

**THANK YOU**  
FOR JOINING US FOR THE  
EWSETA 2019/20 AGM

**Please stay online.**

We will be with  
you shortly



# EWSETA Virtual Annual General Meeting

## Friday, 5 February 2021

### Agenda

**10.00**

Room opens for guests

**10.10 – 10:20**

Navigating the EWSETA LiveHub

Adoption of the Agenda

*Facilitator: Candice Moodley*

*EWSETA Corporate Services Executive*

**10.20 – 10:40**

Official Welcome and Board Chairperson

Address

*Dr Limakatso Moorosi (EWSETA Chairperson)*

**10.40 – 11:30**

2019/20 Performance

2019/20 Financial Statements and AG Report

*Mpho Mookapele (EWSETA CEO)*

**11.30 – 11.40**

Adoption of the Annual Report

*Facilitator: Candice Moodley*

**11.40 – 12.10**

Brief Overview of EWSETA Strategic Plan  
2020/21 – 2024/25

*Mpho Mookapele (EWSETA CEO)*

EWSETA Annual Performance Plan 2021/22

*Kabelo Masilo (EWSETA Planning and Monitoring  
Manager)*

**12.10 – 12.15**

Live Stakeholder Survey

*Facilitator: Candice Moodley*

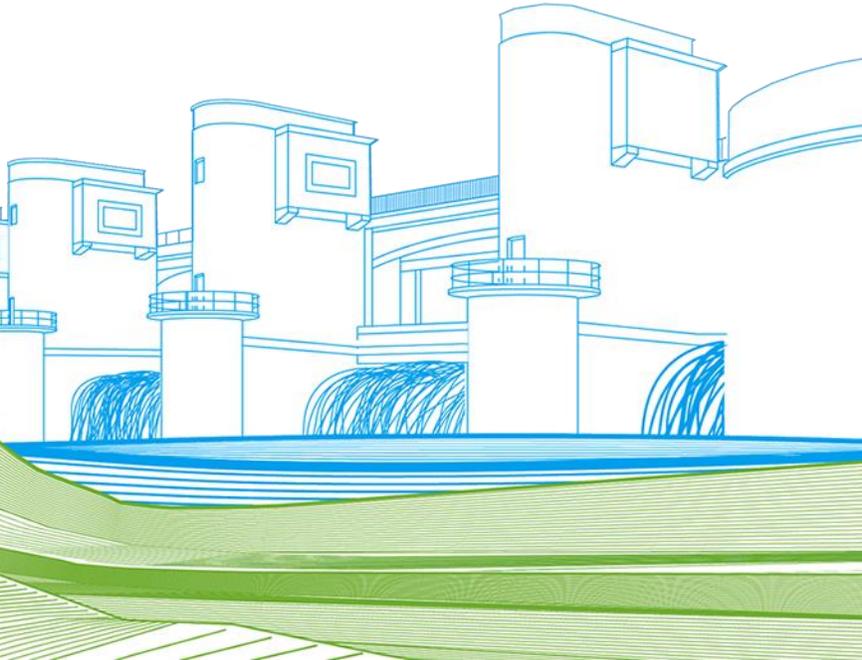
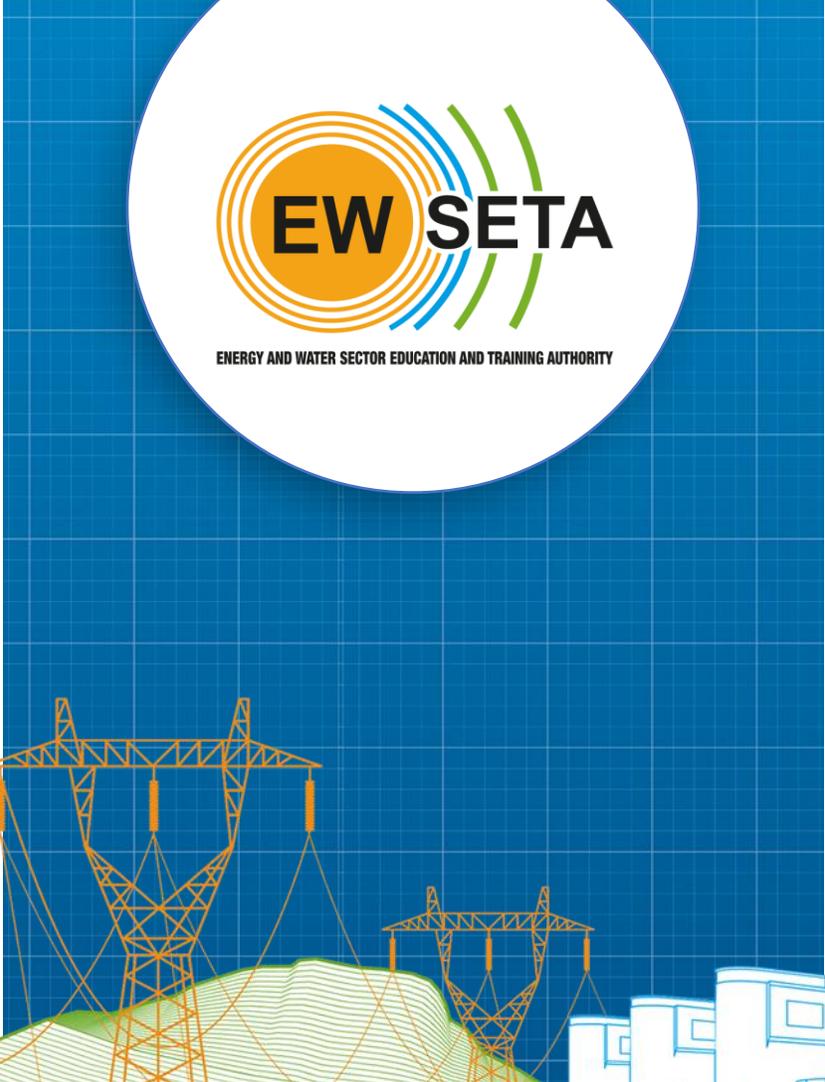
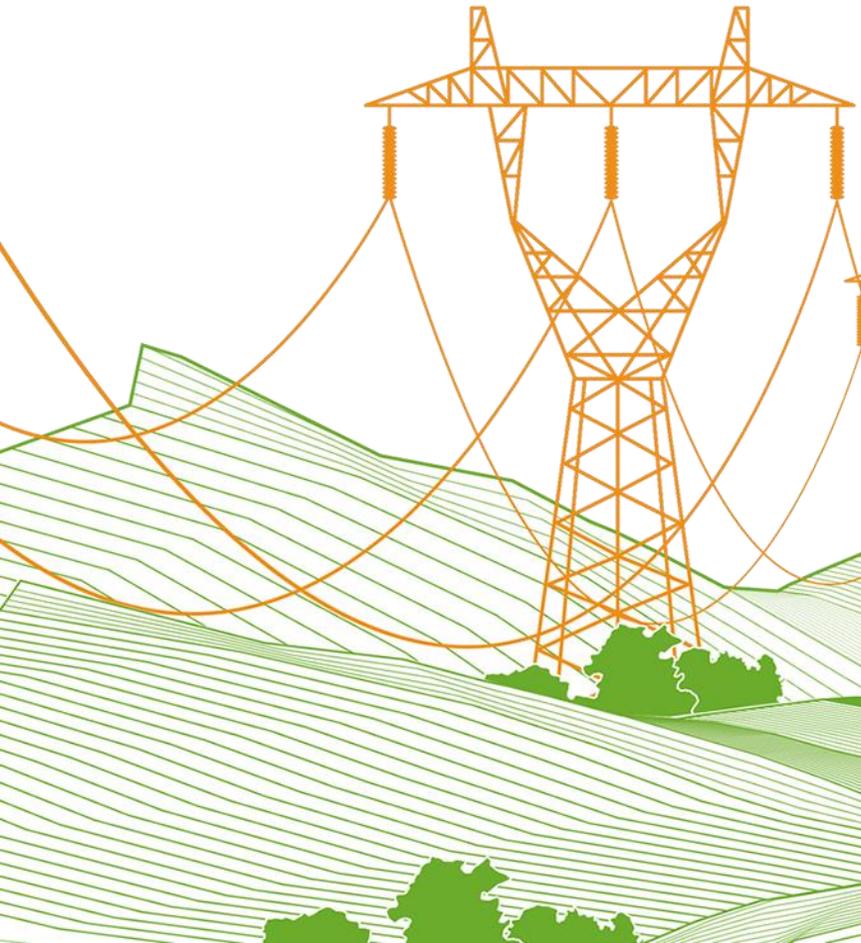
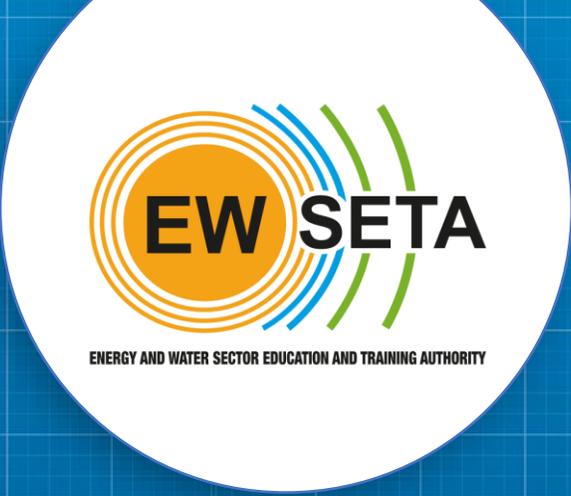
**12.15 – 12.30**

Closing Remarks

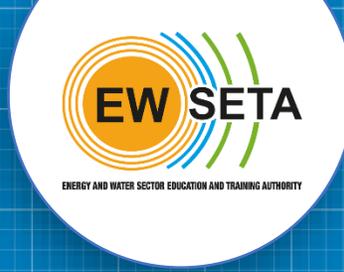
*Dr Limakatso Moorosi  
(EWSETA Chairperson)*

Session Facilitator  
Candice Moodley  
EWSETA Corporate  
Services Executive





BLUEPRINT FOR  
**SKILLS**  
DEVELOPMENT



BLUEPRINT FOR  
**SKILLS**  
DEVELOPMENT

**2019/20**  
**VIRTUAL ANNUAL GENERAL MEETING**

**EWSETA 2019/20 FINANCIAL PERIOD**

05 FEBRUARY 2021

PART

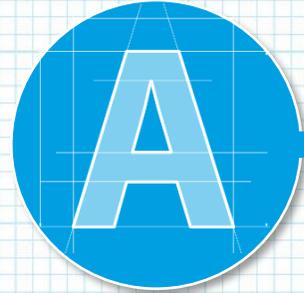
A

Chairperson's Report  
Dr L. Moorosi



# Contents

PART



Chairperson's Report  
Dr L. Moorosi

- Mandate And Strategic Overview
- Corporate Governance Overview
- Organisational Performance Highlights

## 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.



# Mandate and Strategic Scope

## VISION

To create a sustainable tomorrow today, through skills.

## 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**.

## VALUES

**R**

### Respect

A sense of value and trust towards each other and stakeholders

**I**

### Integrity

We act with honesty and integrity, not compromising the truth

**T**

### Team

Positively contributing and collaborating towards the greater vision

**E**

### Excellence

Striving for the best in all our actions

# Corporate and Governance Overview

	PREVIOUS	NEW
CHAIRPERSON	Mr Frans Baleni	Dr Limakatso Moorosi
ORGANISED LABOUR	Vuyo Bikitsha Ndlela Radebe Sello Manyama Tshimane Montoedi	Ndlela Radebe Nomava Nobatana Thomas Wedderspoon Dumisane Magagula Ruth Ntlokotse Keagile Pholoba
ORGANISED EMPLOYER	Monica Malunga Lethabo Manamela Saki Makume Kwena Makgohlo Esme Coetzer Petunia Ramunenyiwa	Nhlanhleni Ngidi Hilda Mhlongo Solomon Manko Bokaba Monica Malunga Esme Coetzer Verena Meyer-Singh
PROFESSIONAL BODIES	Lester Goldman	Lester Goldman
COMMUNITY ORGANISATION	–	Nandi Malumbazo

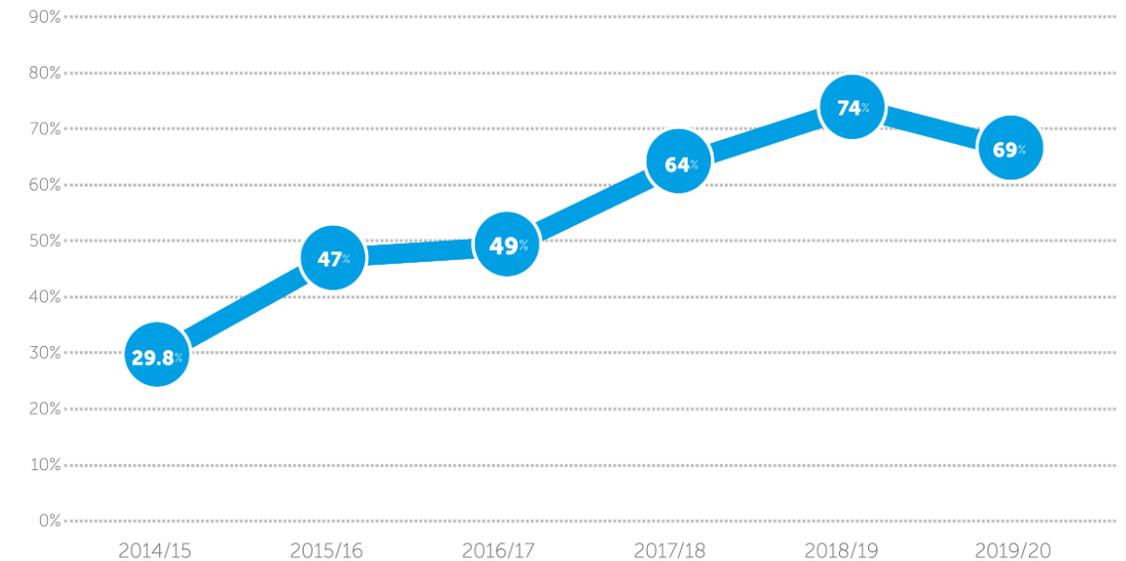
- 15-Member Stakeholder-representative Board
- Full Board complement (previously 80%)
- 4-Members retained (one third)
- Board composition (New)
  - Organised Labour: 43% (6-members)
  - Organised Employer: 43% (6-members)
  - Professional Bodies: 7% (1-member)
  - Community Org.: 7% (1-member)

*\* The term of office for this Accounting Authority ended on 31 March 2020.  
 \*\* On 1 April 2020, the Minister of Higher Education and Training appointed a new accounting authority for EWSETA on a 5-year term ending 31 March 2025.*

# Organisational Performance against APP targets

- 5<sup>th</sup> and **final year of implementation** (5-year strategy)
- **Increased performance** from 47% to 69%
- **National Skills Development Strategy (NSDS):**
  - increased access
  - enhanced TVET College System
  - AET
  - NGO
  - focus on intermediary skills (artisans)
  - increased public sector capacity for improved service delivery
  - building career and vocational guidance

## 5-Year Performance Trend



# Factors that have progressively contributed to increased performance:



**1**

Stronger governance practices and oversight



**2**

Change in DG Process and internal efficiencies



**3**

Increased industry participation



**4**

New Partnerships



**5**

Co-funded projects

# PART

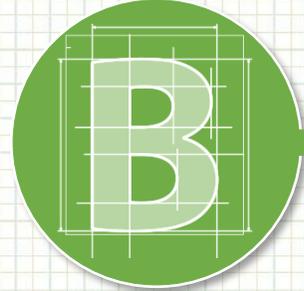


## CEO Report Ms M. Mookapele



# Contents

PART



- Performance Report
- Financial Report
- Audit Outcomes
- Forward-looking

CEO Report  
Ms M. Mookapele

# Performance Report: **The context**



## **Triple Burden**

Unemployment  
Poverty  
Inequality



## **Accelerate Growth and Equity**



## **Rapid Technological Advancement**



## **Limited Revenue**



## **Climate Change**

### **National Skills Development Strategy**

- increased access
- enhanced TVET College System
- AET
- NGO
- focus on intermediary skills (artisans)
- increased public sector capacity for improved service delivery
- building career and vocational guidance

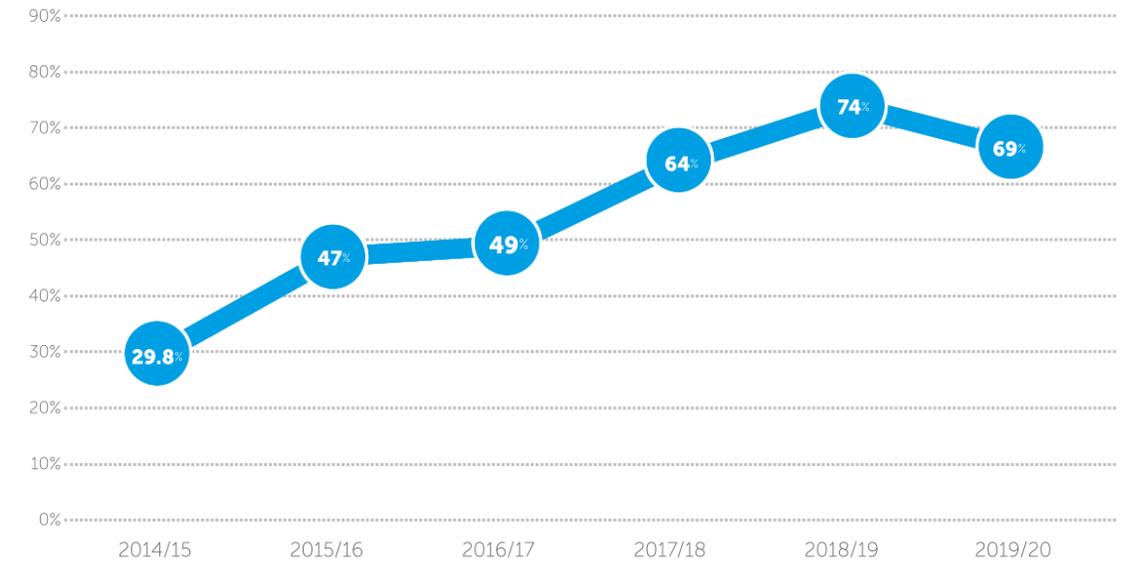
A decorative graphic consisting of several green lines and arrows. A vertical line on the left has arrows pointing up and down. A horizontal line at the top has an arrow pointing left. A horizontal line in the middle has arrows pointing left and right. A horizontal line at the bottom has an arrow pointing left. On the right side, there are vertical lines with arrows pointing up and down, and horizontal lines with arrows pointing left and right. The text 'ORGANISATIONAL PERFORMANCE' is centered in the middle of the page.

# ORGANISATIONAL PERFORMANCE

# Organisational Performance against APP targets

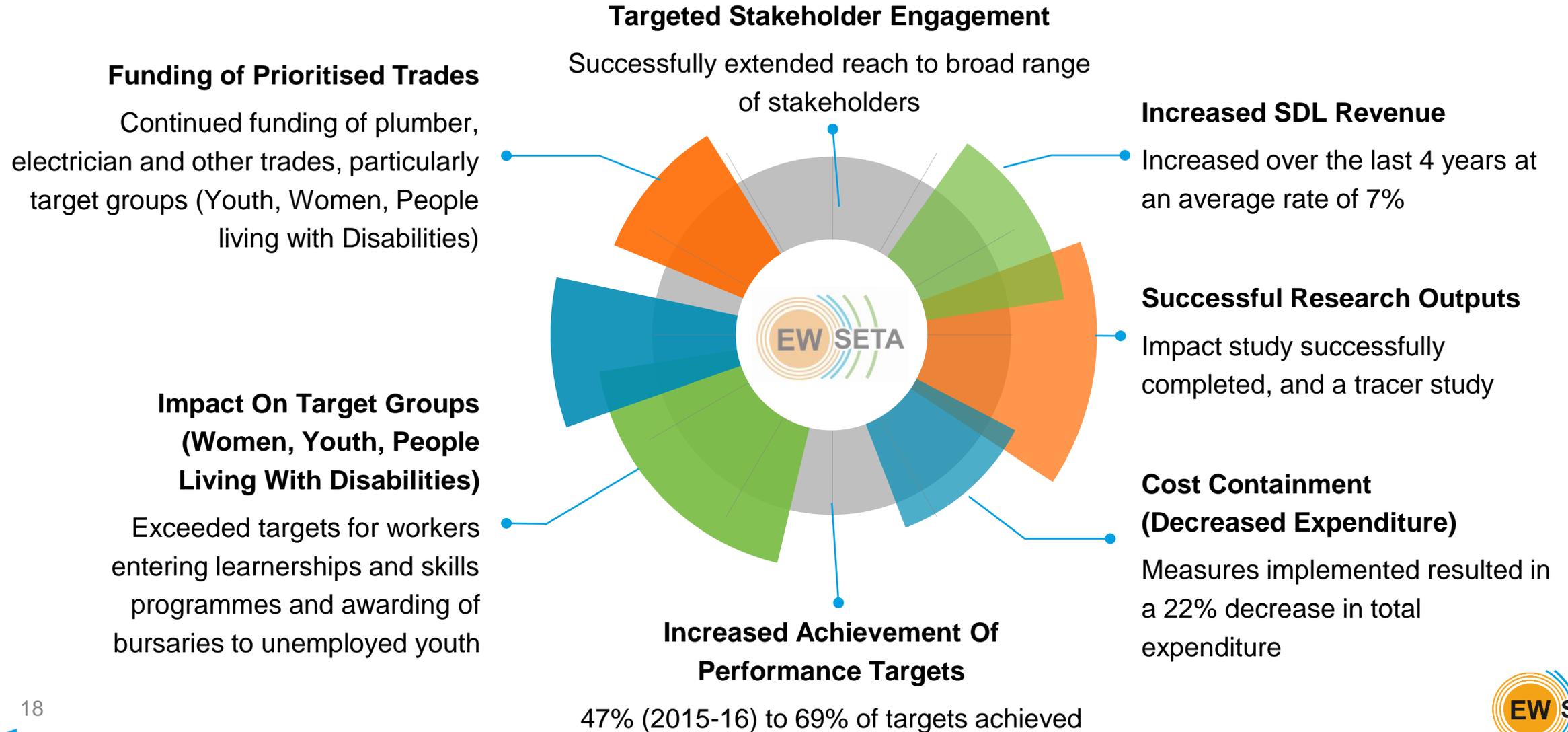
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  - focus on intermediary skills (artisans)
  - increased public sector capacity for improved service delivery
  - building career and vocational guidance

## 5-Year Performance Trend



# Organisational Performance against APP targets

## Successes and Highlights



# Performance Summary: EWSETA Programmes



# Performance Summary: EWSETA Programme 1: Administration

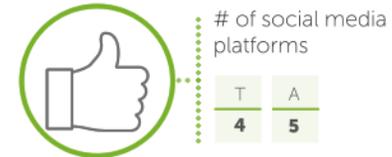
**Build an effective and efficient Sector Education and Training Authority that complies with legislation, policy and good corporate governance principles**

**Sub-programmes include:**  
- Corporate Administration

**Performance Report**  
Target achieved: **15 of 19 targets**

**79%**

- ✓ Strategic Plan and Annual Performance Plan Tabled in Parliament
- ✓ Quarterly monitoring reports submitted
- ✓ Unqualified audit opinion
- ✓ Approved Annual Risk Plan
- ✓ Biennial AA and sub-committee report compiled
- ✓ Quarterly governance charter reports submitted to DHET
- ✓ Review and implementation of HR strategy
- ✗ EE reported submitted to Dept. of Labour
- ✓ WSP and ATR submitted
- ✓ Performance Management
  - Performance agreements signed
  - Performance evaluations completed
- ✓ 90% availability of IT systems
- ✓ Review and implementation of ICT strategy
  - Approved ICT strategy
  - 19/20 Operational Plan
- ✗ 75% usage of MIS system (10% system usage achieved)
- ✓ Review and implementation of Marketing & Communications Strategy
- ✗ Review & Implementation of stakeholder engagement strategy
- ✗ Customer satisfaction index



# Performance Summary: EWSETA Programme 2: Skills Planning

## Improve Sector Skills Planning

- Sub-programmes include:**
- Work Skills Plans and Annual Training Reports
  - Sector Skills Plan
    - Research
    - Monitoring and Evaluation

**Performance Report**  
Target achieved: 5 of 7 targets



Research chairs

T	A
2	0

Commissioned research projects

T	A
1	3

Tracer/ impact studies

T	A
1	1

Annual updated SSP

T	A
1	1

Companies that received Mandatory Grant Funding

	T	A	V	
	26	22	-4	LARGE
MEDIUM	25	32	+7	
	70	95	25	SMALL
	121	149	28	

# Performance Summary: EWSETA Programme 3: Learner Focused

	T	A	V
Learnerships entered	1300	1313	+13
Learnerships completed	1200	1380	+180
Bursaries entered	330	337	+7
Bursaries completed	330	247	-83
Skills Programmes entered	300	308	+8
Skills Programmes completed	300	70	-230
Candidacy programmes entered	30	21	-9
Candidacy programmes completed	30	21	-9
Internships entered	300	36	-246
Internships completed	300	117	-183



**3850**

**Unemployed** learners were funded by the EWSETA

Artisan Development Programmes



	T	A	V
Entered	800	851	+51
Completed	600	652	+52
RPL	100	100	0

	T	A	V
Learnerships entered	200	458	+258
Learnerships completed	125	279	+154
Bursaries entered	20	34	+14
Bursaries completed	20	5	-15
Skills Programmes Entered	1100	1340	+240
Skills Programmes Completed	950	955	+5



**3071**

**Employed** learners were funded by the EWSETA

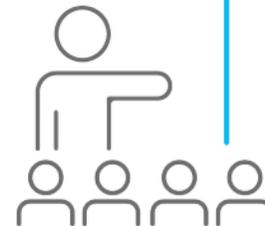
## Adult Education and Training

Entered

T	A	V
50	50	0

Completed

T	A	V
50	0	-50



**Enhance skills for workers, the unemployed and the informal sector**

**Sub-programmes include:**

- Implementation of learning programmes
- Special projects (including partnerships)
- Career and vocational guidance

**60%**

**Performance Report**

Target achieved: 25 of 42 targets

# Performance Summary: EWSETA Programme 3: Partnership and Support Activities

Sector Support		T	A	V
	Co-ops	20	1	-19
	Small Businesses	20	20	0
	NGOs	10	3	-7
	NLPEs	5	0	-5
	CBOs	5	0	-5
	Trade Unions	3	0	-3
	Provincial and Rural projects	8	11	+3

Career Guidance		T	A	V
	Career Guides Distributed	12000	12373	+373
	Career Initiatives Held	20	20	0
	Entrepreneurship Guide Developed	1	1	0

## Artisan Development Programmes



	T	A	V
Entered	800	851	+51
Completed	600	652	+52
RPL	100	100	0

## % of projects monitored

T	A	V
100%	27%	-73%



## TVET Programmes

Student placements entered

T	A	V
60	54	-6

Student placements completed

T	A	V
60	139	+79

Lecturer development programmes entered

T	A	V
3	8	+5

Lecturer development programmes completed

T	A	V
3	6	+3



## Partnerships

Universities

T	A	V
3	6	+3

TVET Colleges

T	A	V
10	9	-1

Employers

T	A	V
10	15	+5

CETC

T	A	V
2	0	-2

# Performance Summary: EWSETA Programme 4: Quality Assurance



Workplaces approved			Qualifications developed and reviewed		
T	A	V	T	A	V
30	31	+1	5	5	0

100%

% applications received and processed in 30 days

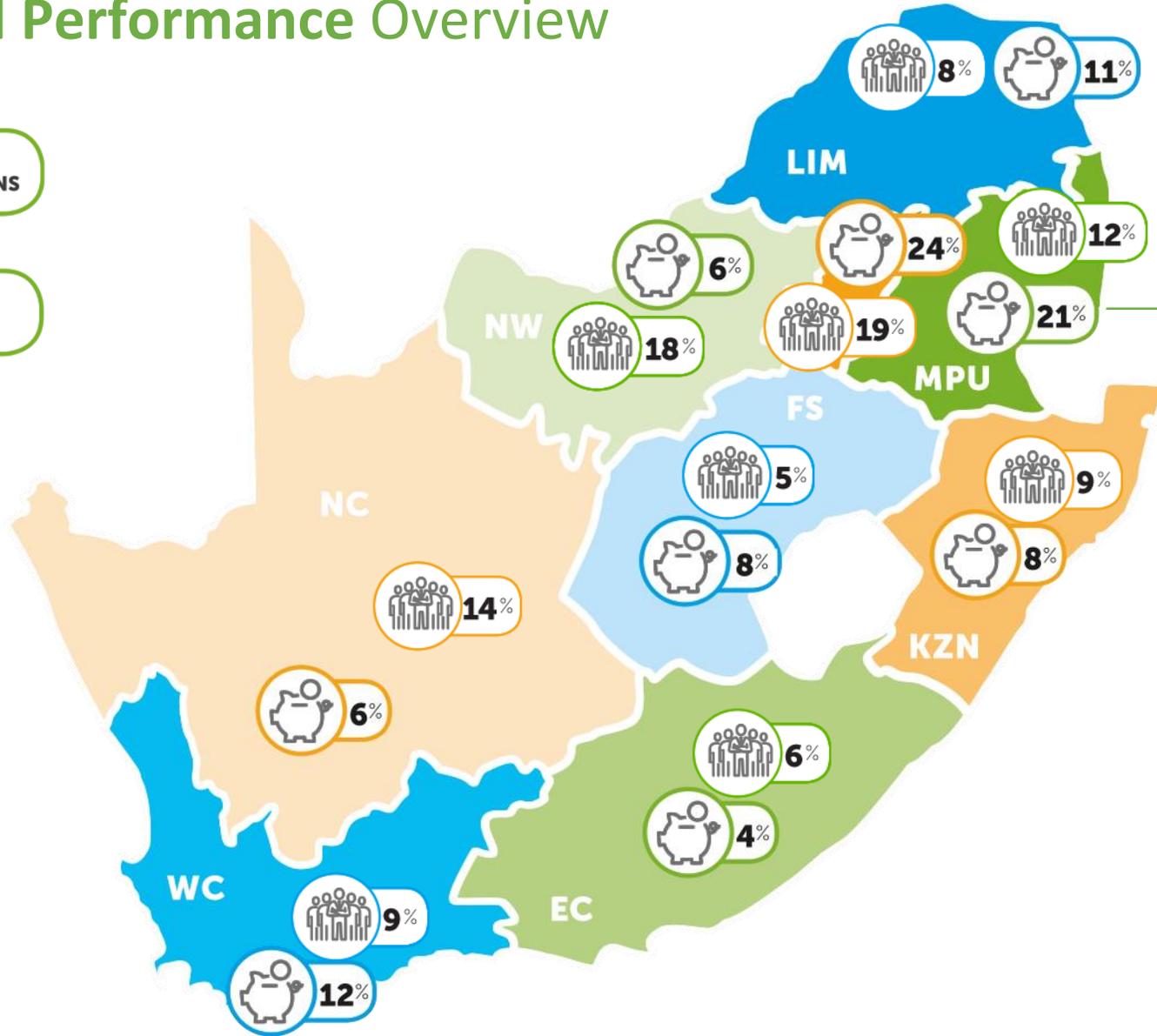
T	A	V
100	100	0

- **Build the capacity to develop skills**
- **Sub-programmes include:**
  - Provider Accreditation & Workplace Approval
  - Learning Programmes
  - Certifications
  - Qualification Development
- **100%** **Performance Report**  
Target achieved: 3 of 3 targets

# Organisational Performance Overview

 PROVINCIAL BUDGET ALLOCATIONS

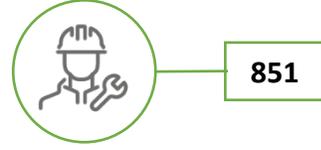
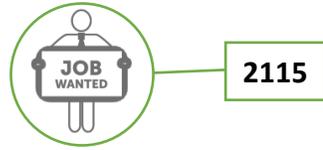
 % BENEFICIARIES PER PROVINCE



**Gauteng :**  
Highest number of employers

**Mpumalanga :**  
Highest number of Employees

# Organisational Performance Overview



## UNEMPLOYED LEARNERS ENROLLED

## ARTISINAL DEVELOPMENT

## EMPLOYED LEARNERS ENROLLED

Province	UNEMPLOYED LEARNERS ENROLLED	ARTISINAL DEVELOPMENT	EMPLOYED LEARNERS ENROLLED
Limpopo	188	92	187
North West Province	228	15	402
Gauteng	371	234	442
Mpumalanga	408	100	202
Kwa-Zulu Natal	232	153	154
Free State	67	106	92
Northern Cape	108	0	325
Western Cape	257	145	120
Eastern Cape	256	6	58

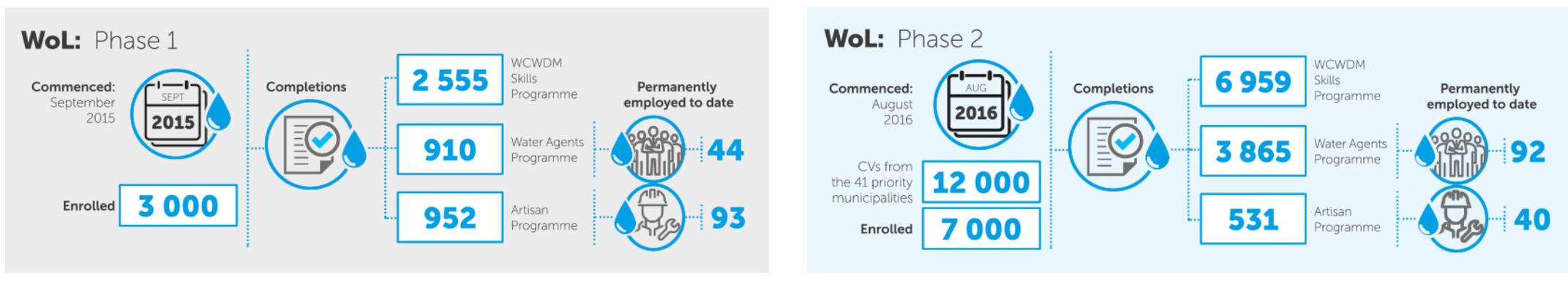
Breakdown of enrolled learners by gender



# Performance Overview

## War on Leaks Programme

The War on Leaks programme, launched in August 2018 sought to address the massive impact that water leaks and burst pipes have on the economy and South Africa's dwindling water resources.



### Challenges :

- Low employment rate post qualification
- Funding availability

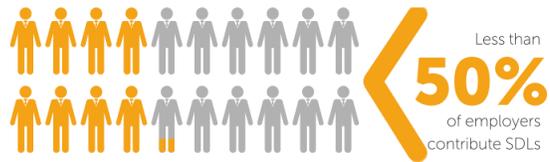


# FINANCIAL PERFORMANCE

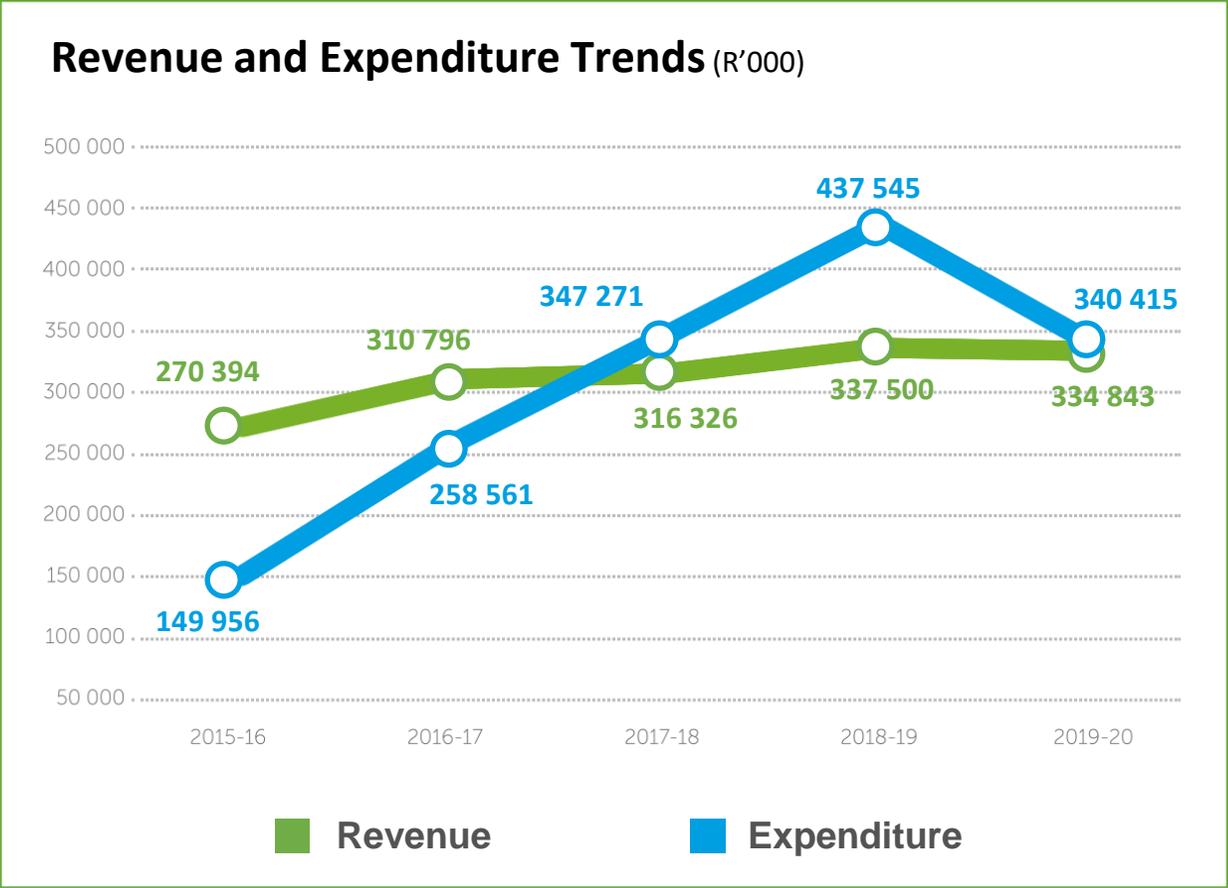
# Financial Overview

## Financial Performance: Revenue and Expenditure Trends

- SDL revenue increased 4 years at an average rate of 7%
- Grant Expenditure steady increase – average 22% over last four years – increased rate of project completions and improved performance
- Cost containment implemented 2019/20 resulted in 22% decrease in total expenditure

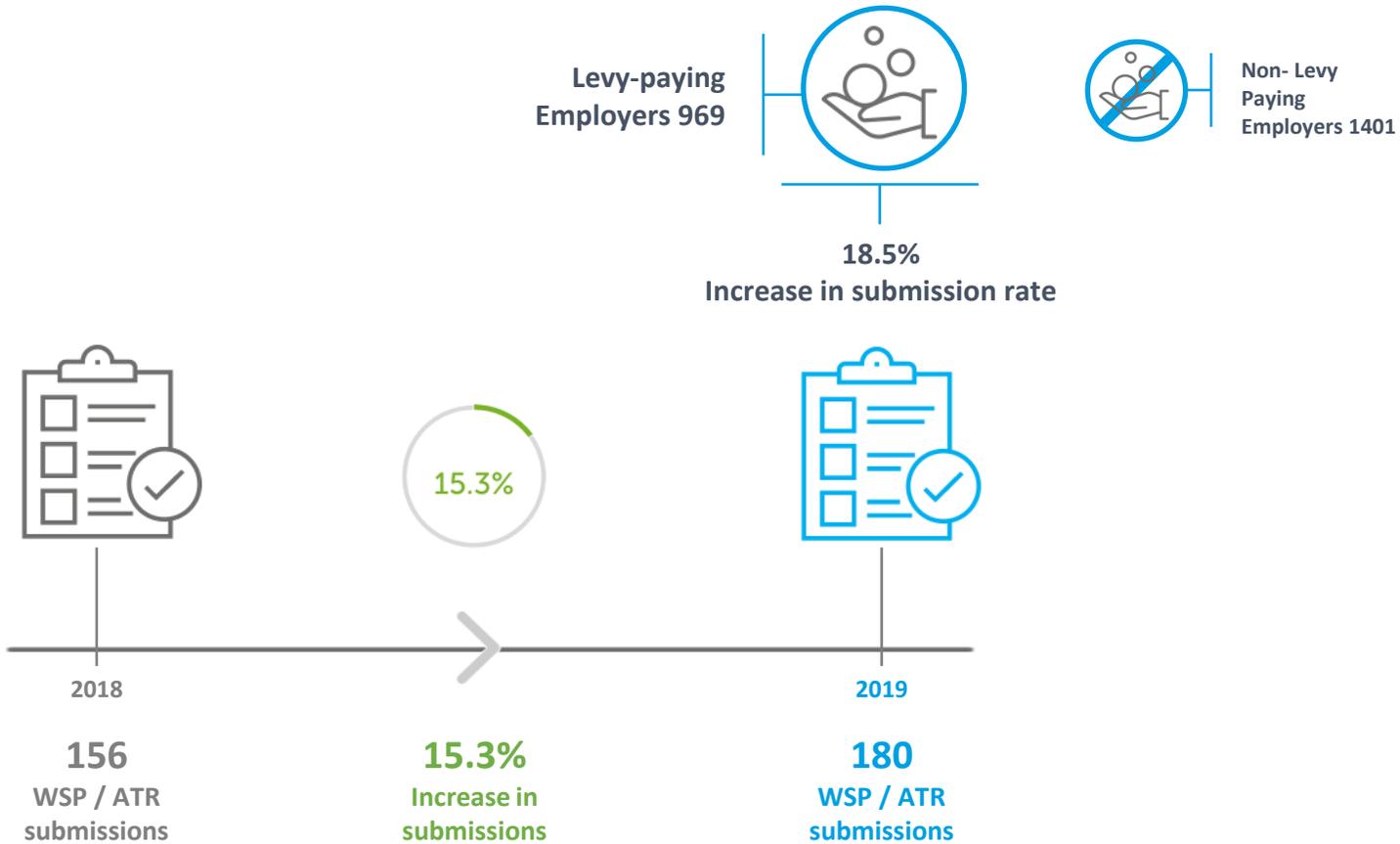


This results in insufficient sector participation in skills planning and development



# Financial Overview

## Submissions of WSPs and ATRs



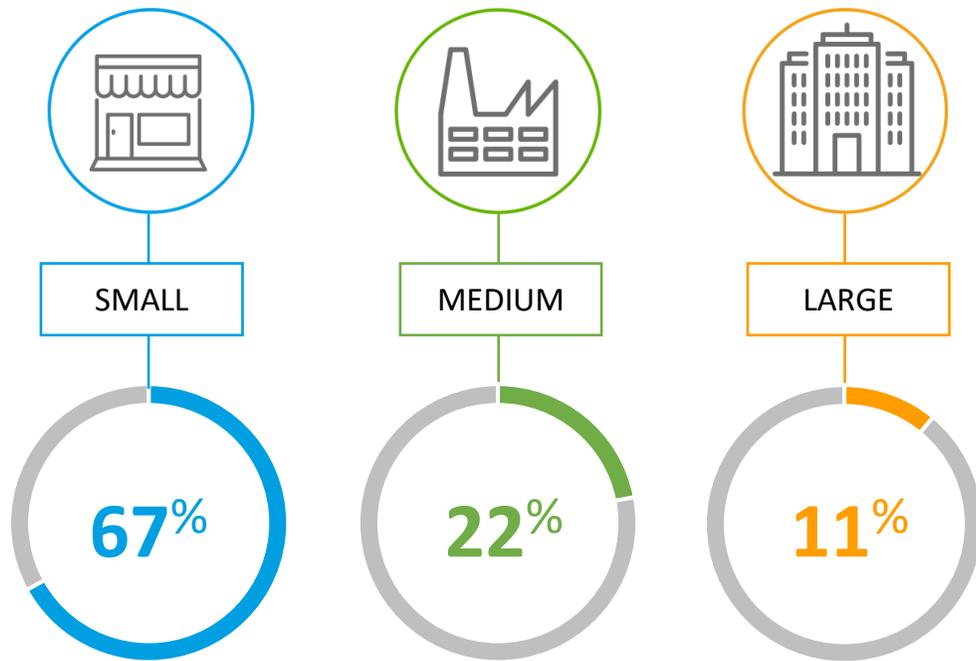
### Reasons for increase in submissions

- new sector entrants
- more employers complied with submission deadlines
- increased employer understanding of value of WSP and ATR
- increased knowledge of EWSETA systems
- capacity building sessions
- increased stakeholder engagement

# Highlights Financial Overview

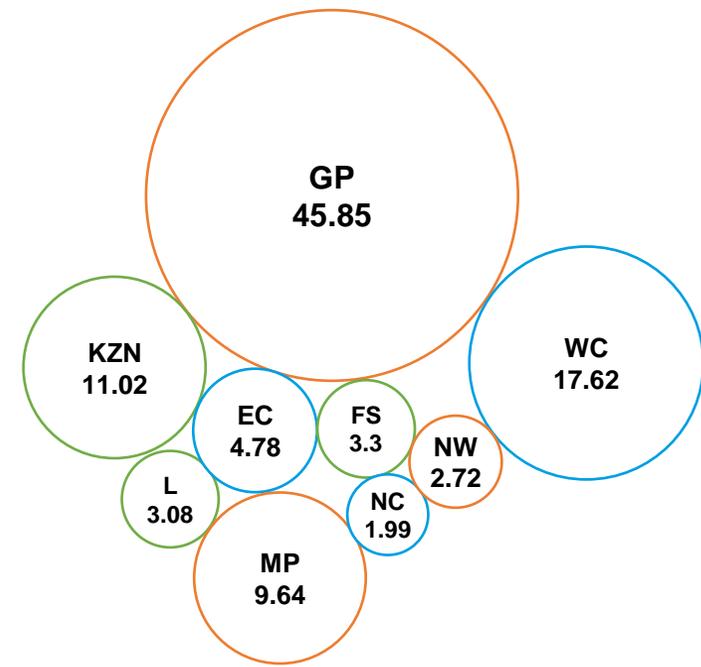
## Levy Base

### Employer distribution by organisation size



Source: Adapted from EWSETA WSP/ATR Database (2020)

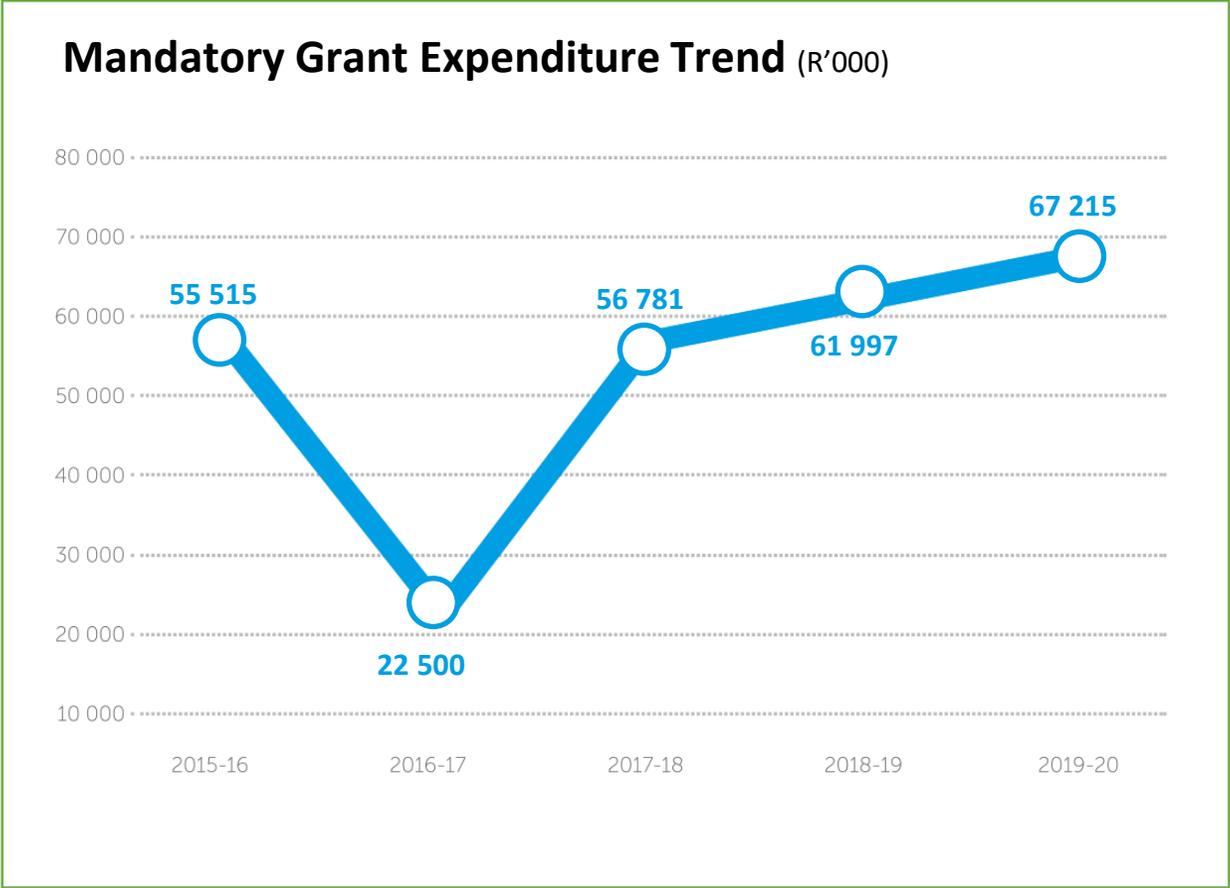
### Employer distribution by province



Source: Adapted from SARS (2020)

# Financial Overview

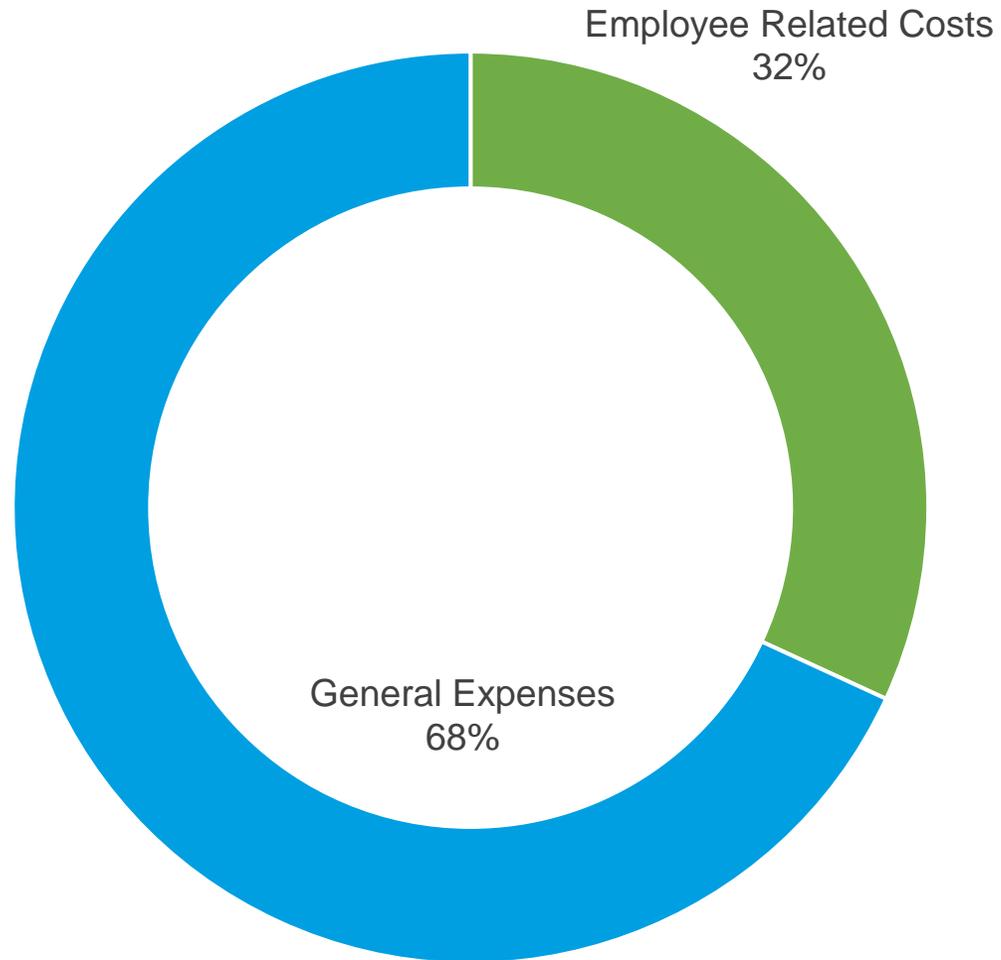
## Financial Performance: Mandatory Grant Expenditure Trend



- 75% MG Pay-out Ratio over past 5 years
- Exceptional good pay-out rate over last 2 years of 87% due to higher number of qualifying employers
- Employer capacitation initiatives:
  - WSP Roadshows
  - One-on-one stakeholder Engagements

# Financial Overview

## Organisational Expenses



- Exceed 10.5% Administration
- Consultant Costs (Forensic)
- Employee related costs
- Expenditure management

# Financial Overview

## Financial Position

### Total Assets

- 2018-19: R900 741
- 2019-20: R553 999



Decrease in Bank Balance and receivables



### Total Liabilities

- 2018-19: R613 234
- 2019-20: R272 988



- WOL Expenditure
- Increased DG Pay out rate



### Total Net Assets

- ▲ 2018-19: R287 507
- ▲ 2019-20: R281 011



### Cash and Cash Equivalents

- 2018-19: R508 616
- 2019-20: R364 612



### Commitments

- 2018-19: R1 205 6201
- 2019-20: R1 1362 225

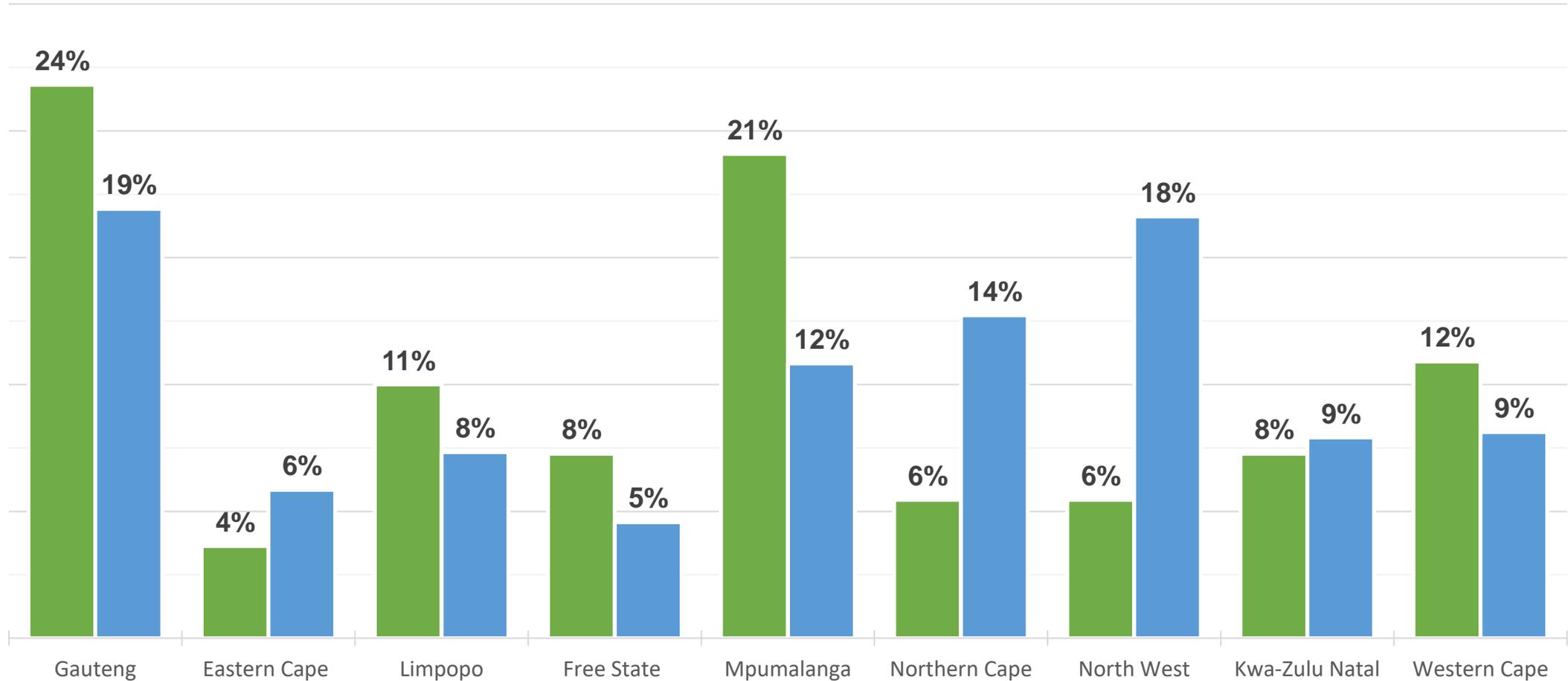


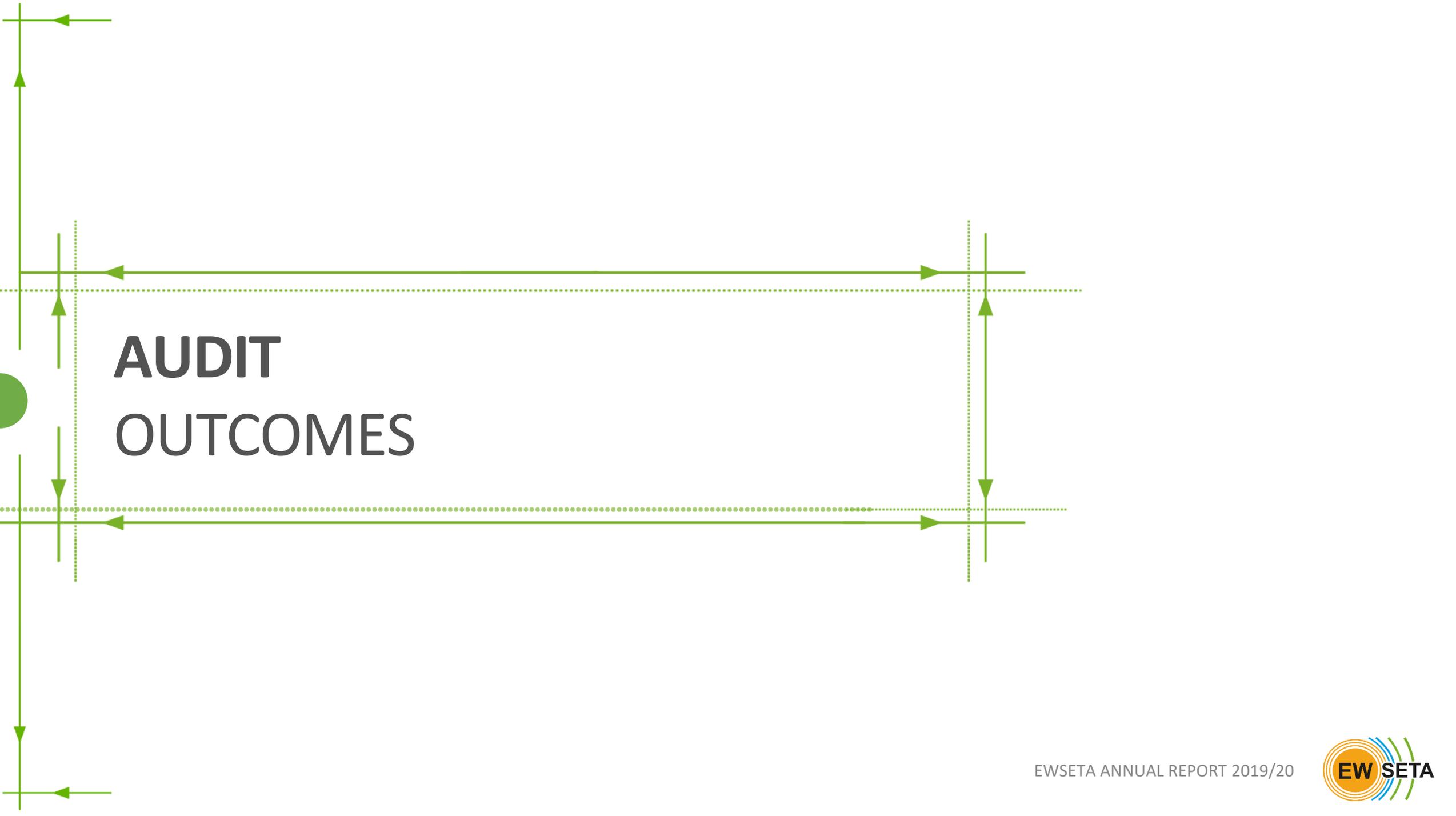
R872m is commitment relating to WOL project. Phase3  
The commitment is **fully funded** by DWS  
Adequate funds to finance long-term commitments

# Organisational Performance: Comparison

■ % Total Funds Allocated / Intervention

■ % Total Number of Beneficiaries / Intervention





# AUDIT OUTCOMES

# Audit Outcome

## Audit Outcomes for the Past Five Years

	2015/16	2016/17	2017/18	2018/19	2019/20
Financial Statements	Unqualified	Unqualified	Unqualified	Unqualified	Unqualified
Performance Information	Qualified	Unqualified	Unqualified	Unqualified	Unqualified



Financial  
Statements

Unqualified audit opinion



Performance  
Information

No material findings on  
usefulness and reliability



Compliance with  
Legislation

- Material misstatement
- Irregular expenditure disclosed in the financial statements
- (Prevention of irregular expenditure)

## Control Environment

- Financial and performance management
- Irregular Expenditure
- Forensic Audit



## FINANCE AND PERFORMANCE ENVIRONMENT

- **Optimal Finance Policy Implementation**
- **Human Resource Capacity**
  - Frequent changes to Finance Management Team
  - Inadequate skills Capacity
- **Unaffordable operational activities**
- **Administration Expenditure > 100% of Admin Income**



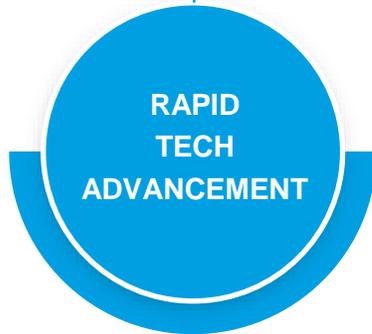
# FUTURE OUTLOOK

# Performance Focus



- Poverty
- Unemployment
- Inequality
- Basic Services

- Enabling new technologies to enable new ways
- New world of work



- Renewables
- Just Energy Transition
- Clean Coal Technologies
- Hydrogen Economy



- Building strategic relationships
- Enhanced communication
- Stakeholder satisfaction survey



- New Occupations
- New skills
- Qualification development
- SMME Support



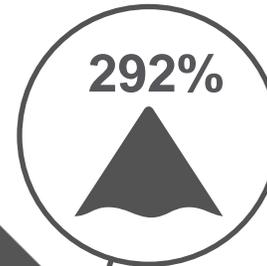
- Implementation of new five-year strategy as the *Blueprint*
- Operational Model redesign
- High Performance culture
- Strengthen internal controls

# Programme Budget Allocation

**Budget (R'000)**  
 2019-20: R65 222  
 2020-21: R83 379



1 Administration



4 Quality Assurance



2 Skills Planning



3 Learning Programmes & Projects



**Budget (R'000)**  
 2019-20: R1 675  
 2020-21: R6 580

**Budget (R'000)**  
 2019-20: R69 129  
 2020-21: R61 215



**Budget (R'000)**  
 2019-20: R212 567  
 2020-21: R131 199

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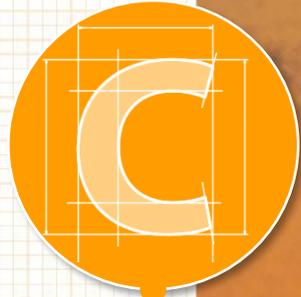
# THANK YOU

*“Education and Skills Development are the most effective means we have at our disposal to end poverty and reduce inequality.”*

**Cyril Ramaphosa**  
2016 HRDC Summit



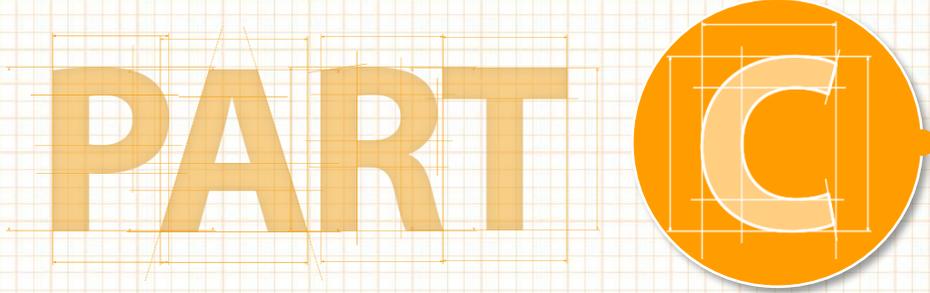
PART



Strategic Plan and  
Annual Performance Plan  
2021/22



# Contents



- Strategic Plan 2020/21 – 2024/25
- Annual Performance Plan 2021/22

# Our Vision, Mission and Values

## VISION

To create a sustainable tomorrow today, through skills.

## 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**.

## VALUES

**R**

### Respect

A sense of value and trust towards each other and stakeholders

**I**

### Integrity

We act with honesty and integrity, not compromising the truth

**T**

### Team

Positively contributing and collaborating towards the greater vision

**E**

### Excellence

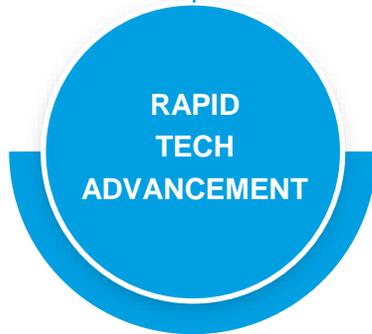
Striving for the best in all our actions

# Performance Focus



- Poverty
- Unemployment
- Inequality
- Basic Services
- Geographical planning

- Enabling new technologies to enable new ways
- New world of work



- Renewables
- Just Energy Transition
- Clean Coal Technologies
- Hydrogen Economy



- Building strategic relationships
- Enhanced communication
- Stakeholder satisfaction survey



- Economic Recovery & Reconstruction Plan
- New Occupations
  - New skills
  - Qualification development
- SMME Support



- Operational Model redesign
- High Performance culture
- Strengthen internal capacity

# Strategic Pillars



Establish a High Performance Culture



Develop credible data for skills demand and supply



Close the PIVOTAL skills gap



Intensify Continuous Professional Development and Career Guidance



Positively contribute to an inclusive economic development

# Mandate and Strategic Scope

STRATEGIC SCOPE  
2495



**ENERGY SUBSECTOR**

**WATER SUBSECTOR**



SIC CODE	INDUSTRY	SDL REGISTERED EMPLOYERS	% OF GRAND TOTAL
41111	Generation of energy	473	18,96%
41112	Distribution of purchased electric energy only	141	5,65%
41114	Generation of renewable energy	271	10,86%
41115	Transmission of energy	39	1,56%
41116	Project management, maintenance and operation of electrical generation, transmission and distribution plants, networks and systems	555	22,24%
41118	Marketing of electricity	143	5,73%
41200	Manufacture of gas; distribution of gaseous fuels through mains	254	10,18%
50222	Construction of pylons for electric transmission lines	54	2,16%
87141	Industrial research for electrical energy	106	4,25%
41300	Steam and hot water supply	28	1,12%
<b>TOTAL</b>		<b>2064</b>	<b>83%</b>

SIC CODE	INDUSTRY	SDL REGISTERED EMPLOYERS	% OF GRAND TOTAL
42000	Collection, purification and distribution of water	175	7,01%
42001	Public water enterprises: collection, purification and distribution of water, including potable water supply, domestic waste and sewage services, refuse and sanitation services	13	0,52%
42002	Private water companies: collection, purification and distribution of water, including potable water supply, domestic waste and sewage services, refuse and sanitation services	25	1,00%
42003	Irrigation boards: collection, purification and distribution of water, including potable water supply, domestic waste and sewage services, refuse and sanitation services	14	0,56%
94003	Water and sanitation services (potable water supply, domestic wastewater and sewage systems)	204	8,18%
<b>TOTAL</b>		<b>431</b>	<b>17%</b>

EWSETA EMPLOYER BASE

Levy-paying  
969 (40.89%)



Non- Levy Paying  
1401 (59.11%)

# Strategic Plan Development: NSDP Outcomes and Sub-outcomes

- **Identify and increase production of occupations in high demand**
  - National enrolment and resource **ratios for the high, intermediate** and elementary skills level
  - Targets for priority occupations & qualifications
  - Improve enrolment and completion of priority occupations
- **Linking education and the workplace**
  - Opening of workplace-based learning opportunities increased
- **Improving the level of skills in the South African workforce**
  - To increase worker participation in learning programmes to a minimum of 80% by 2030
  - Address, critical skills required by various sectors of the economy
  - Transform workplaces, improve productivity
  - Improve economic growth prospects in various sectors of the economy
- **Increase access to occupationally directed programmes**
  - Occupational qualification developed by the Quality Councils
  - Increase access to Intermediate and high-level skills
- **Support the growth of the public college system**
  - Support TVET Colleges
  - Support CET Colleges
- **Skills development support for entrepreneurship and cooperative development**
  - To increase skills development support for entrepreneurial activities and the establishment of new enterprises and cooperatives
- **Encourage and support worker-initiated training**
  - Support for trade unions training institutes
- **Support career development services**
  - To increase the pool of learners with knowledge and application of STEM subjects
  - To work with professional bodies in promoting career pathing

Source: DHET, National Skills Development Plan 2030

# Strategic Plan Development: MTSF 2019 - 2024

## Priority 1:

Building a capable, ethical and developmental state

## Priority 2:

Economic transformation and job creation

## Priority 3:

Education, skills and health

## Priority 4:

Consolidating the social wage through reliable and quality basic services

## Priority 5:

Spatial integration, human settlements and local government

## Priority 6:

Social cohesion and safe communities

## Priority 7:

A better Africa and world

The **Medium Term Strategic Framework (MTSF)** is Government's strategic plan for the 2014-2019 electoral term. It reflects the commitments made in the election manifesto of the governing party, including the commitment to implement the NDP. The MTSF sets out the actions Government will take and targets to be achieved.

# Strategic Plan Development: MTSF 2019 - 2024

## The role of EWSETA in support of the MTSF

- Sectoral Labour Market Demand Articulation
- Skills-related Partnership Development
- Training of employed workers
- Small, Medium and Micro-sized Enterprise Development
- Support of Equity Imperatives
- Support of National Imperatives
- Monitoring and Evaluation

The **Medium Term Strategic Framework (MTSF)** is Government's strategic plan for the 2014-2019 electoral term. It reflects the commitments made in the election manifesto of the governing party, including the commitment to implement the NDP. The MTSF sets out the actions Government will take and targets to be achieved.

# EWSETA Outcomes responding to MTSF Priority 3: Education, skills and health

Outcome	Outcome Indicators
<b>Improved SETA performance</b>	<ul style="list-style-type: none"> <li>• % of targets achieved against approved APP targets</li> <li>• Annual stakeholder satisfaction survey index.</li> <li>• AGSA audit outcome.</li> <li>• Development and Implementation of an Operating Model and Organisational Design</li> </ul>
<b>Enhanced learning programmes for occupations in high demand</b>	<ul style="list-style-type: none"> <li>• % of learners who confirm their learning programme is directly related to the work they undertake.</li> <li>• % increased employability of completers/graduates</li> </ul>
<b>Improved organisational learning on performance of programmes</b>	<ul style="list-style-type: none"> <li>• Rating of organisational learning by employees.</li> </ul>
<b>Increased access to occupations in high demand within the energy and water sector by 2024</b>	<ul style="list-style-type: none"> <li>• Ratio of DG budget allocated to high, intermediate and elementary level skills</li> <li>• Number of learners enrolling in EWSETA occupations in high demand</li> </ul>
<b>Increased skills capacity through workplace-based learning</b>	<ul style="list-style-type: none"> <li>• No of workplace-based learning interventions</li> <li>• No of workers participating in learning programmes</li> </ul>
<b>Increased economic participation of CBOs/NGOs/NPOs/SMMEs within the energy and water sector</b>	<ul style="list-style-type: none"> <li>• Number of CBO/NGOs/ /NPOs/SMMEs supported with training interventions</li> <li>• No of entrepreneurship enterprises and cooperatives developed</li> </ul>
<b>Increased support for the growth of college system</b>	<ul style="list-style-type: none"> <li>• No of public colleges supported</li> </ul>
<b>Increased uptake of careers in energy and water sectors</b>	<ul style="list-style-type: none"> <li>• Number of career guidance events/activities where EWSETA is exposed to high school learners</li> <li>• Workshops with CDPs where details on careers in energy and water sectors are provided</li> </ul>
<b>Updated qualifications that are aligned to the current skills training needs</b>	<ul style="list-style-type: none"> <li>• Number of new qualifications developed as per Industry needs</li> </ul>

# Strategic Plan Development:

## Impact of COVID-19 on Energy and Water Sector

- Partnerships with public research institutions, small and medium enterprises, PSET institutes of learning, government departments and industry bodies have become even more important
- **Priority Actions**
  - Research, planning and implementation of skills interventions
  - Maximisation of SETA and sector qualification development
  - Career development
  - Development of digital career guidance
  - Development of communications app for Smart mobile devices
  - Electronic response activities to meet the information needs of young people
  - Prioritise RPL programmes
  - Further enhance support for SMMEs

## Strategic Plan Development: Increase Levy Base

- Full scale analysis of levy payers in collaboration with SARS
- Inter-SETA Transfers
- Identify private sector companies exempt from SDL but willing to contribute levies
- Research into newly established businesses and if qualify to pay SDL
- Engage DHET re. SIC codes



# ANNUAL PERFORMANCE PLAN 2021/22

# Programme 1: Administration

Outcome: Improved SETA Performance

Sub-programme:  
**Corporate Services/Strategic  
Management**

- Approved Strategic Plan, Annual Performance Plan and AOP
- % achievement against Annual Performance Plan targets
- Achievement of 100% in each quarterly DHET good governance reports
- Establishment of DHET approved chambers

Sub-programme:  
**Governance, Audit and Risk**

- Unqualified audit opinion
- 3-year rolling internal audit strategy approved by 30/06/21

Sub-programme:  
**HR**

- 100% of performance agreements signed by relevant staff
- 100% of performance evaluations conducted on all relevant staff
- 60% achievement of training and development plan
- Align organisational structure to EWSETA strategic plan and operational model
- EE report submitted to DoL
- WSP submitted to ETDP SETA

# Programme 1: Administration

Outcome: Improved SETA Performance

## Sub-programme: Marketing & Communications

- Position EWSETA as a thought leader and skills development partner through participation in EWSETA hosted and industry relevant events
- Increased stakeholder awareness of and participation in EWSETA programmes through production of publications and brochures
- Digitise EWSETA information through development of mobile-based communication APP
- Increased social media activity and awareness

## Sub-programme: Information Technology

- Improved ICT Management through review and implementation of ICT strategy
- Improved stakeholder engagement through implementation of stakeholder portal and reporting dashboard
- Minimisation of business downtime through implementation of disaster recovery and business continuity plan

## Sub-programme: HR

- 100% of performance agreements signed by relevant staff
- 100% of performance evaluations conducted on all relevant staff
- 60% achievement of training and development plan
- Align organisational structure to EWSETA strategic plan and operational model
- EE report submitted to DoL

# Programme 2: Skills Planning

Outcome: Enhanced learning programmes for occupations in high demand

Sub-programme:  
**Workplace Skills Plans and Annual Training reports**

- Number of WSPs and ATRs approved for:
- Small firms: 110
- Medium firms: 35
- Large firms: 25

Sub-programme:  
**Sector Skills Plan (SSP)**

- 2022/23 SSP approved
- Research agreements signed with TVET i.r.o. growth in occupationally directed programmes
- Identify skills needs of established and emergent cooperatives
- Identify skills needs of small and emerging enterprises
- Conduct topical research study and deliver report

Sub-programme:  
**Monitoring and Evaluation**

- M&E framework reviewed
- Submission of quarterly monitoring reports
- Evaluation reports
- Tracer study reports

# Programme 3: Learning Programmes and Projects

Outcome: Increased access to occupations in high demand within the energy and water sector by 2024

<b>DG Budget Allocation</b>	High level skills	<b>30%</b>
	Intermediate skills	<b>50%</b>
	Elementary skills	<b>20%</b>

<b>Artisan learners</b>	Enrolled
	Completed

<b>Bursaries for Unemployed Learners</b>	New enrolments
	Continuing studies
	Completed studies

<b>RPL / ARPL</b>	Enrolled
	Completed

*RPL – Recognition of Prior Learning, ARPL - Assessment and Recognition of Prior Learning*

Number of learners who completed workplace-based learning programmes absorbed into employment or self-employment
Number of established or emergent co-operatives trained on sector and national priority occupations or skills
Small and emerging enterprises trained on sector and nationally identified priority occupations or skills
Entrepreneurs trained
Rural development projects initiated

<b>Partnerships</b>	TVET Colleges
	Higher Education Institutions
	CET Colleges
	Employers
	Strategic



# Programme 3: Learning Programmes and Projects

Outcome: Increased skills capacity through workplace-based learning



## Unemployed Learners

<b>Internships</b>	Enrolled
	Completed
<b>Skills Programmes</b>	Enrolled
	Completed
<b>Learnerships</b>	Enrolled
	Completed
<b>Candidacy Programmes</b>	Enrolled
	Completed

<b>Work Integrated Learning</b>	TVET Students Placed
	TVET Students Completed
	University Students Placed
	University Students Completed



## Workers

<b>Learnerships</b>	Enrolled
	Completed
<b>Bursaries</b>	New enrolments
	Continuing studies
	Completed studies
<b>Skills Programmes</b>	Enrolled
	Completed
<b>Adult Education and Training</b>	Enrolled
	Completed

Support for Federations/Trade Unions

## Programme 3: Learning Programmes and Projects

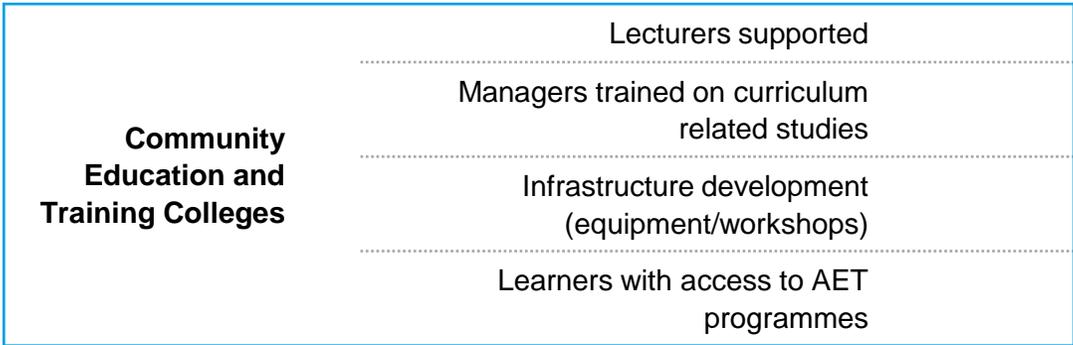
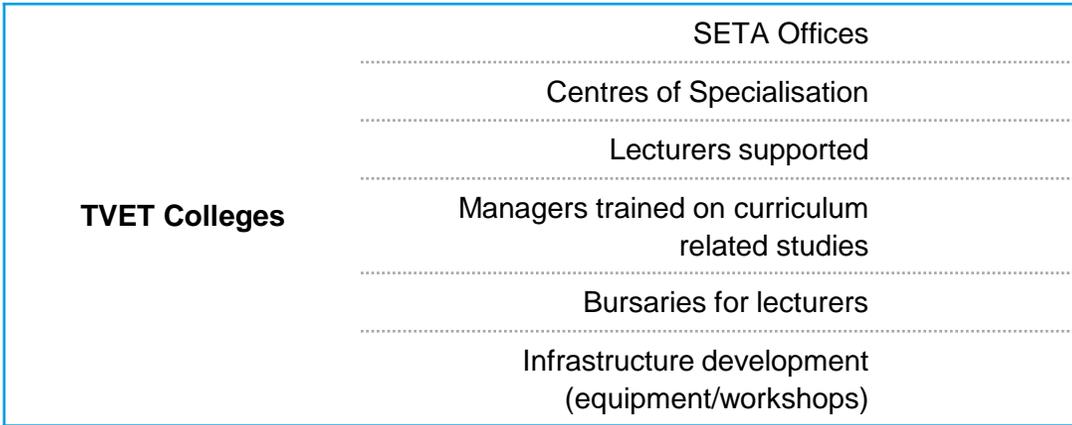
Outcome: Increased economic participation of CBOs/NGOs/NPOs/SMMEs within the energy and water sector

Co-ops
Small businesses
Entrepreneurial training for individuals
CBOs/NGOs/NPOs

The support provided to these types of organisations is strictly for skills development

# Programme 3: Learning Programmes and Projects

Outcome: Increased support for growth of college system



## Programme 3: Learning Programmes and Projects

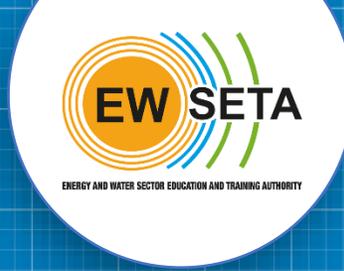
Outcome: Increased uptake of careers in energy and water sectors

Urban events
Rural events
Career Development Practitioners trained
Capacity building workshops
Life Orientation Teacher Workshops in rural areas
Rural community advertising campaigns
Career guides distributed

## Programme 4: Quality Assurance

Outcome: To enable the EWSETA to execute the delegated functions of the QCTO

- Approve 30 workplaces
- Approve 100% of certifications submitted
- Develop qualifications
- Develop QAS addendums for registered qualifications



BLUEPRINT FOR  
**SKILLS**  
DEVELOPMENT

**THANK YOU**

**2019/20**  
VIRTUAL ANNUAL GENERAL MEETING  
05 FEBRUARY 2021

