development

UNDERPINNED BY

OUR MISSION: The EWSETA will achieve its Vision through:



- **Research** to determine the skills demand
- **Facilitation** and **coordination** of skills development programmes to respond to sectoral challenges
- Driving **excellence** through **quality assurance**
- Fostering an ecosystem in energy & water that creates **inclusive economic development**.



OUR VALUES



Respect



Integrity



Teaming



Excellence

Sector Priorities and Government Plans

- DMRE Integrated Resource Plan 2019
- Economic Recovery & Reconstruction Plan
- District Development Model
- Climate Change Agenda
- Hydrogen South Africa (HySA)
- White Paper on Post-School Education and Training
- National Skills Development Plan
- National Energy Strategy
- Framework for a Just Transition in South Africa
- National Water Resource Strategy
- National Water & Sanitation Master Plan



Mandate

BIG MANDATE with a limited budget



- » Research
- » Collaboration with relevant stakeholders
- » Robust approach to partnerships



Pilots a way forward for highest possible ROI and impact

Key Partnerships



INDUSTRY/ASSOCIATIONS

Eskom	SARETEC	WRC	SANEA	Bambili Energy
City Power	NYDA	SA Institute of Civil Engineering	SAWEA	IOPSA
Proconics	Innovation Hub	Swiss SA Cooperation Initiative	NIASA	
Kelvin Power	LGYDF		WINSA	
Knowledge Pele	Rand Water		SACGRA	
SANEDI	Bloem Water	SAPVIA	RES4Africa	



HIGHER EDUCATION INSTITUTIONS

King Hintsa TVET College
Taletso TVET College
Goldfields TVET College
Central JHB TVET College
University of Venda
Cape Peninsula University of Technology
UJ
WITS
UCT



GOVERNMENT

Department of Higher Education and Training
Department of Water and Sanitation
Department of Science and Innovation
Department of Women, Youth and Persons with Disabilities
Department of Basic Education
Council for Scientific and Industrial Research
Central Energy Fund
Technology Innovation Agency
SETAs
SALGA

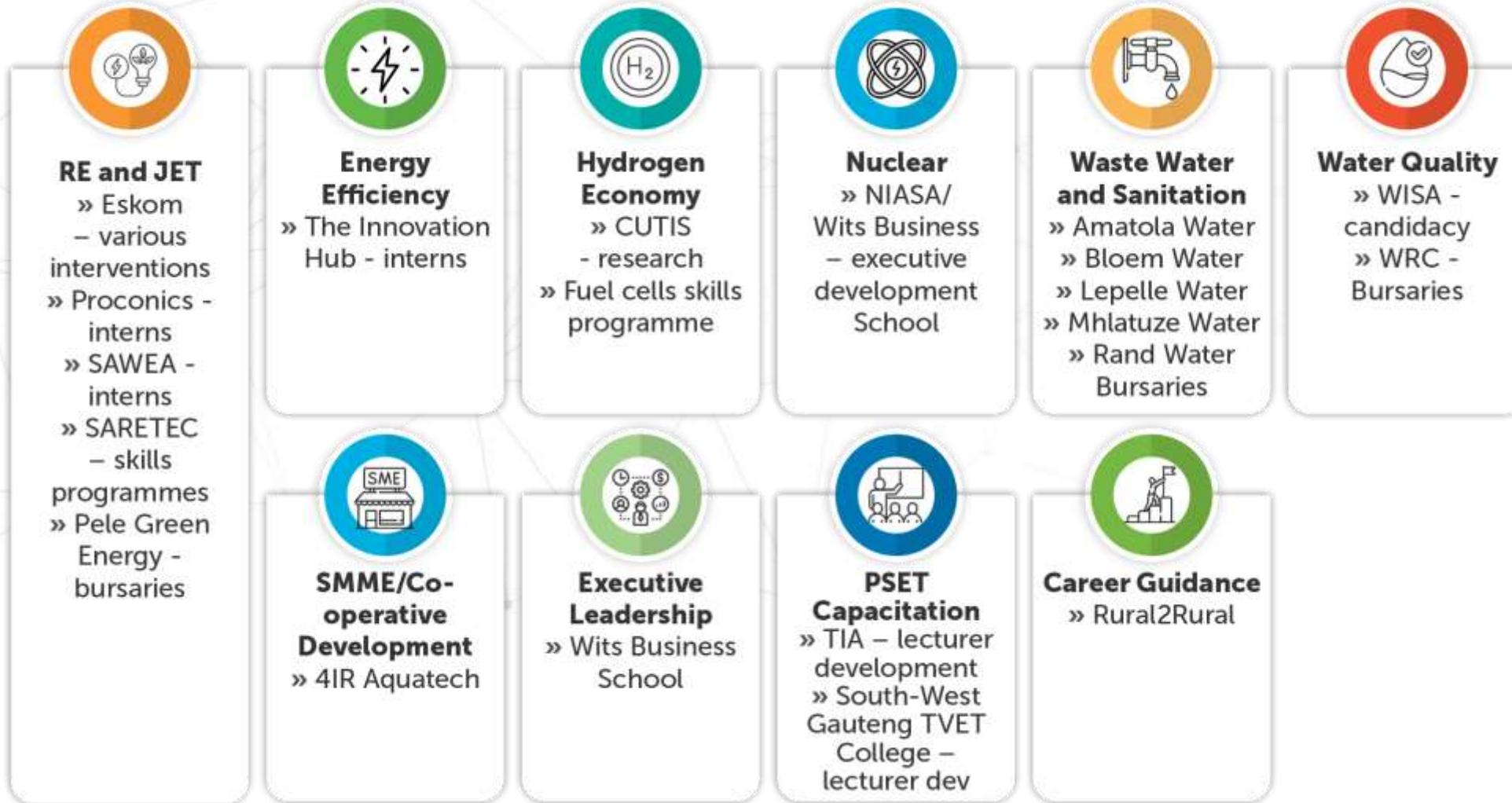


SKILLS DEVELOPMENT PROVIDERS

Barungwi Trading
Dinaledi Management and Services (Pty) Ltd
Divoh Tech
GG Squared
Industries Education & Training Institute
Marung T
Mbuso Management
MPK
MSC Artisan Academy (Pty) Ltd
Northern Technical College
Tim Brown
Vhaashumi Pty Ltd
Vinmere M246 Trading



Key Projects



FOCUS AREA: ENERGY



FOCUS AREA: ENERGY



- » Access to MGs
- » Apprenticeships/skills programmes
- » Bursary funding
- » RPL of artisans



- Executive Development Programme
- » Coal
 - » Nuclear



- Accelerate accreditation of SDPs against existing skills programmes

FOCUS AREA: WATER

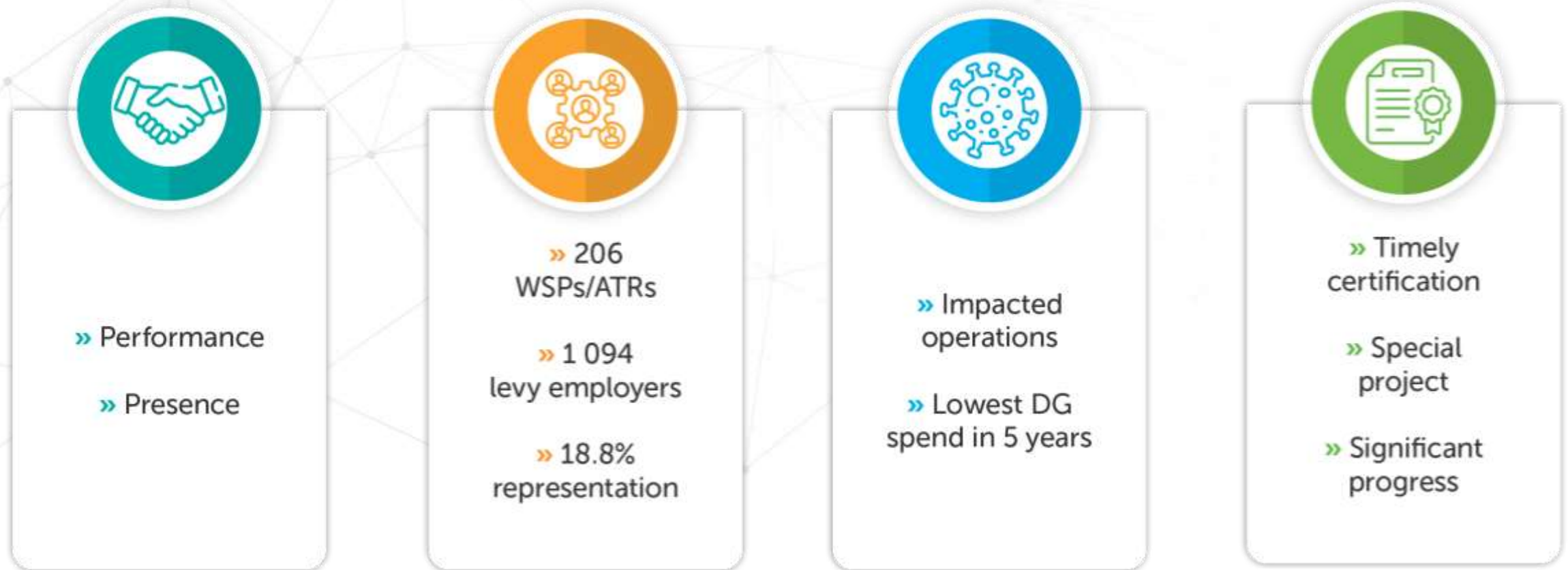


- » Water access and use
 - » Climate change
- » Disaster management
 - » Ground water
 - » Professionalisation
 - » Water technology
- » Water & sanitation standards
 - » Water infrastructure
 - » Water management

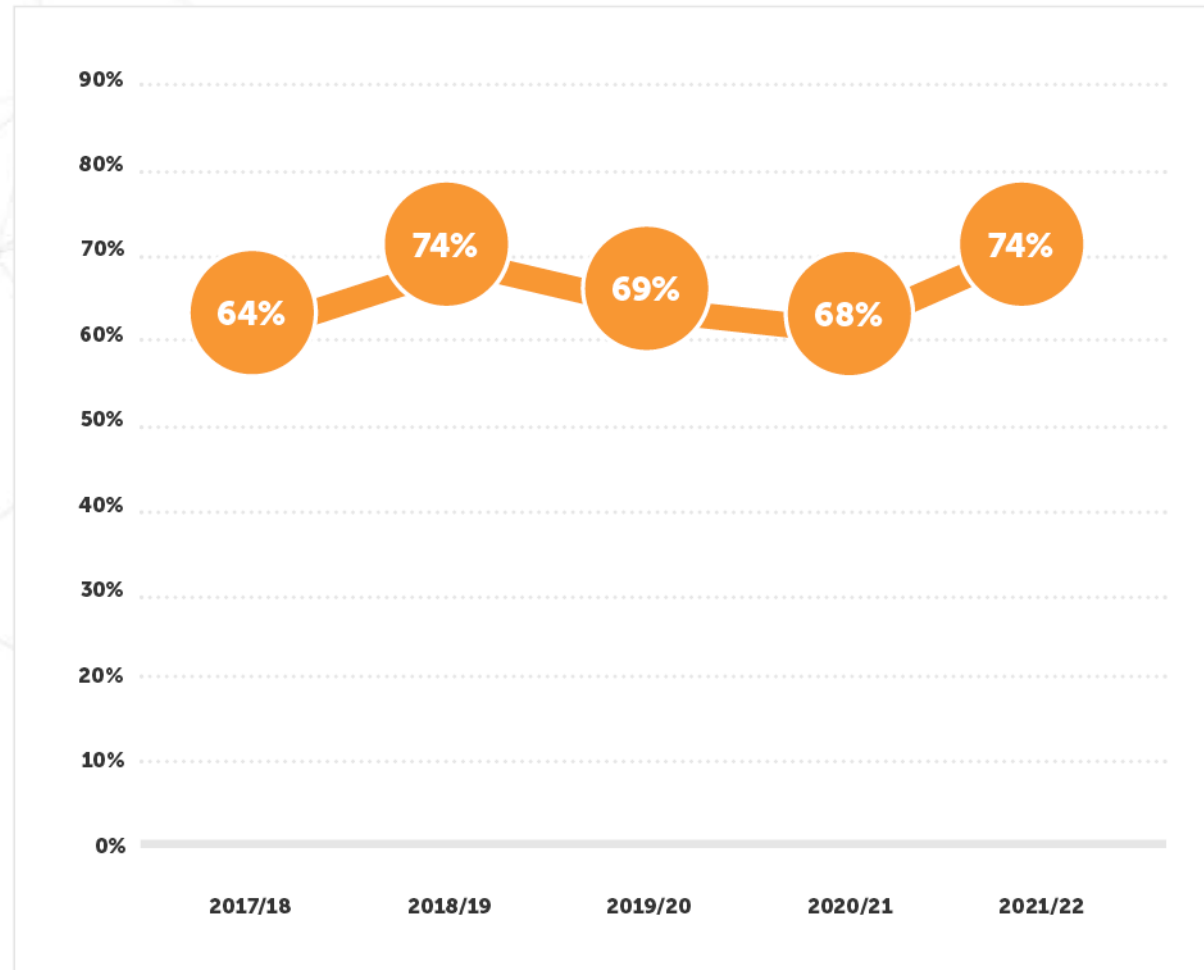


- » Collection, purification and distribution of water
- » Wastewater treatment/reticulation
 - » Process control
 - » Plumbing
 - » Hydrology
 - » Ground water
 - » Sanitation
 - » Water boards
 - » Municipalities

Overview 2021/22



5-Year Review of Performance Against APP Targets



Programme One: Administration

16 of 18 TARGETS ACHIEVED

- Corporate Services / Strategic Management •
- Governance, Audit and Risk •
- Human Resources •
- Marketing & Communications •
- Information Technology •

Programme Four: Quality Assurance

2 of 4 TARGETS ACHIEVED

Updated qualifications that are aligned to the current skills training needs



Programme Two: Skills Planning

10 of 11 TARGETS ACHIEVED

- Work Skills Plans and Annual Training Reports
- Sector Skills Plan
- Monitoring and Evaluation

Programme Three: Learning Programmes and Projects

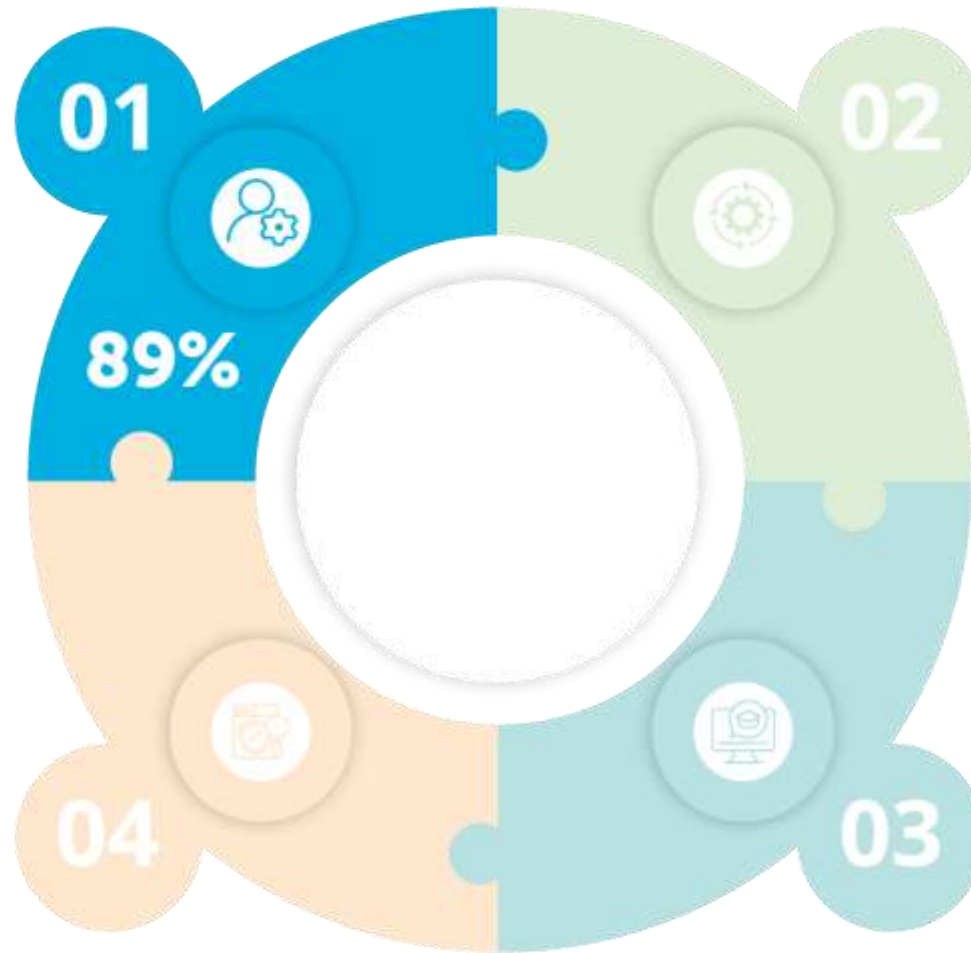
43 of 63 TARGETS ACHIEVED

- Increased access to occupations in high demand within the energy and water sector by 2024
- Increased skills capacity through workplace-based learning
- Increased economical participation of CBOs/ NGOs/NPOs/SMMEs within the energy and water sector
- Increased support for the growth of college system
- Labour force that is updated with current skills required for the sector

Programme One: **Administration**

16 of 18 TARGETS ACHIEVED

- Corporate Services /
- Strategic Management •
- Governance, Audit and Risk •
- Human Resources •
- Marketing & Communications •
- Information Technology •



Programme 1

2021/22 Performance Against Strategic Pillars: Programme 1



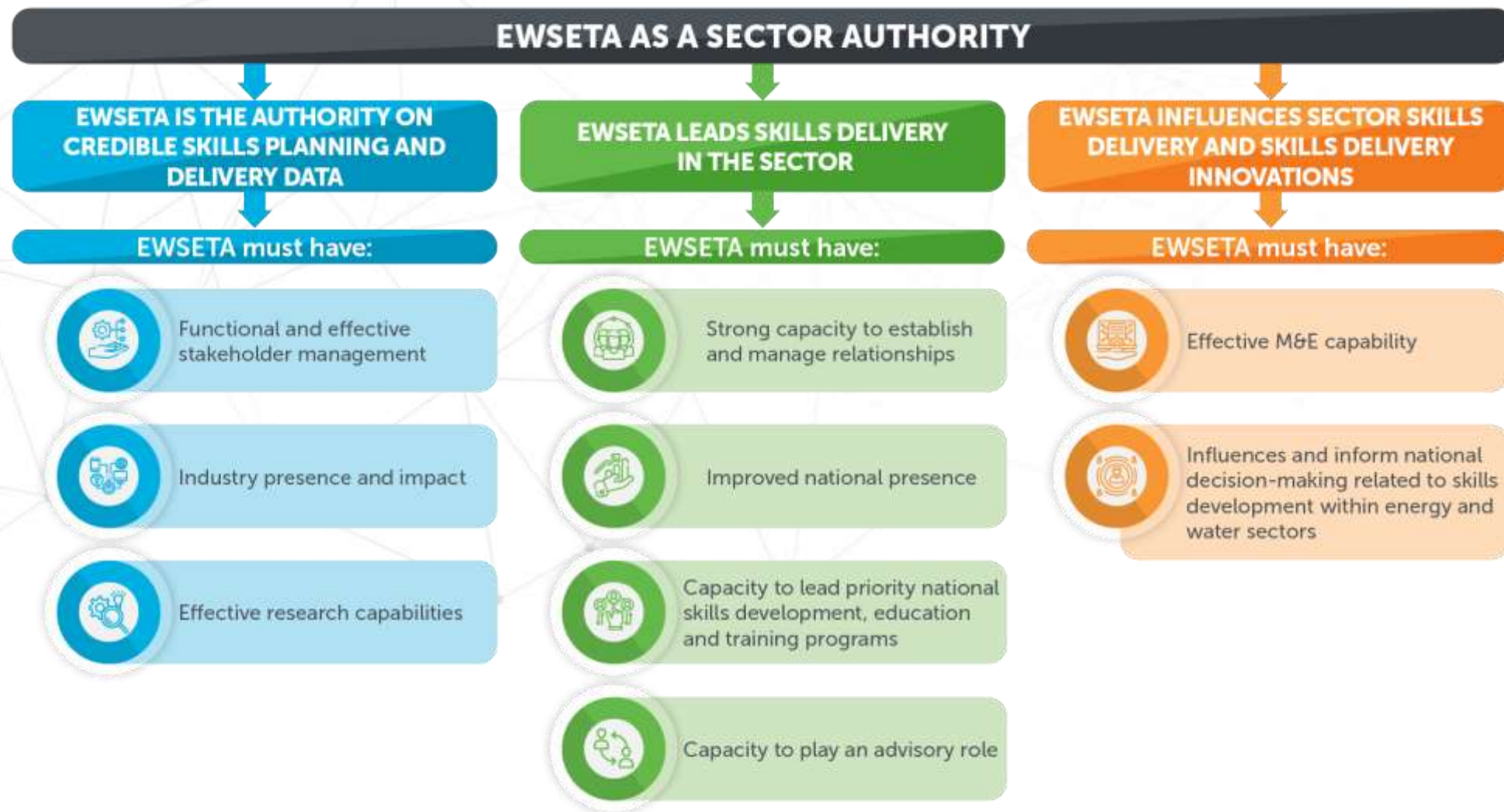
Establish
a high-
performance
culture



2021/22 Performance Against Strategic Pillars: Programme 1



Establish
a high-
performance
culture



2021/22 Performance Against Strategic Pillars: Programme 1



Establish
a high-
performance
culture

The Operating Model has placed ICT as a critical “business enabler” and as such, EWSETA has invested in the development of our own Integrated MIS-ERP system

HWSETA SOURCE CODE FOUNDATION FOR BESPOKE SYSTEM:

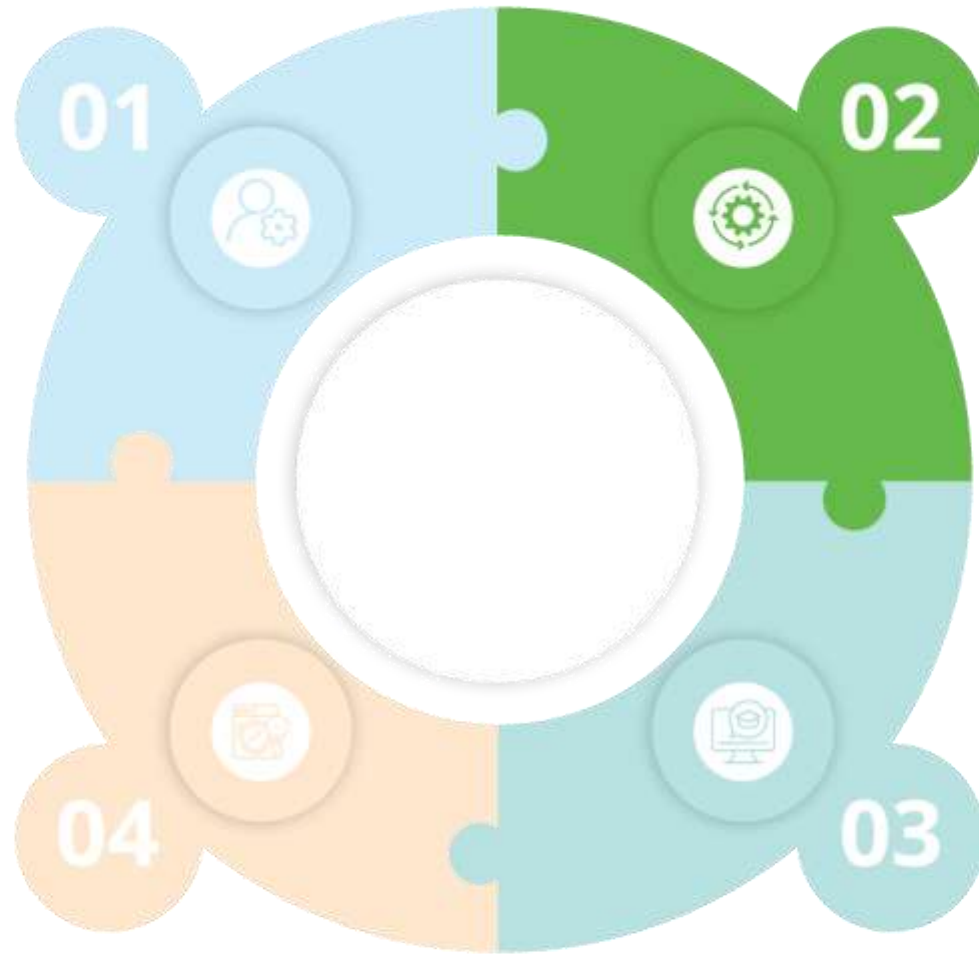
The following MIS-ERP Modules have all been developed and are currently in production environment with positive uptake by stakeholders:

- Workplace Skills Plans (WSP) and Annual Training Reports (ATR)
- DG Applications
- Accreditations
- Helpdesk

ICT DISASTER RECOVERY AND GOVERNANCE CONTROLS STRENGTHENED THROUGH THE FOLLOWING ACTIVITIES:

- Disaster recovery plan assessment
- Migration of servers to cloud
- Procured essential licenses
- Reviewed back-up and restore processes (MOU with SASSETA to establish ‘hot site’ co-hosting)
- Capacitated ICT project steering committee to drive strategy, capability and investment
- ICT Governance strengthened through review and development of several ICT policies





Programme Two: **Skills Planning**

10 of 11 TARGETS ACHIEVED

- Work Skills Plans and Annual Training Reports
- Sector Skills Plan
- Monitoring and Evaluation

Programme 2

2021/22 Performance Against Strategic Pillars: Programme 2

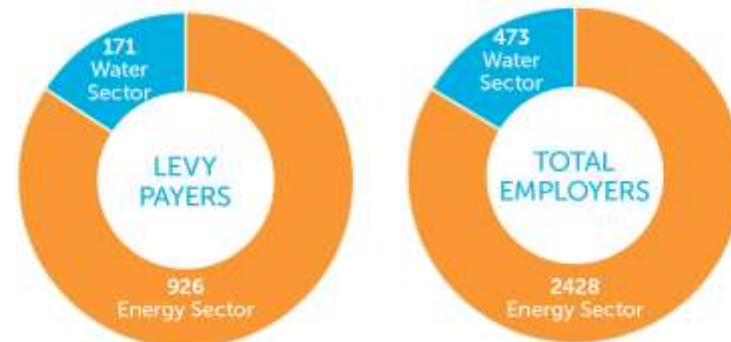


Develop
a credible
mechanism for
identification
of skills supply
and demand



- ✓ SSP reviewed and approved
- ✓ 2 Research agreements
- ✓ Skills report: emerging co-ops
- ✓ Skills report: SMMEs
- ✓ Topical research report

SUBMISSION OF WSPs AND ATRs 2021/22



206 WSPs/ATRs
submitted in April 2021

1 097 Total Levy Payers

} **18.8%**
Participation





COMPARISON OF WSP AND ATR SUBMISSIONS FOR 2019/20 TO 2021/22

	2019/20	2020/21	2021/22
WSPs/ATRs approved for small firms	95	125	141
WSPs/ATRs approved for medium firms	32	37	33
WSPs/ATRs approved for large firms	22	23	32
TOTAL	149	185	206

2021/22 Performance Against Strategic Pillars: Programme 2



Develop
a credible
mechanism for
identification
of skills supply
and demand




RESEARCH PROJECT / STUDY TITLE	SECTOR	OBJECTIVE(S)	THEME/AREA OF RESEARCH / STUDY
EWSETA & CUT Research Chair		"RE subject matter development Gaining understanding of skills within the sector Community and SMME engagement to drive optimal use of renewable energy"	Innovation and Skills Development
EWSETA & TUT Research Chair		"Course development Gaining understanding of skills within the sector Supporting a sector skills pipeline to drive economic growth policies Community and SMME engagement to drive optimal waste processing"	Innovation and Skills Development
EWSETA Tracer Study		"Reconcile outputs of respective learning programmes Establish learner outcomes Input mechanism to impact study to gain deeper insight into correlations, socio-economic variables, and other outcomes-based measurables "	Skills Development evaluation (M&E)
Linking Education and Work		Understanding of learning perspectives by stakeholders in the energy and water supply sectors	Skills Development (Skills Matching)

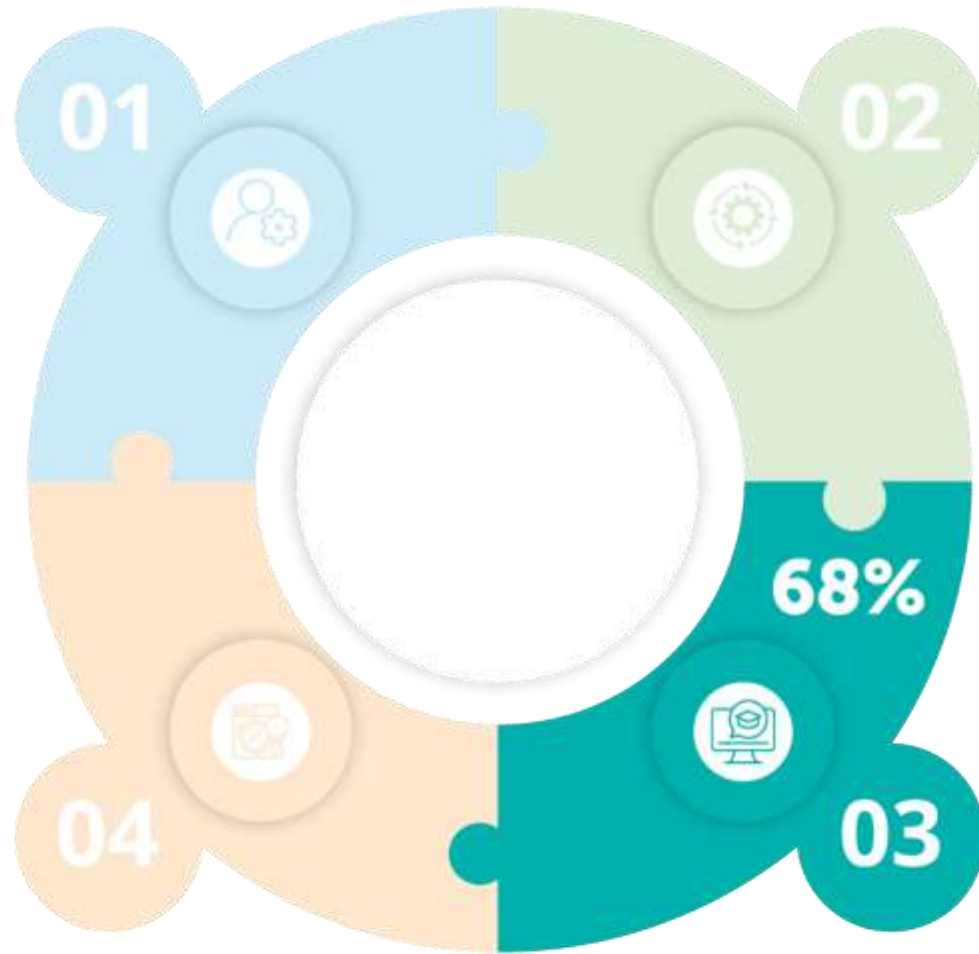


2021/22 Performance Against Strategic Pillars: Programme 2



Develop
a credible
mechanism for
identification
of skills supply
and demand

RESEARCH PROJECT / STUDY TITLE	SECTOR	OBJECTIVE(S)	THEME/AREA OF RESEARCH / STUDY
Skills Needs of Small and Emerging Enterprises		Skill needs of small and emerging enterprises	Skills Development (Skills Matching)
Skills Needs of Established and Emerging Cooperatives		Skills needs of established and emergent cooperatives	Skills Development (Skills Matching)
Impact Study		Evaluate the effectiveness WIL interventions in terms of learner outcomes post-completion	Skills Development Evaluation (M&E)
Economic Reconstruction and Recovery Plan (ERRP) Skills Analysis		Analysis of energy and water sector-related skills responding to the ERRP	Skills Development (Skills Matching)



**Programme Three: Learning
Programmes and Projects**

43 of 63 TARGETS ACHIEVED

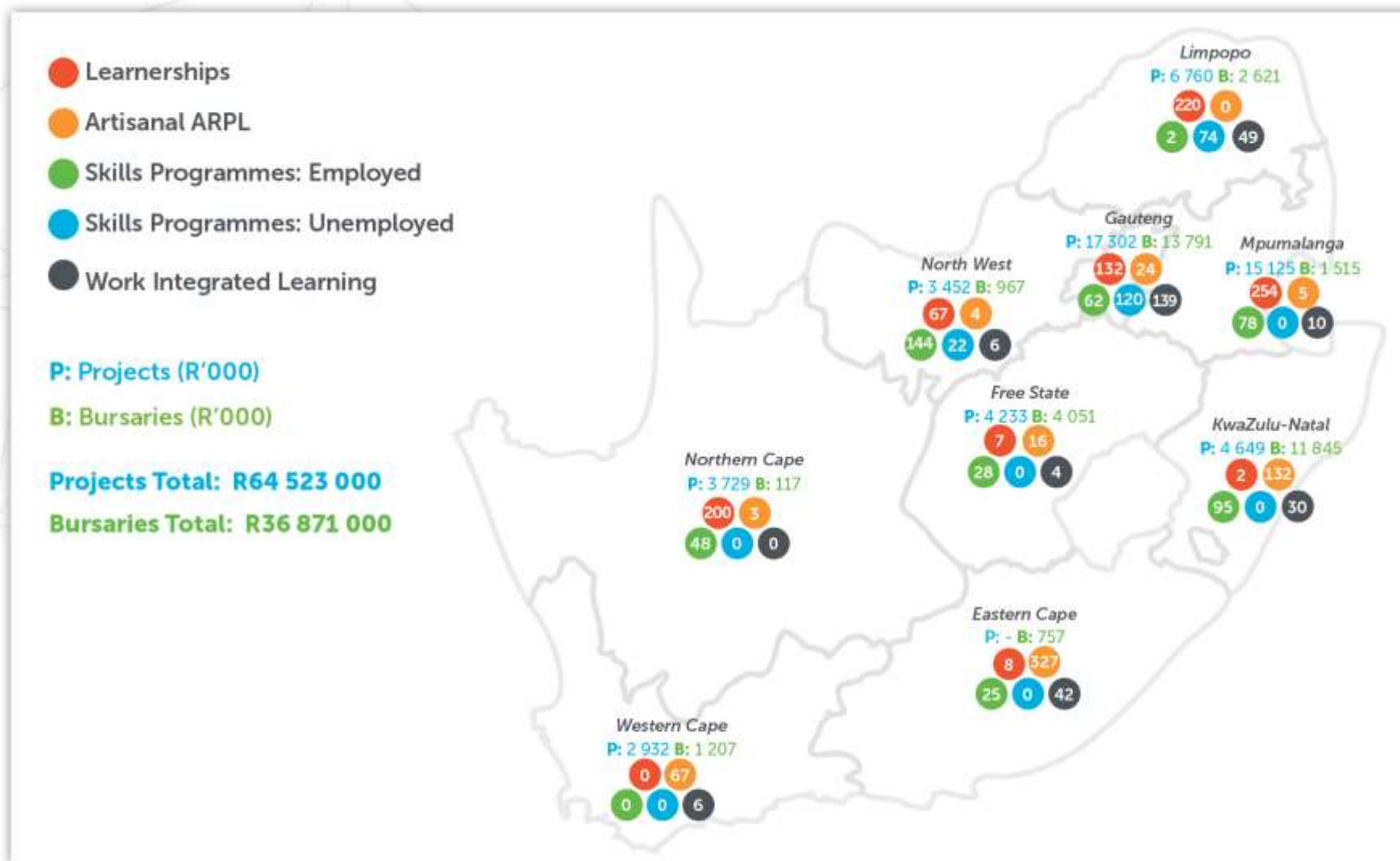
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Programme 3

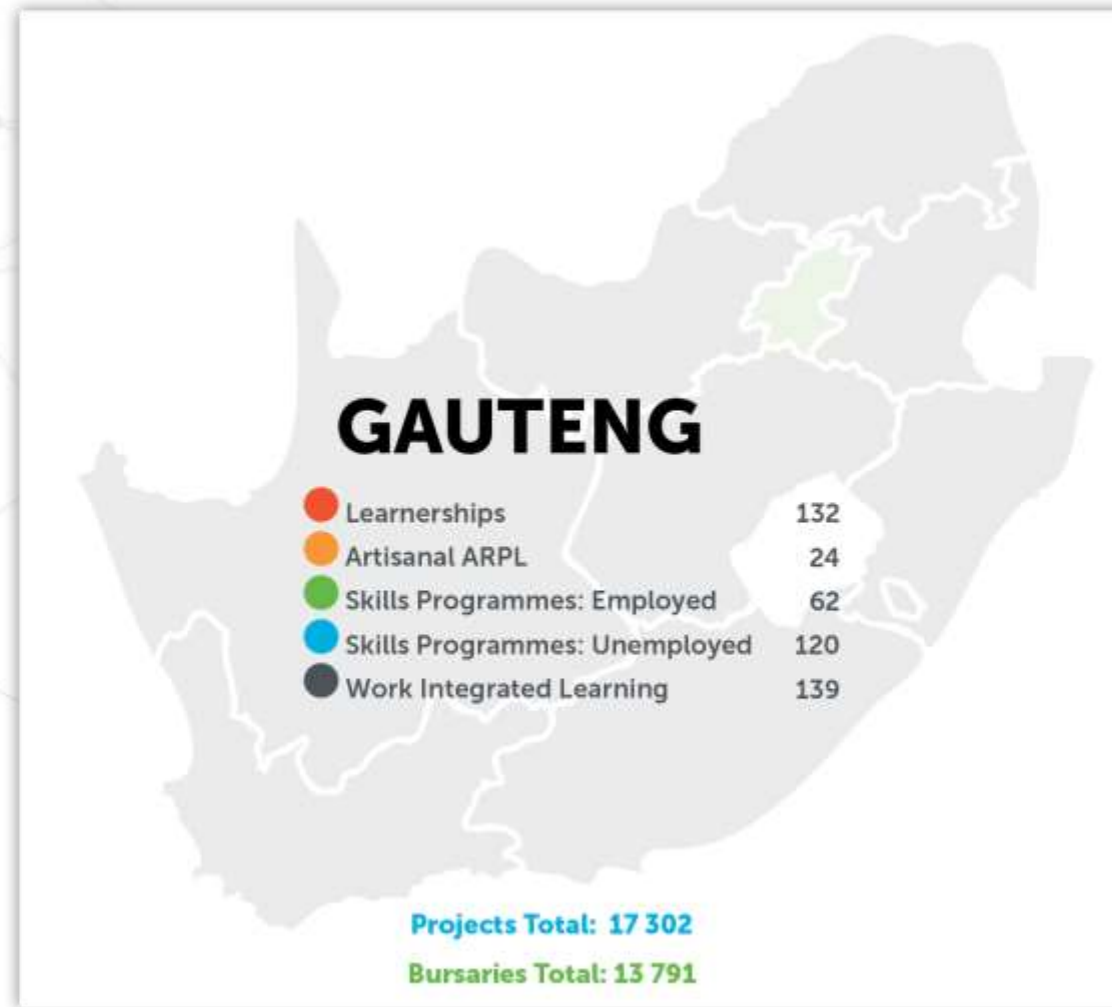
Overview of Enrolments in 2021/22: National



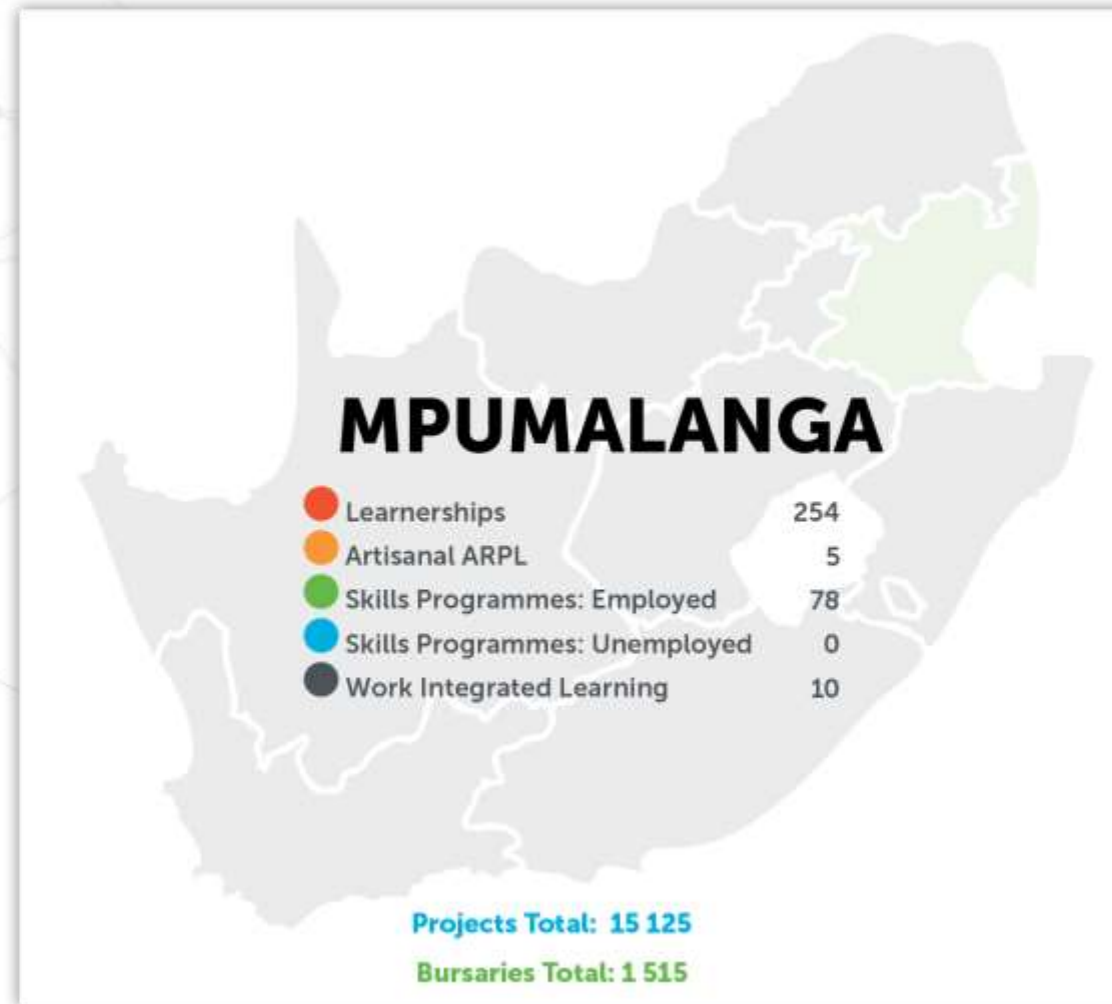
Close the
scarce and
critical skills
gap



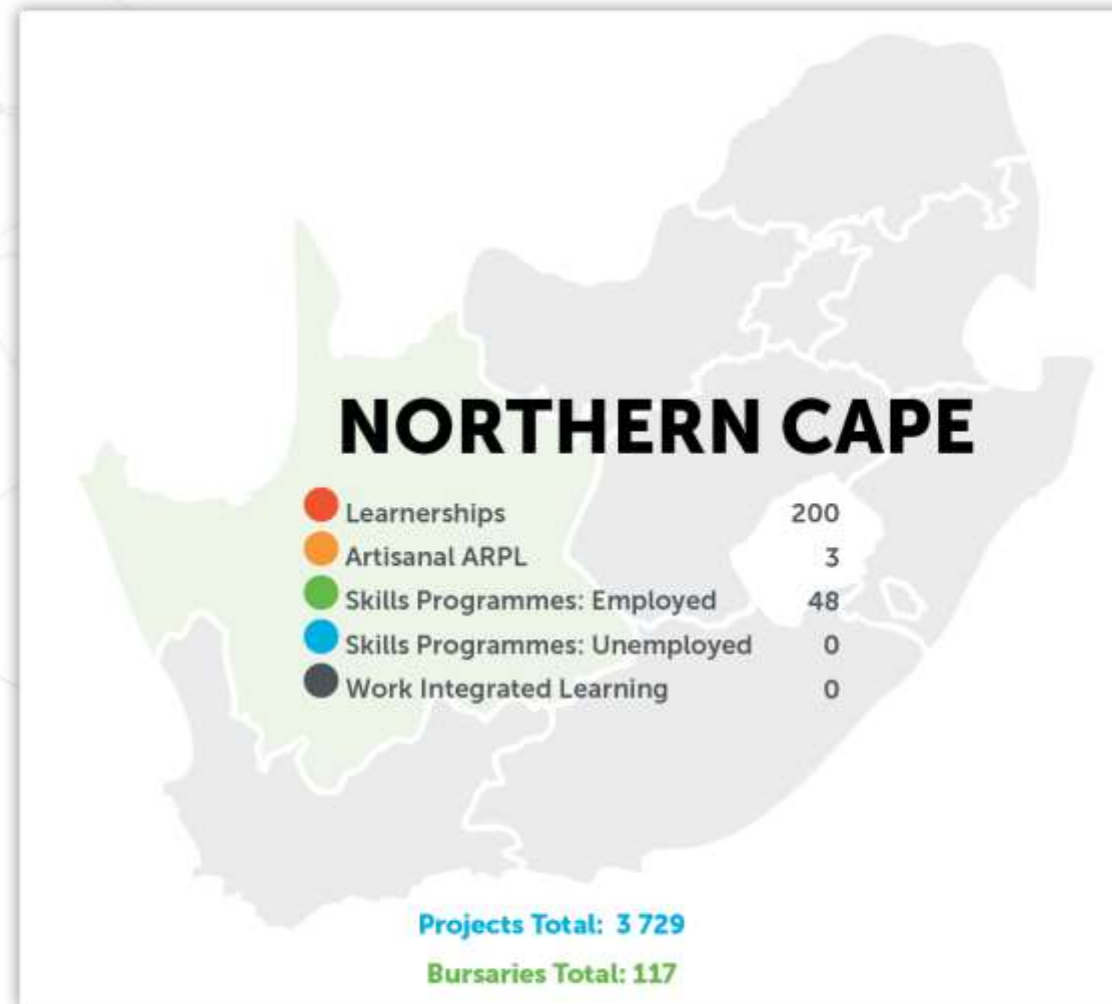
Overview of Enrolments in 2021/22: Gauteng



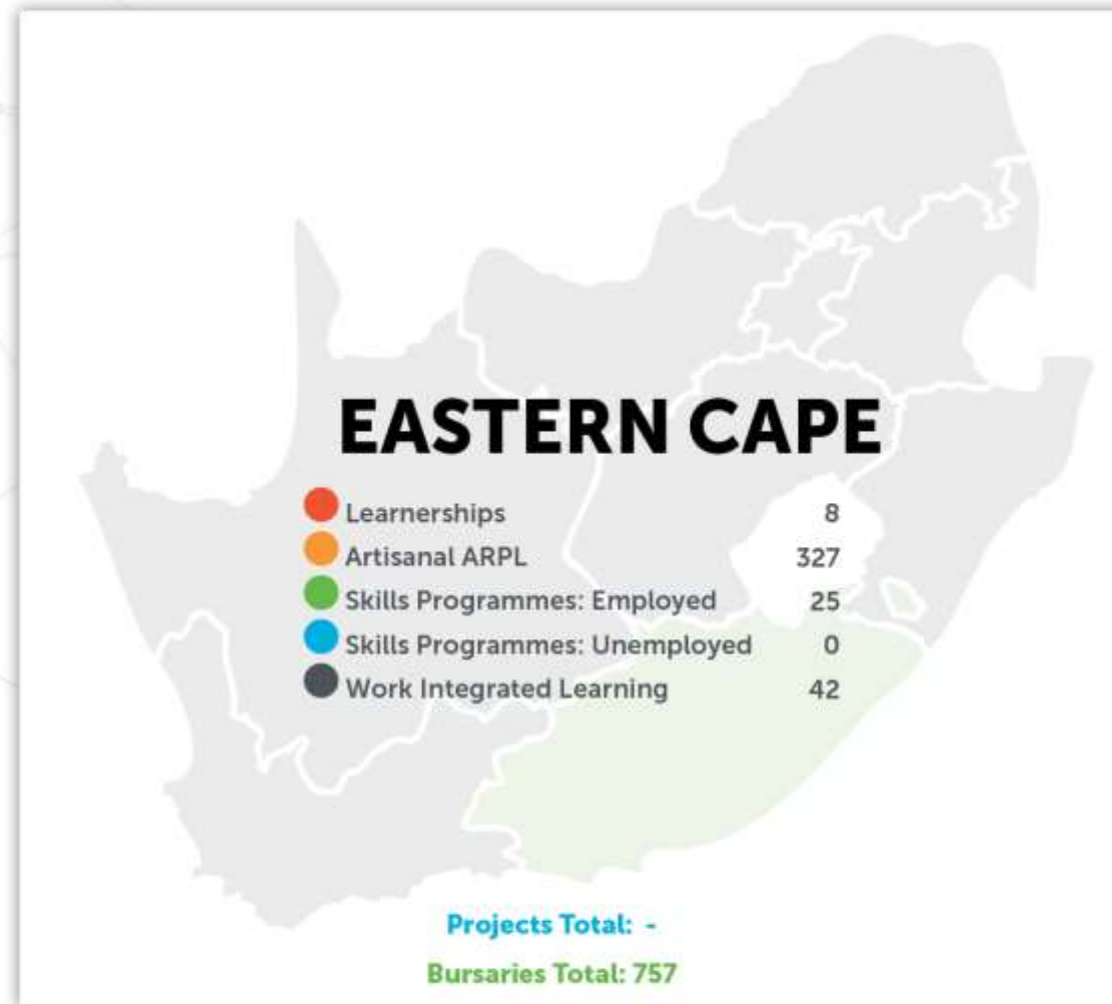
Overview of Enrolments in 2021/22: Mpumalanga



Overview of Enrolments in 2021/22: N Cape



Overview of Enrolments in 2021/22: E Cape



















2021/22 Performance Against Strategic Pillars: Programme 3

Close the
scarce and
critical skills
gap

2 411 learners supported

















SUPPORT FOR THE UNEMPLOYED

		T	A
	 New Enrolments	300	261
	 Continuing	100	57
	 Completed	40	42
	 Enrolled	100	68
	 Completed	80	27
	 Enrolled	300	216
	 Completed	250	393
	 Enrolled	750	754
	 Completed	500	593
	 Enrolled	20	-
	 Completed	20	-

T = Target A = Actual

2 319 learners supported

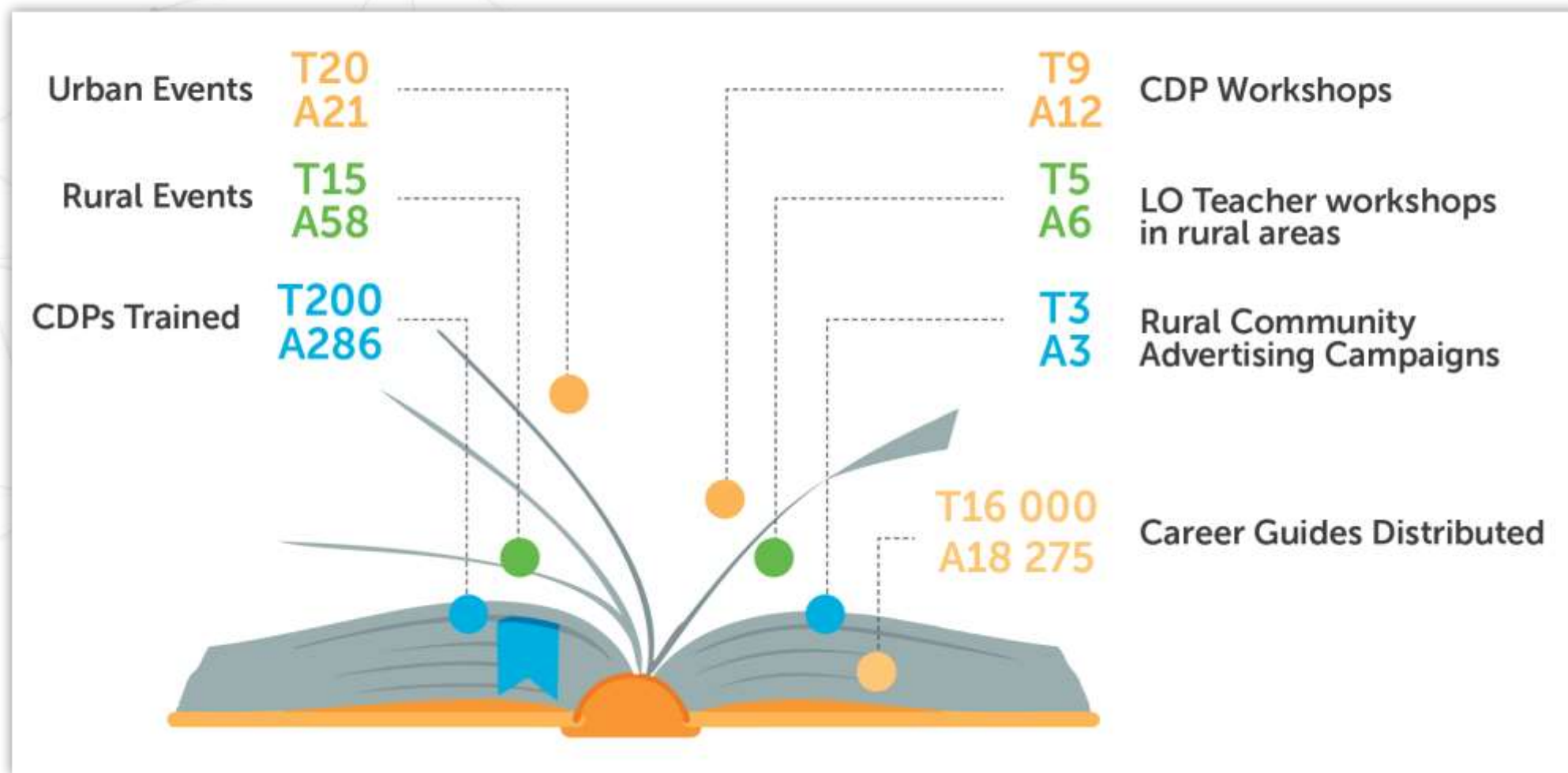
SUPPORT FOR THE EMPLOYED

		T	A
	 Enrolled	300	141
	 Completed	200	257
	 New entries	50	64
	 Continuing	50	3
	 Completed	30	22
	 Enrolled	1500	482
	 Completed	1300	1300
	 Enrolled	50	-
	 Completed	30	50
		T	A
	 Enrolled	10	443
	 Completed	10	14

2021/22 Performance Against Strategic Pillars: Programme 3



Intensify
continuous
professional
development
and career
guidance



2021/22 Performance Against Strategic Pillars: Programme 3



Intensify
continuous
professional
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and career
guidance



PARTNERSHIPS

	T	A
✓ TVET	5	10
✓ HEI	3	5
✓ CET	2	2
✓ Employer	5	17
✓ Strategic	7	17

- » CPD targets
- » Short courses
- » Partnerships with professional bodies and associations
- » Partnerships with WRC, Innovation Hub, DSI and CSIR to increase commercialisation of innovation outputs for energy and water sector

2021/22 Performance Against Strategic Pillars: Programme 3



Positively
contribute
to inclusive
economic
development

CO-OPS

National priority
occupations/skills
T10 | A13

CO-OPS

Growth &
development
T10 | A10



WBL learners
self employed
T100 | A110



Training SMMEs
T10 | A24



Training
entrepreneurs
T10 | A20



Rural Development
Projects
T20 | A20



Federations & Trade
Unions
T5 | A6



SMMEs
T20 | A24



Entrepreneurs
T5 | A5



CBOs / NGOs
/ NPOs
T10 | A10

Programme Four:
Quality Assurance
2 of 4 TARGETS ACHIEVED
Updated qualifications that are aligned
to the current skills training needs



Programme 4

Qualifications Development Progress



NQF 8 Specialised Occupational Diploma:

Water Resource Management Practitioner

NQF 4 Occupational Certificate:

Borehole Pump Operator

NQF 5 QAS Addendum:

Industrial Water Process Controller



NQF 7 Advanced Occupational Diploma:

Renewable Energy Technologist

NQF 5 Higher Occupational Certificate:

Power Plant Substation Operations Manager

NQF 6 QAS Addendum:

Radiation Protection Practitioner





Thank You

Robyn Vilakazi

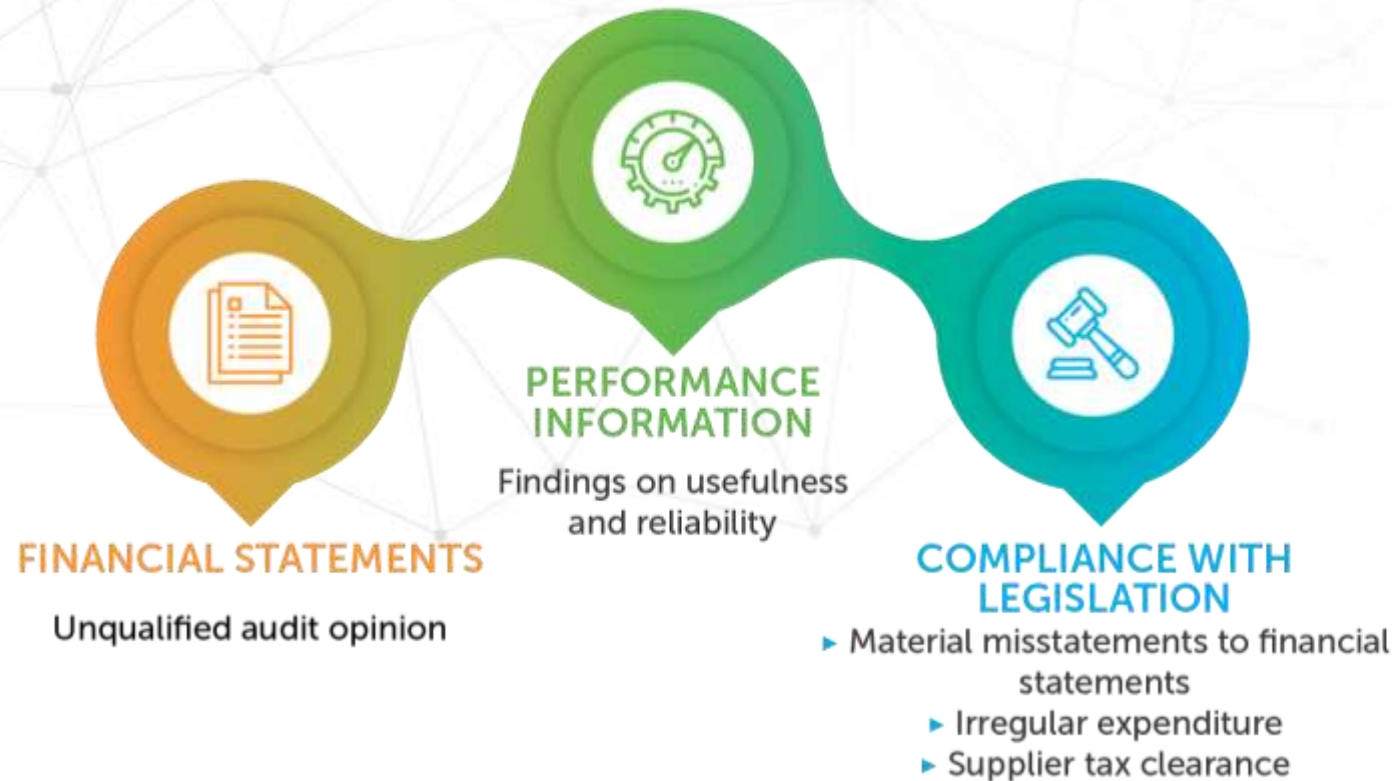
EWSETA Chief Financial Officer

Financial Overview Audit Outcome



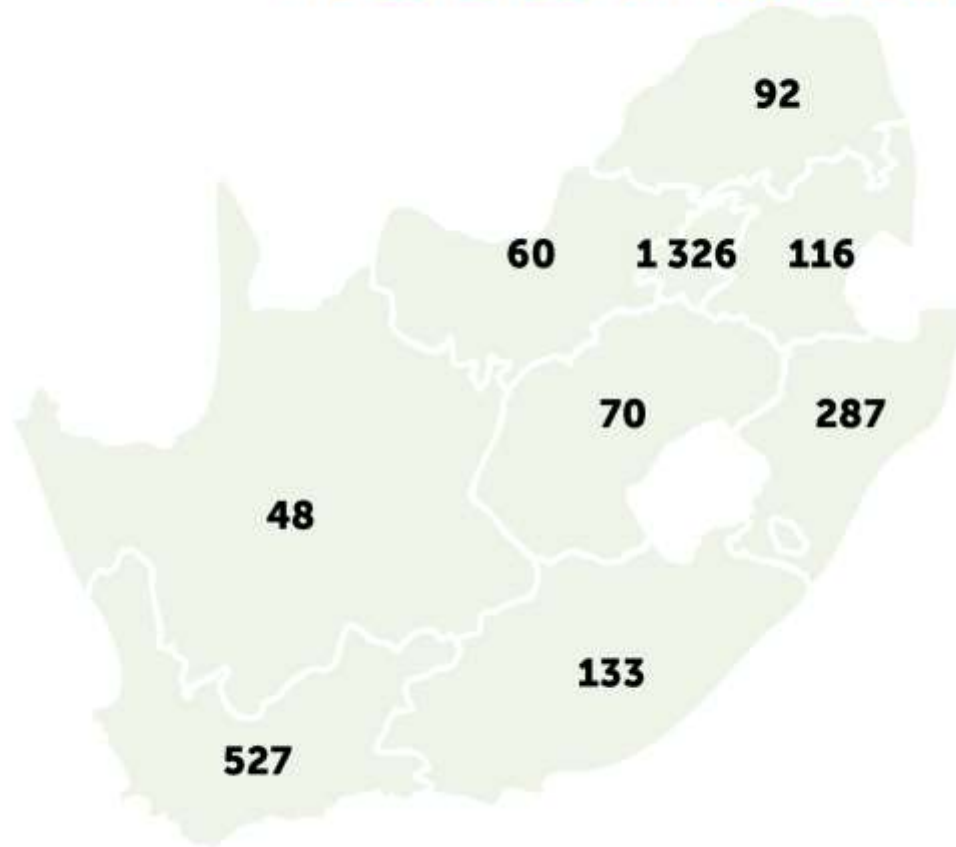
5-Year Review of Audit Outcomes

	2017/18	2018/19	2019/20	2020/21	2021/22
Financial Statements	Unqualified	Unqualified	Unqualified	Unqualified	Unqualified
Performance Information	Unqualified	Unqualified	Unqualified	Unqualified	Qualified



Breakdown of Registered Employers

REGISTERED EMPLOYERS BY PROVINCE



REGISTERED EMPLOYERS BY SECTOR



2 211



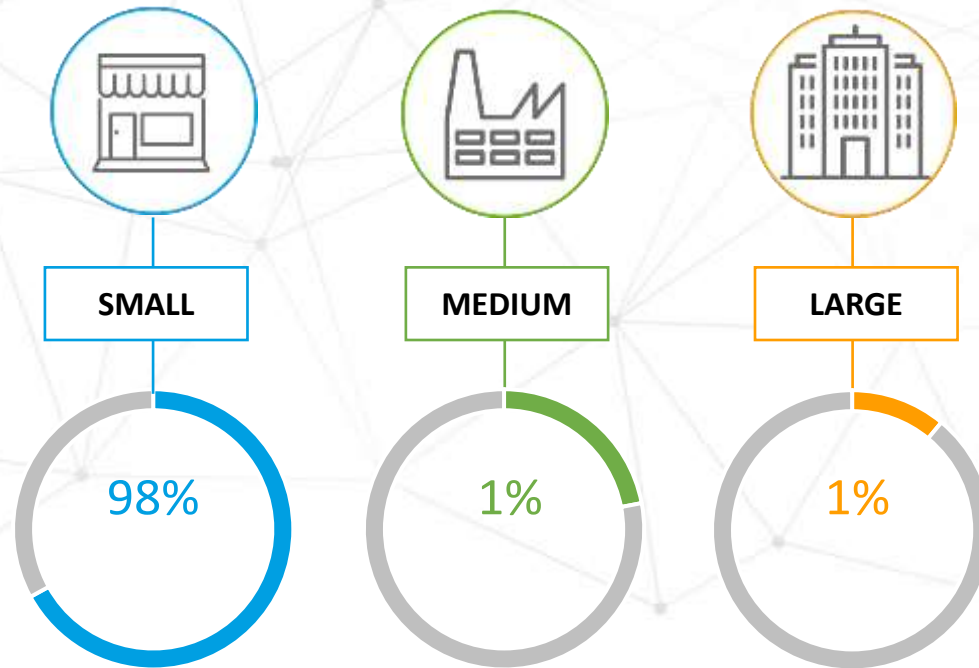
448

REGISTERED EMPLOYERS BY SIZE

SMALL: 2 603
MEDIUM: 27
LARGE: 29

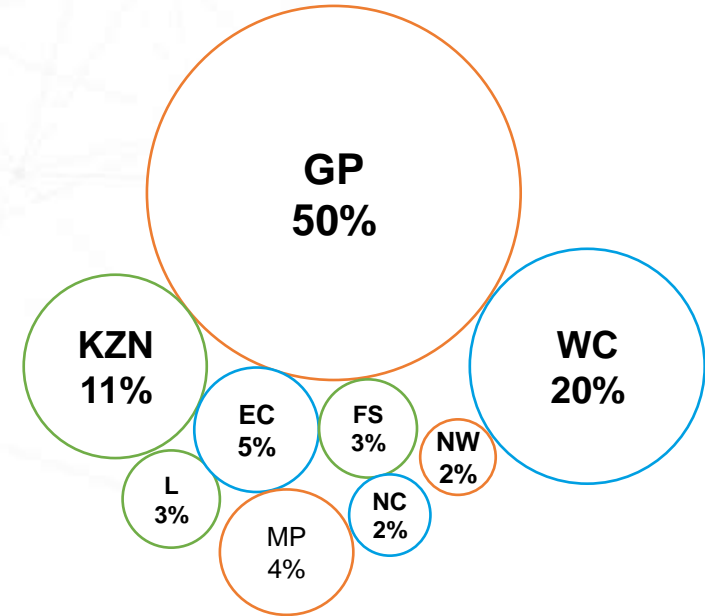
Employer Distribution Statistics

Employer distribution by organisation size



Source: EWSETA SSP 2022/23

Employer distribution by province



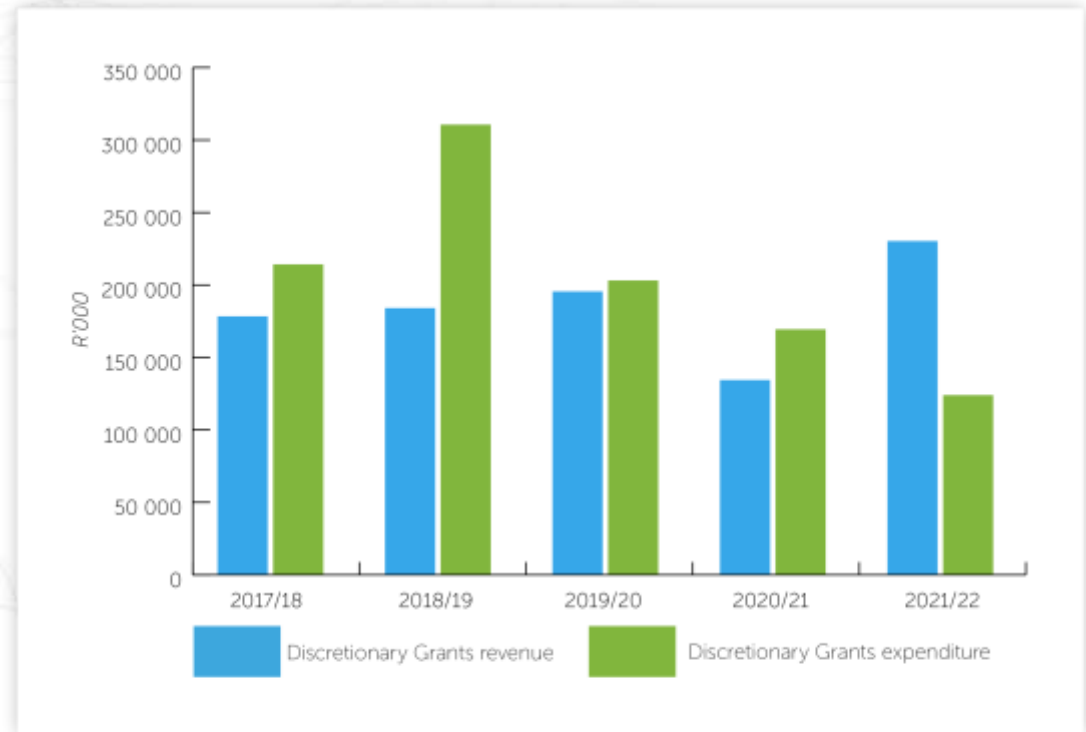
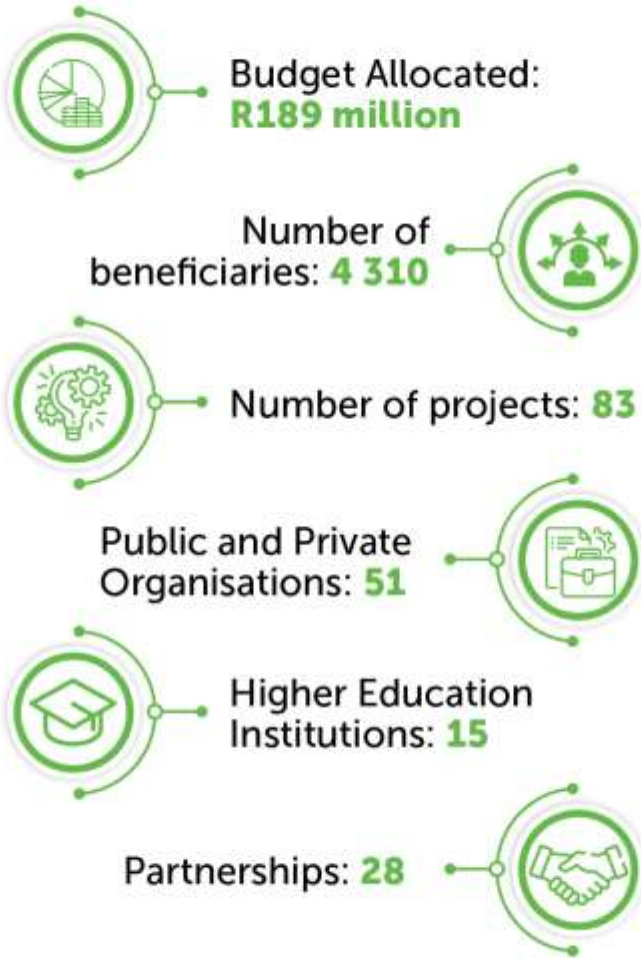
Source: EWSETA SSP 2022/23

Financial 5- Year Review: Total Levy Income vs Total Expenditure

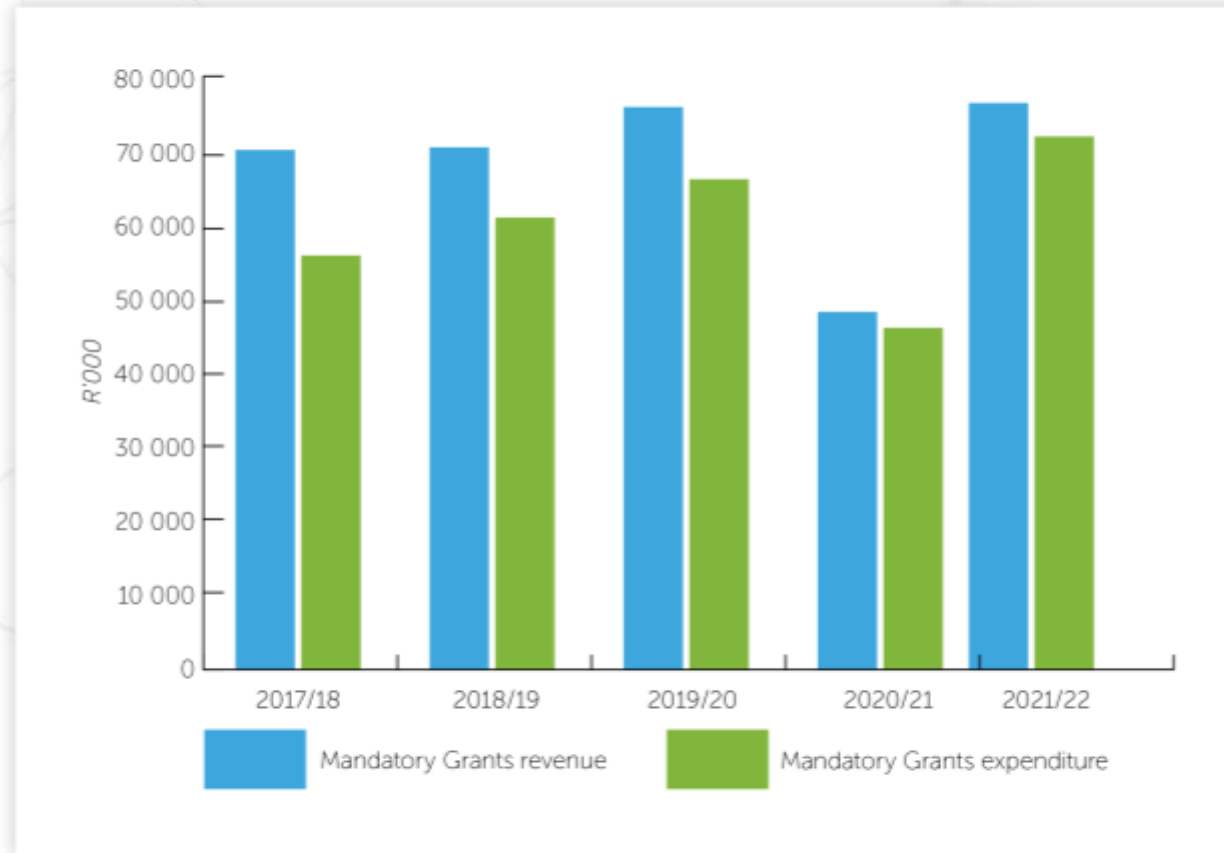


- Levy income returned to pre-COVID levels
- Low income in contrast to extensive mandate
- Work more closely with our sectors to ensure industry alignment
- Co-funding with relevant stakeholders

Financial 5- Year Review: DG Grants Revenue vs Expenditure



Financial 5-Year Review: Mandatory Grants Revenue vs Expenditure



Financial Overview

Net losses during current and prior period driven by once off impairment losses

- 20/21 building owned
- 21/22 Review of debtors book – significant debtors impairment

Strong balance sheet

- extensive cash reserves
- significant retained earnings balance



Financial Position



A commitment of **R873 254 250** fully funded by Department of Water & Sanitation for WOL has been released due to expired contract



APP 2022/23

Looking Ahead: 2023/24

TOP 10 IDENTIFIED SKILLS PRIORITIES

	BURSARIES	PLACEMENT	CANDIDACY	LEARNERSHIP	APPRENTICESHIP
Electrical Engineering Technician	✓	✓	✓		
Industrial Engineer	✓	✓	✓		
Electrical Engineer	✓	✓	✓		
Draughtsperson	✓			✓	
Millwright	✓			✓	✓
Energy Engineer	✓		✓		
Engineering Manager	✓				
Environmental Scientist	✓				
Geologist	✓				
Civil Engineering Technologist	✓		✓		



Qualifications Under Development

LEGACY QUALIFICATIONS TO BE REALIGNED TO THE OCCUPATIONAL QUALIFICATIONS

- » FETC: Community Water, Health, and Sanitation Facilitation
- » FETC: Water and Wastewater Treatment Process Controller
- » FETC: Domestic Appliances Repairs

QUALIFICATION PENDING QCTO APPROVAL

- » National Certificate: Hot Water System Installation

SKILLS PROGRAMME APPLICATIONS SUBMITTED TO QCTO - PENDING APPROVAL

- » Electricity Markets (Wheeling)
- » Power Distribution Engineer (Microgrid Engineer)
- » Wind Turbine Service Specialist
- » Solar Thermal Installer (Battery Energy Storage)
- » Business Leadership (JET)
- » Metrology/Metrologist

QUALIFICATION AT PUBLIC COMMENTS STAGE

- » Occupational Certificate: Borehole Pump Operator (NQF 4)

QUALIFICATION PENDING SAQA REGISTRATION

- » Advanced Occupational Diploma: Renewable Energy Technologist Renewable Energy (NQF 7)

QUALIFICATIONS SUBMITTED TO QCTO PENDING EVALUATION

- » Higher Certificate: Power Plant Electrical Network Controller (NQF 5)
- » Intermediate Occupational Certificate: Waste Electrical and Electronic Equipment (WEEE) Entrepreneur (e-waste) (NQF 3)
- » Hydrogen Fuel Cell System Practitioner Skills Programme (NQF 5)

Looking Ahead: 2023/24



DHET PRIORITY TARGETS

Artisan Development Programmes	100
ARPL Programmes	900
Short Courses (ERRP linked)	300
Bursaries for employed	250
TVET Graduate Placement	500



- » Increase internal HR to enhance the research, monitoring and evaluation effort
- » JET related research projects (example clean coal)
- » Partnerships aimed at developing and supplying skilled labour to address sectoral needs
- » Skills development support for SMMEs in the sector with a focus on 4IR and entrepreneurship skills
- » Support equity imperatives such as gender equality, especially in key professional and technical occupations
- » Support and capacitation of TVETs around the Green Hydrogen Hubs as well in Mpumalanga for Just Energy Transition

Looking Ahead: 2023/24

TACTICAL APPROACHES



Strengthening the mechanisms for identifying future skills needs



Reskilling and upskilling existing adult workers so that they are better equipped to navigate the energy transition



Aligning the skills development interventions with the anticipated labour force needs of the future, particularly focused on green jobs to support a just transition



Develop and deliver new occupational standards curricula and training programmes

Mandate

BIG MANDATE with a limited budget



- » Research
- » Collaboration with relevant stakeholders
- » Robust approach to partnerships



Pilots a way forward for highest possible ROI and impact

Stakeholder Discussion



A night cityscape with a full moon and several wireframe light bulbs hanging in the foreground. The light bulbs are made of a blue wireframe mesh and are suspended by thin vertical lines. The city below is illuminated with various lights, and the sky is dark blue.

Closing & Vote of Thanks

Dr Lester Goldman
EWSETA Board Member

Thank You for Joining Us



Partnerships for a **Sustainable Tomorrow**