

**MINUTES OF THE 2023/24 EWSETA ANNUAL GENERAL MEETING (AGM)  
HELD ON FRIDAY, 05 DECEMBER 2024 AT 09:00 @ THE SANDTON HOTEL**

**PROGRAMME DIRECTOR**

Ms. Candice Moodley, Corporate Services Executive (EWSETA)

**AA MEMBERS PRESENT**

|                          |                        |
|--------------------------|------------------------|
| Dr. Limakatso Moorosi    | Chairperson            |
| Dr. Lester Goldman       | Professional Bodies    |
| Dr. Nandi Malumbazo      | Community Organisation |
| Mr. Nhlanhleni Ngidi     | Organised Employer     |
| Ms. Nomava Nobatana      | Organised Labour       |
| Ms. Hilda Mhlongo        | Organised Employer     |
| Mr. Francois Van Heerden | Organised Labour       |

**EXECUTIVES PRESENT**

|                      |                                               |
|----------------------|-----------------------------------------------|
| Ms. Mpho Mookapele   | Chief Executive Officer                       |
| Ms. Robyn Vilakazi   | Skills Delivery & Quality Assurance Executive |
| Mr. Teslim M. Yusuf  | Planning, Monitoring and Evaluation Executive |
| Mr. Mohamed Kathrada | Acting Chief Financial Officer                |
| Ms. Candice Moodley  | Corporate Services Executive                  |

**OTHER ATTENDEES PRESENT**

- ✓ EWSETA Management and Staff
- ✓ Independent Members of the Audit and Risk Committee
- ✓ Representatives from the DHET
- ✓ Representatives from DMRE
- ✓ Presidential Climate Commission
- ✓ Stakeholders from the Energy and Water Sector
- ✓ Chinese Culture Centre & International Partners
- ✓ Sasol Foundation CEO
- ✓ CEOs of Other SETAs
- ✓ SMMes & TVET Colleges
- ✓ Civil Society Organisations

**OTHER INVITEES**

Ms. Kedibone Mohlala-Gaaje Governance and Legal Manager

**APOLOGIES FROM AA MEMBERS**

|                        |                    |
|------------------------|--------------------|
| Ms. Verena Meyer-Singh | Organised Employer |
| Mr. Dumisane Magagula  | Organised Labour   |
| Dr. Esme Coetzer       | Organised Employer |

**ABSENT**

|                    |                    |
|--------------------|--------------------|
| Mr. Solomon Bokaba | Organised Employer |
|--------------------|--------------------|

## **1. OPENING & WELCOME**

The Programme Director welcomed everyone present and declared the Annual General Meeting opened at 09:15 indicating that the AGM served as an important governance and accountability platform for the EWSETA to present its annual performance, financial results, and strategic direction.

## **2. ADOPTION OF THE AGENDA**

The agenda was adopted without additions.

## **3. ADOPTION OF THE MINUTES**

The Minutes of the Annual General Meeting held on 01 December 2023 were regarded as having been read and adopted.

There were no matters arising to be noted.

## **4. ACCOUNTING AUTHORITY REPORT**

The Chairperson presented an overview of the EWSETA Accounting Authority report to the Stakeholders and indicated the following:

- In the opening address, Dr Limakatso Moorosi, the Chairperson of the Accounting Authority, welcomed all participants and expressed appreciation to the Department, the Executive Management team, and all EWSETA staff for their continued support and dedication. The Chairperson indicated that the Accounting Authority's work during the 2023/24 financial year was guided by a shared commitment to organisational excellence, improved governance, and national progress.
- The Chairperson congratulated the Executive Leadership of the Department of Higher Education and Training, including Minister Dr Nobuhle Nkabane, Deputy Minister Mr Buti Manamela, and Deputy Minister Dr Mimmy Gondwe, on their appointment. In her remarks, the Chairperson informed the attendees that on 09 September 2024, EWSETA hosted the Deputy Minister, Dr Gondwe who reaffirmed the Department's commitment to advancing the objectives of the Medium-Term Development Plan (MTDP) through collaboration with EWSETA and expressed confidence in the Authority's leadership and focus on the energy and water sectors.
- The Chairperson outlined the composition of the Accounting Authority, highlighting that the Board remains functional and diverse, comprising representatives from organised employers, organised labour, community organisations, and professional bodies. However, it was noted that vacancies remain in one community organisation seat and three organised labour positions, which the Authority intends to fill in the forthcoming term to ensure equitable representation and succession planning.
- The Chairperson reflected on the challenges and key Board achievements, which included improved governance systems, the implementation of a new operating model, strengthened stakeholder engagement, and year-on-year growth in skills planning submissions and delivery

outputs. The Chairperson also acknowledged that while the entity received a qualified audit opinion, this served as a constructive reminder of the need to continuously strengthen internal control systems and financial sustainability. The Chairperson expressed appreciation to the Chief Executive Officer, the Executive Team, and all EWSETA employees for their dedication, as well as to fellow Board members and committee members for their diligence and oversight during the reporting period.

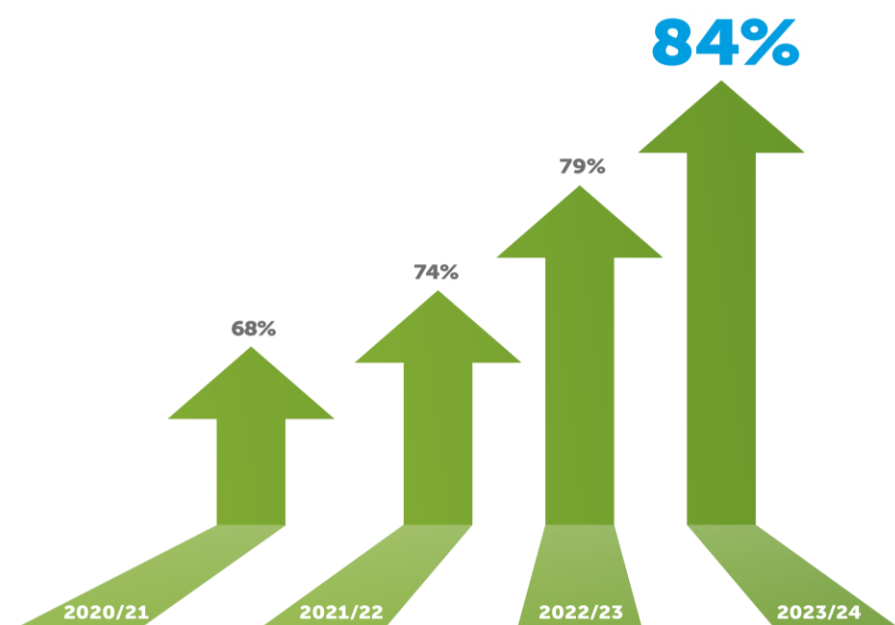
## 5. ORGANISATIONAL PERFORMANCE 2023/24

The Chief Executive Officer, Ms. Mpho Mookapele, presented the 2023/24 Organisational Performance Report and indicated the following:

### (a) Organisational Performance Report

- The CEO outlined the Authority's achievements against its strategic objectives and performance targets, highlighting significant progress made towards enhancing EWSETA's visibility, partnerships, and impact across the energy and water value chains.

#### Four Year Performance Reflection:



- The CEO reflected on the evolution of the organisation over the past four years, during which EWSETA improved its operational efficiency, governance maturity, and stakeholder confidence. The CEO indicated that the entity's performance across the four core programmes: Administration, Skills Planning, Learning Programmes and Projects, and Quality Assurance demonstrated a high level of compliance, increased access to skills development opportunities, and growing participation by women and youth in key interventions:

## PROGRAMME 1

**100%**

7/7 targets achieved

## PROGRAMME 3

**83%**

38/46 targets achieved

## PROGRAMME 2

**71%**

5/7 targets achieved

## PROGRAMME 4

**100%**

4/4 targets achieved

Overall achievement:  
**84%**  
53/64

- The CEO reported that all administrative and statutory obligations were met, internal governance frameworks had been enhanced, and a new organisational design was successfully implemented to promote a high-performance culture. The focus on internal capacity building, accredited training, and inter-divisional collaboration had resulted in improved service delivery and reduced duplication of functions.
- The CEO further reflected on the core processes of skills planning and skills delivery, highlighting strategic partnerships and success indicators.

### Submission of WSPs and ATRs

- During the 2023/24 financial year, EWSETA recorded steady progress in the submission and approval of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs), reflecting improved employer participation and strengthened sectoral compliance. The WSP and ATR submissions serve as a cornerstone of EWSETA's Skills Planning Programme, which ensures that credible and evidence-based data informs the national and sectoral skills priorities.

**3 295**

Registered Employers

**1 221**

Levy payers

**20%**

Participation by levy payers

**22%** increase on the 202 approved in 2022/23

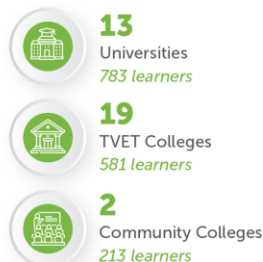
**247**  
approved

Small: **173**  
Medium: **45**  
Large: **29**

## National Discretionary Grant Projects Statistics:

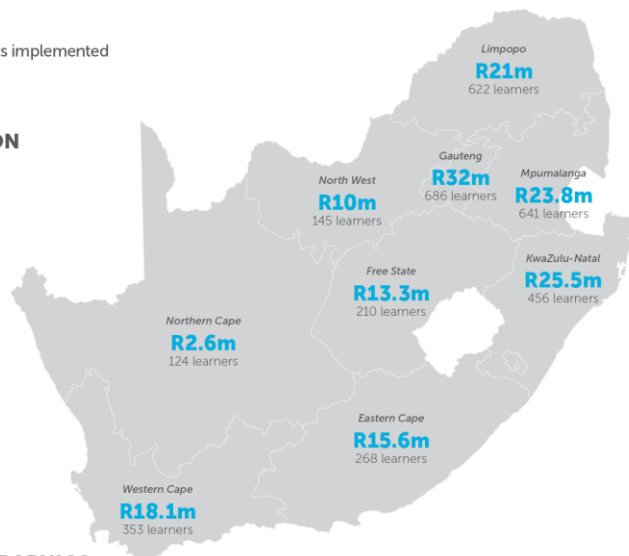
**121** | Total number of projects implemented

### HIGHER EDUCATION INSTITUTION STATISTICS



Note: One institution may be contracted for multiple projects, but is calculated/recognised once

### OVERALL ENROLMENT DEMOGRAPHICS



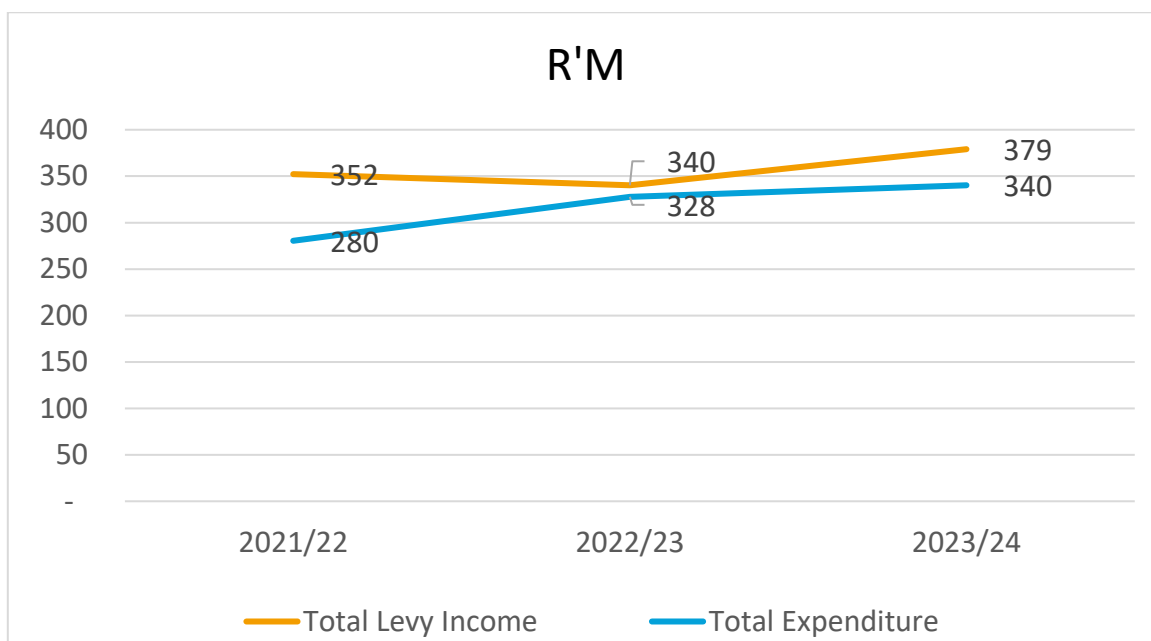
- EWSETA had established strong partnerships with 19 universities and 13 TVET colleges, reflecting its commitment to advancing skills development through higher education and vocational training collaboration. The organisation has strengthened its support to the TVET and Community Education and Training (CET) sectors, ensuring that these institutions are well-positioned to respond to the evolving skills demands within the energy and water industries.
- Significant impact has also been achieved through international co-funding partnerships, particularly in renewable energy initiatives that prioritise rural inclusion. Through collaborations with USAID and the United Nations Development Programme (UNDP), EWSETA has supported 15 TVET colleges across four provinces, benefiting both lecturers and students. In partnership with the Chinese government, the Authority has advanced renewable energy equipment manufacturing programmes across six TVET colleges, reaching multiple provinces through co-funding arrangements with the FoodBev SETA and CETA.
- Further collaboration with the German Development Agency (GIZ) has enabled the implementation of multiple energy transition projects focused on energy efficiency and sustainability. EWSETA's participation in BRICS research and career guidance initiatives, including engagements with the South African BRICS Youth Association (SABYA), continues to promote knowledge exchange and global collaboration in the fields of energy and water skills development.
- The CEO further highlighted progress in gender transformation, noting the implementation of women-focused leadership and management programmes across various subsectors, as well as upskilling initiatives for the employed and unemployed workforce.

## 6. FINANCIAL OVERVIEW AND AUDIT OUTCOME 2023/24

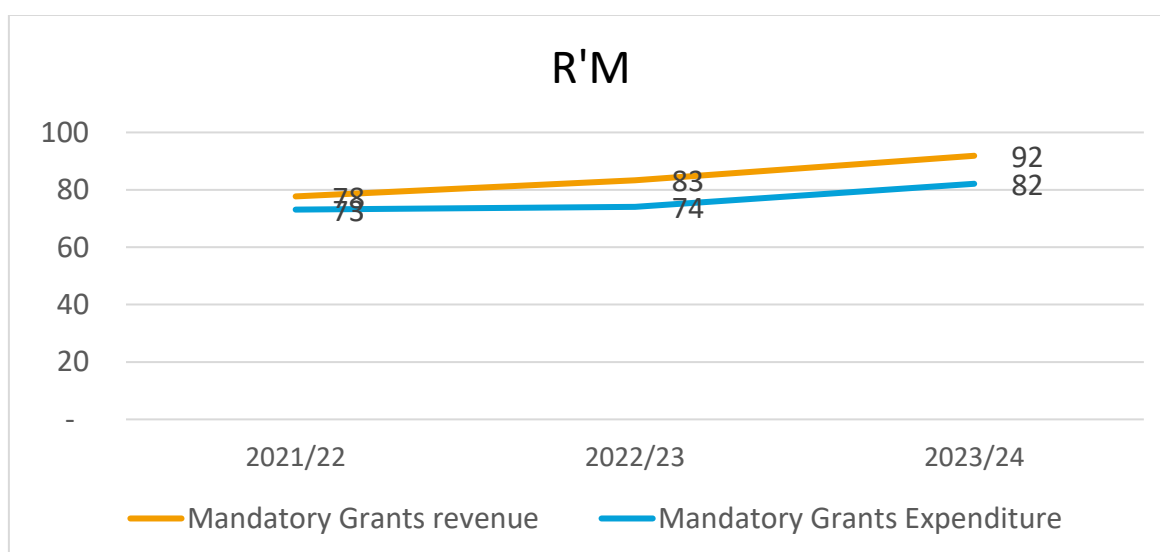
The Skills Delivery and Quality Assurance Executive (SD&QA), Ms Robyn Vilakazi, presented the Financial Overview and Audit Outcome for the 2023/24 financial year.

- Despite the Authority's extensive mandate, levy income remains comparatively low. To address this challenge, EWSETA continues to strengthen collaboration with sector partners to ensure closer industry alignment and optimise resource utilisation. The entity also pursues co-funding opportunities with strategic stakeholders to expand the reach and impact of its programmes. The financial figures presented exclude once-off significant accounting adjustments to provide a more accurate reflection of the organisation's operational performance. The Executive reiterated that EWSETA continues to operate within a constrained fiscal environment, which necessitates closer collaboration with industry partners, co-funding initiatives, and prudent financial management.

### Levy Income vs Total Expenditure



### Grants Revenue v Expenditure



- EWSETA reported total assets of R628 million and liabilities of R206 million, resulting in total net assets of R422 million. The organisation received a qualified audit opinion limited to Note 22 on commitments, with material audit matters relating to discretionary grant allocation ratios, administrative cost thresholds, and prior-year expenditure concerns. Corrective action plans, including policy and strategy revisions and enhanced internal controls, have since been implemented. Management remained committed to achieving an unqualified audit outcome in the next cycle.
- In presenting the Audit Outcome, (SD&QA) indicated that despite the qualification, the Auditor-General confirmed that the financial statements and performance information fairly represented the Authority's operations. She emphasised that the organisation remains committed to achieving an unqualified audit opinion through continued internal control improvements and strengthened financial management practices:

| 2019/20     | 2020/21     | 2021/22     | 2022/23     | 2023/24   |
|-------------|-------------|-------------|-------------|-----------|
| Unqualified | Unqualified | Unqualified | Unqualified | Qualified |

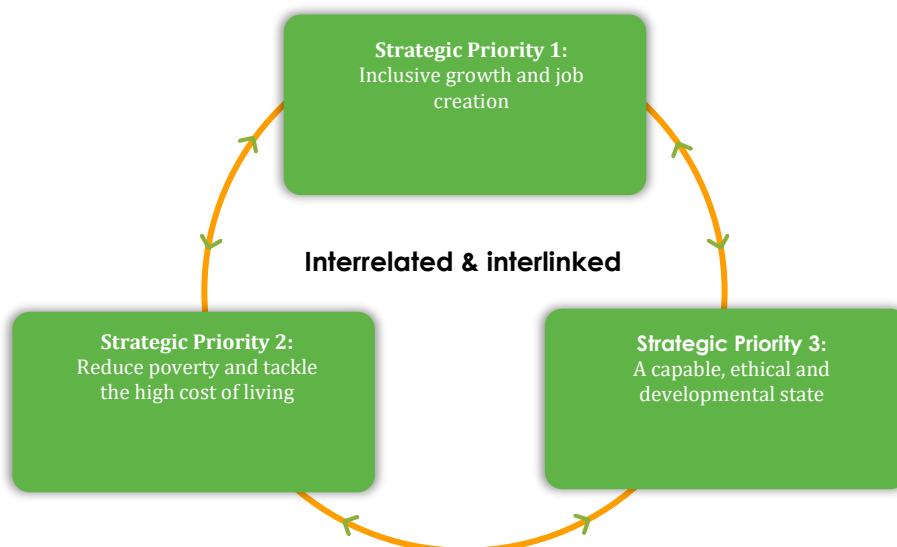
## 7. ADOPTION OF THE 2023/24 ANNUAL REPORT

Following the presentations, members considered and adopted the 2023/2024 Annual Report. The report was acknowledged as a comprehensive account of EWSETA's performance, reflecting improved delivery outcomes, enhanced compliance with statutory requirements, and visible progress in stakeholder collaboration.

## 8. PRESENTATION OF THE 2025–2030 STRATEGIC PLAN AND 2025/2026 ANNUAL PERFORMANCE PLAN

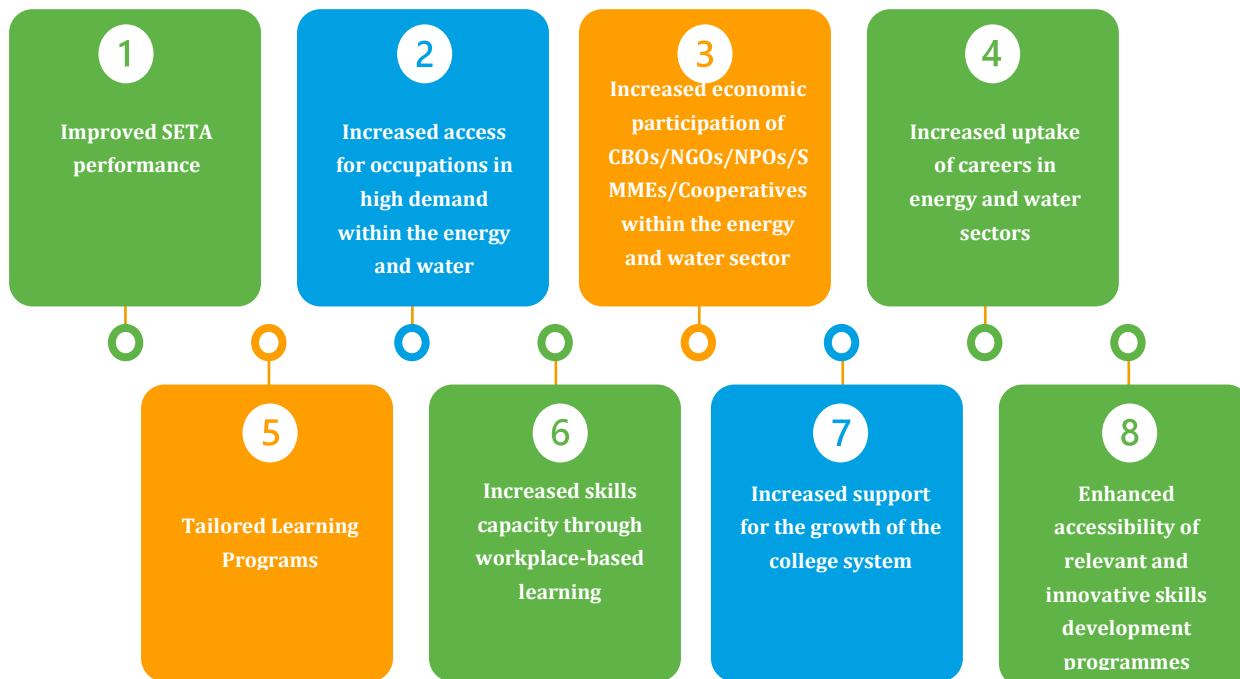
The Chief Executive Officer proceeded to present and introduce the 2025–2030 Strategic Plan and the 2025/2026 Annual Performance Plan (APP).

### Medium Term Development Plan: Three Strategic Priority Areas:



- In the presentation, the CEO outlined the strategic direction that would guide EWSETA's operations over the next cycle.

#### EWSETA 2025 – 2030 Outcomes:



- The CEO indicated that the Strategic Plan was informed by national policy frameworks, including the National Development Plan 2030, the National Skills Development Plan (NSDP) 2030, the Medium-Term Development Plan, and the Economic Reconstruction and Recovery Plan (ERRP). The plan aimed to promote inclusive economic growth, job creation, and the development of a capable, ethical, and professional state.
- The CEO further elaborated that the Strategic Plan was anchored on four pillars:



- Annual Performance Plan for 2025/26 sets measurable indicators, focusing on improved governance, sector-aligned learning programmes, increased access to occupations in high demand, and greater participation by women, youth, persons with disabilities, and small enterprises.

## 9. STAKEHOLDER DISCUSSION

### **The Stakeholders raised their concerns and commented as follows:**

- a) The stakeholders sought clarity on the EWSETAs involvement with military veterans.
- b) The stakeholders raised concerns on the allocation of projects in the Northern Cape Province as it required strong focus in the water sector.
- c) The EWSETA obtained an unqualified opinion in the past four years, however, clarity was sought on the amount of the fruitless and wasteful expenditure in the financial statement that led to the qualified opinion for the 2023/24 financial year.
- d) The stakeholders further sought clarity on how the EWSETA had been engaging with the Municipalities on projects. Concerns were raised on co-funding of bursaries and requested the EWSETA to be intentional with regard to the learners that were on international exchange programmes as they should come back and find employment.
- e) The stakeholders emphasised the importance of ensuring that learners are absorbed into workplace training programmes upon completion of their studies. It was noted that, during the previous Annual General Meeting, concerns were raised regarding the limited participation of private companies in providing work placement opportunities for graduates. It was reiterated that EWSETA must be consistent in promoting empowerment through practical workplace exposure and should ensure that levy-paying employers comply with their obligations. It was further agreed that private sector stakeholders must play an active role in supporting the absorption of university and TVET graduates into relevant workplace training programmes.
- f) The stakeholders raised concerns that the majority of projects have been concentrated in Gauteng. It was agreed that future initiatives should be more evenly distributed across other provinces to ensure equitable access and impact within the energy and water sectors. The Stakeholder emphasised the importance of expanding project implementation and participation numbers in underrepresented provinces to promote balanced national development.
- g) The stakeholders noted that, among the various initiatives supported through the EWSETA partnership, there were 20 unemployed learners from the Capricorn TVET currently participating in training programmes, while several lecturers have recently completed their respective skills development interventions. It was emphasised that these figures represent only a portion of the wider annual support provided by EWSETA.
- h) The stakeholders sought clarification on the distinction between legacy and occupational qualifications, as well as the plans in place for the development and implementation of the occupational qualification framework. The Stakeholders further enquired about the measures

that EWSETA intends to implement to improve the approval and facilitation of workplace placements in order to better support skills development practitioners.

- i) The stakeholders sought clarity on the Small, Medium, and Micro Enterprises (SMME) strategy, particularly on how it ensures that young people who were capacitated through EWSETA programmes transition from job seekers into entrepreneurs capable of transferring skills to others. The stakeholder further enquired whether the international partnerships established by EWSETA were yielding tangible results and contributing to the achievement of the organisation's developmental objectives.
- j) The stakeholders enquired whether EWSETA has established research chairs in collaboration with universities.
- k) The stakeholders raised a concern regarding the retention of professionals who are trained or incubated within the country. It was noted that mentorship and coaching were essential to support their development and encourage them to remain and contribute within South Africa.

#### **Responses by the Panel**

- a) The EWSETA mandate should be stakeholder driven and the institution was willing to have discussions with stakeholders to explore the interventions and assistance that could be provided to the Military Veterans.
- b) EWSETA had invested in the Northern Cape and further initiatives are planned in the province. One of the key partnerships of EWSETA is with the United Nations Development Programme (UNDP) (international funding) with a focus on the Northern Cape, Eastern Cape and Mpumalanga in the implementation of renewable energy skills development. There has been a number of exchange programmes including renewable energy in Partnership with the TVET Colleges in the Northern Cape with lecturers participating in the programme in China.
- c) We had several programmes at EWSETA involving the exchange of students to acquire skills outside the country. There was a partnership with Finland, DWS and Water Boards for co-funding programmes to develop skills in the water sector.
- d) The qualified opinion was based (note 22/23) on the financial statement on commitments due to the contractual obligations related to the discretionary grants. The amounts concerned was estimated at 310 million and it was identified that there were contracts not included in the figure. The fruitless and wasteful expenditure was shown as 0 rand, although the actual amount was R 300.
- e) The organisation has not been successful in its attempt to make the collaboration with the Local Government Sector Education and Training Authority (LGSETA). The Board has discussed the issues of water and impact of EWSETA and recommended improvement in the water sector footprint in the provinces.
- f) In the annual performance report, there were a number of learners placed with host employers under the applicable Indicators, and the undertaking from EWSETA was that the entity would increase the pool of workplaces available. The SETA had partnered and brought in co-funders to improve and increase workplace training.
- g) The strategy of the EWSETA had been focused more on partnerships. The entity is looking forward on how to improve its strategy. From a research perspective, EWSETA has partnered with the likes of University of Western Cape and Tshwane University of Technology. The key partner in research with EWSETA was the Water Research Council.

- h) The legacy qualifications were currently being phased out, with only eight remaining. The remaining qualifications are expected to be completed and finalised by the end of the 2024/25 financial year, as others concluded in June 2024.

#### **10. REMARKS BY DR NKOSINATHI SISHI (DIRECTOR GENERAL-DEPARTMENT OF HIGHER EDUCATION AND TRAINING)**

- a) Dr Sishi commended EWSETA for its ongoing contribution to skills development within the energy and water sectors and for aligning its programmes with national priorities.
- b) In his address, Dr Sishi emphasised that the country was entering the seventh administration, which required renewed focus on collaboration, accountability, and measurable impact. Dr Sishi urged SETAs to move beyond compliance-driven activities and to prioritise initiatives that directly address unemployment, poverty, and inequality.
- c) Dr Sishi indicated the importance of pooling resources across public and private sectors to achieve broader national transformation goals. It was stressed that the success of the post-school education and training system depends on partnerships that deliver tangible outcomes particularly for young people seeking meaningful employment. Dr Sishi announced that the Department's plan to establish a dedicated desk for postgraduate students to enhance coordination and support for research, innovation, and postgraduate capacity building within the post-school education and training system. The initiative aimed to strengthen linkages between academic research and sectoral skills needs.
- d) Dr Sishi further highlighted the need to ensure that EWSETA's Human Resource Strategy and the Master Skills Plan were closely aligned with national strategic priorities, including the Medium-Term Development Plan and the National Skills Development Plan (NSDP 2030). This alignment would ensure that the Accounting Authority's interventions directly contribute to addressing skills gaps, advancing economic inclusion, and improving workforce readiness across the energy and water sectors

#### **11. RECOGNITION OF EXCELLENCE AWARDS**

The Chief Executive Officer and the Chairperson of the Accounting Authority handed over the Certificates of Excellence to winners in each category.

EWSETA awarded Recognition of Excellence certificates, which honoured individuals, institutions, and partners who made outstanding contributions to EWSETA's mandate. Awards were presented in recognition of excellence in governance, stakeholder engagement, innovation, and gender mainstreaming. The awards ceremony underscored the value of collaborative partnerships in driving sustainable development and inclusive economic participation.

Categories included Artisan Development, Community and Rural Impact, Graduate Placement and Absorption, Industry Collaboration, Post-School Education and Training Institutions, SMME Development, and Strategic Partnerships- National. Recipients included technical colleges, universities, private sector partners, and research institutions.

## **12. CLOSING AND VOTE OF THANKS BY ACCOUNTING AUTHORITY MEMBER (MR NHLANHLENI NGIDI)**

Mr. Nhlanhleni Ngidi, a Member of the Accounting Authority, delivered a heartfelt vote of thanks on behalf of the Board and extended gratitude to the DHET leadership, the EWSETA Board and Committees, the Chief Executive Officer and Executive Management Team, and all staff members for their dedication and resilience throughout the year. Mr. Ngidi also acknowledged the unwavering support of sector partners and training institutions in advancing EWSETA's vision of transforming the energy and water sectors through skills development.

**AGM Closed at 13:00**